

Northern Ireland Local Government Officers' Pension Fund

Actuarial Valuation as at 31 March 2007
31 March 2008

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For and on behalf of Hymans Robertson LLP

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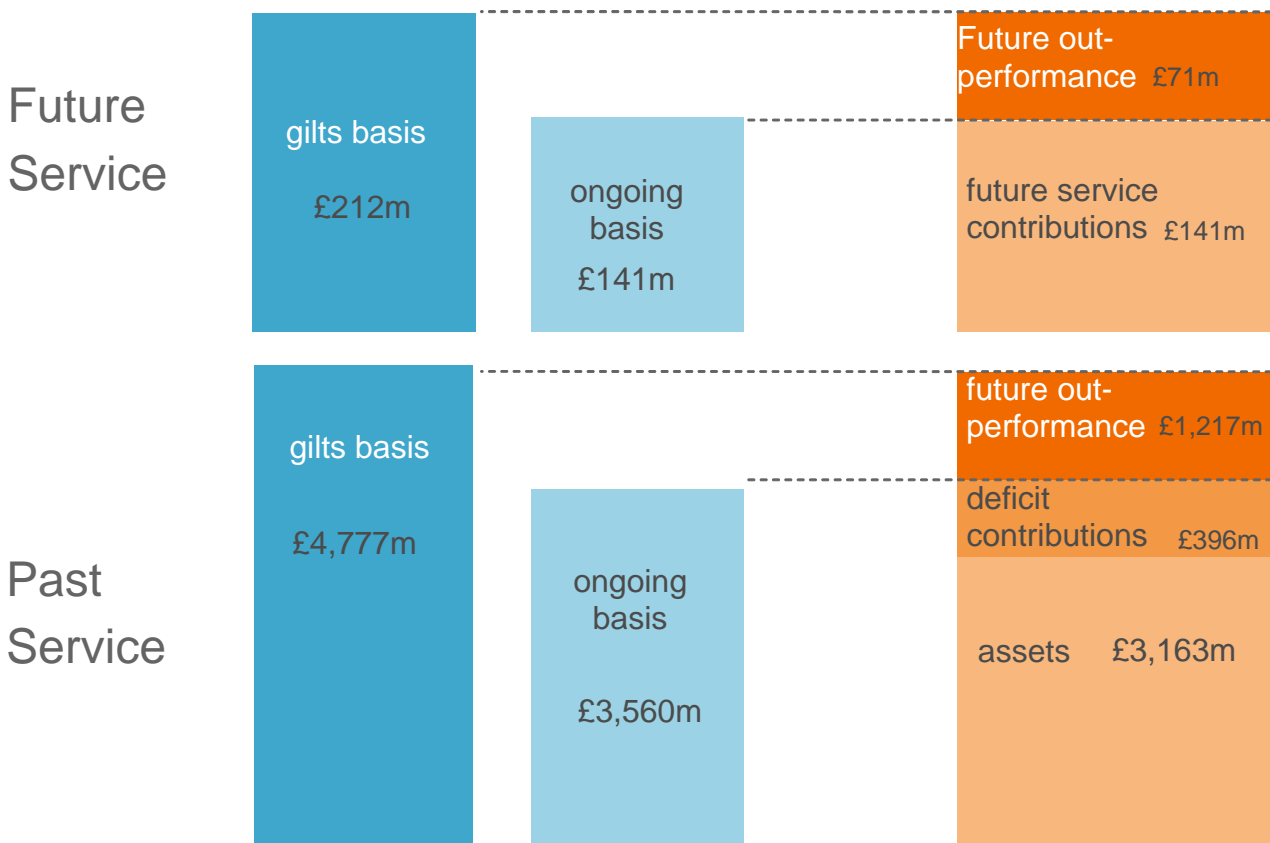
Executive Summary

We have carried out an actuarial valuation of the Northern Ireland Local Government Officers' Pension Fund ('the Fund') as at 31 March 2007 ('the valuation date'). The results are presented in this report and summarised below.

The Fund's objective of holding sufficient assets to meet the estimated current cost of providing members' past service benefits) was not met at the valuation date. The funding level was 89% (compared to 85% at 31 March 2004) and there was a funding shortfall of £396m.

Without anticipating an element of future equity out-performance, the 'gilt-based' funding level would be 66% at the valuation date, and there would be a shortfall of £1,613m.

The Fund's financial position at the valuation date is illustrated graphically in the chart below.



The employers' average future service contribution rate as at 31 March 2007 (ignoring the past service shortfall) is 15.2% of pensionable pay. Assuming that a funding level of 100% is to be targeted over a period of 20 years, the common employers' contribution rate is 18.5% of pensionable pay¹. These figures take advance credit from outperformance of the Fund's assets relative to gilt yields on the valuation basis, as set out in the Funding

¹ The common contribution rate does not apply to those employers which are closed to new entrants, namely United Dairy Farmers and Royal College of Nursing. Separate employer contributions rates are calculated for each of these employers.

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Strategy Statement. Ignoring this credit for outperformance the funding level would be 66%, and the common contribution rate would be 37.7% of pay.

Adjustments have been made to the common rate of employers' contribution to take account of certain circumstances that are peculiar to individual employers (for example United Dairy Farmers and Royal College of Nursing), as required by Regulation 77(6). The minimum contributions to be paid by each employer from 1 April 2008 to 31 March 2011 are shown in the Rates and Adjustment Certificate at Appendix H.

The results of the valuation are very sensitive to the actuarial assumptions made. If actual future demographic and economic experience does not match the assumptions, the financial position of the Fund could deteriorate materially.



