Worcestershire County Council Pension Fund

Annual Report and Accounts 2013 - 2014

Contents

Investment Monitoring Group
Advisers and Officers as at 31st March 2014

Administering Authority

Worcestershire County Council
County Hall, Spetchley Road
Worcester WR5 2NP.

Fund Administrator

Patrick Birch CPFA
Director of Resources
Worcestershire County Council
County Hall, Spetchley Road
Worcester WR5 2NP.

Shadow Pension Committee

Councillor A I Hardman (Chair)
Councillor P Gretton
Councillor L Mallett
Councillor S Peters
Councillor P Tuthill
Councillor R Phillips (Herefordshire Council)
Adrian Becker - Unison (Employee Representative)
Vic Allison (Employer Representative)

Shadow Pension Investment Advisory Committee

Councillor A I Hardman (Chair)
Councillor R W Banks
Councillor S J M Clee
Councillor R Lunn
Jim Price – Unison (Observer)
Sean Pearce (Chief Financial Officer)
Mark Forrester (Principal Accountant – Pension Fund)

Fund Managers

Capital International Limited,
40 Grosvenor Place,
London SW1X 7GG.

JP Morgan Asset Management
Finsbury Dials, 20 Finsbury Street,
London, EC2Y 9AQ.

Nomura Asset Management U.K. Ltd
1 Angel Lane, London,EC4R 3AB

UBS Global Asset Management UK Limited,
21 Lombard Street, London, EC3V 9AH.

Schroder Investment Management Limited
31 Gresham Street
London EC2V 7QA

Global
Custodian

BNY Mellon
BNY Mellon Asset Servicing
48th Floor, One Canada Square
London, E14 5AL
BNY Mellon Asset Servicing B.V.

Independent
Financial Adviser

Philip Hebson
AllenbridgeEpic Investment Advisers Limited
26th Floor
125 Old Broad Street
London
EC2N 1AR

Actuary to
the Fund

Mercer Human Resource Consulting,
Mercury Court, Tithebarn Street,
Liverpool L2 2QH.

Auditors to
the Fund

Grant Thornton UK LLP
Colmore Plaza
20 Colmore Circus
Birmingham
West Midlands
B4 6AT

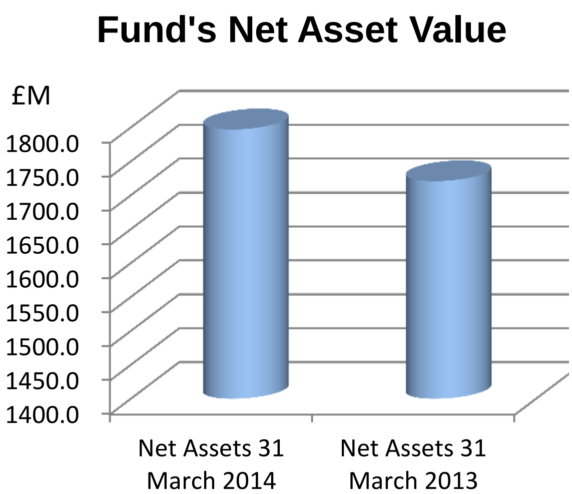
Foreword by the Director of Resources

Welcome to the Worcestershire County Council Pension Fund 2013/14 Statement of Accounts. Worcestershire County Council administers the Local Government Pension Scheme (LGPS), which provides for the occupational pensions of employees, other than teachers, police officers, and fire fighters of the local authorities within the Herefordshire and Worcestershire area. Worcestershire County Council also operates the scheme for members of other organisations which have made admission agreements with the fund and designated bodies who have passed resolutions with Worcestershire County Council.

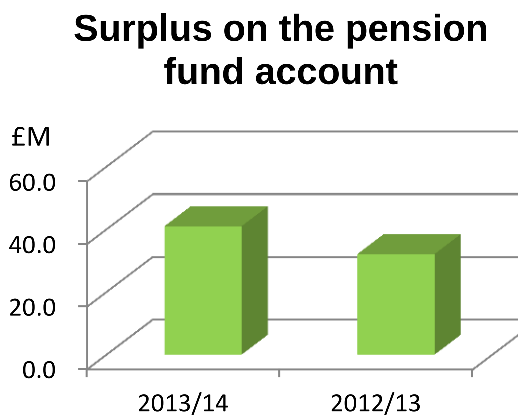
Aims and purpose of the Scheme	
The aims of the Scheme are to:	
✓	enable employer contribution rates to be kept as nearly constant as possible and at reasonable cost to the taxpayers, scheduled, designated, community and admitted bodies
✓	manage employers' liabilities effectively
✓	ensure that sufficient resources are available to meet all liabilities as they fall due, and
✓	maximise the returns from investments within reasonable risk parameters.
The purpose of the Scheme is to:	
✓	receive monies in respect of contributions, transfer values and investment income, and
✓	pay out monies in respect of scheme benefits, transfer values, costs, charges and expenses.

Key headlines

- The value of the Fund's net assets increased by £76.3 million from £1,720.8 million at 31 March 2013 to £1,797.1 million at 31 March 2014:
- Recurring income from contributions increased by 3.5% and net investment earnings increased by 23.4%. Ongoing expenditure increased by 5.2%,
- Contributions from staff and employers plus interest and dividends received exceeded benefit entitlements paid in 2013/14 by £47 million. It is expected that an operating surplus will exist for many years to come.



- During the year the surplus on the Pension Fund account totalled £41.0 million for 2013/14, an increase of £8.9 million from the surplus of £32.1 million for 2012/13. The surplus is derived from all income and expenditure figures in the Pension Fund Account Statement (excluding Profit and losses on disposal of investments and changes in the market value of investments).



- Change analysis of the fund's membership profile is displayed below:

	31 March 2013		31 March 2014	Change	Change %
Contributors to the fund	19,763		20,739	976	+4.9
Pensions paid	14,730		15,308	578	+3.9
Deferred members*	15,411		16,829	1,418	+9.2
	49,904		**52,876**		

* The increase in deferred members is due to employers reducing staff headcount and the ex-employees choosing to retain their accrued benefits in the scheme as opposed to transferring out.

Governance

The Public Service Pensions Bill was introduced in the House of Commons on 13 September 2012, which set out governance requirements for the new look Local Government Pension Scheme (LGPS) to be introduced in 2014/15. Draft LGPS regulations on the new governance requirements are now expected to be confirmed during 2014 and the intention is for Worcestershire County Council to implement new governance changes in order to comply with this Bill.

During this interim period, a Shadow Governance Policy Statement for the Pension Fund was produced and is published on the Council's website. The Policy Statement aims to closely align the Fund's governance arrangements with the prescribed best practice guidance, whilst the Council awaits the publication of the revised LGPS governance regulations. The Shadow Governance Policy Statement was approved by Council, as signed by the Leader of the Council and Director of Resources, and the interim governance arrangements for the Pension Fund were implemented on the 30th September 2013.

The new shadow governance arrangements include the establishment of a Shadow Pension Committee and the transition of the former Investment Monitoring Group into the new Shadow Pension Investment Advisory Committee. The first Shadow Committee meetings were held in November and December 2013. A Shadow Pension Administration Advisory Forum was also implemented to provide the Shadow Pension Committee with advice concerning the administration of the Fund and to bring stakeholders perspective to all aspects of the Pension Fund business. The first Forum meeting is expected to take place in the Autumn of 2014.

Management of the fund's assets

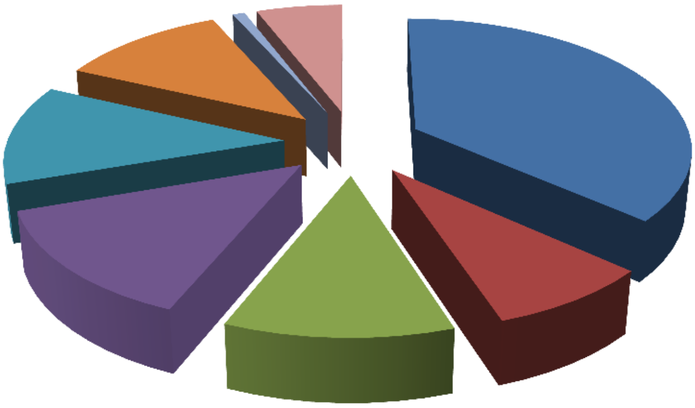
The management of the fund's assets is operated through five specialist external managers with six mandates in total. The Shadow Pension Committee is advised in relation to asset allocation decisions and the monitoring of external managers' performance by the Shadow Pension Investment Advisory Committee, which includes an independent financial adviser.

The fund's asset allocation is kept under regular review and the current long term investment allocation includes investments in a wide variety of UK and overseas companies, Government Securities and Corporate Bonds. As a result of an asset allocation review that took place in November 2013, the following key recommendations were endorsed by the Shadow Pension Committee and implemented prior to 31st March 2014:

- A change of 20% of the Passive Mandate Index to a mix of three 'alternative' indices, as detailed in the revised Statement of Investment Principles, which are published on the Council's website.
- Discontinuance of the Fund's Active Equity investment through UBS Global Asset Management UK Limited into Europe ex. UK due to Fund Manager performance over the long term.
- Restructuring of the Fund's Active Equity investment through Capital International Limited into the Americas by focusing the mandate solely on the North America only region.
- Restructuring of the Fund's Active Equity investment through Nomura Asset Management UK Limited into Japan and Asia by removing from the Mandate the investment into the Emerging Markets of Asia Ex. Japan due to Fund Manager Performance in this part of the Mandate in direct comparison with the Funds other Managers. The investments were transitioned to the Fund's other Emerging Market Active Managers.

In addition to the above changes the committee endorsed the recommendation to allocate up to 10% of the Fund to 'Alternatives' including property should opportunities arise in property or other 'Alternatives' over the Fund's inter-valuation period.

The following chart details the distribution of the fund's assets as at 31 March 2014:



Management of the fund's liabilities

The funding strategy is kept under regular review by the Shadow Pension Committee and the fund's actuary assesses at three yearly intervals the balance of the fund's assets against its liabilities. An actuarial valuation of the Worcestershire County Council Pension Fund was carried out as at 31 March 2013 to determine the contribution rates with effect from 1 April 2014 to 31 March 2017. The key outcomes of the valuation are detailed below:

- The Fund's assets of £1,721 million represented 69% of the Fund's past service liabilities of £2,488 million (the "Funding Target") at the valuation date. This compares to a similar 69% funded position as a result of the 2010 valuation.
- A common rate of contribution of 14.1% of pensionable pay per annum is required from employers. The common rate is calculated as being sufficient, together with contributions paid by members, to meet all liabilities arising in respect of service after the valuation date.
- The deficit of £767 million would be eliminated by a contribution addition of £41m per annum increasing at 4.1% per annum (equivalent to 12% of projected Pensionable Pay at the valuation date) for 21 years.

The next actuarial valuation will be undertaken in 2016/17, with any changes to the employers' contribution rates being implemented with effect from 1 April 2017.

To meet the requirements of the Regulations, Worcestershire County Council as administering authority of the fund has set a clear long-term funding objective; to achieve and then maintain assets equal to 100% of projected accrued liabilities, assessed on an ongoing basis.

Patrick Birch
CPFA
Director of Resources

Development of the Scheme

Since 1922 the LGPS has developed from a scheme which just provided pensions for officers only, to today's scheme, which provides pension and lump sums for all members, spouses, civil and co-habiting partners, and childrens' pensions, ill health, redundancy and death cover.

It is a comprehensive scheme and yet, through co-operation of the Government, employer and employee representatives, the scheme is constantly changing and adapting to modern day needs and demands.

LGPS 2014

Following the Hutton Report on public sector pensions, schemes are preparing for major changes which will take place for most schemes by April 2015. However, the unique nature of the LGPS meant that a separate agreement was reached for changes to be implemented by April 2014.

The Local Government Association (LGA) announced the outcome of their negotiations on the new LGPS proposals for England and Wales. These proposals were communicated to Scheme members and Fund employers for formal consultation.

The new LGPS Regulation 2013 and LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014 will come into force on 1 April 2014.

Automatic Enrolment

The Government introduced a new law to make it easier for people to save for their retirement. Starting from October 2012 employers will have to put eligible jobholders into a workplace pension scheme. Exactly when this applies (an employers' staging date) depends upon the size of the particular employer but all will be affected over the next 10 years.

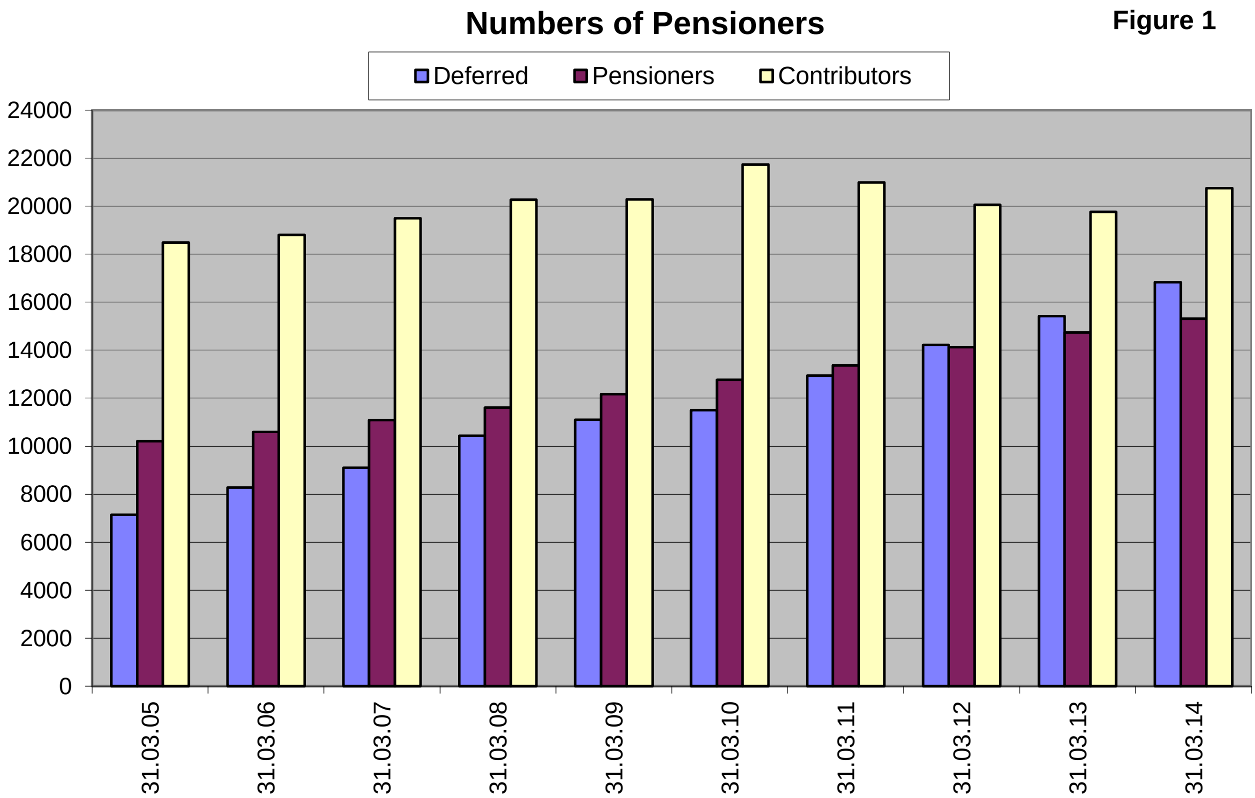
The Fund has raised awareness of the need for employers to address their statutory obligations under the Government's workplace pension reform and facilitated a meeting with the LGPC Senior Pensions Advisor to outline the necessary preparations to ensure compliance with the requirements.

Fund employers are all working to ensure that all the necessary actions are taken in respect of their employees ahead of their own staging date.

Membership

A chart showing the number of contributors, pensioners and deferred pensioners for the past ten years is given at Figure 1;

Figure 1



Administration – Review of the Year

Legislation

The principle regulations were amended during the year;

- LGPS Regulations 2013 (in force from 01/04/2014)
- LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014 (in force from 01/04/2014)
- LGPS (Miscellaneous) Amendment Regulations 2014
- The Occupational and Personal Pension Schemes (automatic enrolment) (amendment) Regulations 2013
- Registered Pension Schemes and Overseas Pension Schemes (Miscellaneous Amendment) Regulations 2013
- The Finance Act 2013
- Public Service Pensions Bill 2013/14

Consultations

- LGPS 2014: Draft Regulations
- Fair Deal: Treatment of pensions on compulsory transfer of staff from the public sector
- LGPS: Councillors' Pensions
- TUPE Regulations 2006: Consultation on proposed changes for LGPS
- Automatic Enrolment: Amendments
- Pooling arrangements for academies within the LGPS

Autumn Statement 2013 Announcements

- Reduction in Life Time Allowance (LTA) and Annual Allowance (AA) for 2014/15 tax year
- Government Actuary Department (GAD): Broad comparability with the LGPS

Budget 2014

- Introduction of the new single state pension from April 2016
- Countdown to the end of contracting-out from April 2016
- Government to consult on 'fixed protection' and 'individual protection' Spring 2013 following announcement in the 2012 Autumn Statement that LTA will reduce from £1.5m to £1.25m from 2014/15

GAD has also issued an unprecedented amount of new factors and guidance on early retirement, pension debits, additional contributions, small pension pots, GMP equalisation, transfers and tax issues.

Pensions Administration

The Pensions Team meets all of the administration requirements of the Fund, encompassing benefit calculations, regulations, communications and payroll.

<u>LGPS 2014</u>

The work involved in developing the details for the regulations on the new scheme took longer than initially envisaged, but are now in statute and come into force on 1 April 2014.

2013 Fund Valuation

Every three years the Fund Actuary, Mercer, carries out a full actuarial valuation of the Fund to calculate how much the employers in the Scheme need to contribute going forward to ensure that its liabilities, the pensions due to current and future pensioners, will be covered.

The last valuation took place as at 31st March 2013 and new employer contribution rates were implemented from 1st April 2014. Further details on the results from the 2013 Actuarial Valuation can be found in Appendix 2.

Academies

Administration staff continue to assist Fund employers and this has been particularly so with the conversion of maintained schools into academies.

Collaboration

In the past 12 months working collaboratively with other pension funds has increased significantly. We have produced several key documents within the collaborative group to share expertise and costs.

Redundancy exercises

There are a number of employers who have undertaken redundancy exercises over the past year, where this is happening, the team have worked with employers and employees to ensure that everyone is aware of what redundancy means to both parties.

Commissioning

The team are preparing for a number of outsourcing exercises following the decision to become a commissioning authority.

Benchmarking

The Fund continues to participate in the Chartered Institute of Public Finance and Accountancy (CIPFA) annual benchmarking survey. The survey showed that the Fund had a lower cost pension payroll than the CIPFA average.

Internal Dispute Resolution Cases

During the year to 31 March 2014, there were four new cases dealt with by the Appointed Person responsible for complaints against decisions made by the Fund. In all of these cases the decision taken by the Fund was upheld.

A total of three new cases were dealt with by the Appointed Person responsible for considering Stage 2 appeals against employer decisions. In two of these cases the employer's decision was upheld. The one case in which the appeal was granted, related to the early payment of pension benefits.

Key Staffing Indicators

The administration section of the Fund employs 16 members of staff (10.5 FTE). During the 2013/14 financial year one member of staff left the section and one joined. The Fund therefore has a ratio of one full time equivalent member of the administration staff for every 5,000 Fund members.

Financial Performance and Industry Standard Performance Indicators

The Local Government Pension Committee in conjunction with CIPFA has set a series of National Performance Indicators that measure the quality of service provided by Local Government Pension Schemes. These are set out in the table below along with the Fund's performance over 2013/14;

Performance Indicator (from point at which all required information has been received)	**LGPC Target**	**Achieved %**	**Authority Target**	**Achieved (%)**
Letter detailing transfer **in** quote	10 days	95.0%	10 days	95.0%
Letter detailing transfer **out** quote	10 days	95.0%	10 days	95.0%
Process and pay refund	5 days	90.0%	10 days	90.0%
Letter notifying estimate of retirement benefits	10 days	100.0%	10 days	100.0%
Letter notifying actual retirement benefits	5 days	100.0%	5 days	100.0%
Process and pay lump sum retirement grant	5 days	100.0%	5 days	100.0%
Initial letter acknowledging death of active / deferred / pensioner member	5 days	100.0%	5 days	100.0%
Letter notifying amount of dependant's benefits	5 days	95.0%	5 days	95.0%
Calculate and notify deferred benefits	10 days	85.0%	10 days	85.0%

Detailed below is the final budget monitoring report for the Pensions Administration costs of the Fund for the financial year ended 31st March 2014, which provides detail of departmental over / under spends over 2013/14:

Subjective Analysis		Latest Approved Budget £000	Actual Expenditure £000	Committed Expenditure £000	Total Exp to date £000	%
Employees:		449	398		398	88.6
	Re-Structuring Costs: Expenditure	0	0		0	-
	Matrix Costs	0	8		8	-
	Insurance Fidelity	3	3		3	115.6
	Indirect Expenses	3	0		0	9.6
Transport:		2	2		2	79.0
Supplies & Services:						
	Design & Print, Safecom (59610 - 59614)	4	2		2	61.2
	Computer Software / Hardware	0	1		1	-
	Equip, Stationery (49~)	5	1		1	14.9
	Subscriptions (51001)	1	7		7	695.4
	Telephone (50311,50327, 59618 - 59619)	4	4		4	88.0
	Postage (59615)	50	60		60	120.3
	External Audit Fee	50	-38		-38	-75.0
	Consultants	0	0		0	-
	Mercers Fees	180	271		271	150.6
	Heywood Ltd - Licences & Maintenance	116	211		211	182.2
	Insurances (51632)	2	2		2	115.9
	LGPS Newletter	0	0		0	-
	General	2	7		7	325.7
Central Recharges In:		76	76		76	99.3
Total Expenditure:		**947**	**1015**	**0**	**1015**	
Income:						
	Pensions Fund	-926	-1019		-1019	110.0
	Income from Outside bodies	-19	4		4	-20.2
	Reserve Allocation	0	0		0	-
Total Income:		**-945**	**-1015**	**0**	**-1015**	
SERVICE NET Excl Recharges.		**2**	**0**	**0**	**0**	-
Central Recharges Out:		-2	0	0	0	-
SERVICE NET EXPENDITURE		**0**	**0**	**0**	**0**	-

The Fund's Investment Portfolio and Performance

The County Council as Administering Authority is responsible for the investment of the Pension Fund which is delegated to the Director of Resources. Performance is reviewed by the Director of Resources, supported by the Shadow Pension Committee and Shadow Pension Investment Advisory Committee. The Shadow Pension Committee consists of County Councillors and an Employee and Employer Representative and receives recommendations from the Shadow Pension Investment Advisory Committee in relation to investment decisions. The Shadow Pension Investment Advisory Committee consists mainly of Councillors and is advised by an independent financial adviser. Both the main and secondary shadow committees meet on a quarterly basis with an additional annual meeting held by the Shadow Pension Investment Advisory Committee to consider the full year's performance. The Shadow Pension Investment Advisory Committee also reviews the actions taken by the investment managers in voting the Fund's shares.

The operation of the Fund is governed by statutory regulations, including the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009, which provide for a prudent approach to fund management and set out such matters as the type of investments into which the Fund's assets can be placed, with certain restrictions.

For management purposes the Fund is divided between five external investment managers operating a mix of active equity and bond mandates, together with a passive equity Index Tracking brief as set out below:-

Americas Active Equities	Capital International Limited.
Far East Active Equities	Nomura Asset Management UK Limited.
Passive UK, USA and Europe Equities	UBS Global Asset Management (UK) Limited.
Emerging Markets Active Equities	JP Morgan Asset Management.
Emerging Markets Active Equities	Schroder Investment Management
Bonds	JP Morgan Asset Management.

Performance is measured against respective world indices on a three year rolling basis. The details of the mandates are set out in the Statement of Investment Principles (Appendix 3).The Fund does not automatically rebalance mandates in line with the long-term investment policy as set out in the Statement of Investment Principles, therefore portfolio weights may vary compared to their long-term strategic total Fund weight. The Fund's actual asset allocation as at 31st March 2014 is shown below;

	Actual allocation at 31st March 2014	Long term Strategic Benchmark	
Shares Managed Actively	%	%	**Investment Manager and Expected Performance**
North America	7.6	6.0	Capital International - FTSE All World All Americas Index + 1.5%
Far East Developed	13.8	12.0	Nomura Asset Management - FTSE All World Asia Pacific Index + 1.5%
Emerging Markets	12.0	12.0	JP Morgan Asset Management and Schroder Investment Management - FTSE-All World Emerging Market index +2.0%
	33.4	30.0	
Shares Managed Passively			
Market Capitalisation Indices			
United Kingdom	36.2	25.5	UBS Global Asset Management (UK) - FTSE All Share Index
North America	1.8	5.0	UBS Global Asset Management (UK) - FTSE All World North America - Developed Series Index
Europe ex - UK	10.2	9.5	UBS Global Asset Management (UK) - FTSE All World Europe ex UK Index -Developed Series Index
Alternative Indices	11.2	10.0	UBS Global Asset Management (UK) - 1/3 FTSE RAFI Developed 1000 Index QSR Total Return Net Index, 1/3 MSCI World Minimum Volatility (GBP Optimised)Total Return Net Index, 1/3 MSCI World Quality Total Return Net Index
	59.4	50.0	
	92.8	80.0	
Bonds Managed Actively	6.8	10.0	JP Morgan Asset Management – 100% Barclays Global Aggregate Corporate Bond Index – Hedged into GBP
Property / Infrastructure	0.0	10.0	Allocation to be implemented within three years from December 2013
WCC Managed Internally	0.4	0.0	
	100.0	100.0	

Custody of the Fund's assets is provided by the Global Custodian, BNY Mellon Asset Servicing.

In addition to the custodian's role in the safe-keeping of the Fund's total assets, the company also provides settlement and income collection services, the exercise of voting rights and the execution of corporate actions in conjunction with the investment managers. The appointment of a global custodian also secures an independent confirmation of the fund's assets and their value.

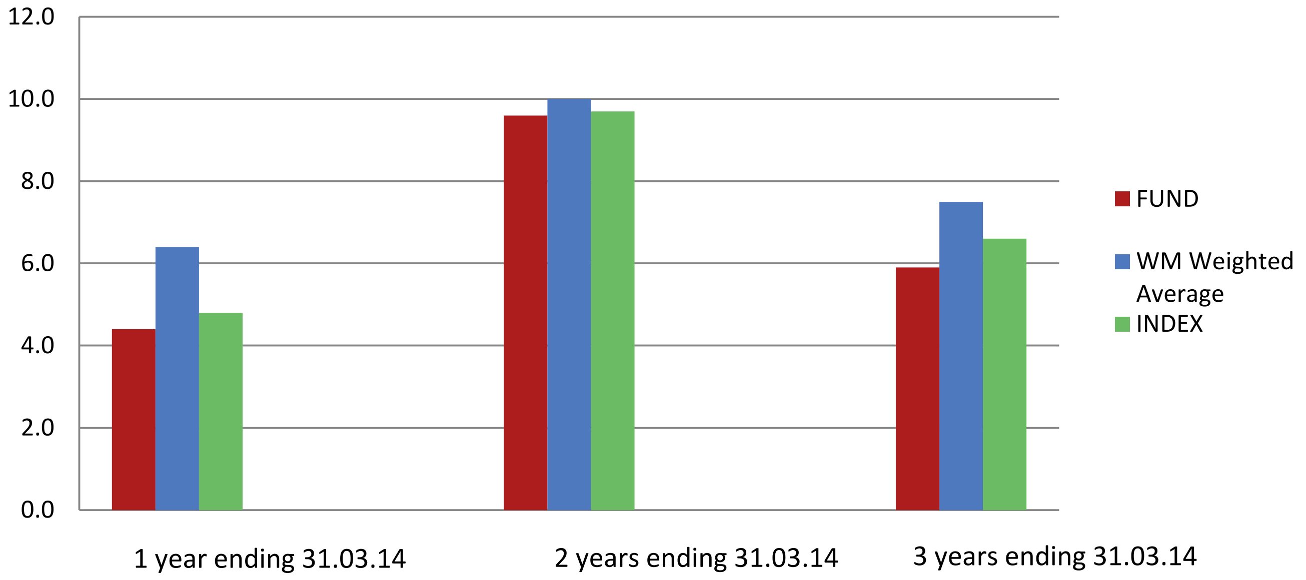
Statistics for measuring the investment managers' performances against the Fund's index benchmarks and against other local authorities, are provided quarterly by the WM Company. The figures show performance in the year 2013/2014 for each fund by means of a time-weighted return, as recommended by the Society of Investment Analysts.

For the financial year ended 31st March 2014 the Worcestershire return of 4.4% underperformed the index benchmark return by 0.4%.The 5-year period to 31 March 2014 shows that the Fund achieved a return of 13.6%, which was above the Local Authority Universe return by 0.9%. A comparison of performance over the 10 years to 31 March 2014, shows an average annual return of 7.3% for Worcestershire, compared to the Local Authority Universe performance of 7.8%.

Figure 2 shows comparisons of the performance returns of the Fund with the Local Authority Median Fund and the composite index benchmark over the shorter periods of the last one, two and three years;

COMPARISON OF AVERAGE ANNUAL PERFORMANCE OF THE FUND WITH THE LOCAL AUTHORITY MEDIAN RETURN AND THE COMPOSITE INDEX BENCHMARK

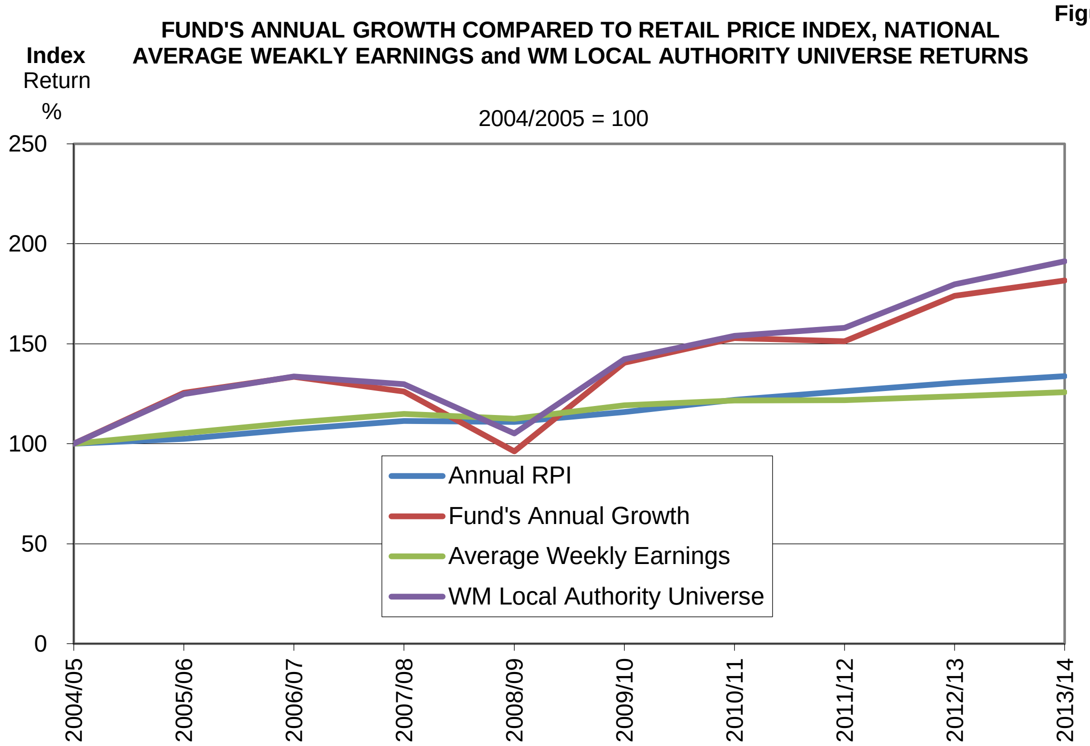
FIGURE 2



The fund's overweight position compared to the average Local Government Pension Scheme in Emerging Markets Equity and Far East Equities resulted in the fund underperforming its peers over the past one, two and three years. However, the Fund has outperformed the average Local Government Pension Scheme over the past five year period, mainly due the fund's overweight Equity position compared to the local authority average, which benefited from the post financial crisis Equity bull-run.

A comparison between the Fund's performance returns against the retail price index and the national average earnings since 2004 is given at Figure 3.

Figure 3



A chart showing the total net assets of the Fund each year since 2004 is given at Figure 4.

Figure 4

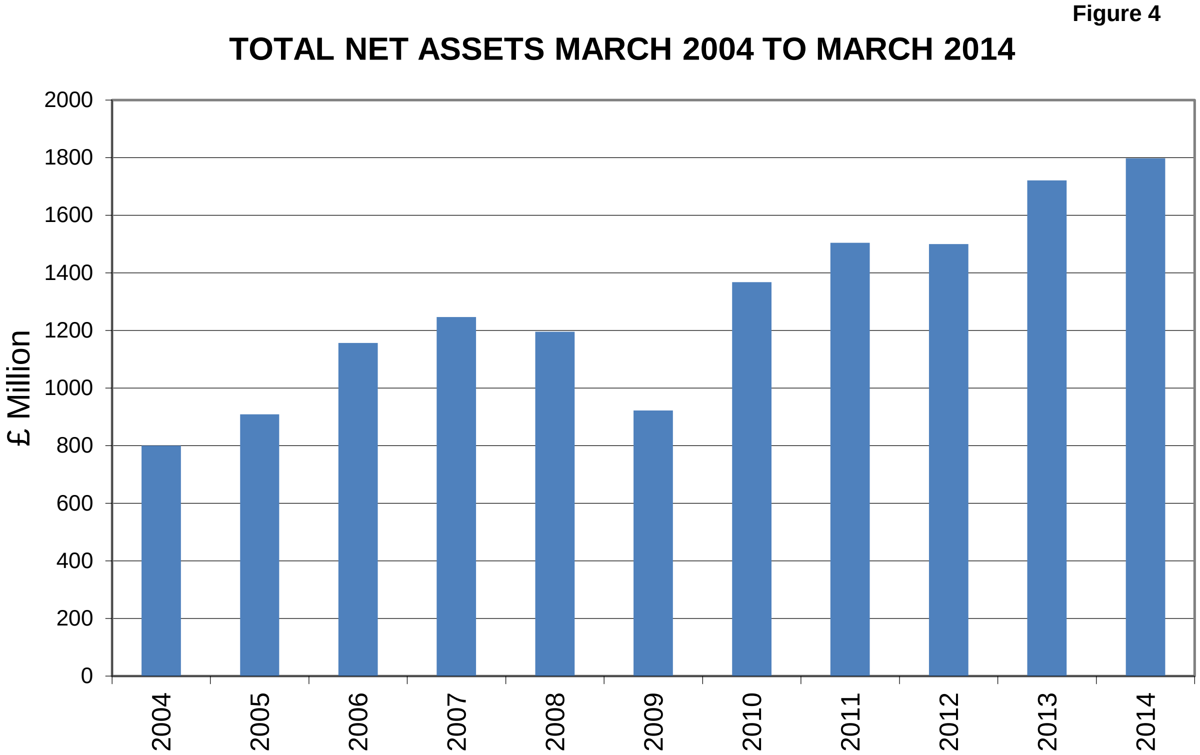
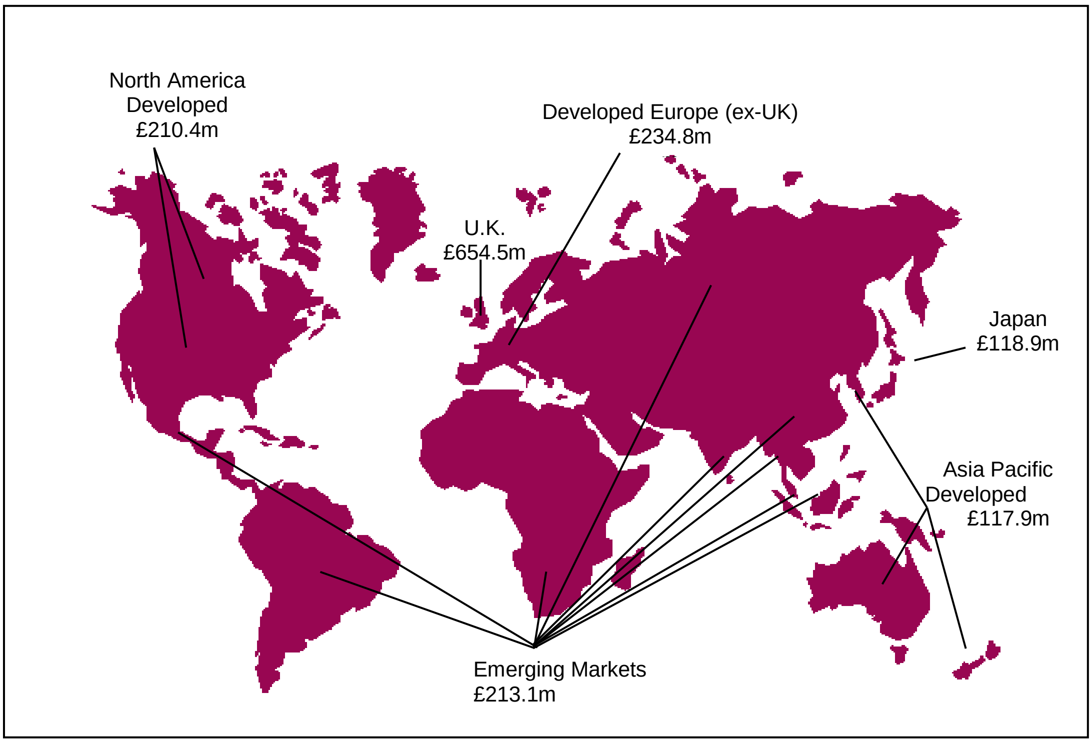


Figure 5 shows the geographical spread of investments (excluding cash, derivatives and global 'Alternative Indices' passive pooled investments)

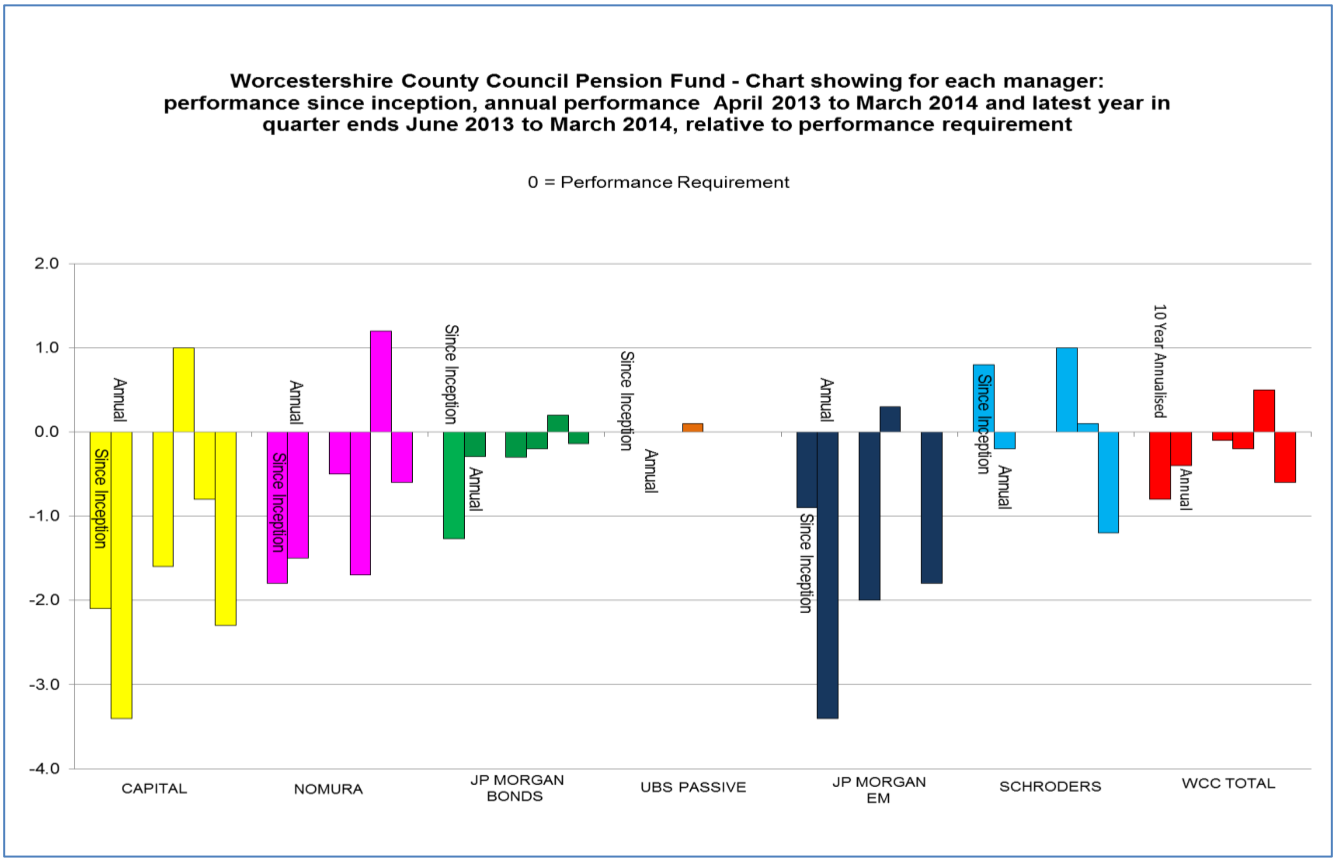


The Fund's top ten equity holdings (excluding Unitised Trusts) are as follows:

	Market Value at 31.3.14 £m	% of Fund Market Value at 31.3.14
HSBC Holdings	29.6	1.7
Royal Dutch Shell B Shares	24.1	1.4
BP	23.0	1.3
Glaxosmithkline	20.0	1.1
British American Tobacco	16.3	0.9
Vodafone	15.1	0.9
Royal Dutch Shell A Shares	12.8	0.7
Astrazeneca	12.6	0.7
Lloyds Banking Group	12.3	0.7
Diageo	12.1	0.7

The total value of these ten holdings represents 10.1% of the whole Fund.

Performance results for the Fund's individual managers' are shown below;


Worcestershire County Council Pension Fund - Chart showing for each manager:
performance since inception, annual performance April 2013 to March 2014 and latest year in
quarter ends June 2013 to March 2014, relative to performance requirement
0 = Performance Requirement
2.0
1.0
0.0
-1.0
-2.0
-3.0
-4.0
Since Inception
Annual
10 Year Annualised
CAPITAL
NOMURA
JP MORGAN BONDS
UBS PASSIVE
JP MORGAN EM
SCHRODERS
WCC TOTAL

Report of the Financial Adviser

The 2013-14 year has seen a further increase in the asset value of Worcestershire County Council Pension Fund. The total value of the Fund at 31 March 2014 was £1.775bn, compared to £1.703bn at the end of March 2013, a rise of 4%. Following disappointing performance on the part of the active asset managers in the final quarter of the year, the Fund has underperformed its benchmark performance target over the last year by -0.4%. Over 3 years the Fund has underperformed by -0.6% and by -0.3% over 5 years.