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31 March 2008



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1 Introduction

We have carried out an actuarial valuation of the Northern Ireland Local Government Officers' Pension Fund ('the Fund') as at 31 March 2007 ('the valuation date') and this is our report to Northern Ireland Local Government Officers' Superannuation Committee ('the Committee') on the results of the valuation.

The main purposes of this valuation are:

- to assess the extent to which the Committee's funding objectives were met at the valuation date;
- to identify the contributions payable by the employers to the Fund in future in order to meet the Committee's funding objectives;
- to enable completion of all relevant certificates and statements in connection with the Local Government Pension Scheme Regulations (Northern Ireland) 2002 ('the Regulations'), and other relevant regulations (see Appendix A); and
- to comment on the circumstances that may give rise to future volatility in the funding level of the Fund or employers' contributions.

This report is provided solely for the purpose of the Committee to consider the management of the Fund and in particular to fulfil their and our statutory obligations. It should not be used for any other purpose. It should not be released or otherwise disclosed to any third party except as required by law or with our prior written consent, in which case it should be released in its entirety. This report can be passed to Fund employers for the purpose of providing information on the funding of the Fund.

Neither we nor Hymans Robertson LLP accept any liability to any other party unless we have expressly accepted such liability in writing.

2 About the Fund

The Fund is administered in accordance with the Local Government Pension Scheme (LGPS) Regulations (Northern Ireland) 2002, as amended, and is a multi-employer defined benefit pension scheme. It is contracted out of the State Second Pension.

The Funding Strategy Statement

The Committee prepares a Funding Strategy Statement (FSS) in respect of the Fund, in collaboration with Hymans Robertson LLP (the Fund's actuarial advisor) and after consultation with the Fund's employers and investment advisors. The FSS has been reviewed as part of the 2007 triennial valuation exercise. We are required to have regard to this statement when carrying out our valuation.

Funding Objectives

The objectives of the Fund's funding policy, as set out in the FSS are as follows:

- to enable employer contribution rates to be kept as nearly constant as possible and at reasonable cost to the Scheme Employers, Admitted Bodies and to the taxpayers;
- to ensure that sufficient resources are available to meet all liabilities as they fall due;
- to manage employers' liabilities effectively; and
- to maximise the income from investments within reasonable risk parameters.

What are the Fund's Liabilities?

The Fund's liabilities are essentially the benefits promised to Fund members (past and current contributors) and to members' dependants on their death. The valuation places a current or present value on these liabilities on the valuation date.

The cost of members' benefits depends on three main factors:

- (i) The benefits promised to members.

The Fund provides pensions and other benefits to members and their beneficiaries. The benefits in force on the valuation date are set out in the Local Government Pension Scheme (LGPS) Regulations (Northern Ireland) 2002, as amended ("the Regulations"). Employee members are required to pay contributions to the Fund, generally at the rate of 6% of pensionable pay². The principal elements of the Fund's benefit structure are summarised in Appendix B. These benefits are common to all employers participating in the Fund.

Subsequent to the valuation date, the benefits and member contributions payable by and to the LGPS in Northern Ireland respectively, are expected to be amended, with effect from 1 April 2009. As the Rates and Adjustments certificate specifies employer contributions from 1 April 2008 to 31 March 2011, we have allowed for the expected changes in assessing the cost of future service benefits. Although draft Regulations for the new benefit structure have not yet been laid, we have assumed that the amendments to the benefit structure in Northern Ireland will be the same as those to be implemented in England and Wales from 1 April 2008. The allowance made is based on my understanding of the

² A closed group of manual workers who joined before February 2003 contribute 5% of pay.

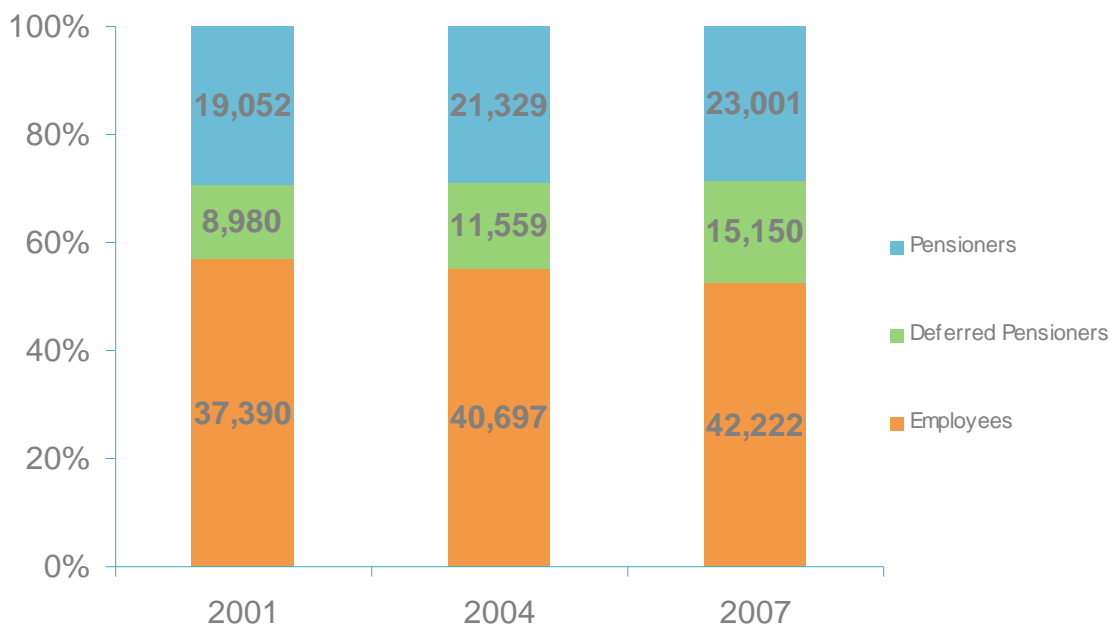
provisions of the new scheme and is subject to change as any changes are made to the new scheme. A summary of the changes is set out in Appendix B.