Global equity markets remained relatively buoyant over the year although, as anticipated, it has not been a vintage year. With the Fund's assets continuing to be very heavily weighted towards equities this has provided a further boost to the valuation of the Fund, but the strong relative outperformance compared to other LGPS Funds that we saw in the 2012-13 year is likely to be much more muted. The performance of other asset classes has shown much less divergence from that of equities than seen last year.

The general perception is that global equity valuations can still support markets at these levels. The outlook for government bonds continues to be seen as negative, due to the effects of Quantative Easing being unwound. Corporate bonds are still deemed to be more relatively attractive, although a time will come when that situation will change. There is still enthusiasm around various areas in the alternatives space, including infrastructure, private equity and property.

Following on from the triennial liability and funding review undertaken last year, a strategic asset allocation review was undertaken to ensure that the Fund's assets continue to be managed in the most appropriate manner. The objective is to maintain the level of returns from the Fund's investments, but also to reduce the level of volatility of absolute performance over the medium and long term.

Action has already been taken to improve the focus of the active equity management arrangements. The active European equity mandate, managed by UBS Global Asset Management, has been terminated following a sustained period of unsatisfactory performance. The emerging markets elements of the Far East active equity mandate, managed by Nomura Asset Management, and the All America mandate, managed by Capital Group, have been removed. The funds realised from the Far East portfolio have been reinvested with the Fund's existing emerging markets specialist managers, JP Morgan Asset Management and Schroder Investment Management. The funds realised from the All America mandate have been reinvested with them, focusing the portfolio on North American equities.

A rolling programme to review the effectiveness of the current active managers in comparison to their competitors will be undertaken, to ensure that the Fund continue to utilise the best talent that is available in each market area.
Following the recommendations made in the strategic asset allocation review, preliminary work has been undertaken to identify potential suitable investments for the new alternatives (including property) portfolio.

Likewise further research and preparation is being made to introduce an internal investment management capability, which will initially manage an element of the passive equity allocation.

Part of the objective to reduce the volatility in fund values that occur as equity markets move up and down has been addressed by transferring part of the current passive equity mandate to management under non market related benchmarks.

Philip Hebson
Independent Financial Adviser

Risk Management

The Pension Fund is subject to many different risks in areas such as; governance, investments, funding, administration and communications. In order to manage these risks a Pension Fund Risk Register is maintained and reviewed on a quarterly basis. Risks identified have been reduced to an acceptable level through planned actions. The register is managed by the Director of Resources and risks have been identified and assigned to 'Risk Owners'.

The key risks identified within the Pension Fund risk register are as follows;

Objectives area at risk	Objective at risk	Description of risk or not achieving the objectives	Risk Category	Risk Type	Gross Risk Score	Actions Taken	Residual Risk Score
Investments	To maximise the returns from investments with reasonable risk parameters.	If investment return is below that assumed by the actuary in funding the plan this could lead to an increasing deficit and additional contribution requirements. The larger the level of mismatch between assets and liabilities the bigger the risk.	Directorate Threat	Financial	12	Diversified portfolio, annual strategy review, asset liability study, option to extend recovery periods to smooth contribution increases.	9
Investments	To maximise the returns from investments with reasonable risk parameters.	If investment strategy is inconsistent with funding plan then it can lead to employers paying the incorrect contribution rate.	Directorate Threat	Financial / Reputational	12	Triennial reviews linked with funding strategy and investment strategy. Asset liability study, SIP, interim reviews, Co-ordination between actuary and investment consultant.	2
Funding	To determine employer contribution requirements recognising the desirability of maintaining as nearly constant employer contributions as possible.	Mismatch in asset returns and liability movements result in increased employer contributions.	Strategic Threat	Financial / Reputational	12	Diversified investment structure and frequent monitoring against targets to adjust funding plans accordingly through the FSS. Employers are kept informed as appropriate.	6
Administration	Deliver a high quality, friendly and informative service to all beneficiaries, potential beneficiaries and employers at the point of need.	Failure to administer scheme in line with regulations and policies e.g. LGPS reform - potential changes to scheme member contributions and benefits could be introduced from April 2014. The possibility that the necessary system enhancements required to support this change may not be available until sometime after April 2014.	Directorate threat	Regulatory Compliance/Reputational	12	If required - Manual (rather than automated) calculation of pensionable service and associated benefits plus acceptance that there may be a short period where turnaround times may not meet performance measures due to desire to maintain accuracy during the period of change.	3

The nature and extent of risks arising from Financial Instruments are detailed in note 14 of the Pension Fund Accounts.

2. Worcestershire County Council
Pension Fund Account

For the year ended 31 March 2014

2012/13 £m		Notes	2013/14 £m
	Dealings with members, employers and others directly involved in the fund		
88.8	Contributions	5	92.3
5.8	Transfers in from other pension funds	6	7.4
94.6			**99.7**
(85.2)	Benefits	7	(88.4)
(5.8)	Payments to and on account of leavers	8	(6.5)
(1.3)	Administrative expenses	9	(1.2)
(92.3)			**(96.1)**
2.3	**Net additions / (Withdrawals) from dealings with members**		**3.6**
	Returns on investments		
36.7	Investment income	10	44.8
(2.5)	Taxes on income	11	(2.6)
188.7	Profit and losses on disposal of investments and changes in the market value of investments	12a	35.3
(4.4)	Investment management expenses	15	(4.8)
218.5	**Net return on investments**		**72.7**
220.8	Net increase / (decrease) in the net assets available for benefits during the year		76.3
1,500.0	Opening fund net assets available for benefits		1,720.8
1,720.8	**Closing fund net assets available for benefits**		**1,797.1**

3. Net Assets Statement for the year ended 31 March 2014

2012/13 £m		Notes	2013/14 £m
1,689.3	Investment Assets	12	1,764.2
34.6	Cash deposits		26.2
1,723.9			**1,790.4**
(19.3)	Investment Liabilities	12	(8.5)
17.7	Current Assets	16	16.8
4.2	Non Current Assets	17	3.4
(5.7)	Current Liabilities	18	(5.0)
1,720.8	**Net Assets of the fund available to fund benefits at the period end**		**1,797.1**

The Financial Statements do not take into account liabilities to pay pensions and other benefits after the period end. The actuarial present value of promised retirement benefits (determined in accordance with IAS 19) are disclosed in the Actuarial Statement included in the Pension Fund Annual Report and note 2 to the accounts.

4. Notes to the Pension Fund Accounts

1. Pension Fund Accounts

The Pension Fund is administered by the County Council on behalf of their own employees, those of the Herefordshire Council, the District Councils and other bodies in the county of Worcestershire, other than teachers, police officers, and fire fighters.

In matters relating to the management of the Fund's assets the Shadow Pension Committee is advised in relation to asset allocation decisions and the monitoring of external managers' performance by the Shadow Pension Investment Advisory Committee, which includes an independent financial adviser. The Shadow Pension Committee consists of County Councillors and an Employer and Employee Representative. Formal monitoring takes place on a quarterly basis through meetings with investment managers to discuss their performance. Asset allocation is reviewed at least annually and pension administration issues are to be discussed quarterly at the Pension Administration Advisory Forum with any resulting recommendations considered by the Shadow Pension Committee.

The day to day management of the Fund's investments is divided between five external investment managers operating in accordance with mandates set out in the Statement of Investment Principles.

A list of scheduled and admitted bodies contributing to the Fund is given in note 24 to these accounts.

The following table provides detail of fund membership:

	31 March 2013	31 March 2014
Contributors to the fund	19,763	20,739
Pensions paid	14,730	15,308
Deferred members	15,411	16,829
	49,904	**52,876**

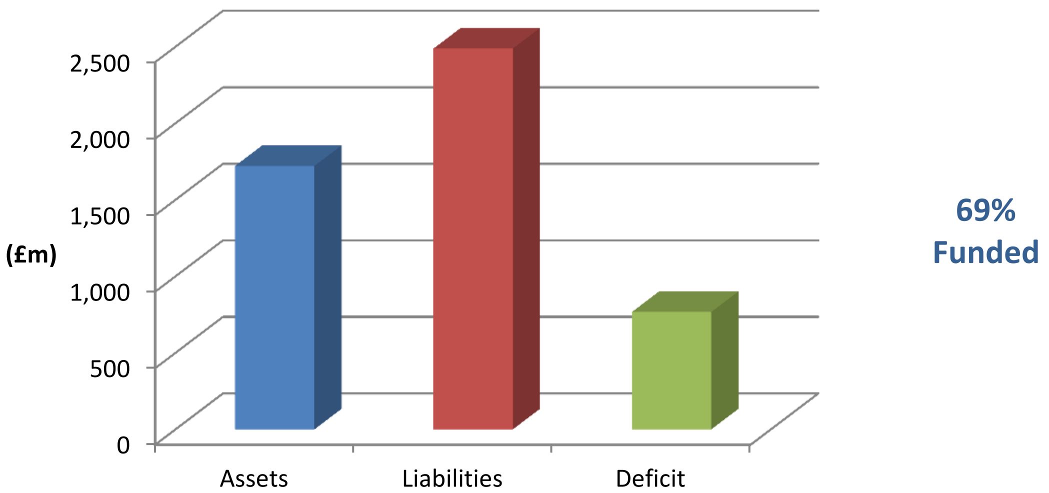
A separate detailed Annual Report and Accounts, including the Statement of Investment Principles, is available from the Director of Resources, Worcestershire County Council, County Hall, Spetchley Road, Worcester, WR5 2NP. The report is also available on the Council's website: http://www.worcestershire.gov.uk/cms/jobs-and-careers/pensions.aspx

2. Actuarial Valuation and Actuarial Present Value of Promised Retirement Benefits

This statement has been provided to meet the requirements under Regulation 57(1)(d) of The Local Government Pension Scheme Regulations 2013.

An actuarial valuation of the Worcestershire County Council Pension Fund was carried out as at 31 March 2013 to determine the contribution rates with effect from 1 April 2014 to 31 March 2017.

On the basis of the assumptions adopted, the Fund’s assets of £1,721 million (£1,366 million 31/03/2010) represented 69% (69% 2010) of the Fund’s past service liabilities of £2,488 million (£1,979 million 31/03/2010) (the “Funding Target”) at the valuation date.



The valuation also showed that a common rate of contribution of 14.1% of pensionable pay per annum was required from employers. The common rate is calculated as being sufficient, together with contributions paid by members, to meet all liabilities arising in respect of service after the valuation date.

Adopting the same method and assumptions as used for calculating the funding target, the deficit of £767 million would be eliminated by a contribution addition of £41m per annum increasing at 4.1% per annum (equivalent to 12% of projected Pensionable Pay at the valuation date) for 21 years.

Further details regarding the results of the valuation are contained in the formal report on the actuarial valuation dated March 2014.

In practice, each individual employer's position is assessed separately and the contributions required are set out in the report. In addition to the certified contribution rates, payments to cover additional liabilities arising from early retirements (other than ill-health retirements) will be made to the Fund by the employers.

The funding plan adopted in assessing the contributions for each individual employer is in accordance with the Funding Strategy Statement (FSS). Any different approaches adopted, e.g. with regard to the implementation of contribution increases and deficit recovery periods, are as determined through the FSS consultation process.

The valuation was carried out using the projected unit actuarial method and the main actuarial assumptions used for assessing the Funding Target and the common contribution rate were as follows:

	For past service liabilities (Funding Target)	For future service liabilities (Common Contribution Rate)
Rate of return on investments (discount rate)	4.7% per annum	5.6% per annum
Rate of pay increases (long term)*	4.1% per annum	4.1% per annum
Rate of increases in pensions in payment (in excess of Guaranteed Minimum Pension)	2.6% per annum	2.6% per annum

* allowance was also made for short-term public sector pay restraint over a 5 year period.

The assets were assessed at market value.

The next triennial actuarial valuation of the Fund is due as at 31 March 2016. Based on the results of this valuation, the contribution rates payable by the individual employers will be revised with effect from 1 April 2017.

Actuarial Present Value of Promised Retirement Benefits for the Purposes of IAS 26

IAS 26 requires the present value of the Fund's promised retirement benefits to be disclosed, and for this purpose the actuarial assumptions and methodology used should be based on IAS 19 rather than the assumptions and methodology used for funding purposes.

In order to assess the value of the benefits on this basis, we have used the same actuarial assumptions as those used for funding purposes, other than the discount rate where we have used a rate of 4.2% p.a. rather than the rate as outlined above. We have also used valuation methodology in connection with ill-health and death benefits which is consistent with IAS 19. On this basis, the value of the Fund's promised retirement benefits as at 31 March 2013 was £2,771 million. This value is £223 million higher than the Fund's promised retirement benefits calculated under IAS19, and is only provided for financial reporting purposes.

3. Pension Fund Investments 2013/14

The proportion of the market value of investment assets held by the external fund managers at the year-end was:

External Fund Manager	**31 March 2013 £m**	**%**	**31 March 2014 £m**	**%**
JP Morgan Asset Management (Bonds)	115.8	7	119.5	7
JP Morgan Asset Management (Emerging Markets)	81.1	5	103.8	6
UBS Global Asset Management (Active)	43.4	3	0.0	0
UBS Global Asset Management (Passive)	913.4	54	1,054.0	59
Capital International Ltd	126.8	7	135.5	8
Nomura Asset Management UK Ltd	329.1	19	245.0	14
Schroder Investment Management	83.0	5	109.8	6
WCC Managed Account	5.0	0	7.6	0
	1,697.6	**100**	**1,775.2**	**100**

The following investments represent more than 5% of the net assets of the scheme:

Security	Market value 31 March 2013 £m	% of total fund	Market value 31 March 2014 £m	% of total fund
UBS Global Asset Management Life UK Equity Tracker	173.5	10.1	158.4	8.8
UBS Global Asset Management Life North America Equity Tracker	138.9	8.1		

The Fund operates the practice of lending stock to a third party for a financial consideration.

Securities released to a third party under the stock lending agreement with the Fund's custodian, ABN AMRO Mellon Global Securities B.V., are included in the net assets statement to reflect the Fund's continuing economic interest of a proprietorial nature in those securities.

The total amount of stock lent at the year-end was £21.7million (2013 £19.4million). The total collateral, which consisted of acceptable corporate and sovereign debt as well as equities was £23.5million (2013 £20.9million) representing 108% of stock lent.

Income received from stock lending activities was £0.1million for the year ending 31 March 2014 (2013 £0.2million). This is included within the 'Investment Income' figure detailed on the Pension Fund Account.

4. Events after the Balance Sheet Date

There have been no events since 31 March 2014, and up to the date when these accounts were authorised that require any adjustments to these accounts.

5. Contributions Receivable

By category:

		2012/13 £m	2013/14 £m
Employers			
	Normal	38.9	39.2
	Deficit funding	26.2	28.8
	Augmentation	3.0	3.5
Members			
	Normal	20.3	20.4
	Additional contributions	0.4	0.4
		88.8	**92.3**

By authority:

	2012/13 £m	2013/14 £m
Worcestershire County Council	31.9	31.0
Scheduled bodies	47.6	51.1
Admitted bodies	0.2	0.0
Community admission bodies	7.6	8.2
Transferee admission bodies	1.1	1.3
Designated bodies	0.4	0.7
	88.8	**92.3**

6. Transfers in and from other Pension Funds

	2012/13	2013/14
	£m	£m
Individual transfers	5.8	7.4
	5.8	**7.4**

7. Benefits Payable

By category:

	2012/13	2013/14
	£m	£m
Pensions	66.0	69.4
Commutations and lump sum		
Retirement benefits	18.0	17.5
Lump sum death benefits	1.2	1.5
	85.2	**88.4**

By authority:

	2012/13	2013/14
	£m	£m
Worcestershire County Council	34.6	34.3
Scheduled bodies	43.8	46.5
Admitted bodies	1.6	1.8
Community admission bodies	3.8	4.0
Transferee admission bodies	0.9	1.4
Designated bodies	0.5	0.4
	85.2	**88.4**

8. Payments to and on Account of Leavers

	2012/13	2013/14
	£m	£m
Individual transfers	5.8	6.5
	5.8	**6.5**

9. Administrative Expenses

	2012/13	2013/14
	£m	£m
Employee expenses	0.4	0.4
Support services	0.3	0.3
Actuarial services	0.2	0.2
Other expenses*	0.4	0.3
	1.3	**1.2**

*Included in 'other expenses' is £212,000 (£306,000 2012/13) relating to the upgrade and development of the Pension Administration computer system.

10. Investment Income

	2012/13 £m	2013/14 £m
Fixed interest securities	3.8	4.1
Equity dividends	34.5	40.3
Index linked securities*	(1.7)	0.0
Interest on cash deposits**	(0.1)	0.3
Securities lending	0.2	0.1
	36.7	**44.8**

* Investment income from Index Linked Securities was negative for 2012/13 due to accounting entries for 'Paydown' corporate actions.
**Cash Deposit investment income was negative for 2012/13 due to 'Fixed Interest Bought', which is pending interest on bonds at the date of purchase.

11. Taxes on Income

	2012/13 £m	2013/14 £m
Withholding tax - equities	(2.5)	(2.6)
	(2.5)	**(2.6)**

12. Investments

	Market value 31 March 2013 £m	Market value 31 March 2014 £m
Investment assets		
Fixed interest securities	108.8	116.9
Equities	1,093.2	1,091.8
Pooled investment vehicles	455.3	540.2
Derivatives - futures	0.1	0.1
Derivatives - forward FX	0.8	0.2
Cash	34.6	26.2
Other investment balances	7.0	6.6
Amounts receivable for sales	24.1	8.4
Total investment assets	**1,723.9**	**1,790.4**
Investment liabilities		
Derivatives - futures	(0.4)	(0.1)
Derivatives - forward FX	(2.8)	(0.3)
Amounts payable for purchases	(16.1)	(8.1)
Total investment liabilities	**(19.3)**	**(8.5)**
Net investment assets	**1,704.6**	**1,781.9**

12 a: Reconciliation of movements in investments and derivatives

	Market value 31 March 2013	Purchases during the year and derivative payments	Sales during the year and derivative receipts	Change in market value during the year	Market value 31 March 2014
	£m	£m	£m	£m	£m
Fixed interest securities	108.8	90.4	(74.0)	(8.3)	116.9
Equities	1,093.2	551.4	(538.3)	(14.5)	1,091.8
Pooled investment vehicles	455.3	250.9	(217.2)	51.2	540.2
	1,657.3	**892.7**	**(829.5)**	**28.4**	**1,748.9**
Derivative contracts:					
Futures	(0.3)	1.7	(2.3)	0.9	0.0
Forward currency contracts	(2.0)	5.3	(10.4)	7.0	(0.1)
	1,655.0	**899.7**	**(842.2)**	**36.3**	**1,748.8**
Other investment balances:					
Cash deposits	34.6			(1.0)	26.2
Outstanding dividend entitlements and recoverable withholding tax	7.0				6.6
Amount receivable for sales of investments	24.1				8.4
Amounts payable for purchases of investments	(16.1)				(8.1)
Net investment assets	**1,704.6**			**35.3**	**1,781.9**

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

	Market value 31 March 2012	Purchases during the year and derivative payments	Sales during the year and derivative receipts	Change in market value during the year	Market value 31 March 2013
	£m	£m	£m	£m	£m
Fixed interest securities	60.8	124.3	(82.8)	6.5	108.8
Equities	935.9	377.4	(344.3)	124.2	1,093.2
Index linked securities	42.6	7.0	(51.4)	1.8	0.0
Pooled investment vehicles	399.7	51.3	(54.3)	58.6	455.3
	1,439.0	**560.0**	**(532.8)**	**191.1**	**1,657.3**
Derivative contracts:					
Futures	(0.3)	1.9	(3.1)	1.2	(0.3)
Forward currency contracts	0.7	6.6	(6.1)	(3.2)	(2.0)
	1,439.4	**568.5**	**(542.0)**	**189.1**	**1,655.0**
Other investment balances:					
Cash deposits	36.2			(0.4)	34.6
Outstanding dividend entitlements and recoverable withholding tax	6.4				7.0
Amount receivable for sales of investments	1.9				24.1
Amounts payable for purchases of investments	(1.8)				(16.1)
Net investment assets	**1,482.1**			**188.7**	**1,704.6**

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

Transaction costs are included in the cost of purchases and sale proceeds. Transaction costs include costs charged directly to the scheme such as fees, commissions, and other fees. Transaction costs incurred during the year amounted to £1.5 million, (2012/13 £1.3 million). In addition to the transaction costs disclosed above, indirect costs are incurred through the bid-offer spread on investments within pooled investments vehicles. The amount of indirect costs is not separately provided to the scheme.

Note 12 b: Analysis of Investments (excluding derivative contracts, cash and other investment balances)

		31 March 2013 £m	31 March 2014 £m
Fixed interest securities			
UK corporate quoted		13.8	14.2
Overseas public sector quoted		0.3	0.4
Overseas corporate quoted		94.7	102.3
		108.8	**116.9**
Equities			
UK quoted		426.4	456.4
Overseas quoted		666.8	635.4
		1,093.2	**1,091.8**
Pooled Investment Vehicles			
Other UK managed funds	– UK equities	192.0	183.9
	– Overseas equities	235.1	146.7
	– Global equities	0.0	199.2
Other overseas managed funds	– Overseas equities	28.2	10.4
		455.3	**540.2**
		1,657.3	**1,748.9**

Analysis of derivatives

Objectives and policies for holding derivatives

Most of the holding in derivatives is to hedge exposures to reduce risk in the fund. Derivatives may be used to gain exposure to an asset more efficiently than holding the underlying asset. The use of derivatives is managed in line with the investment management agreement between the fund and the various investment managers.

a) Futures

The fund's investment managers hold cash balances in order to ensure efficient and timely trading when opportunities arise. The fund's management did not want this cash to be 'out of the market' and so enabled a number of investment managers to buy and sell futures contracts which had an underlying economic value broadly equivalent to the cash held. The economic exposure represents the notional value of the stock purchased under futures contracts and is therefore subject to market movements. The portfolio cannot be geared to and must have the liquidity needed to cover open positions. Derivative receipts and payments represent the realised gains and losses on futures contracts.

b) Forward foreign currency

In order to maintain appropriate diversification and to take advantage of overseas investment returns, the Fund's bond mandate targets outperformance against a global benchmark index . To reduce volatility associated with the fluctuating currency rates, the fund has enabled the bond mandate investment manager to purchase and sell forward foreign currencies as a hedge.

Futures

Outstanding exchange traded futures contracts are as follows:

Assets

Type of future	Expiration	Economic Exposure Value £m	Market Value 31 March 2013 £m	Economic Exposure Value £m	Market Value 31 March 2014 £m
UK gilt exchange traded	Less than one year	0.0	0.0	(4.1)	0.0
Overseas exchanged traded	Less than one year	33.0	0.1	(2.9)	0.1
Total assets			**0.1**		**0.1**

Liabilities

Type of future	Expiration	Economic Exposure Value £m	Market Value 31 March 2013 £m	Economic Exposure Value £m	Market Value 31 March 2014 £m
UK gilt exchange traded	Less than one year	(5.1)	0.0	(0.8)	0.0
UK FTSE exchange traded	Less than one year	9.3	(0.2)	15.1	0.0
Overseas exchanged traded	Less than one year	(24.0)	(0.2)	8.4	(0.1)
Total liabilities			**(0.4)**		**(0.1)**
Net futures			**(0.3)**		**0.0**

Open forward currency Contracts as at 31 March 2014

Settlement	Currency Bought	Local Currency Value m	Currency Sold	Local Currency Value m	Asset Value £m	Liability Value £m
One to six months	EUR	0.6	GBP	0.5	0.0	
One to six months	GBP	40.3	EUR	48.6	0.1	
One to six months	GBP	68.7	USD	114.4	0.1	
One to six months	USD	1.0	GBP	0.6	0.0	
One to six months	ZAR	1.1	USD	0.1	0.0	
One to six months	EUR	0.6	GBP	0.5		0.0
One to six months	GBP	0.3	AUD	0.6		0.0
One to six months	GBP	35.3	EUR	42.8		(0.1)
One to six months	GBP	67.5	USD	112.8		(0.2)
One to six months	USD	5.0	GBP	3.0		0.0
One to six months	USD	0.5	ZAR	5.8		0.0
					0.2	**(0.3)**
Net forward currency contracts at 31 March 2014						**(0.1)**
Prior year comparative:						
Open forward currency contracts at 31 March 2013					**0.7**	**(2.7)**
Net forward currency contracts at 31 March 2013						**(2.0)**

Analysis of Cash

Cash	**2012/13 £m**	**2013/14 £m**
Cash deposits	7.5	4.7
Cash instruments	27.1	21.5
	34.6	**26.2**

Note 13: Financial Instruments

Note 13 a: Classification of financial instruments

Accounting policies describe how different asset classes of financial instruments are measured, and how income and expenses, including fair value gains and losses, are recognised. The following table analyses the carrying amounts of financial assets and liabilities by category and net assets statement heading. No financial assets were reclassified during the accounting period.

Designated as fair value through profit and loss 31 March 2013 £m	Loans and receivables 31 March 2013 £m	Financial liabilities at amortised cost 31 March 2013 £m		Designated as fair value through profit and loss 31 March 2014 £m	Loans and receivables 31 March 2014 £m	Financial liabilities at amortised cost 31 March 2014 £m
			Financial assets			
108.8			Fixed interest securities	116.9		
1,093.2			Equities	1,091.8		
455.3			Pooled investment vehicles	540.2		
0.1			Derivatives - Futures	0.1		
0.8			Derivatives - Forward FX	0.2		
	39.9		Cash		28.9	
31.1			Other investment Balances	15.0		
	12.4		Current assets		14.1	
	4.2		Non-current assets		3.4	
1,689.3	**56.5**	**0.0**		**1,764.2**	**46.4**	**0.0**
			Financial liabilities			
(0.4)			Derivatives - Futures	(0.1)		
(2.8)			Derivatives - Forward FX	(0.3)		
(16.1)			Other investment balances	(8.1)		
		(5.7)	Current liabilities			(5.0)
(19.3)	**0.0**	**(5.7)**		**(8.5)**	**0.0**	**(5.0)**
1,670.0	**56.5**	**(5.7)**		**1,755.7**	**46.4**	**(5.0)**

Note 13 b: Net gains and losses on financial instruments

31 March 2013 £m		31 March 2014 £m
	Financial assets	
192.3	Fair value through profit and loss	29.3
(0.4)	Loans and receivables	(1.0)
	Financial liabilities	
(3.2)	Fair value through profit and loss	7.0
188.7	**Total**	**35.3**

Note 13 c: Fair value of financial instruments and liabilities

Carrying Value 31 March 2013 £m	Fair Value 31 March 2013 £m		Carrying Value 31 March 2014 £m	Fair Value 31 March 2014 £m
		Financial assets		
1,689.3	1,689.3	Fair value through profit and loss	1,764.2	1,764.2
56.5	56.5	Loans and receivables	46.4	46.4
1,745.8	**1,745.8**	**Total financial assets**	**1,810.6**	**1,810.6**
		Financial Liabilities		
(19.3)	(19.3)	Fair value through profit and loss	(8.5)	(8.5)
(5.7)	(5.7)	Financial liabilities at amortised cost	(5.0)	(5.0)
(25.0)	**(25.0)**	**Total financial liabilities**	**(13.5)**	**(13.5)**

The authority has not entered into any financial guarantees that are required to be accounted for as financial instruments.

Note 13 d: Valuation of financial instruments carried at fair value

The valuation of financial instruments has been classified into three levels, according to the quality and reliability of information used to determine fair values.

Level 1

Financial instruments at Level 1 are those where the fair values are derived from unadjusted quoted prices in active markets for identical assets or liabilities. Products classified as level 1 comprise quoted equities, quoted fixed interest securities and quoted index linked securities.

Listed investments are shown at bid prices. The bid value of the investment is based on the bid market quotation of the relevant stock exchange.

Level 2

Financial instruments at level 2 are those where quoted market prices are not available; for example, where an instrument is traded in a market that is not considered to be active, or where valuation techniques are used to determine fair value and where these techniques use inputs that are based significantly on observable market data.

Level 3

Financial instruments at level 3 are those where at least one input could have a significant effect on the instrument's valuation is not based on observable market data.

Such instruments would include unquoted equity investments, which are valued using various valuation techniques that require significant judgment in determining appropriate assumptions.

The following table provides an analysis of the financial assets and liabilities of the pension fund into levels 1 to 3, based on the level at which the fair value is observable:

Values at 31 March 2014	Quoted market price Level 1 £m	Using observable inputs Level 2 £m	With significant unobservable inputs Level 3 £m	 £m
Fair Value Financial assets				
Financial assets at fair value through profit and loss	1,223.7	540.5	0.0	1,764.2
Loans and receivables	46.4	0.0	0.0	46.4
Total fair value financial assets	**1,270.1**	**540.5**	**0.0**	**1,810.6**
Fair Value Financial Liabilities				
Financial liabilities at fair value through profit and loss	0.0	(8.5)	0.0	(8.5)
Total fair value financial liabilities	**0.0**	**(8.5)**	**0.0**	**(8.5)**
Net fair value financial assets	**1,270.1**	**532.0**	**0.0**	**1,802.1**

Values at 31 March 2013	Quoted market price Level 1 £m	Using observable inputs Level 2 £m	With significant unobservable inputs Level 3 £m	 £m
Fair Value Financial assets				
Financial assets at fair value through profit and loss	1,233.0	456.2	0.1	1,689.3
Loans and receivables	56.5	0.0	0.0	56.5
Total fair value financial assets	**1,289.5**	**456.2**	**0.1**	**1,745.8**
Fair Value Financial Liabilities				
Financial liabilities at fair value through profit and loss	0.0	(19.3)	0.0	(19.3)
Total fair value financial liabilities	**0.0**	**(19.3)**	**0.0**	**(19.3)**
Net fair value financial assets	**1,289.5**	**436.9**	**0.1**	**1,726.5**

Since incorporation of the requirements of IFRS 13 into the Code has been deferred until 2014/15, the financial statements do not include the measurement and disclosure requirements of that standard.

Note 14: Nature and extent of Risks arising from Financial Instruments

In the course of every day operating, the Pension Fund is subject to a number of risk factors arising from the holding of financial instruments. The main risks arising from the holding of the Fund's financial instruments are market risk, credit risk and liquidity risk.

As detailed in the Pension Fund Statement of Investment principles the Fund holds equity and bond instruments in order to meet the Fund's investment objectives. The Fund's investment objectives and risk management policies are as follows;

(1) The investment objective for the Fund is to:-
(a) ensure that sufficient assets are available to meet liabilities as they fall due;
(b) maximise the return at an acceptable level of risk.

(2) Risk management is mostly concerned with:
- avoiding the possibility of loss, or
- limiting a deficiency in the underlying Fund, or
- avoiding a contribution rate increase in the future.

Market risk

There are three main types of market risk that the Fund is exposed to as at 31 March 2014:

- Equity Risk
- Interest Rate Risk
- Foreign Exchange Risk

Equity risk refers to the risk arising from the volatility in stock prices; this can be systematic risk, the risk due to general market factors and affects the entire industry, or unsystematic risk, which refers to the risk specific to a company that arises due to the company specific characteristics. Interest rate risk is the risk that the value of a security will fall as a result of increase in interest rates. Foreign exchange risk arises because of fluctuations in the currency exchange rates.

The Fund reduces its unsystematic equity risk by diversifying investments across global markets, investing in over 1000 companies worldwide (excluding investments through pooled vehicles) and using five different investment managers to manage the Fund's equity investments. Investment restrictions are built into contracts held with each investment manager to ensure risk concentration is minimal and gearing of the Fund's assets cannot take place.

Interest rate risk has been reduced through the holding of fewer bonds as a percentage of the Fund's total assets.

Foreign Exchange risk exists in relation to the Fund's overseas equity investments. The Fund runs un-hedged equity portfolios and therefore is subject to currency fluctuations. It is the administering authority's view that in the long-run currency volatility trends to an average of nil against Sterling and therefore any hedging of currency would just be an additional cost to the Fund.

The Fund employs WM Company to independently measure the Fund's investment returns and the Fund's absolute and relative risk for each portfolio and also the Fund as a whole. The Fund receives quarterly reports from WM Company listing returns and risk. The Fund's Independent Financial Adviser also provides a yearly report to the Pension Investment Advisory Committee, providing details of the Fund's risk and comparisons to all other Funds in the Local Authority universe.

Equity risk analysis

Following analysis of historical data and expected investment return movement during the financial year, in consultation with the fund's independent financial adviser, the Council has determined that the following movements in market price risk are reasonably possible for the 2013/14 reporting period:

Asset Type	Potential Market Movements (+/-)
UK fixed interest securities	7.0 %
Overseas fixed interest securities	5.7 %
UK equities	12.3 %
Overseas equities	12.4 %
UK pooled investment vehicle	12.3 %
Overseas pooled investment vehicle	12.4 %
Global pooled investment vehicle	11.2 %

The potential price changes disclosed above are broadly consistent with a one standard deviation movement in the value of the assets. The analysis assumes that all other variables, in particular foreign exchange rates and interest rates, remain the same.

If the market price of the fund investments increases/decreases in line with the potential market movements above, the change in the net assets available to pay benefits will be as follows (the actual prior year movement in all asset classes is shown in note 12):

Asset Type	Value as at 31 March 2014	Percentage change	Value on increase	Value on decrease
	£m	%	£m	£m
Cash and cash equivalents	26.2	0.0	26.2	26.2
Investment portfolio assets:				
UK fixed interest securities	14.2	7.0	15.2	13.2
Overseas fixed interest securities	102.7	5.7	108.6	96.8
UK equities	456.4	12.3	512.4	400.3
Overseas equities	635.4	12.4	714.4	556.4
UK pooled investment vehicle	183.9	12.3	206.5	161.3
Overseas pooled investment vehicle	157.1	12.4	176.6	137.6
Global pooled investment vehicle	199.2	11.2	221.5	176.9
Net derivative assets	(0.1)	0.0	(0.1)	(0.1)
Investment income due	6.6	0.0	6.6	6.6
Amounts receivable for sales	8.4	0.0	8.4	8.4
Amount payable for purchases	(8.1)	0.0	(8.1)	(8.1)
Total	**1,781.9**		**1,988.2**	**1,575.5**
Total (Including impact of correlation across asset classes)	**1,781.9**		**1,977.0**	**1,586.8**

Interest rate risk analysis

The fund's direct exposure to interest rate movements as at 31 March 2014 and 31 March 2013 is set out below. These disclosures present interest rate risk based on the underlying financial assets at fair value:

Asset Type	Value as at 31 March 2013	Value as at 31 March 2014
	£m	£m
Cash and cash equivalents	34.6	26.2
Cash balances	5.3	2.7
Fixed interest securities	108.8	116.9
Total	**148.7**	**145.8**

Interest rate risk sensitivity analysis

The Council recognises that interest rates can vary and can affect both income to the fund and the value of the net assets available to pay benefits. The performance measurement provider by way of CIPFA statistics has advised that medium to long-term average rates are expected to move less than 100 basis points from one year to the next and experience suggests that such movements are likely.

The analysis that follows assumes that all other variables, in particular exchange rates, remain constant, and shows the effect in the year on the net assets available to pay benefits as at 31 March 2014 of a +/- 100 Basis Points (BPS) change in interest rates:

Asset Type	Carrying amount as at 31 March 2014	Change in year in the net assets available to pay benefits	
		+ 100 BPS	- 100 BPS
	£m	£m	£m
Cash and cash equivalents	26.2	0.3	(0.3)
Cash balances	2.7	0.0	0.0
Fixed interest securities	116.9	1.2	(1.2)
Total change in assets available	**145.8**	**1.5**	**(1.5)**

Currency Risk

The following table summarises the fund's currency exposure as at 31 March 2014 and as at the previous period end:

Currency exposure - asset type	Asset value as at 31 March 2013	Asset value as at 31 March 2014
	£m	£m
Overseas quoted securities	666.7	635.4
Overseas unquoted securities	0.1	0.0
Overseas pooled investment vehicle	263.3	157.1
Global pooled investment vehicle	0.0	199.2
Total overseas assets	**930.1**	**991.7**

Overseas bonds are 100% hedged to GBP at 31 March 2014.

Currency Risk – Sensitivity analysis

Following analysis of historical data in consultation with the fund's performance measurement provider, the Council considers the likely volatility associated with foreign exchange rate movements to be 6.3% (as measured by one standard deviation).

This analysis assumes that all other variables, in particular interest rates, remain constant.

A 6.3% strengthening/weakening of the pound against various currencies in which the fund holds investments would increase/decrease the net assets available to pay benefits as follows:

Currency exposure - asset type	Asset value as at 31 March 2014	Change to net assets available to pay benefits	
		+ 6.3 %	-6.3 %
	£m	£m	£m
Overseas quoted securities	635.4	675.4	595.4
Overseas pooled investment vehicle	157.1	167.0	147.2
Global pooled investment vehicle	199.2	211.7	186.7
Total change in assets available	**991.7**	**1,054.1**	**929.3**

Credit Risk

Credit risk is an investor's risk of loss arising from a borrower who does not make payments as promised. In essence the fund's entire investment portfolio is exposed to some form of credit risk, with the exception of the derivatives position, where the risk equates to the net market value of a positive derivative position. However the selection of high quality counterparties, brokers and financial institutions minimises credit risk that may occur through the failure to settle a transaction in a timely manner. Investment restrictions are listed in the contract held with the manager, which limit the amount of credit risk the manager is allowed to take and also states an average credit rating with regards to bonds held that should be maintained.

The bond manager provides a quarterly investment report to the Fund, which details the credit risk held in the portfolio. The Fund's Independent Financial Adviser also provides a yearly report to the Pension Investment Advisory Committee, providing details of the Fund's bond portfolio absolute and relative risk.

Deposits are not made with banks and financial institutions unless they are rated independently and have a strong credit rating. In addition, the council invests an agreed percentage of its funds in the money markets to provide diversification. Money market funds chosen all have a 'AAA' rating from a leading rating agency.

The fund's cash holding at 31 March 2014 was £28.9million (31 March 2013: £39.9million). This was held with the following institutions:

Summary	Rating	Balances as at 31 March 2013	Balances as at 31 March 2014
		£m	£m
Money market funds			
BNY Mellon Sterling Liquidity Fund	AAA	13.3	12.6
BNY Mellon US Dollar Liquid Fund	AAA	5.5	5.2
JPM liq-ster Liquidity-x	AAA	6.6	1.3
JP Morgan Liquidity Funds - US	AAA	1.6	2.3
Bank deposit accounts			
The Bank of New York Mellon	A-1+	7.6	4.8
Bank current accounts			
HSBC PLC	A-1+	5.3	0.0
Barclays Bank PLC	A-1	0.0	2.7
Total		**39.9**	**28.9**

Liquidity Risk

Market liquidity risk is the risk that a given security or asset cannot be traded quickly enough in the market to prevent a loss (or make the required profit) or to meet the financial obligations of the Fund as they fall due. The Fund's investment managers purchase quoted and tradable securities. Equities held are listed on major world stock markets and managers employed are highly experienced in equity trading. The liquidity risk relating to the bond holdings is monitored and managed by the bond manager on an on-going basis. The Council also takes steps to ensure that the pension fund has adequate cash resources to meet commitments.

15. Investment Expenses

	2012/13	2013/14
	£m	£m
Administration, management and custody fees	4.3	4.6
Other expenses	0.1	0.2
	4.4	**4.8**

Note 16: Current assets

	2012/13 £m	2013/14 £m
Contributions due from employer in respect of:		
Employer	5.1	6.1
Members	1.7	1.7
Magistrates Courts Bulk Transfer Payment Due	0.7	1.4
Augmentation	1.8	1.4
Cash balances	5.3	2.7
Other Debtors	3.1	3.5
	17.7	**16.8**

Note 17: Non-current assets

	2012/13 £m	2013/14 £m
Magistrates Courts Bulk Transfer Payment Due	3.5	2.7
Augmentation	0.7	0.7
	4.2	**3.4**

Note 18: Current liabilities

	2012/13 £m	2013/14 £m
Investment management expenses	(1.2)	(1.4)
Payroll and external vendors	(1.8)	(1.4)
Other expenses*	(2.7)	(2.2)
	(5.7)	**(5.0)**

*Included within 'other expenses' is £0.4m (£1.2m 2012/13) for the fund administration costs recharge to Worcestershire County Council.

Note 19: Analysis of debtors and creditors

Analysis of debtors

	31 March 2013 £m	31 March 2014 £m
Central government bodies	4.6	4.3
Other local authorities	9.7	10.0
Other entities and individuals	2.3	3.2
	16.6	**17.5**

Analysis of creditors

	31 March 2013 £m	31 March 2014 £m
Central government bodies	(0.7)	(0.8)
Other local authorities	(2.5)	(1.7)
Other entities and individuals	(2.5)	(2.5)
	(5.7)	**(5.0)**

20. Related Party Transactions

The Worcestershire County Council Pension Fund is administered by Worcestershire County Council. Consequently there is a strong relationship between the Council and the Pension Fund.

The Council incurred costs of £0.9million (2012/13: £1.2 million) in relation to the administration of the fund and was subsequently reimbursed by the fund for these expenses. The council is also the single largest employer of members of the pension fund and contributed £31.0million to the fund in 2013/14 (2012/13: £31.9 million).

Part of the pension fund cash holdings are invested in the UK Government's Debt Management Office (DMO), with other local authorities and in Money Market Funds by the treasury management operations of Worcestershire County Council. As at 31 March 2014 the fund had £2.7million (31 March 2013: £5.3 million), earning interest during the year to 31 March 2014 of £26,000 (2012/13: £23,000)

The following investment managers employed by the Fund to manage the Fund's investments in global markets are considered related parties;

Capital International Limited
JP Morgan Asset Management
Nomura Asset Management UK Limited
UBS Global Asset Management UK Limited
Schroder Investment Management

The payment of investment management fees are related party transactions with the above managers, which are detailed on an aggregate basis in note 15 to the Pension Fund accounts.

The Pension Fund employs BNY Mellon Asset Servicing as its global custodian. BNY Mellon are considered a related party and the Fund's fee payments to the Custodian are related party transactions and are disclosed in note 15 to the Pension Fund accounts.

Scheduled, Admitted and Resolution bodies of the Fund are also related parties and are listed in note 24 to the accounts. Transactions with these bodies are disclosed on an aggregate basis in notes 5, 7, 16, 17, 18 and 19 to the accounts.