There are a small number of discretionary powers that may be exercised by the Committee or by individual employers. The principal discretions are also summarised in Appendix B. With the exception of the employers' powers to pay early unreduced benefits or augment benefits, normally on early retirement, we would not expect the exercise of these powers to have a material effect on the valuation results. In any event, we would expect additional employer payments, in addition to the employer contributions set out in the rates and adjustments certificate, to be made in respect of such early retirements unless agreed otherwise.

The requirements of sex-equality legislation (for example in respect of differences in the guaranteed minimum pensions for men and women) and age-equality legislation are not clear cut. In this valuation, we have not taken account of any additional costs which may arise from any future requirement to amend the LGPS benefit structure in respect of these issues.

(ii) *The profile of the members.*

The membership of the Fund at the current and previous two valuations are summarised in the chart below and described in more detail in Appendix C.



The cost of the benefits is expressed as a percentage of the pensionable pay of employee members. As the proportion of pensioner and deferred members increases, so the contribution rate (as a percentage of pay) becomes more sensitive to the past service position. The profile of the employee members (age, sex and category) also affects how much future benefits will cost.

(iii) *When and for how long will the benefits be paid.*

The timing and amount of benefit payments depends on future experience, such as when members will retire and how long they will live in retirement. In assessing the expected cost of members' benefits, we

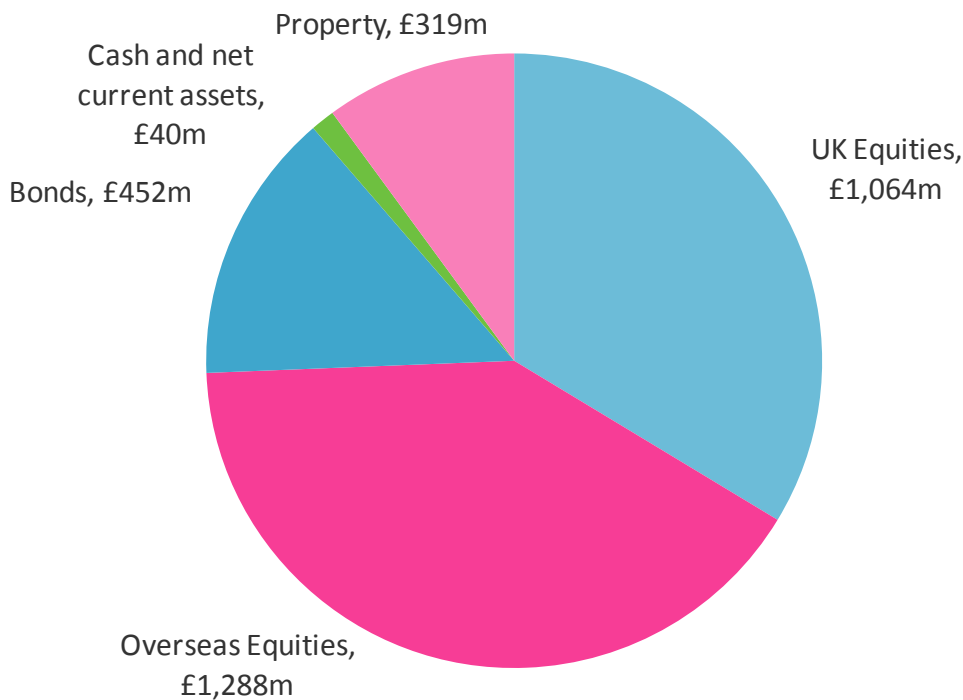
need to use actuarial assumptions about such experience. We explain the actuarial assumptions later in this report.

It should be noted that the actual future cost of providing members' benefits is not known in advance. The purpose of the valuation is to assess how much the Fund needs to hold now to pay those benefits, taking account the above factors and its funding objectives.

What are the Fund's Assets?

The Fund's assets are invested by the Committee. The market value of assets at the valuation date (excluding money purchase AVC funds) was £3,163m as shown in the audited accounts for the Fund for the period ending on 31 March 2007. No part of the Fund is comprised of insurance policies.

The Fund's assets at 31 March 2007 are summarised in the chart below and in more detail in Appendix C. The consolidated Revenue Account for the three year period to 31 March 2007 is also summarised in Appendix C.



- Notes: (1) Cash includes net current assets (liabilities).
- (2) The assets taken into account for valuation purposes include the present value of future contributions scheduled to be made by employers in respect of early retirements granted before the valuation date.

The membership and accounting data has been provided by the Committee and we have relied on the accuracy of the information provided.

3 Funding Method and Assumptions

We have used a funding method and assumptions for this valuation consistent with the Committee's funding objectives set out in its Funding Strategy Statement. The methodology and assumptions are described below, and in more detail in Appendices D and F.

Methodology

For this valuation, as for the previous valuation, we have used a funding method which identifies separately the expected cost of members' benefits in respect of scheme membership completed before the valuation date ('past service') and in respect of scheme membership expected to be completed after the valuation date ('future service').

The method we have chosen compares the value of assets with the value of past service benefits, taking account of all expected future salary increases. The funding level is the value of the assets divided by the value of the past service liabilities. Where the funding level is greater than 100% there is a surplus in the fund (i.e. where assets are greater than the value of the past service benefits). Where the funding level is less than 100% there is a shortfall (i.e. where the assets are lower than the value of the past service benefits). The funding target is to achieve a funding level of 100% over a specific period. The "past service adjustment" is the additional employer contribution calculated to be required to target 100% over that period if there is a deficit (a contribution reduction will normally be calculated if there is a surplus, although as noted elsewhere in this report, circumstances that are peculiar to individual employers will be taken into account). The past service adjustments can be expressed as a monetary amount or as a percentage of the value of the members' pensionable pay over the period.