The posts of Director of Resources, Head of Corporate Financial Strategy, Head of Financial Practice and Standards (2012/13 only), Chief Accountant and HR Service Centre Manager are deemed to be key management personnel with regards to the Pension Fund. The financial value of their relationship with the fund (in accordance with IAS24) is set out below:

	2012/13 £000	2013/14 £000
Short term benefits*	43	81
Long term/post retirement benefits**	104	203
	147	**284**

*This is the pensions element of short term remuneration for key management personnel, i.e. annual salary, benefits in kind and employer contributions

**This is the accrued pension benefits, expressed as cash equivalent transfer value.

21. Contingent liabilities

The Fund had no material contingent liabilities as at 31 March 2014.

22. Contingent assets

Four admitted body employers in the Worcestershire County Council Pension Fund hold insurance bonds to guard against the possibility of being unable to meet their pension obligations. These bonds are drawn in favour of the pension fund and payment will only be triggered in the event of employer default. No bonds were called upon in this financial year.

23. Additional voluntary contributions

The amounts administered under AVC arrangements during 2013/14 are as follows:

	2012/13	2013/14
	£m	£m
Contributions received	0.2	0.2
Investments purchased	0.3	0.2
Change in market value	0.2	0.1
Retirement benefits paid or transferred	0.3	0.3

The combined value of the AVC funds at 31 March 2014 was £3.2 million, (31 March 2013 £3.3million).

In accordance with Regulation 5(2) (c) of the Pension Scheme (Management and Investment of Funds) Regulations 1998 these amounts are not included in the Pension Fund Accounts but are disclosed as a note only (Note 23).

24. Participating Employers of the Fund at 31 March 2014

Scheduled Bodies

Worcestershire County Council	Mount Carmel 1st School
Ashperton Primary School Academy	North East Worcestershire College
Astwood Bank Academy	Nunnery Wood Academy
Barrs Court Academy	Perry Wood Primary & Nursery
Baxter College Academy	Pershore Academy
Bishop Perowne Academy	Pershore Group of Colleges
Blessed Edward Oldcorne G M School	Prince Henry's Academy
Brockhampton Academy	Queen Elizabeth Academy
Bromsgrove District Council	Redditch Borough Council
Burghill Academy	Redditch RSA Academies Trust
Canon Pyon Academy	Regency Academy
Chantry Academy	Regulatory Services (Bromsgrove)
Christopher Whitehead Academy	Ridgeway Academy
ContinU Plus Academy	Robert Owen Academy
Droitwich Academy	Somers Park Academy
Dyson Perrins Academy	South Bromsgrove High School
Flyford Flavell 1st School	South Worcestershire College
Great Malvern Academy	South Worcestershire ICT Shared Services
H & W Fire Authority	St Johns C of E Middle
Hanley Castle Academy	St Matthias Academy
Haybridge Academy	St Thomas Cantilupe Academy
Hereford Accademy	St Thomas More RC 1st School
Hereford College of Art	St. Ausustines G M School
Hereford College of Technology	St. Bedes G M School
Hereford Marches Fed of Academies	St Pauls Academy
Hereford Sixth Form College	Stourport Academy
Hereford Steiner Academy	Stretton Sugwas Academy
Herefordshire (unitary)	Suckley Academy

Holmer Primary School
Honeybourne Academy
John Kyrle High & 6th Form Academy
John Masefield High School & Sixth Academy
Joint Museum Shared Services
Kidderminster College of Further Education
Kingstone High School
Kingstone Academy Trust
King Charles Academy
Lady Hawkins Academy
Lickhill Academy
Llangrove Academy
Lugwardine Academy
Malvern Hills District Council
Malvern the Chase Academy
Marden Academy
Matchborough Academy
Mordiford Academy

Trinity Academy
Tudor Grange
The Coppice Primary Academy
The Vaynor Academy
University College Worcester
Walkwood Middle
Warndon (Oasis) Academy
Waseley Hills Academy
Webheath Academy
Whitecross Hereford
Wigmore Academy
Woodrush Academy
Woodfield Academy
Worcester City Council
Worcester College of Technology
Worcester Sixth Form College
Wychavon District Council
Wyre Forest District Council

Admitted Bodies

Valuation Tribunal

Community Bodies

Bromsgrove District Housing Trust
Brightstripe Cultural Health
Community First
Community Housing Group
Courtyard Trust
Encore Enterprises Limited
Festival Housing Group
FOCSA Services (UK) Limited
Hereford Community Leisure Trust (HALO)

Hereford Futures
Herefordshire Housing Association
Hoople Ltd
Malvern Hills OEC
Malvern Hills Conservators
Rooftop Housing
Worcester Community Housing
Wychavon Leisure Community Association

Transferee Bodies

Amey PLC
Bromsgrove PFI
Cygnet Foods Ltd
Herecad Enterprises Ltd
Midland Heart

Redcliffe Catering Ltd
Ringway
Shaw Homes Health Care
Worcester Communtiy Trust
Wychavon Leisure (BDC)

Designated Bodies

4 Children
Action for Children
Balfour Beatty (Living Places)
Belbroughton parish council
Bredon Parish Council
Broadway Parish Council

Kempsey Parish Council
Lea Parish Council
Ledbury Town Council
Malvern Town Council
Malvern Wells Parish Council
Pershore Town Council

Brockhampton Group Parish Council	Powick Parish Council
Bromyard and Winslow Town Council	Rock Parish Council
CIVICA	Ross-on-Wye Town Council
Droitwich Town Council	Stourport Town Council
Evesham Town Council	Upton - on Severn Parish Council
Hereford City Parish Council	Upton Bishop PC
Initial Facilities Services UK Ltd	Wythall Parish Council
Integral UK Ltd	

25. Local Government Pension Scheme (LGPS)

Pension Benefits – A Brief Summary

Benefits payable from the Fund are governed by the Superannuation Act 1972 and the Local Government Pension Scheme Regulations 2007/08 (as amended).

The Local Government Pension Scheme is a 'Final Salary Scheme' which means that the benefits are based on length of service and pay at the time of retirement.

Up to 31/03/2008 the Scheme provides for a pension based on 1/80th of pay for each year of service and a lump sum payment based on 3/80ths of pay for each year and from 01/04/2008 the scheme provides for a pension based on 1/60th of pay for each year of service with an option to commute to provide for a tax free lump sum. Provision is made for the payment of a pension to a wife, husband, child, civil partner and cohabiting partner in the event of the death of an employee both before and after retirement. In the event of the death of an employee in service a Death Gratuity is payable.

Normal retirement age is 65, but benefits can be paid at age 60.

Provision is made for the payment of immediate benefits with enhancement if retirement at any age is due to permanent ill health.

If after attaining age 55 an employee is made redundant, or retires with the agreement of the employer, immediate payment of pension benefits is allowed.

An employee leaving the service of an Authority before becoming entitled to receive pension benefits can apply for a refund of pension contributions paid if pensionable service is less than 3 months. Employees with more than 3 months service have the option of preserving accrued benefits in the fund until retirement age, or transferring benefits to another occupational scheme or personal pension.

Various discretionary options, for the employing bodies and the Fund Administrator, introduced in the 1997 regulations have been issued in policy statements.

A new Career Average pension scheme, which all members of the LGPS will automatically join, will be introduced from 1 April 2014 the scheme is still a defined benefit scheme but benefits built up from 1 April 2014 will be worked out using pay each scheme year rather than final salary. The new scheme will allow for more flexible member options for paying contributions and drawing benefits.

Further details regarding LGPS benefits can be found at: www.worcestershire.gov.uk/pensions or Email: pensions@worcestershire.gov.uk

Statement of Accounting Policies

This section provides a summary of the significant accounting policies and estimation techniques used in the preparation of Worcestershire County Council's Pension Fund accounts.

1. General

The Accounts for 2013/14 have been prepared in compliance with the International Financial Reporting Standards (IFRS) and Statement of Recommended Practice (Financial Reports of Pension Schemes) 2007 and also follow the 2013/14 Code of Practice on Local Authority Accounting issued by the Chartered Institute of Public Finance and Accountancy (CIPFA). The codes of practice have been followed, with the exception of any departures indicated below.

The core financial statements are as follows:

- The Fund Account
- Net Assets Statement

2. Legislation

Where specific legislation regarding accounting treatment conflicts with the Council's own Accounting Policies, legislative requirements have been followed.

3. Contribution Income

Normal contributions, both from the members and from employers, are accounted for in the payroll month to which they relate at rates as specified in the rates and adjustments certificate issued by the Fund's actuary.

4. Augmentation/Actuarial Strain Costs

Augmentation contributions represent additional payments paid by employers to reimburse the pension fund for the cost of employees who are allowed to retire before their normal retirement age.

Employers' augmentation contributions and pensions strain contributions are accounted for in the period in which the liability arises. Any amount due in the year but unpaid will be classed as a current financial asset. Amounts not due before 31 March 2015 are classed as non-current financial assets.

5. Transfers to and from other schemes

Transfer values represent the capital sums either received in respect of members transferring from other pension schemes or paid to other pension schemes in respect of members who have left the Worcestershire Fund.

Individual transfers in/out are accounted for when received/paid, which is normally when the member liability is accepted or discharged.

Bulk (group) transfers are accounted for on an accruals basis in accordance with the terms of the transfer agreement.

6. Investment Income

Income from equities is accounted for on the date stocks are quoted ex-dividend. Any amount not received by the end of the reporting period is disclosed in the net assets statement as a current financial asset.

Income from fixed interest and index-linked securities, cash and short-term deposits is accounted for on an accruals basis, using the effective interest rate of the financial institution as at the date of acquisition or origination. Income includes the amortisation of any discount premium, transaction costs or other differences between the initial carrying amount of the instrument and its amount at maturity calculated on an effective interest rate basis.

Income from other investments is accounted for on an accruals basis.

The changes in market value of investments during the year are recognised as income and comprise all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments and unrealised changes in market value.

7. Benefits Payable

Under the rules of the Scheme, members receive a lump sum retirement grant in addition to their annual pension. Lump sum retirement grants are accounted for on the date of retirement. Where a member can choose whether to take a greater retirement grant in return for a reduced pension these lump sums are accounted for on an accruals basis on the date the option is exercised.

Other benefits are accounted for on the date the member retires or on death.

Any amounts due but unpaid are disclosed in the net assets statement as current liabilities.

8. Taxation

The fund is a registered public service scheme under section (1) of schedule 36 of the Finance Act 2004 and as such is exempt from UK income tax on interest received and from capital gains tax on the proceeds of investments sold. Income from overseas investments suffers withholding tax in the country of origin, unless exemption is permitted. Irrecoverable tax is accounted for as a fund expense as it arises.

9. Expenses

The Local Government Pension Scheme (Management and Investment of Funds) Regulations 1998 permit costs incurred in connection with the investment and administration of the Fund to be charged against the Fund.

Investment Managers' expenses are charged on a percentage basis of the market value of assets under management and therefore increase or reduce as the value of these investments change. Global Custodian fees are agreed in the respective mandate governing their appointment.

The cost of obtaining investment advice from the fund's independent financial adviser is included in investment management charges.

All investment management expenses are accounted for on an accruals basis.

Administrative expenses include employee costs that are charged to the fund on an accruals basis. All staff costs of the pensions administration team and the fund accountant are charged direct to the fund. Management, accommodation and other overheads are apportioned to the fund in accordance with the policies of Worcestershire County Council.

10. Financial Assets

Financial assets at fair value through profit or loss are included in the net assets statement on a fair value basis as at the reporting date. Loans and receivables financial assets are included in the net assets statement at amortised cost, measured using the effective interest rate method, at reporting date. A financial asset is recognised in the net assets statement on the date the fund becomes party to the contractual acquisition of the asset. From this date any gains or losses arising from changes in the fair value or amortised cost of assets are recognised by the fund.

Quoted Equities traded through the Stock Exchange Electronic Trading Service (SETS), are valued on the basis of the latest bid price.

The value of fixed interest and index linked securities in the Scheme's investment portfolio excludes interest earned but not paid over at the scheme end. This is included separately within accrued investment income. Fixed interest securities are recorded at net market value based on their current yields.

Un-quoted holdings can include directly held investments in limited partnerships, shares in unlisted companies, trusts or bonds. The valuation standards followed in their valuations adhere to industry guidelines or the standards set by the management agreement.

Pooled investment vehicles are valued at closing bid price if both bid and offer prices are published; or if single priced, at the closing single price. In the case of pooled investment vehicles that are accumulation funds, change in market value also includes income which is reinvested in the fund, net of applicable withholding tax.

Transaction costs are included in the purchase cost and sales proceeds of investments.

11. **Foreign Currencies**

Where forward exchange contracts are in place in respect of assets and liabilities in foreign currencies, the contract rate is used. Other assets and liabilities in foreign currencies are expressed in sterling at the rates of exchange ruling at the year-end. Income from overseas investments is recorded at the spot exchange rate at the date of the transaction. Expenditure arising from a transaction in a foreign currency has been translated into £ sterling at the exchange rate in operation on the day the transaction occurred.

Surpluses and deficits arising on conversion or translation are dealt with as part of the change in market value of investments.

12. **Derivatives**

The fund uses derivative financial instruments to manage its exposure to specific risks arising from its investment activities. The fund does not hold derivatives for speculative purposes.

Futures are included in the net assets statement at market value which represents the total exposure to the stock market or asset class that the futures contracts affect. The value of futures contracts is determined using exchange prices at the reporting date. Amounts due from or owed to the broker are the amounts outstanding in respect of the initial margin and variation margin.

The future value of forward currency contracts is based on market forward exchange rates at the year-end date and determined as the gain or loss that would arise if the outstanding contract were matched at the year-end with an equal and opposite contract.

13. **Cash and cash equivalents**

Cash comprises demand deposits and cash equivalents. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash and that are subject to minimal risk of changes in value.

14. **Financial liabilities**

Financial liabilities at fair value through profit or loss are included in the net assets statement on a fair value basis as at the reporting date. Other Financial Liabilities, not at fair value through profit and loss, are included in the net assets statement at amortised cost, measured using the effective interest rate method, at reporting date. A financial liability is recognised in the net assets statement on the date the fund becomes party to the liability. From this date any gains or losses arising from changes in the fair value or amortised cost of the liability are recognised by the fund.

15. **Actuarial present value of promised retirement benefits**

The actuarial present value of promised retirement benefits is assessed on a triennial basis by the scheme actuary in accordance with the requirements of IAS19 and the relevant actuarial standards.

As permitted under IAS26, the fund has opted to disclose the actuarial present value of promised retirement benefits by way of a note to the net assets statement (Note 2).

16. **Additional voluntary contributions**

The Pension Fund scheme provides an Additional Voluntary Contributions (AVC) facility for scheme members. In 2013/14 some members of the pension scheme paid voluntary contributions and transfers to Scottish Widows and Equitable Life to buy extra pension benefits when they retire. Retirement benefits were also purchased during the year. The contributions are paid directly from scheme members to the AVC provider. Each AVC contributor receives an annual statement showing the amount held in their account and the movements in the year.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORCESTERSHIRE COUNTY COUNCIL

Opinion on the pension fund financial statements

We have audited the pension fund financial statements of Worcestershire County Council for the year ended 31 March 2014 under the Audit Commission Act 1998. The pension fund financial statements comprise the Fund Account, the Net Assets Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2013/14.

This report is made solely to the members of Worcestershire County Council in accordance with Part II of the Audit Commission Act 1998 and for no other purpose, as set out in paragraph 48 of the Statement of Responsibilities of Auditors and Audited Bodies published by the Audit Commission in March 2010. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Authority and the Authority's Members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the Director of Resources and auditor

As explained more fully in the Statement of the Director of Resources Responsibilities, the Director of Resources is responsible for the preparation of the Authority's Statement of Accounts, which includes the pension fund financial statements, in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom, and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the pension fund financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the fund's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Director of Resources; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the explanatory foreword to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on the pension fund financial statements

In our opinion the pension fund's financial statements:

- give a true and fair view of the financial transactions of the pension fund during the year ended 31 March 2014 and the amount and disposition of the fund's assets and liabilities as at 31 March 2014, and
- have been properly prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2013/14 and applicable law.

Opinion on other matters

In our opinion, the information given in the explanatory foreword for the financial year for which the financial statements are prepared is consistent with the financial statements.

John Gregory, Director
for and on behalf of Grant Thornton UK LLP, Appointed Auditor

Colmore Plaza
20 Colmore Circus
Birmingham
B4 6AT

Date 29 SEPTEMBER 2014

INDEPENDENT AUDITOR'S STATEMENT TO THE MEMBERS OF WORCESTERSHIRE COUNTY COUNCIL ON THE PENSION FUND FINANCIAL STATEMENTS

We have examined the pension fund financial statements for the year ended 31 March 2014, which comprise the Fund Account, the Net Assets Statement and the related notes.

This report is made solely to the members of Worcestershire County Council in accordance with Part II of the Audit Commission Act 1998 and for no other purpose, as set out in paragraph 48 of the Statement of Responsibilities of Auditors and Audited Bodies published by the Audit Commission in March 2010. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Authority and the Authority's Members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the Director of Resources and the auditor

As explained more fully in the Statement of the Director of Resources Responsibilities, the Director or Resources is responsible for the preparation of the pension fund's financial statements in accordance with applicable United Kingdom law.

Our responsibility is to report to you our opinion on the consistency of the pension fund financial statements within the pension fund annual report with the pension fund financial statements in the statement of accounts of Worcestershire County Council, and its compliance with applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2013/14.

We also read the other information contained in the pension fund annual report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the pension fund financial statements. The other information consists of only the following sections of the annual report:

- Development of the Scheme,
- Administration – Review of the Year,
- The Fund's Investment Portfolio and Performance,
- Report of the Financial Advisor, and
- The associated appendices.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the administering authority's full annual statement of accounts describes the basis of our opinion on those financial statements.

Opinion

In our opinion, the pension fund financial statements are consistent with the full annual statement of accounts of Worcestershire County Council for the year ended 31 March 2014 and comply with applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2013/14.

Grant Thornton UK LLP

Colmore Plaza
20 Colmore Circus
Birmingham
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29 September 2014

Appendix 1

2013 Funding Strategy Statement (FSS)

This Statement has been prepared by Worcestershire County Council (the Administering Authority) to set out the funding strategy for the Worcestershire County Council Pension Fund (the WCCPF), in accordance with Regulation 35 of the Local Government Pension Scheme (Administration) Regulations 2008 (as amended) and the guidance paper issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) Pensions Panel.

1. INTRODUCTION

The Local Government Pension Scheme (Administration) Regulations 2008 (as amended) ("the Administration Regulations") provide the statutory framework from which the Administering Authority is required to prepare a FSS. The key requirements for preparing the FSS can be summarised as follows:

- After consultation with all relevant interested parties involved with the Fund, the Administering Authority will prepare and publish their funding strategy.
- In preparing the FSS, the Administering Authority must have regard to :-
  - the guidance issued by CIPFA for this purpose; and
  - the Statement of Investment Principles (SIP) for the WCCPF published under Regulation 12 of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (as amended);
- The FSS must be revised and published whenever there is a material change in either the policy on the matters set out in the FSS or the Statement of Investment Principles.

Benefits payable under the WCCPF are guaranteed by statute and thereby the pensions promise is secure. The FSS addresses the issue of managing the need to fund those benefits over the long term, whilst at the same time, facilitating scrutiny and accountability through improved transparency and disclosure.

The Scheme is a defined benefit arrangement with principally final salary related benefits from contributing members up to 1 April 2014 and Career Averaged Revalued Earnings ("CARE") benefits earned thereafter. There is also the introduction of a "50:50 Scheme Option", where members can elect to accrue 50% of the full scheme benefits and pay 50% of the normal member contribution.

The benefits provided by the WCCPF are specified in the governing legislation (the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as amended) ("the BMC Regulations") and the Administration Regulations referred to above. New legislation contained in the Local Government Pension Scheme Regulations 2013 ("the 2013 Regulations") governs the WCCPF from 1 April 2014. The required levels of employee contributions from 1 April 2014 are also specified in the 2013 Regulations.

Employer contributions are determined in accordance with the Administration Regulations which require that an actuarial valuation is completed every three years by the actuary, including a rates and adjustments certificate. Contributions to the WCCPF should be set so as to "secure its solvency", whilst the actuary must also have regard to the desirability of maintaining as nearly constant a rate of contribution as possible. The actuary must have regard to the FSS in carrying out the valuation.

2. PURPOSE OF THE FSS IN POLICY TERMS

Funding is the making of advance provision to meet the cost of accruing benefit promises. Decisions taken regarding the approach to funding will therefore determine the rate or pace at which this advance provision is made. Although the Regulations specify the fundamental principles on which funding contributions should be assessed, implementation of the funding strategy is the responsibility of the Administering Authority, acting on the professional advice provided by the actuary.

The purpose of this Funding Strategy Statement is:

- to establish a clear and transparent fund-specific strategy which will identify how employers' pension liabilities are best met going forward;
- to support the regulatory requirement to maintain as nearly constant employer contribution rates as possible; and
- to take a prudent longer-term view of funding those liabilities.

The intention is for this strategy to be both cohesive and comprehensive for the WCCPF as a whole, recognising that there will be conflicting objectives which need to be balanced and reconciled. Whilst the position of individual employers must be reflected in the statement, it must remain a single strategy for the Administering Authority to implement and maintain.

3. AIMS AND PURPOSE OF THE WCCPF

The aims of the Fund are to:

- enable employer contribution rates to be kept as nearly constant as possible and at reasonable cost to the taxpayers, scheduled, resolution and admitted bodies
- manage employers' liabilities effectively
- ensure that sufficient resources are available to meet all liabilities as they fall due, and
- maximise the returns from investments within reasonable risk parameters.

The purpose of the Fund is to:

- receive monies in respect of contributions, transfer values and investment income,
- and pay out monies in respect of scheme benefits, transfer values, costs, charges and expenses as defined in the Local Government Pension Scheme (Administration) Regulations 2008 (as amended), the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as amended), the 2013 Regulations and in the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009.

4. RESPONSIBILITIES OF THE KEY PARTIES

The Administering Authority should:

- collect employer and employee contributions
- invest surplus monies in accordance with the Regulations
- ensure that cash is available to meet liabilities as and when they fall due
- manage the valuation process in consultation with the WCCPF's actuary
- prepare and maintain an FSS and a SIP, both after due consultation with interested parties, and
- monitor all aspects of the WCCPF's performance and funding and amend FSS/SIP.

The Individual Employer should:

- deduct contributions from employees' pay correctly after determining the appropriate employee contribution rate (in accordance with the Regulations)
- pay all contributions, including their own as determined by the actuary, promptly by the due date
- exercise discretions within the regulatory framework
- make additional contributions in accordance with agreed arrangements in respect of, for example, augmentation of scheme benefits, early retirement strain, and
- notify the Administering Authority promptly of all changes to membership or, as may be proposed, which affect future funding.

The Fund actuary should:

- prepare valuations including the setting of employers' contribution rates after agreeing assumptions with the Administering Authority and having regard to the FSS
- prepare advice and calculations in connection with bulk transfers and individual benefit-related matters,
- advise on funding strategy, the preparation of the FSS, and the inter-relationship between the FSS and the SIP.

5. SOLVENCY ISSUES AND TARGET FUNDING LEVELS

Funding Objective

To meet the requirements of the Administration Regulations the Administering Authority's long term funding objective is for the Fund to achieve and then maintain sufficient assets to cover 100% of projected accrued liabilities (the "**funding target**") assessed on an ongoing past service basis including allowance for projected final pay. In the long term, the employer rate would ultimately revert to the Future Service Rate.

Determination of the Funding Target and Recovery Period

The principal method and assumptions to be used in the calculation of the funding target are set out in Appendix 2.

Underlying these assumptions are the following two tenets:

- that the Scheme is expected to continue for the foreseeable future; and
- favourable investment performance can play a valuable role in achieving adequate funding over the longer term.

This allows us to take a longer term view when assessing the contribution requirements for certain employers. As part of this valuation when looking to potentially stabilise contribution requirements we will consider whether we can build into the funding plan some allowance for changes in market conditions which occurred after the valuation date.

In considering this the Administering Authority, based on the advice of the Actuary, will consider if this results in a reasonable likelihood that the funding plan will be successful.

As part of each valuation separate employer contribution rates are assessed by the actuary for each participating employer or group of employers. These rates are assessed taking into account the experience and circumstances of each employer, following a principle of no cross-subsidy between the distinct employers (employer groups) in the Scheme. In attributing the overall investment performance obtained on the assets of the Scheme to each employer a pro-rata principle is adopted. This approach is effectively one of applying a notional individual employer investment strategy identical to that adopted for the Scheme as a whole.

The Administering Authority, following consultation with the participating employers, has adopted the following objectives for setting the individual employer contribution rates arising from the 2013 actuarial valuation:

- In the current circumstances, as a general rule, the Fund does not believe it appropriate for deficit contribution reductions to apply compared to the 2010 funding plan where substantial deficits remain.
- In addition, a maximum deficit recovery period of 21 years will apply. Employers will have the freedom to adopt a recovery plan on the basis of a shorter period if they so wish. A shorter period may be applied in respect of particular employers where the Administering Authority considers this to be warranted (see Deficit Recovery Plan below).
- For any employers assessed to be in surplus, generally their contributions will be based on their future service contribution requirements
- The employer contributions will be expressed and certified as two separate elements:
    - a percentage of pensionable payroll in respect of the future accrual of benefit
    - a schedule of lump sum amounts over 2014/17 in respect of the past service deficit subject to the review from April 2017 based on the results of the 2016 actuarial valuation.
- Where significant increases in employer contributions are required from 1 April 2014, following completion of the 2013 actuarial valuation, the Administering Authority retains the discretion to allow the increase in contributions to be implemented in steps, over a maximum period of 6 years. Any application for this option would only be considered after the provision of appropriate evidence to support this easement.
- On the cessation of an employer's participation in the Scheme, the actuary will be asked to make a termination assessment. Any deficit in the Scheme in respect of the employer will be due to the Scheme as a termination contribution, unless it is agreed by the Administering Authority and the other parties involved that the assets and liabilities relating to the employer will transfer within the Scheme to another participating employer.

In determining the above objectives the Administering Authority has had regard to:

- the responses made to the consultation with employers on the FSS principles
- relevant guidance issued by the CIPFA Pensions Panel
- the need to balance a desire to attain the target as soon as possible against the short-term cash requirements which a shorter period would impose, and
- the Administering Authority's views on the strength of the participating employers' covenants in achieving the objective.

Deficit Recovery Plan

If the assets of the scheme relating to an employer are less than the funding target at the effective date of any actuarial valuation, a recovery plan will be put in place, which requires additional contributions from the employer to meet the shortfall.

Additional contributions will be expressed as annual monetary lump sums, subject to review based on the results of each actuarial valuation.

In determining the actual recovery period to apply for any particular employer or employer group, the Administering Authority may take into account some or all of the following factors:

- the size of the funding shortfall;
- the business plans of the employer;
- the assessment of the financial covenant of the employer; and the security of future income streams
- any contingent security available to the Fund or offered by the employer such as guarantor or bond arrangements, charge over assets, etc.
- length of expected period of participation in the Fund.

The assumptions used in these Recovery Plan calculations are set out in Appendix 2.

The Normal Cost of the Scheme (Future Service Contribution Rate)

In addition to any contributions required to rectify a shortfall of assets below the funding target, contributions will be required to meet the cost of future accrual of benefits for members after the valuation date (the "normal cost"). The method and assumptions for assessing these contributions are also set out in Appendix 2.

6. LINK TO INVESTMENT POLICY SET OUT IN THE STATEMENT OF INVESTMENT PRINCIPLES

The results of the 2013 valuation show the liabilities at 31 March 2013 to be 69% covered by the current assets, with the funding deficit of 31% being covered by future deficit contributions.

In assessing the value of the WCCPF's liabilities in the valuation, allowance has been made for asset out-performance as described in Appendix 2, taking into account the investment strategy adopted by the WCCPF, as set out in the SIP.

It is not possible to construct a portfolio of investments which produces a stream of income exactly matching the expected liability outgo. However, it is possible to construct a portfolio which closely matches the liabilities and represents the least risk investment position. Such a portfolio would consist of a mixture of long-term index-linked and fixed interest gilts. Investment of the WCCPF's assets in line with the least risk portfolio would minimise fluctuations in the WCCPF's ongoing funding level between successive actuarial valuations.

Departure from a least risk investment strategy, in particular to include equity type investments, gives the prospect that out-performance by the assets will, over time, reduce the contribution requirements. The funding target might in practice therefore be achieved by a range of combinations of funding plan, investment strategy and investment performance.

The benchmark investment strategy, as set out in the SIP as at 31 March 2013, is:

Asset Class (Summary)		**%**
	Equities	90.0
	Fixed Interest	10.0
	TOTAL	**100.0**

Asset Class (Detailed)		**%**
Equities – Actively Managed		
	North America	8.5
	Europe ex - UK	3.0
	Far East Developed	13.5
	Emerging markets	13.5
		38.5
Equities – Passively Managed		
	UK	36.0
	North America	5.0
	Europe ex - UK	10.5
		51.5
Bonds – Actively Managed		***10.0***
	TOTAL	**100.0**

The funding strategy adopted for the 2013 valuation is based on an assumed asset out-performance of 1.5% per annum.

7. IDENTIFICATION OF RISKS AND COUNTER MEASURES

The funding of defined benefits is by its nature uncertain. Funding of the WCCPF is based on both financial and demographic assumptions. These assumptions are specified in Appendix 2 and the actuarial valuation report. When actual experience is not in line with the assumptions adopted a surplus or shortfall will emerge at the next actuarial assessment and will require a subsequent contribution adjustment to bring the funding back into line with the target.

The Administering Authority has been advised by the actuary that the greatest risk to the WCCPF's funding is the investment risk inherent in the predominantly equity (or return seeking) based strategy, so that actual asset out-performance between successive valuations could diverge significantly from the overall out performance assumed in the long term.

What are the Risks?

Financial

- Investment markets fail to perform in line with expectations
- Market yields move at variance with assumptions
- Investment Fund Managers fail to achieve performance targets over the longer term
- Asset re-allocations in volatile markets may lock in past losses
- Pay and price inflation significantly more or less than anticipated
- Effect of possible increase in employer's contribution rate on service delivery and admitted/scheduled bodies

Demographic

- Longevity horizon continues to expand
- Deteriorating pattern of early retirements (including those granted on the grounds of ill health)

Insurance of certain benefits

The contributions for any employer may be varied as agreed by the Actuary and Administering Authority to reflect any changes in contribution requirements as a result of any benefit costs being insured with a third party or internally within the Fund.

Regulatory

- Further changes to Regulations, e.g. more favourable benefits package, potential new entrants to scheme, e.g. part-time employees
- Changes to national pension requirements and/or HMRC rules

Governance

- Administering Authority unaware of structural changes in employer's membership (e.g. large fall in employee numbers, large number of retirements)
- Administering Authority not advised of an employer closing to new entrants
- An employer ceasing to exist with insufficient funding or adequacy of a bond.
- Changes in Committee membership.

8. MONITORING AND REVIEW

The Administering Authority has taken advice from the actuary in preparing this Statement, and has also consulted with employing organisations.

A full review of this Statement will occur no less frequently than every three years, to coincide with completion of a full actuarial valuation. Any review will take account of then current economic conditions and will also reflect any legislative changes.

The Administering Authority will monitor the progress of the funding strategy between full actuarial valuations. If considered appropriate, the funding strategy will be reviewed (other than as part of the triennial valuation process), for example:

- if there has been a significant change in market conditions, and/or deviation in the progress of the funding strategy
- if there have been significant changes to the WCCPF membership, or LGPS benefits
- if there have been changes to the circumstances of any of the employing authorities to such an extent that they impact on or warrant a change in the funding strategy e.g. closure to new entrants
- if there have been any significant special contributions paid into the WCCPF

Appendix 2

ACTUARIAL VALUATION AS AT 31 MARCH 2013

Method and assumptions used in calculating the funding target and recovery plan

Method

The actuarial method to be used in the calculation of the funding target is the Projected Unit method, under which the salary increases assumed for each member are projected until that member is assumed to leave active service by death, retirement or withdrawal from service. This method implicitly allows for new entrants to the scheme on the basis that the overall age profile of the active membership will remain stable. As a result, for those employers which are closed to new entrants, an alternative method is adopted (the Attained Age method), which makes advance allowance for the anticipated future ageing and decline of the current closed membership group.

Financial assumptions

Investment return (discount rate)

A yield based on market returns on UK Government gilt stocks and other instruments which reflects a market consistent discount rate for the profile and duration of the Scheme's accrued liabilities, plus an Asset Out-performance Assumption ("AOA") 1.5% per annum .

The asset out-performance assumptions represent the allowance made, in calculating the funding target, for the long term additional investment performance on the assets of the Fund relative to the yields available on long dated gilt stocks as at the valuation date.

Inflation (Consumer Prices Index)

The inflation assumption will be taken to be the investment market's expectation for RPI inflation as indicated by the difference between yields derived from market instruments, principally conventional and index-linked UK Government gilts as at the valuation date, reflecting the profile and duration of the Scheme's accrued liabilities, but subject to the following two adjustments:

- an allowance for supply/demand distortions in the bond market is incorporated, and
- due to retirement pensions being increased annually by the change in the Consumer Price Index rather than the Retail Price Index, The overall reduction to RPI inflation at the valuation date is 1.0% per annum.

Salary increases

The assumption for real salary increases (salary increases in excess of price inflation) will be determined by an allowance of 1.5% p.a. over the inflation assumption as described above. This includes allowance for promotional increases. Where it is considered appropriate, the Administering Authority, after specific agreement has been obtained by Fund Officers, will use its discretion to make allowance for expected short term pay restraint of 1% per annum for 3 years then 2% per annum for 2 years.

Pension increases/Indexation of CARE benefits

Increases to pensions are assumed to be in line with the inflation (CPI) assumption described above. This is modified appropriately to reflect any benefits which are not fully indexed in line with the RPI (e.g. Guaranteed Minimum Pensions in respect of service prior to April 1997).

Demographic assumptions

Mortality

The mortality in retirement assumptions will be based on the most up-to-date information in relation to self-administered pension schemes published by the Continuous Mortality Investigation (CMI), making allowance for future improvements in longevity. The mortality tables used are set out below, with a loading reflecting wider LGPS experience. The derivation of the mortality assumption is set out in a separate paper as supplied by the Actuary. Existing ill health retirees and current members who retire on the grounds of ill health are assumed to exhibit average mortality equivalent to that for a good health retiree at an age 3 years older. For all members, it is assumed that the accelerated trend in longevity seen in recent years will continue in the longer term and as such, the assumptions build in a minimum level of longevity 'improvement' year on year in the future in line with the CMI projections subject to a minimum rate of improvement of 1.5% per annum.

Commutation

It has been assumed that, on average, 50% of retiring members will take the maximum tax-free cash available at retirement and 50% will take the standard 3/80ths cash sum. The option which members have to commute part of their pension at retirement in return for a lump sum is a rate of £12 cash for each £1 p.a. of pension given up.

Other Demographics

Following an analysis of LGPS experience carried out by the Actuary, the incidence of retirement in ill health and the proportions married/civil partnership assumption have been modified from the last valuation. Other assumptions are as per the last valuation.

Expenses

Expenses are met out the Fund, in accordance with the Regulations. This is allowed for by adding 0.4% of pensionable pay to the contributions as required from participating employers. This addition is reassessed at each valuation. Investment expenses have been allowed for implicitly in determining the discount rates.

Discretionary Benefits

The costs of any discretion exercised by an employer in order to enhance benefits for a member through the Fund will be subject to additional contributions from the employer as required by the Regulations as and when the event occurs. As a result, no allowance for such discretionary benefits has been made in the valuation

Method and assumptions used in calculating the cost of future accrual

The cost of future accrual (normal cost) will be calculated using the same actuarial method and assumptions as used to calculate the funding target except that the financial assumptions adopted will be as described below.

The financial assumptions for assessing the future service contribution rate should take account of the following points:

- contributions will be invested in market conditions applying at future dates, which are unknown at the effective date of the valuation, and which are not directly linked to market conditions at the valuation date; and
- the future service liabilities for which these contributions will be paid have a longer average duration than the past service liabilities.

The financial assumptions in relation to future service (i.e. the normal cost) are not specifically linked to investment conditions as at the valuation date itself, and are based on an overall assumed real return (i.e. return in excess of price inflation) of 3.0% per annum, with a long term average assumption for consumer price inflation of 2.6% per annum. These two assumptions give rise to an overall discount rate of 5.6% p.a (i.e. 3.0% plus 2.6%).

Adopting this approach the future service rate is not subject to variation solely due to different market conditions applying at each successive valuation, which reflects the requirement in the Regulations for stability in the “Common Rate” of contributions. In market conditions at the effective date of the 2013 valuation this approach gives rise to a slightly more optimistic stance (i.e. allows for a higher AOA) in relation to the cost of accrual of future benefits compared to the market related basis used for the assessment of the funding target.

At each valuation the cost of the benefits accrued since the previous valuation will become a past service liability. At that time any mismatch against gilt yields and the asset out-performance assumptions used for the funding target is fully taken into account in assessing the funding position.

Summary of key whole Fund assumptions used for calculating funding target and cost of future accrual (the “normal cost”) for the 2013 actuarial valuation

Long-term gilt yields	
Fixed interest	3.2% p.a.
Index linked	-0.4% p.a.
Past service Funding Target financial assumptions	
Investment return/Discount Rate	4.7% p.a.
CPI price inflation	2.6% p.a.
Long Term Salary increases	4.1% p.a.
Pension increases/indexation of CARE benefits	2.6% p.a.
Future service accrual financial assumptions	
Investment return	5.6% p.a.
CPI price inflation	2.6% p.a.
Long Term Salary increases	4.1% p.a.
Pension increases/indexation of CARE benefits	2.6% p.a.

Demographic assumptions

The post retirement mortality tables adopted for this valuation are as follows:

Membership Category		Base table	Adjustment	Improvement model	Long term rate
CURRENT PENSIONERS	Normal health	S1PxA	94% / 94%	CMI_2012	1.5%
	Ill health	S1PxA	Normal health + 3 years	CMI_2012	1.5%
	Current Dependants	S1PMA/S1DFA	158% / 107%	CMI_2012	1.5%
	Future Dependants	S1PMA/S1DFA	108% / 96%	CMI_2012	1.5%
CURRENT ACTIVES / DEFERREDS	Actives Normal health	S1PxA	94% / 94%	CMI_2012	1.5%
	Actives Ill health	S1PxA	Normal health + 3 years	CMI_2012	1.5%
	Deferreds	S1PxA	94% / 94%	CMI_2012	1.5%
	Future Dependants	S1PMA/S1DFA	108% / 96%	CMI_2012	1.5%

Other demographic assumptions are noted below:

Ill-health retirement	reflect trends emerging from wider LGPS investigations
Proportions Married	reflect trends emerging from wider LGPS investigations
Other demographics	As for 2010 valuation

Appendix 3

WORCESTERSHIRE COUNTY COUNCIL PENSION FUND – STATEMENT OF INVESTMENT PRINCIPLES

Objective

(1) The investment objective for the Fund is to:-
(a) ensure that sufficient assets are available to meet liabilities as they fall due;
(b) maximise the return at an acceptable level of risk.

(2) Risk management is mostly concerned with:
- avoiding the possibility of loss, or
- limiting a deficiency in the underlying Fund, or
- avoiding a contribution rate increase in the future.

Policy

The current long-term investment policy judged most likely to meet these objectives is as follows:

Shares Managed Actively	**%**	**Investment Manager and Expected Performance**
North America	6.0	Capital International - FTSE All World All Americas Index + 1.5%
Far East Developed	12.0	Nomura Asset Management - FTSE All World Asia Pacific Index + 1.5%
Emerging Markets	12.0	JP Morgan Asset Management and Schroder Investment Management - FTSE-All World Emerging Market index +2.0%
	30.0	
Shares Managed Passively		
Market Capitalisation Indices		
United Kingdom	25.5	UBS Global Asset Management (UK) - FTSE All Share Index
North America	5.0	UBS Global Asset Management (UK) - FTSE All World North America - Developed Series Index
Europe ex - UK	9.5	UBS Global Asset Management (UK) - FTSE All World Europe ex UK Index -Developed Series Index
Alternative Indices		
United Kingdom	6.5	UBS Global Asset Management (UK) - 1/3 FTSE RAFI Developed 1000 Index QSR Total Return Net Index,
North America	1.0	1/3 MSCI World Minimum Volatility (GBP Optimised)Total Return Net Index, 1/3 MSCI World
Europe ex - UK	2.5	Quality Total Return Net Index
	50.0	
	80.0	
Bonds Managed Actively	10.0	JP Morgan Asset Management – 100% Barclays Global Aggregate Corporate Bond Index – Hedged into GBP
Property / Infrastructure	10.0	Allocation to be implemented within three years from December 2013
	100.0	

Following changes to the tax treaties between the United States and the United Kingdom, in accordance with Statutory Instrument 2003 No. 2719, 100% of the index tracking mandate (which is lower than the prescribed maximum of 35%) may be invested in any single UBS insurance contract. This decision will be reviewed as part of the annual review of the SIP.

Performance Monitoring

The Actual Return will be measured quarterly and be monitored relative to objectives set over rolling three-year periods. A detailed review will be carried out annually.

Statistics for measuring the Fund Manager's performance against the Benchmark are provided by the WM Company. Measurement is set against the return achieved by the relative index applying to the asset class, as above.

Realisation of Assets

The Fund is invested generally in assets which are quoted on world stock markets and are therefore readily realisable. It is managed to ensure that adequate liquidity is maintained to allow the payment of pensions without the need to realise assets under unfavourable conditions.

Risk and Diversification of Investments

The Fund controls risk through its strategic asset allocation policy, which ensures diversification of the fund. Further Diversification is provided through the appointment of seven specialist external Fund Managers, with a mix of Bonds and Passive and Active Equity mandates and the assets are held by a global custodian.

Managers are monitored on a quarterly basis and investment performance is kept under constant review. The terms of appointment of managers contain guidelines aimed at limiting the way the portfolio is invested in order to control the level of risk to which the Fund is exposed.

Socially Responsible Investment

In all circumstances the investments should be managed in the best long-term financial interests of the Fund. Where this primary consideration is not prejudiced, Investment Managers are expected to take account of social and environmental issues.

The Investment Managers are instructed to exercise, on behalf of the Pension Fund, all rights (including voting), attaching to the investments having regard to the best long term financial interests of the Fund. Where this primary consideration is not prejudiced, Investment Managers are expected to take account of social and environmental issues.

Stock Lending

The Pension Fund allows stock held within its segregated portfolios to be lent to approved borrowers. The Fund's Global Custodian acts as the lending agent for the Securities Lending Program. Collateral is provided by borrowers to protect the Fund's assets and the Fund receives income from the Program.

Review

The Statement of Investment Principles is reviewed annually.

Investment Principles

The Fund complies with the "CIPFA Pensions Panel Principles for Investment Decision Making in the Local Government Pension Scheme in the UK".