To determine the employer contribution requirement for future service for the Fund as a whole, and for employers who continue to admit new members, we have assessed the cost of future service benefits for the year following the valuation date, taking account of expected future salary increases. The contribution rate required to meet the expected cost of future service benefits is derived as this value less expected member contributions expressed as a percentage of the value of members' pensionable pay over the year. This is known as the 'Projected Unit method' and is explained in further detail in Appendix D.

To determine the employer contribution requirement for future service for employers who no longer admit new members, we have assessed the cost of future service benefits over the expected remaining period of contributory membership of employee members, again taking account of expected future salary increases. The contribution rate required to meet the expected cost of future service benefits is derived as this value less expected member contributions expressed as a percentage of the value of members' pensionable pay over their expected future working lives. This is known as the 'Attained Age method' and is explained in further detail in Appendix D.

Finally, an allowance for expenses is added to the Employer contribution rate.

Actuarial Assumptions

In the actuarial valuation, we must use assumptions about the factors affecting the Fund's finances in the future. The assumptions to which the valuation is most sensitive are described here and a full statement of the assumptions is given in Appendix F.

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The main financial assumptions we have adopted for the valuation of members' benefits are shown below.

Assumption	Derivation	Rate at 31 March 2007	
		Nominal	Real
Price Inflation (RPI)	Market expectation of long term future inflation as measured by the difference between yields on fixed and index-linked Government bonds as at the valuation date	3.2%	-
Pay Increases *	Assumed to be 1.5% p.a. in excess of price inflation	4.7%	1.5%
'Gilt-based' discount rate	The yield on fixed-interest (nominal) and index-linked (real) Government bonds	4.5%	1.3%
Funding basis discount rate	Assumed to be 1.6% p.a. above the yield on fixed interest Government bonds	6.1%	2.9%

* Plus an allowance for promotional pay increases.

Discount Rate

In order to place a current value on the future benefit cashflows expected to be paid from the Fund, we need to 'discount' the future cashflows to the valuation date at a suitable rate. Different valuations can be categorised by the approach taken to setting the discount rate. For example, under the accounting standard FRS17, the discount rate is determined as the yield on AA-rated corporate bonds. By comparison, a 'gilt-based' valuation will use the yield on suitably dated Government bonds. These valuations are intended to place a 'value' on the pension promise.

The funding valuation is effectively a budgeting exercise, to assess the funds needed to meet the benefits as they fall due. For this purpose, we have set the discount rate taking into account the Fund's current and expected future investment strategy and assumed an asset outperformance assumption of 1.6% p.a. One way of measuring the degree of prudence in the funding strategy is to measure the extent to which advance credit is taken for expected future investment returns over and above gilt returns. Funding strategy should not however be considered in isolation and the degree of risk inherent in the Fund's investment strategy should also be considered.

Longevity

In addition to the financial assumptions, the main assumption to which the valuation results are most sensitive is that relating to future longevity. For this valuation, we have adopted assumptions which give the following average future life expectancies for pensioners aged 65 at the valuation date:

	Assumptions to assess funding position and 'gilt based' position at 31 March 2007		Assumptions to assess funding position at 31 March 2004	
	M	F	M	F
Males (M) or Females (F)				
Average future life expectancy (in years) for a pensioner aged 65 at the valuation date	19.6	22.5	18.4	21.3
Average future life expectancy (in years) at age 65 for a non-pensioner aged 45 at the valuation date	20.7	23.6	18.4	21.3
Average future life expectancy (in years) at age 45 for a non-pensioner aged 45 at the valuation date	40.1	43.0	37.2	40.2

Note: these figures make no allowance for the age ratings shown in Appendix F.

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Assets

We have taken the assets of the Fund into account at their market value as indicated in the audited accounts for the period ended 31 March 2007.

We have included an allowance for the future expected payments in respect of early retirement strain and augmentation costs granted prior to the valuation date in the value of assets, for consistency with the liabilities and with the previous valuation.

In our opinion, the basis for placing a value on members' benefits is compatible with that for valuing the assets: both are related to market conditions at the valuation date.

4 Funding Position: Are the Objectives Met?

As we noted earlier, the Committee has prepared a Funding Strategy Statement which sets out its funding objectives for the Fund. In broad terms, the main 'past service' objective is to hold sufficient assets in the Fund to meet the assessed cost of members' past service benefits and the main 'future service' objective is to maintain a relatively stable employer contribution rate. These objectives are potentially conflicting.

Past Service

In assessing the extent to which the funding objective was met at the valuation date, we have used the funding method and actuarial assumptions described in the previous section of this report. My results are presented in the form of a 'funding level' which is the ratio of the value of assets to the assessed cost of members' past service benefits (based on service to the valuation date). A funding level of 100% would correspond to the objective being exactly met. The table below compares the value of the assets and liabilities at the valuation date.

Valuation date	2007
Past Service Liabilities	£m
Employees	2,104
Deferred Pensioners	297
Pensioners	1,159
Total Liabilities	3,560
Assets	3,163
Surplus/(Deficit)	(396)
Funding Level	89%

At the valuation date the funding level was 89%.

The main funding objective was not met: there was a shortfall of assets to the assessed cost of members' benefits of £396m. More details of the funding position are given in Appendix G.

Future Service

We have calculated the long-term contribution rate that the Fund employers would need to pay to meet the assessed cost of members' benefits as they are built up in the future (the 'future service contribution rate'). Again, we have used the method and assumptions set out in the previous section of this report and therefore the resulting contribution rate is that which should (if the actuarial assumptions match actual experience) ensure that the Committee's main funding objective is met for benefits earned after the valuation date. It ignores the shortfall in the Fund at the valuation date.