Appendix 4

Policy Statement on Communication Strategy

1. Introduction

1.1 The Worcestershire County Council Pension Fund administers the Local Government Pension Scheme for its own employees and employees of 147 other Scheme Employers in the administrative area of Herefordshire and Worcestershire.

1.2 On 14 December 2005, the ODPM introduced amending regulations which now require the County Council, as Administering Authority for the Fund and after consultation with such persons as it considers appropriate, to prepare, maintain and publish a written statement setting out its policy on communications with

- members;
- representatives of members;
- prospective members; and
- employing authorities.

1.3 In particular, the statement must set out the Fund's policy on

i. the provision of information and publicity about the Scheme to members, representatives of members and employing authorities (including non-Scheme Employers);

ii. the format, frequency and method of distributing such information or publicity; and

iii. the promotion of the Scheme to prospective members and their employing authorities.

1.4 The County Council welcomes these regulatory developments as they support one of the Fund's key business objectives of developing clearer communications and providing a seamless service to individual members.

1.5 This document is the first Communication Policy for the Worcestershire County Council Pension Fund. We see this as a starting point and our aim is to significantly develop our communications strategy over time. Comments on the document are very welcome and can be sent to the Pensions Section at the address below or by e-mail to pensions@worcestershire.gov.uk

1.6 In this Communication Policy Statement, we have set out how we will meet the needs of our customers in relation to communications. In doing so we will use the most appropriate and effective communications vehicle to provide information.

2. Communications Strategy

2.1 We strive to communicate effectively with all our internal and external stakeholders.

2.2 We will use clear and concise forms of communication appropriate to the enquiry received and which communicate technical issues without the use of technical jargon. We aim to provide a response to all requests in a timescale, which is appropriate to the enquirer and meets their information objectives.

2.3 To achieve successful and robust communications we have established clear aims for our communications strategy as shown below.

Communications Aims

Organisation & Culture

We have clear roles, responsibilities and accountability and an environment where staff are motivated, trained and confident to express themselves.

Staff Competency Development

Competency development plan linked to job needs and staff training needs.
Staff encouraged and supported to study for appropriate professional qualifications.
Achieved Investors in People and ensure continued compliance.

Procedures

Advance planning and implementation for known legislative/Scheme changes.
All procedures documented and meeting all disclosure and best practice standards within the industry.
Clear consistent documentation and letters in recognised plain English style.

Service standards

Document and publish a clearly defined Statement of Service standards that is aligned to the legal requirements and best practice standards.

2.4 We have grouped our key stakeholders together as shown below and this document goes on to discuss our approach to meeting each group's communication needs

- Fund Employers
- Fund Members (Current Employees, Pensioners and Deferred Members)
- Fund Administration
- External Advisers

3. Communications with Fund Employers

3.1 The Fund comprises of 147 employers whose employees are able to participate in the Local Government Pension Scheme including all the local authorities, the police and fire authorities (for non uniformed staff), FE colleges, Parish Councils a range of voluntary sector bodies, academies and a number of private sector contractors who provide services to local authorities under Best Value arrangements. A full list of participating employers is shown in Note 24 to the Pension Fund Accounts.

3.2 The Fund's aim is to work with employers to define their information needs and expectations and to work with employers to meet those needs, recognising mutual dependencies where appropriate.

3.3 The Fund provides a range of employer communications shown below and our aim is to use the most appropriate communication medium for the employer receiving the information.

Description	***Service***
Website	The Fund website was launched in 2004. The address is; http://www.worcestershire.gov.uk/cms/jobs-and-careers/pensions.aspx It provides Scheme details, publications, contacts, and links to other organisations e. g. Employers Organisation.
Employer Updates	Employers are informed in writing or electronically of all changes in legislation etc and we aim to develop a website to provide employers with legislation, operational items and technical updates and support
Employer Reports	Membership and Benefits administration reports. Provided on request.
'Welcome Pack'	Employer "Welcome pack'' setting out details of the process for joining the Fund
New Employer Training	Provision of Pensions Training for new employers. Ad hoc Meetings - to review operational issues
Pension Administration Forum	A bi-annual forum to discuss, manage and communicate major strategic issues, legislation changes and funding matters
Scheme literature	A range of publications for use by employers and scheme members including the scheme booklet, additional information leaflets (e.g. added years) etc
Administration Forms	Standard forms with guidance notes to notify Pension Section of key events affecting pension benefits.

3.4 We aim to continually develop all of the above communications in the light of employer requests and changes in legislation.

4. Communications with Fund Members

4.1 The Fund provides a broad range of information for scheme members (employees, Deferred Members and Pensioners) and will provide a quality, professional and efficient pension administration service as required within the Regulations.

4.2 Our aim is to provide a quality, professional and efficient pensions administration service, which delivers accurate and timely information to members either in response to their specific enquiries or through the Fund's published information.

4.3 The following table summarises the main forms of communication we currently provide

Description	***Current Service***
Requests for information.	Provision of accurate, timely and informative details of the Local Government Pension Scheme and individual information to scheme members
Website	The Fund website was launched in November 2004. The address is; http://www.worcestershire.gov.uk/cms/jobs-and-careers/pensions.aspx It provides Scheme details, publications, contacts, and links to other organisations eg. AVC providers.
Scheme Booklet	A guide to the Local Government Pension Scheme describing scheme benefits with explanatory notes is provided to all new members. Booklet is re-written to reflect legislation changes and is available on the website
Benefit Statements	Annual Benefit Statements are sent direct to members
Annual Reports and Accounts	A copy of the Funds Annual Report and Accounts is available to all Scheme members on request and is available on the website.
Pensions Presentations	The Fund attends and presents at employer sponsored pension seminars at employer's request
Member Newsletter	The Fund provides an update on developments within the Scheme.

4.4 We aim to continually develop all of the above communications in the light of employer and member requests and changes in legislation

5. Communications within Fund Administration

5.1 The Pension Section, which is part of the Resources Directorate and reports to the Director of Resources, administers the Fund on a day-to-day basis.

5.2 An important part of the Fund's communication strategy is ensuring effective communications within the Pension Section. This is achieved in a number of ways.

Description	***Current Service***
Induction	All new members of staff attend Pension and County Council induction courses.
Training	Staff have individual Personal Development Plans and regular appraisals. They receive internal and where appropriate external training
Pensions Qualifications	All staff are encouraged and supported to obtain appropriate professional qualifications
Service Plan	The Pensions Section has an Operational Plan, which is actively managed and discussed in regular Team Meetings. The plan includes key performance indicators and progress against the plan is reviewed monthly
Pensions Management Team	Regular meetings to discuss strategic plans and operational issues
Section and Team Meetings	All members of staff attend regular Section and Team Meetings
Intranet	All Pensions staff have access to the intranet providing information on corporate issues.
Internet	Staff have access to the internet.
Email	All members of the Team have an individual email account allowing us to communicate efficiently and effectively
Networking	Staff meet regularly with neighbouring Local Authority Pension Funds to discuss current issues etc.

6. Communications with Professional Advisers

6.1 The Fund employs professional advisers who provide, actuarial and investment management services

6.2 We work in partnership with these advisers to ensure the Scheme remains compliant and that advice sought is implemented in the interest of all Fund stakeholders.

7. Communications with External Bodies

7.1 The Fund communicates with a range of other organisations such as the Department for Communities and Local Government (DCLG), Regional and National Pensions Managers Forums, trades unions etc as shown below.

Description	***Current Service***
DCLG	Responding to consultation proposals for change to the scheme as required by the DCLG Providing information required under disclosure regulations
National Association of Pension Funds (NAPF)	Attending NAPF local authority forum meetings and topical seminars
Society of County Treasurers	A forum of Treasurers and Directors of Finance of all Shire County Councils sharing information and best practice on all financial issues, including matters relating to pension fund management
Pensions Officer Group	A local forum for exchanging information and best practice in benefits administration with other Administering Authorities in the North West and Midlands region

8. Published Documents

8.1 The County Council produces a number of documents shown below which support this communication policy statement.

Document	**Purpose**	**Frequency**
Statement of Accounts	The fund's statutory audited accounts	Produced annually
Annual Reports	Report reviewing performance and summarising major events in each financial year	Produced annually
Funding Strategy Statement	Describes the approach to funding liabilities within the scheme	Reviewed annually
Triennial Valuation Report	Describes the results of the triennial valuation and employer contribution rates	Produced after each triennial valuation (last published in spring 2011)
Pension Scheme Booklet	Describes the benefits available within the scheme	Reviewed at least annually and to reflect regulatory changes Available on website
Annual benefits Statement	Statement of the present and future value of member's benefits	Sent to all employed and deferred members annually
Employee newsletters	Provides briefing on topical developments	Despatched annually or more frequently as required

All published documents are available on the Worcestershire County Council Pension Fund website at http://www.worcestershire.gov.uk/cms/jobs-and-careers/pensions.aspx

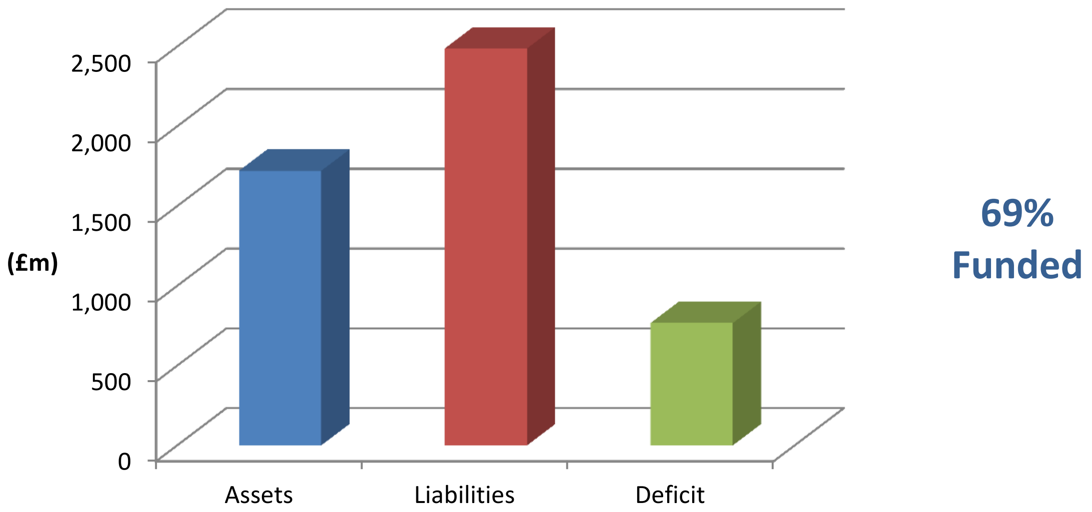
Appendix 5

Statement by the Consulting Actuary

This statement has been provided to meet the requirements under Regulation 34(1)(d) of The Local Government Pension Scheme (Administration) Regulations 2008.

An actuarial valuation of the Worcestershire County Council Pension Fund was carried out as at 31 March 2013 to determine the contribution rates with effect from 1 April 2014 to 31 March 2017.

On the basis of the assumptions adopted, the Fund's assets of £1,721 million represented 69% of the Fund's past service liabilities of £2,488 million (the "Funding Target") at the valuation date.



The valuation also showed that a common rate of contribution of 14.1% of pensionable pay per annum was required from employers. The common rate is calculated as being sufficient, together with contributions paid by members, to meet all liabilities arising in respect of service after the valuation date.

Adopting the same method and assumptions as used for calculating the funding target, the deficit of £767 million would be eliminated by a contribution addition of £41m per annum increasing at 4.1% per annum (equivalent to 12% of projected Pensionable Pay at the valuation date) for 21 years.

Further details regarding the results of the valuation are contained in the formal report on the actuarial valuation dated March 2014.

In practice, each individual employer's position is assessed separately and the contributions required are set out in the report. In addition to the certified contribution rates, payments to cover additional liabilities arising from early retirements (other than ill-health retirements) will be made to the Fund by the employers.

The funding plan adopted in assessing the contributions for each individual employer is in accordance with the Funding Strategy Statement (FSS). Any different approaches adopted, e.g. with regard to the implementation of contribution increases and deficit recovery periods, are as determined through the FSS consultation process.

The valuation was carried out using the projected unit actuarial method and the main actuarial assumptions used for assessing the Funding Target and the common contribution rate were as follows:

	For past service liabilities (Funding Target)	For future service liabilities (Common Contribution Rate)
Rate of return on investments (discount rate)	4.7% per annum	5.6% per annum
Rate of pay increases (long term)*	4.1% per annum	4.1% per annum
Rate of increases in pensions in payment (in excess of Guaranteed Minimum Pension)	2.6% per annum	2.6% per annum

* allowance was also made for short-term public sector pay restraint over a 5 year period.

The assets were assessed at market value.

The next triennial actuarial valuation of the Fund is due as at 31 March 2016. Based on the results of this valuation, the contribution rates payable by the individual employers will be revised with effect from 1 April 2017.

Actuarial Present Value of Promised Retirement Benefits for the Purposes of IAS 26

IAS 26 requires the present value of the Fund's promised retirement benefits to be disclosed, and for this purpose the actuarial assumptions and methodology used should be based on IAS 19 rather than the assumptions and methodology used for funding purposes.

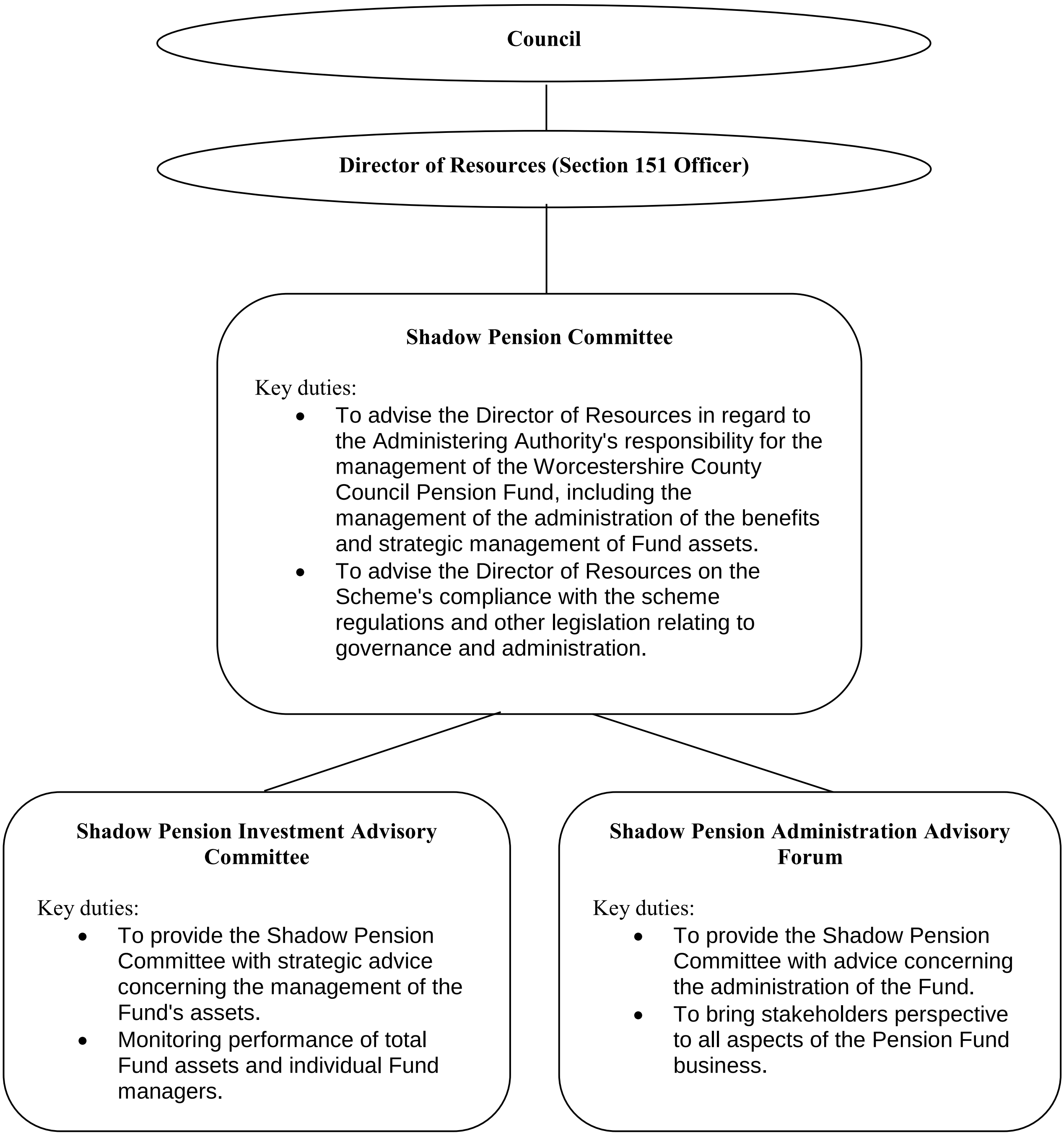
In order to assess the value of the benefits on this basis, we have used the same actuarial assumptions as those used for funding purposes, other than the discount rate where we have used a rate of 4.2% p.a. rather than the rate as outlined above. We have also used valuation methodology in connection with ill-health and death benefits which is consistent with IAS 19. On this basis, the value of the Fund's promised retirement benefits as at 31 March 2013 was £2,771 million.

Ian Kirk
Fellow of the Institute and Faculty of Actuaries
Mercer Limited
May 2014

Appendix 6

Governance Policy Statement

Governance Structure



This statement has been prepared by Worcestershire County Council (the Administering Authority) to set out the governance policy strategy for the Worcestershire County Council Pension Fund (the Scheme), in accordance with Regulation 73A of the Local Government Pension Scheme Regulations 1997 (as amended).

1. Introduction

1.1 The Worcestershire County Council Pension Fund administers the Local Government Pension Scheme for its own employees and employees and those of over 100 other Scheme Employers in the administrative area of Herefordshire and Worcestershire, with 20,000 contributing members, 14,100 pensioners and beneficiaries and a further 14,200 deferred pensioners.

1.2 The Local Government Pension Scheme (Amendment) (no.2) Regulations 2005 si 2005 no. 3199 provides the statutory framework from which the Administering Authority is required to prepare a Fund Governance Statement. The regulations require that an Administering Authority after consultation with such persons as they consider appropriate, prepare, maintain and publish a written statement setting out:

- Whether the administering authority delegates their function or part of their function in relation to maintaining the pension fund to a committee, a sub-committee or an officer of the administering authority;
- The frequency of any committee or sub-committee meetings;
- The terms of reference, structure and operational procedures of the delegation;
- Whether the committee or sub-committee includes representatives of employing authorities (including non-scheme employers) or members, and if so, whether those representatives have voting rights.

1.3 This statement has been prepared by Worcestershire County Council in consultation with appropriate interested persons.

1.4 The 'Shadow' arrangements will remain in effect until the new LGPS governance regulations are finalised. The new regulations are expected in early 2014.

2. Administrative Arrangements

2.1 On 1 April 1998 Worcestershire County Council was constituted and vested, under section 16 of the Hereford and Worcester (Structural, Boundary and Electoral Changes) order 1996 (Statutory Instrument 1996 No 1867), with the rights and liabilities of the former pension fund Hereford and Worcester County Council. Therefore, the council is the appropriate Administering Authority to maintain the Fund.

2.2 As the statutory Administering Authority and Scheme Manager for the Fund, Worcestershire County Council is responsible for ensuring effective stewardship of the Fund's affairs. Worcestershire County Council has established a Shadow Pension Committee to advise the Director of Resources on the duties of the Council as Administering Authority of the Fund.

2.3 Worcestershire County Council has also established a Shadow Pension Investment Advisory Committee to provide the Shadow Pension Committee with strategic advice concerning changes to the Fund's asset allocation, the termination and appointment of investment managers and Independent Financial Advisers.

2.4 A Shadow Pension Administration Advisory Forum has also been established to provide wider stakeholder representation and communication in matters relating to the Fund. The Director of Resources (Section 151 Officer) has overall responsibility for the management of the administration of the Fund, as set out in the Scheme of Assignment of Responsibility for Functions, however he /she will take views from the Shadow Pensions Committee, which in turn takes advice from the Shadow Pension Administration Advisory Forum to enable the Director of Resources to discharge his / her responsibility effectively.

3. Shadow Pension Committee

3.1 The Shadow Pensions Committee will advise the Director of Resources on the duties of the Council as Administering Authority of the Fund.

3.2 The Shadow Pension Committee advises the Director of Resources on the management of the administration of the Fund. However it will take views from the Shadow Pension Administration Advisory Forum to enable it to discharge its advice effectively.

3.3 The Shadow Pension Committee advises the Director of Resources on the strategic management of the Fund's assets. However it will take strategic advice from the Shadow Pension Investment Advisory Committee to enable it to discharge its advice to the Director of Resources effectively. The dates of Shadow Pension Committee meetings will be synchronised with those of the Shadow Pension Investment Advisory Committee to ensure investment decisions are reviewed without unnecessary delay.

3.4 Shadow Pensions Committee Terms of Reference;

The Shadow Pension Committee will meet at least quarterly or otherwise necessary to advise The Director of Resources on:

- The Fund's compliance with the scheme regulations and other legislation relating to the governance and administration of the scheme.
- The Fund's compliance with the requirements imposed in relation to the scheme by the Pensions Regulator.
- The Fund's compliance with such other matters as the scheme regulations may specify.
- Changes to the Statement of Investment Principles, including the strategic benchmark for asset allocation, Investment Manager benchmarks and Investment Manager targets.
- The termination and appointment of Investment Managers and associated professional service providers.
- The termination and appointment of the Fund's Independent Financial Adviser, Performance Measurement Consultant, Global Custodian and Actuary.

- The Pensions Administration Strategy Statement, Policy Statement on Communication Strategy, Policy Statement on Governance Strategy, Funding Strategy Statement and Governance Compliance Statement.
- The Triennial and Interim Actuarial Valuations.
- The approval of the Pension Fund Annual Report and Accounts.
- The approval of the Pension Fund annual and triennial budgets.
- Key outstanding risks as identified in the Pension Fund Risk Register.
- The Pension Administration Advisory Forum arrangement and regular Forum reports, which consider and address outstanding member and employer issues and concerns.
- The Pension Investment Advisory Committee arrangement and regular Advisory Committee reports, which monitor performance of the Fund's assets.
- Requests for admission of qualifying Community and Transferee Bodies wishing to join the Fund.
- Key pension policy discretions that are the responsibility of the Administering Authority.

3.5 The Shadow Pension Committee non-member co-optees include an employer representative and an employee representative, who also attend the Shadow Pension Administration Advisory Forum. The Shadow Committee also includes a member of the Shadow Pension Investment Advisory Committee to ensure flow of information between Shadow Pension Committee and the Shadow Advisory Committee, including information on the Fund's liabilities.

3.6 Members and voting co-optees of the Shadow Pension Committee are subject to the Worcestershire County Council Code of Conduct and must therefore not have conflict of interest and are required to provide the Scheme Manager with such information as the Scheme Manager reasonably requires for the purposes of ensuring no conflict of interest exists prior to appointment to the Shadow Committee and on an ongoing annual basis.

3.7 Members of the Shadow Pension Committee are required to hold the appropriate knowledge and skills to discharge their responsibility effectively.

3.8 The responsibility for administering the Shadow Pension Committee is delegated to the Director of Resources.

3.9 Members of the Shadow Pension Committee have equal access to Shadow Pension Committee agenda papers and associated appendices.

4. Shadow Pension Investment Advisory Committee

4.1 The Shadow Pension Investment Advisory Committee provides the Shadow Pension Committee with strategic advice concerning changes to the Fund's asset allocation, the termination and appointment of Investment Managers and Independent Financial Advisers.

4.2 The Shadow Pension Investment Advisory Committee is made up mainly of councillors and officers from Worcestershire County Council. The composition of the Shadow Advisory Committee is intended to reflect the abilities and knowledge of the individuals in matters relating to the investment of the Fund's assets rather than political representation.

4.3 Terms of reference;

The Shadow Advisory Committee will meet at least quarterly or otherwise necessary to produce strategic advice on:

- Changes to the Statement of Investment Principles, including the strategic benchmark for asset allocation, Investment Manager benchmarks and Investment Manager targets.
- The termination and appointment of Investment Managers and associated professional service providers.
- The termination and appointment of the Fund's Independent Financial Adviser, Performance Measurement Consultant and Global Custodian.

The Shadow Advisory Committee will also:

- Monitor performance of total Fund assets and individual Investment Managers.
- Monitor compliance with the Statement of Investment Principles.
- Monitor performance of the Independent Financial Advisor.

4.4 The Shadow Pension Investment Advisory Committee is advised by an Independent Financial Adviser who attends all meetings.

4.5 Active Equities Investment Managers report to the Shadow Advisory Committee bi-annually, whilst the Fund's Bond Manager reports annually. Further monitoring meetings with Investment Managers are undertaken by officers of the Administering Authority and the outcomes reported to the Shadow Advisory Committee.

4.6 In addition to regular quarterly meetings, an annual meeting takes place to consider the Fund's full year's performance.

4.7 The Fund's Statement of Investment Principles (SIP) sets out the arrangements in place for the management of the investments of the Worcestershire County Council Pension Fund.

4.8 The day to day management of the Fund's investments is divided between external Investment Managers, operating in accordance with mandates set out in the Statement of Investment Principles.

4.9 A member of the Shadow Pension Investment Advisory Committee also resides on the Shadow Pension Committee to ensure flow of information between Shadow Pension Committee and the Shadow Advisory Committee.

4.10 Members and voting co-optees of the Shadow Pension Investment Advisory Committee are subject to the Worcestershire County Council Code of Conduct and must therefore not have conflict of interest and are required to provide the Scheme Manager with such information as the Scheme Manager reasonably requires for the purposes of ensuring no conflict of interest exists prior to appointment to the Shadow Advisory Committee and on an ongoing annual basis.

4.11 Members of the Shadow Pension Investment Advisory Committee are required to hold the appropriate knowledge and skills to discharge their responsibility effectively.

5. Shadow Pension Administration Advisory Forum

5.1 The Shadow Pension Administration Advisory Forum provides the Shadow Pension Committee with advice concerning the administration of the Fund.

5.2 Terms of reference;

The forum will meet at least twice a year or otherwise necessary to:

- Discuss an Annual Administration Report and respond to any issues raised by employers.
- Discuss Government Consultations relating to the administration and benefits of the LGPS.
- Discuss the outcomes of the triennial/interim valuations and respond to any issues raised by employers.
- Discuss the minutes and updates from the Shadow Pension Committee and ensure flow of information between Shadow Pension Committee and the Forum.
- To advise on service delivery to all stakeholders.
- To bring stakeholders perspective to all aspects of the Pension Fund business.
- To ask the Administering Authority and the Shadow Pension Committee to consider topics which affect the Pension Fund.

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5.3 All Fund employers are invited to attend the Shadow Pension Administration Advisory Forum along with the Fund's Actuary, Administering Authority officers and the employer and employee representatives of the Shadow Pension Committee.

5.4 Other meetings are held as required between Administering Authority officers and employers to discuss important issues such as discretionary policies and regulatory changes.

5.5 The Administering Authority also communicates with the Fund's membership through newsletters, road shows and presentations.

5.6 The Fund's Policy Statement on Communication Strategy explains in more detail engagement with all stakeholders.

6. Delegation

6.1 The day to day administration of, and investment decisions for, the Worcestershire County Council Pension Fund, are delegated to the Director of Resources, pursuant to Section 101 of the Local Government Act 1972 and by the Executive under Section 15 of the Local Government Act 2000.

6.2 The Director of Resources may authorise officers in his/her department to exercise on his/her behalf, functions delegated to him/her. Any decisions taken under this authority share remain the responsibility of the Director of Resources and must be taken in his/her name, and he/she shall remain accountable and responsible for such decisions.

6.3 The Director of Resources has overall responsibility for the management of the administration of the Fund including:

- Securing compliance with the scheme regulations and other legislation relating to the governance and administration of the scheme.
- Securing compliance with the requirements imposed in relation to the scheme by the Pensions Regulator.
- Securing compliance with such other matters as the scheme regulations may specify.
- Approving changes to the Statement of Investment Principles, including the strategic benchmark for asset allocation, Investment Manager benchmarks and Investment Manager targets.
- Approving the termination and appointment of Investment Managers and associated professional service providers.
- Approving the termination and appointment of the Fund's Independent Financial Adviser, Performance Measurement Consultant, Global Custodian and Actuary.
- Approving, preparing and maintaining a Pensions Administration Strategy Statement, Policy Statement on Communication Strategy, Policy Statement on Governance Strategy, Funding Strategy Statement and Governance Compliance Statement.
- Approving the Triennial and Interim Actuarial Valuations and provision of data for actuarial valuation purposes. The Director of Resources will also negotiate over actuarial assumptions, set the appropriate funding target and associated recovery period.
- Preparing the Pension Fund Annual Report and Accounts.
- Approving and preparing the Pension Fund annual and triennial budgets.
- Preparing and maintaining a Pension Fund Risk Register and monitoring key outstanding risks.
- Overseeing and administering the Shadow Pension Administration Advisory Forum arrangement and review regular Forum reports to consider and address outstanding member and employer issues and concerns.
- Overseeing and administering the Shadow Pension Investment Advisory Committee arrangement and review regular Advisory Committee reports to monitor performance of the Fund's assets.
- Deciding upon requests for admission of qualifying Community and Transferee Bodies and Scheduled and Designated Bodies wishing to join the Fund.
- Deciding upon key pension policy discretions that are the responsibility of the Administering Authority.
- Executing documentation relating to the implementation of new and existing investment mandates, Independent Financial Advisers, Performance Measurement Consultant, Global Custodians, Actuaries and any other associated professional service providers.
- Quarterly monitoring of Investment Managers' performance for managers not presenting to the Shadow Pension Investment Advisory Committee.
- The effective discharge of the pensions administration function, including the payment of pensions and collecting and reconciling of contribution income.
- Maintaining the Fund's accounting records.
- Preparing and maintaining the Statement of Investment Principles, including implementing changes to the strategic benchmark for asset allocation.
- Implementing and maintaining a knowledge and skills training plan for members of the Shadow Pension Committee and Shadow Pension Investment Advisory Committee.
- Administering the Shadow Pension Committee.
- Implementing and maintaining the cash flow strategy for the Fund, which includes the transfer of cash to the Fund's Global Custodian to ensure cash is fully invested when available and the transfer of cash from the Global Custodian to pay pension liabilities as they fall due.

7. Representation

7.1 The Director of Resources appoints the Chairman, members and non-member co-optees to the Shadow Pension Committee. The Shadow Pension Committee comprises six County Councillors with voting rights, including a Councillor from Herefordshire Council (being the second largest employer in the Fund), a voting employer representative and one non-voting employee representative. The Shadow Pension Committee will be advised by on an ad hoc basis by an Independent Financial Adviser and the Fund's Actuary. County Councillor membership of the Shadow Pension Committee will be in-line with political balance of Worcestershire County Council. In addition to the Chairman's personal vote, he or she has an additional casting vote. The employee representative does not hold voting rights because the LGPS is a statutory scheme with benefits fully protected by statute, any changes in investment or other policies voted on by the Shadow Pension Committee does not affect scheme members' benefits.

7.2 The Director of Resources appoints the members of the Shadow Pension Investment Advisory Committee, which comprises of four County Councillors with voting rights, the Head of Corporate Financial Strategy with voting rights, the Principal Accountant – Pension Fund without voting rights and one non-voting employee representative. The Shadow Pension Investment Advisory Committee is advised by an Independent Financial Adviser. In addition to the Chairman's personal vote, he or she has an additional casting vote. The employee representative does not hold voting rights because the LGPS is a statutory scheme with benefits fully protected by statute, any changes in investment or other policies voted on by the Shadow Pension Investment Advisory Committee does not affect scheme members' benefits. The composition of the Shadow Advisory Committee is intended to reflect the abilities and knowledge of the individuals in matters relating to the investment of the Fund's assets rather than political representation.

7.3 The Shadow Pension Administration Advisory Forum comprises all Fund employers who wish to attend following invitation by the Administering Authority, the Fund's Actuary (ad hoc basis), the Administering Authority's Pensions Manager and HR Service Centre Manager, and the employer representative and employee representative of the Shadow Pension Committee. No voting rights apply to the Shadow Pension Administration Advisory Forum as the purpose of the Forum is to provide transparency of information to scheme employers and for scheme employers to provide advice to, and raise concerns with, the employer representative.

8. Knowledge and Skills

8.1 The Administering Authority has regard to the legal requirements set out in the Local Government Pension Scheme Regulations, other relevant legislation and best practice guidance published by CIPFA and other professional and regulatory bodies in creating a knowledge and skills policy for the Worcestershire County Council Pension Fund, to ensure all those involved in the decision making process receive relevant training in order to obtain the appropriate knowledge and skills to discharge their responsibilities effectively.

8.2 Shadow Committee members and appropriate Administering Authority officers complete an annual knowledge and skills self assessment form. These are used to prepare annual training plans and a log of training undertaken is maintained by the Administering Authority. The annual training plans include a programme of external and internal training events designed to meet the requirements both of new members of the shadow committees and the ongoing needs of existing members. These events are reported formally to members on an annual basis. Individual reports to authorise attendance by members at these events are put to the Director of Resources on an event by event basis.

9. Contacts and further information

9.1 The Director of Resources is responsible for the management of the affairs of the Worcestershire County Council Pension Fund including Fund investments, accounting and benefits administration. For further information contact:

The Accountancy Section, Tel. (01905) 766513 - Investments and Accounts
The Pensions Section, Tel. (01905) 766511 - Benefits Administration

9.2 Additional information on the activities of the Pension Fund can be found in the Annual Report and Accounts, which is available on the Worcestershire County Council's website at www.worcestershire.gov.uk.

Appendix 7

Governance Compliance Statement

This statement shows how Worcestershire County Council as the administering authority of the Worcestershire County Council Pension Fund complies with guidance on the governance of the Local Government Pension Scheme (LGPS) issued by the Secretary of State for Communities and Local Government in accordance with the Local Government Pension Scheme (Amendment) Regulations 2008.

Ref.	Principles	Compliance and comments
A	Structure	
a.	That the management of the administration of benefits and strategic management of fund assets clearly rests with the main committee established by the appointing council.	In accordance with legislation, the County Council has delegated responsibility for the management of the Pension Fund to the Director of Resources (DR) and in matters relating to the management of the Fund's assets the DR is advised by a Shadow Pension Committee in respect of Fund management.
b.	That representatives of participating LGPS employers, admitted bodies and scheme members (including pensioner and deferred members) are members of either the main or secondary committee established to underpin the work of the main committee.	Delegation is to the DR. The Council has implemented Shadow Committee arrangements in the form of a main a secondary Investment Advisory Committee and a Pension Administration Forum to advise the DR on the administration of the Fund and the benefits. The main shadow committee has an Employer and Employee representative.
c.	That where a secondary committee or panel has been established, the structure ensures effective communication across both levels.	Delegation is to the DR. Within the Shadow Committee arrangements effective communication across both levels is ensured by the Employer and Employee representatives attending the Pension Administration Forum and the Chair of the main committee also being the chair of the Investment Advisory Committee.
d.	That where a secondary committee or panel has been established, at least one seat on the main committee is allocated for a member from the secondary committee or panel.	Delegation is to the DR. Within the Shadow Committee arrangements the Chair of the main committee is also the Chair of the Investment Advisory Committee.
B	Representation	
a.	That all key stakeholders have the opportunity to be represented within the main or secondary committee structure. These include: i) employing authorities (including non-scheme employers, e.g., admitted bodies) ii) scheme members (including deferred and pensioner scheme members) iii) where appropriate, independent professional observers, and iv) expert advisers (on an ad-hoc basis).	Delegation is to the DR. Within the Shadow Committee arrangements the main shadow committee has an Employer and Employee representative. A Unison (observer) attends the Investment Advisory Committee along with an Independent Financial Adviser. Expert advisers also attend the main shadow committee meetings on an ad hoc basis.

b.	That where lay members sit on a main or secondary committee, they are treated equally in terms of access to papers, meetings, and training and are given full opportunity to contribute to the decision-making process, with or without voting rights.	Delegation is to the DR. All members of the Shadow Pension Committee, Shadow Pension Investment Advisory Committee and Pension Administration Forum are treated equally.
C	Selection and role of lay members	
a.	That committee or panel members are made fully aware of the status, role and function they are required to perform on either a main or secondary committee.	Delegation is to the DR. The Shadow Committee arrangements including terms of reference and members responsibilities are clearly set out in the Fund's Governance Policy Statement, which has been shared with all committee members and is published on the Council's website.
b.	That at the start of any meeting, committee members are invited to declare any financial or pecuniary interest related to specific matters on the agenda.	Delegation is to the DR. The Shadow Committee arrangements including the requirement for committee members to declare conflicts of interest are clearly set out in the Fund's Governance Policy Statement, which has been shared with all committee members and is published on the Council's website.
D	Voting	
a.	That the individual administering authorities on voting rights are clear and transparent, including the justification for not extending voting rights to each body or group represented on main LGPS committees.	Delegation is to the DR. The Shadow Committee arrangements including voting rights and the justification for not extending voting rights to each body or group represented on main shadow committee and Investment Advisory Committee are clearly set out in the Fund's Governance Policy Statement, which has been shared with all committee members and is published on the Council's website.
E	Training / facility time / expenses	
a.	That in relation to the way in which the administering authority takes statutory and related decisions, there is a clear policy on training, facility time and reimbursement of expenses for members involved in the decision-making process.	The Council has implemented a Knowledge and Skills Policy, which was also endorsed by the Shadow Pension Committee. Training plans for members of the Shadow Pension Committee are in production following members' completion of Self-Assessment Questionnaires. Fund Officers regularly attend pension related seminars, conferences and are actively pursuing relevant professional qualifications. Expenses for the Shadow Pension Committee and Shadow Pension Investment Advisory Committee members are available as required.
b.	That where such a policy exists, it applies equally to all members of committees, sub-committees, advisory panels or any other form of secondary forum.	Delegation is to the DR. The Knowledge and Skills Policy applies equally to all members of the Shadow Pension Committee, Shadow Pension Investment Advisory Committee and Fund Officers.

c.	That the administering authority considers adopting annual training plans for committee members and maintains a log of all such training undertaken.	Delegation is to the DR. Training plans for members of the Shadow Pension Committee are in production following members' completion of Self-Assessment Questionnaires. Officers intend to maintain a log of all such training undertaken.
F	Meetings (frequency / quorum)	
a.	That an administering authority's main committee or committees meet at least quarterly.	Delegation is to the DR. The Shadow Pension Committee meets quarterly.
b.	That an administering authority's secondary committee or panel meets at least twice a year and is synchronised with the dates when the main committee sits.	Delegation is to the DR. The Shadow Pension Investment Advisory Committee meets quarterly and is synchronised with the dates of the Shadow Pension Committee.
c.	That an administering authority that does not include lay members in its formal governance arrangements, must provide a forum outside of those arrangements to represent the interests of key stakeholders.	The Shadow Pension Committee membership includes and Employer and Employee representative. The Pension Administration Forum meets bi-annually. All employers of the Fund are invited to attend the Forum, along with Fund Officers and the Employer and Employee representatives of the Shadow Pension Committee.
G	Access	
a.	That subject to any rules in the Council's constitution, all members of main and secondary committees or panels have equal access to committee papers, documents and advice that are due to be considered at meetings of the main committee.	Delegation is to the DR. All members of the Shadow Pension Committee and Shadow Pension Investment Advisory Committee have equal access to committee papers, documents and advice that are due to be considered at the meetings.
H	Scope	
a.	That administering authorities have taken steps to bring wider scheme issues within the scope of their governance arrangements.	The Pension Administration Forum meets bi-annually to discuss scheme issues with key issues feeding back to the Shadow Pension Committee through the Employer Representative, Employee representative and Fund Officers' reports. The Communication Strategy Statement also details engagement with all stakeholders including Fund members.
I	Publicity	
a.	That administering authorities have published details of their governance arrangements in such a way that stakeholders with an interest in how the scheme is governed can say they want to be part of those arrangements.	The Fund's Governance Policy Statement is published on the Council's website and included in the Pension Fund Annual Report and Accounts also available on the Council's website.

Appendix 8

Glossary of Terms

Accounting Policies

The policies and concepts used in the preparation of the accounts.

Accruals

Sums included in the accounts to cover income and expenditure attributable to the accounting period, but for which payment has not been received or made by 31 March.

Actuary

An independent company which advises on the assets and liabilities of the fund with the aim to ensure that the payment of pensions and future benefits are met.

Admitted Bodies

Voluntary and charitable bodies whose staff can become members of the Local Government Pension Scheme subject to certain terms and conditions and other organisations to whom Local Government employees have been transferred under the outsourcing of Local Government services.

Augmentation

Additional employer contributions relating to the cost of employees who are allowed to retire before their normal retirement age.

Custodian

The organisation that holds and safeguards the Pension Fund assets.

Deferred Pension benefit

A pension benefit which a member has accrued but is not yet entitled to receive payment.

Derivatives

A financial instrument whose characteristics and value depend upon the characteristics and value of an underlier, typically a commodity, bond, equity or currency. Examples of derivatives include futures and options.

Equities

Shares representing the capital of a company issued to shareholders usually with voting rights on the way the company runs the business.

Fixed Interest

Corporate Bond - A certificate of debt issued by a company or institution in return for a fixed rate interest with a promise of redemption to repay the original sum.

Gilt - Similar to Corporate Bonds by way of interest and redemption but these are issued by Government and is a loan to the Government.

Forward Foreign Exchange

An agreement to purchase or sell an amount of foreign currency at a future date and predetermined price.

Index Linked

Stock whose value is related directly to an index, usually the Retail Price Index and therefore provides a hedge against inflation.

Pooled Investment Vehicles

A fund in which multiple investors contribute assets and hold them as a group, for example a unit trust.

Scheduled Employers

Are local authorities and other similar bodies, whose staff automatically qualify to become members of the LGPS. These include county councils, district councils, foundation schools and colleges and academies.

Designated Employers

Are scheme employers whose employees can be if the employer has passed a resolution to that effect. These include town and parish councils.

Admitted Bodies

Are scheme employers whose staff can become members of the pension Fund by virtue of an admission agreement made between the Fund and the relevant organisation and have been nominated for membership. They include non-profit making organisations providing a public service (CAB –Community Admission Body) or a contractor providing a service previously undertaken by a scheme employer TAB – transferee Admission Body).

Statement of Recommended Practice (SORP)

This relates to the Code of Practice on Local Authority accounting which is published by the Chartered Institute of Public Finance and Accountancy.

Stock Lending

The temporary transfer of stock (shares/securities) to a third party for a fixed or open period of time. In return the owner of the stock receives an agreed consideration secured by collateral of equal or greater value than the loaned securities.

Transfer Values

Sums which are paid either to or received from other pension schemes and relate to new and former members' periods of pensionable employment with employers participating in the scheme.

Contact Points

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Or you can write to:-

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Copies of this Annual Report and further information can also be found on the Worcestershire County Council website: (www.worcestershire.gov.uk)