The combined employers' future service contribution rate (after deducting employee members' contributions) is 15.2% of pensionable pay, payable with effect from 1 April 2008. This contribution rate includes expenses and the expected cost of lump sum death benefits, but excludes early retirement strain and augmentation costs which are payable by Fund employers in addition to the contribution rate.

The total employer contribution rate requirement is given in section 6, with further detail, including a comparison with 2004 rates, shown in Appendix G.

5 Changes since the Previous Valuation

The previous formal actuarial valuation of the Fund was carried out with an effective date of 31 March 2004. Since then, there have been changes to the Fund and its membership, to the economic environment in which the Fund operates and to the valuation process. Many of these changes have affected the valuation results. The relevant changes, and their effects on the actuarial valuation, are described in Appendix E and summarised below.

Changes to the Fund's Benefit Structure

Since the previous valuation, a number of changes have been made to the LGPS benefit structure. Full details of the scheme benefits are set out in Appendix B and the changes and their effect on the valuation are detailed in Appendix E.

The overall effect of these changes is to reduce the cost of the benefits.

Changes to the Assumptions

The financial assumptions have changed since the previous valuation. The financial assumptions used in this and the previous valuation are shown in Appendix F. Further detail on the changes is included in Appendix E

Changes to the Economic Environment

Since the previous valuation, equity markets have risen and bond markets have risen (so yields have fallen). Market expectations of inflation have risen. Overall, changes in economic factors have been favourable in terms of their effect on the funding level. Lower real gilt yields have however increased the assessed cost of future service benefits.

Changes to the Fund Membership

The Fund membership has changed since the previous valuation, as new employee members have joined the Fund and members have left the Fund, retired and died. Whilst membership changes were anticipated at the previous valuation, the actual changes have inevitably not exactly matched the assumptions made at the previous valuation.

Further details of the Fund membership and its changes since the previous valuation are given in Appendix C.

Changes to the Fund's Assets

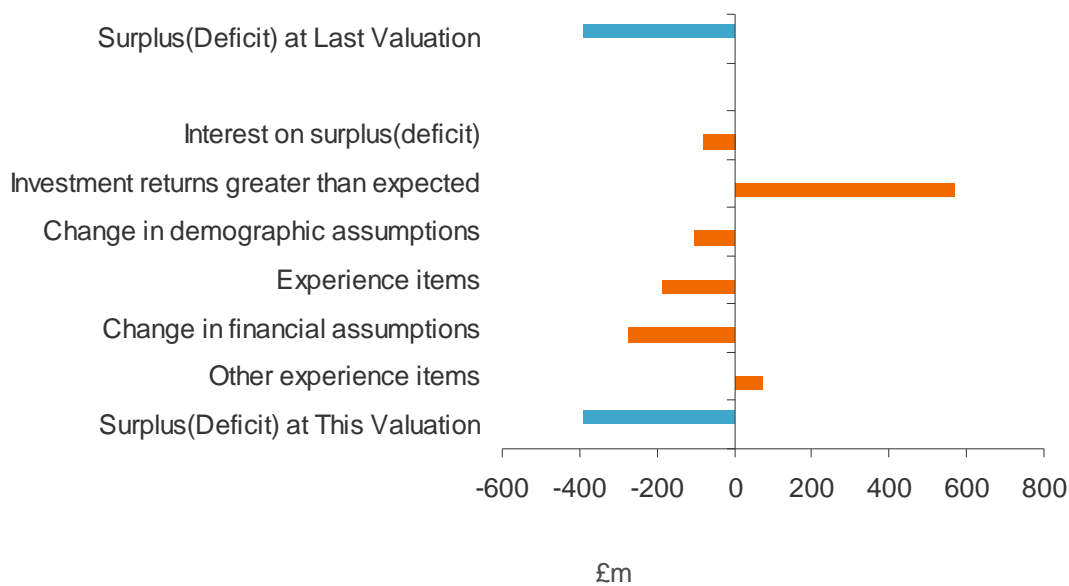
The Fund's assets have been augmented by employer and employee contributions paid in, transfer values received, and interest and investment gains. Conversely, the assets have been depleted by benefit payments to members and their beneficiaries, transfer values and refunds paid, and payment of administration and other expenses. Overall, there has been a net increase in the market value of the Fund's assets, only some of which was anticipated in the previous valuation.

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In the report on the previous actuarial valuation we recommended that contributions be paid in line with the rates shown in the Rates and Adjustment certificate appended to that report over the period from 1 April 2005 to 31 March 2008. The Fund employers have paid contributions over the period from 1 April 2005 at least in line with those recommended rates. In some cases, employers have elected to make additional contributions to improve their funding position.

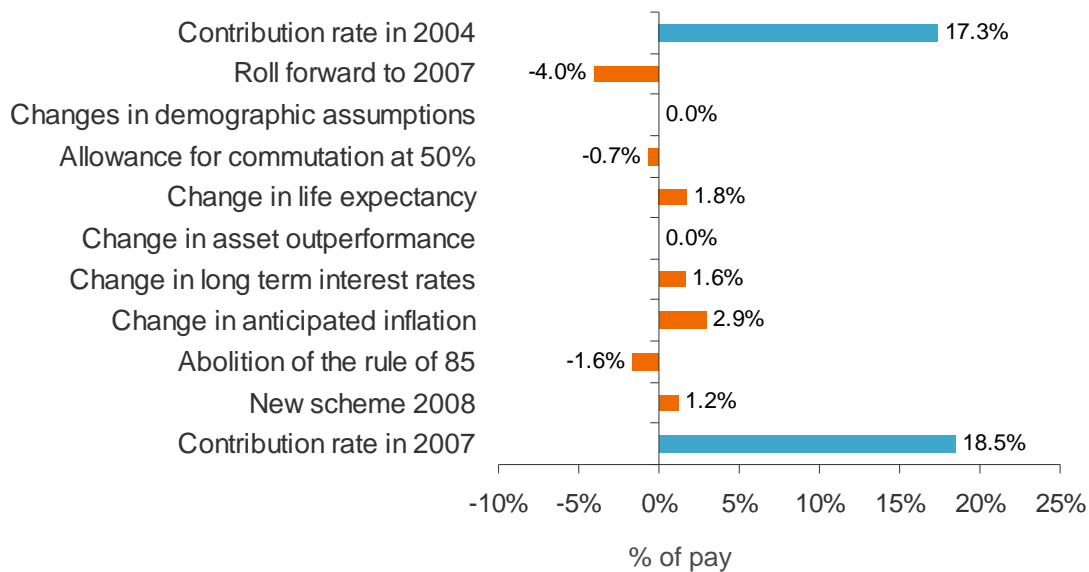
Changes to the Funding Position

The changes described above have combined to improve the Fund’s funding position since the previous valuation. The chart below illustrates the effect of the various factors on the funding position.



Changes to the Contribution Requirement

The chart below illustrates the effect of the above factors on the employers’ contribution rate.



Further detail on the funding level and contribution requirements is shown in section 6.

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6 Employer Contributions Payable

Whole Fund Position

The employers' average cost of future service benefits (i.e. ignoring the past service shortfall) is 15.2% of pensionable pay (as defined in Appendix B). This is the future contribution rate payable over the long term by the Fund employers to meet the Committee's funding objectives, based on the assumptions set out in this report.

The common contribution rate payable is the cost of future benefit accrual, increased by an amount to bring the funding level back to 100% over a period of 20 years as set out in the Funding Strategy Statement.

We have calculated the additional contribution rate in respect of the past service shortfall to be 3.3% of pensionable pay. This represents the cost of the past service shortfall spread over a period of 20 years.

The employer common contribution rate based on the funding position as at 31 March 2007 is as follows:

	31 March 2007
Employer contribution rates	% pensionable payroll
Total future service cost	21.1%
Employee contributions (excluding AVCs)	6.2%
Expenses	0.3%
Net employer future service cost	15.2%
Past service adjustment - 20 year spread	3.3%
Employer contribution rate	18.5%

In order to achieve some stability of contributions, the required contribution increases for employers may be phased in over a period, as specified in the Fund's Funding Strategy Statement.

Employer Contribution Rates

We have made adjustments to the common rate of employers' contribution to take account of certain circumstances that are peculiar to some individual employers (for example United Dairy Farmers and Royal College of Nursing).

To formally confirm these contribution rates, a Rates and Adjustment Certificate is included as Appendix H, detailing the minimum contributions to be paid by each Fund employer from 1 April 2008 to 31 March 2011 after allowing for any individual adjustments.

Employers may make voluntary additional contributions to recover any shortfall over a shorter period.

Further sums should be paid to the Fund by employers to meet the capital costs of any unreduced early retirements, reduced early retirements before age 60 and/or augmentation (i.e. additional membership or additional pension) using the methods and factors issued by me from time to time or as otherwise agreed.

In addition, payments may be required to be made to the Fund by employers to meet the capital costs of any ill-health retirements that exceed those allowed for within my assumptions.

The contributions shown in the Rates and Adjustment Certificate include expenses and the expected cost of lump sum death benefits, but excludes early retirement strain and augmentation costs which are payable by Fund employers in addition.

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Recommendations

Valuation frequency

Under the provisions of the Regulations, the next formal valuation of the Fund is due to be carried out as at 31 March 2010. In light of the uncertainty of future financial conditions we recommend that the financial position of the Fund is monitored by means of interim funding reviews in the period up to the next triennial valuation. This will give early warning of changes to funding positions and possible contribution rate changes.

Investment Strategy and Risk Management

We recommend that the Committee reviews its investment strategy and ongoing risk management programme.

New Employers Joining the Fund

Any new employers or admission bodies joining the Fund should be referred to us as actuaries to the Fund for individual calculation as to the required level of contribution. They should also agree to pay the capital costs (as a one-off lump sum payment) of any early retirements or augmentation based on my advice and using methods and factors issued by the actuary from time to time, together with any additional contributions that may be required if their ill-health early retirement experience is worse than assumed.

Other Matters

Any Admission Body who ceases to participate in the Fund should be referred to me in accordance with Regulation 78 of the Regulations.

Any bulk movement of scheme members:

- involving 10 or more scheme members being transferred from or to another LGPS fund, or
- involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement

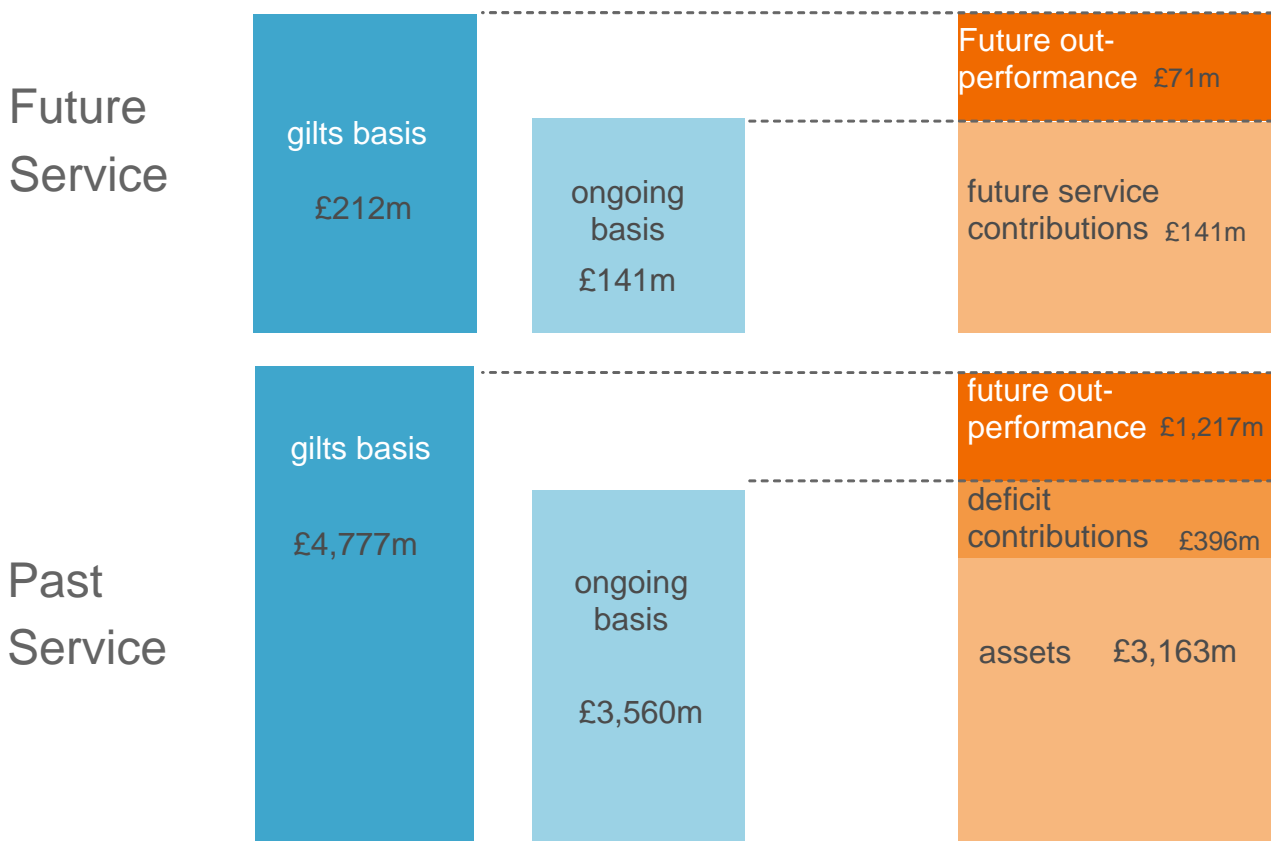
should be referred to us to consider the impact on the Fund.

7 Actuarial Risk Analysis

The valuation results depend critically on the actuarial assumptions made, in particular the net discount rate (the gap between the discount rate and the rate at which benefits and pensionable pay increase in future), and the assumptions for future life expectancy.

In section 4, in order to place a current value on the liabilities, we discounted the future cashflows to the valuation date assuming that the assets held by the Fund will outperform index-linked gilts by 1.6% p.a. One way of measuring the degree of prudence in the funding strategy is to measure the extent to which advance credit is taken for expected future investment returns over and above gilt returns. While the current investment strategy is expected to yield investment returns in excess of those available on closely matching Government bonds, such returns cannot be guaranteed and can only be achieved with a higher level of risk of underperformance. To illustrate the potential costs of reducing this mismatching risk, we have also calculated the amount of assets that would be needed at the valuation date to enable the Committee to invest in closely matching Government bonds.

The following chart summarises the effect on the valuation results if no advance credit was taken for additional outperformance above gilt returns (i.e. a 'gilts basis' was used to value the liabilities).



On this basis, the Committee would need assets of some £4,777m resulting in a shortfall of £1,613m at the valuation date. Looked at another way, the assessed cost of members' past service benefits of £3,560m shown in Section 4 of this report implicitly assume that the Committee's investment strategy will generate investment growth of £1,217m in excess of that available on closely matching Government bonds.

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Over time, the funding position and the contributions required will depend on the extent to which future experience matches the assumptions made. In the previous section, we showed the extent to which the assumptions made at the previous valuation did not reflect actual experience over the period to 31 March 2007. The valuation results do not include explicit contingency reserves for other unexpected financial and demographic effects. In this section we discuss the potential implications of the actuarial assumptions not being met in the future.

Investment Risk

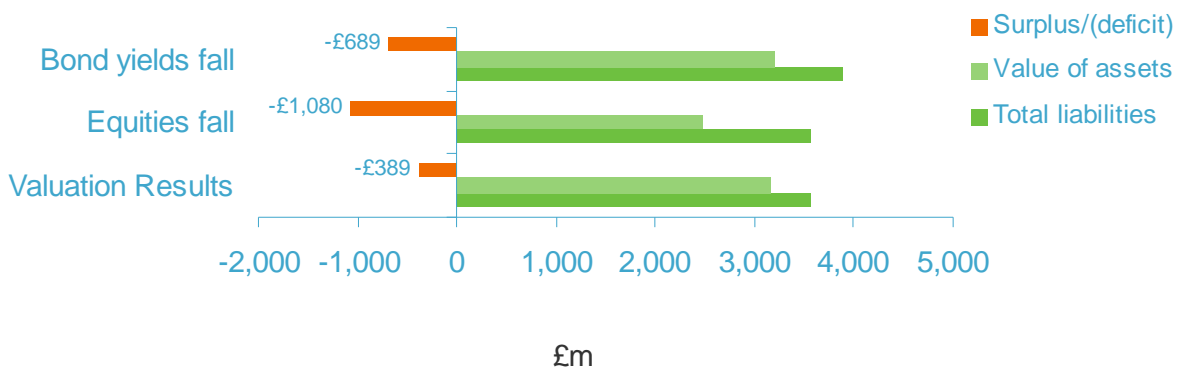
The valuation results are particularly sensitive to the assumed discount rate (i.e. the assumed future investment returns). If future investment returns are less than the assumed discount rate, the funding level will deteriorate. To illustrate the sensitivity of the funding level to changes in equity and bond markets, we have considered the impact of the following events occurring soon after 31 March 2007:

- Equities and equity-type investments (such as property) fall by 25%, with no change in bond markets;
- The price of bonds rises so that there is a 1% fall in the nominal redemption yields available on fixed interest bonds and a 0.5% fall in the real yield available on index-linked bonds, with no change in equity markets.

The events illustrated are by no means exhaustive. They should not be taken as the limit of how extreme future experience could be.

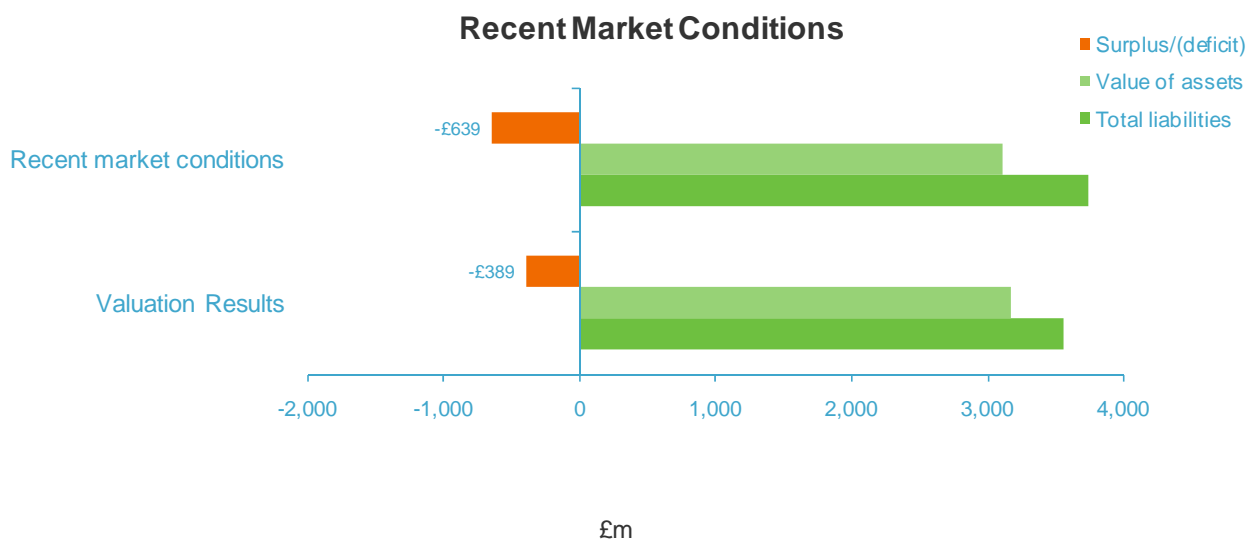
The chart below shows how the funding level would be affected if those events occurred on 31 March 2007.

Sensitivity to Market Conditions



In fact, over the period from 31 March 2007 to 28 February 2008, UK equity markets have fallen by around 5% and there have also been falls in the yields available on index-linked UK government bonds. If these market conditions had applied at 31 March 2007, the funding position would have been as shown in the chart below.

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Longevity Risk

The valuation results are very sensitive to unexpected changes in future longevity. If longevity improves in the future at a faster pace than allowed for in the valuation assumptions, the Fund's funding level will decline and the required employer contribution rate will increase. Recent medical advances, changes in lifestyles and generally greater awareness of health-related matters have resulted in longevity improving in recent years at a faster pace than most experts had foreseen. It is unknown whether such improvements will continue in the future. Certain factors, such as advancements in genetic medicine would point towards even greater improvements in longevity in the future; conversely, the increase in childhood obesity may result in a decline in longevity in future generations.

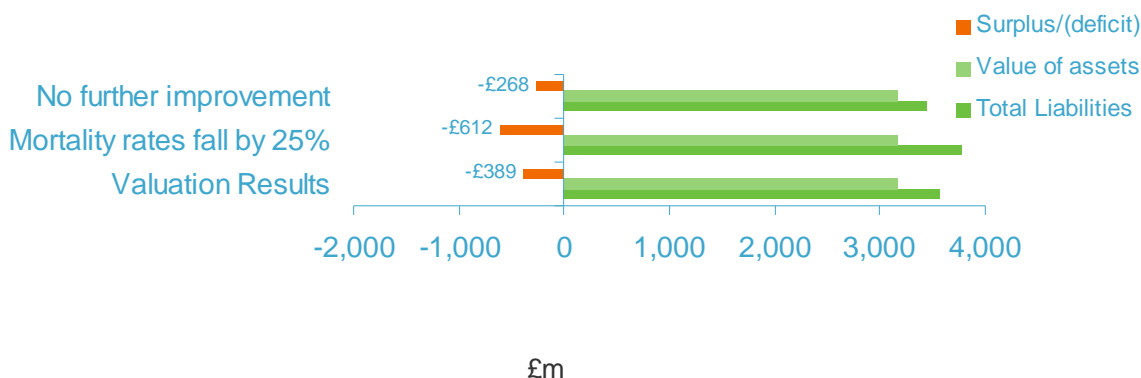
As a measure of the sensitivity of the valuation to future life expectancy we have considered the results which would arise if we assumed that

- mortality rates at all ages immediately fall by 25%;
- that the improvements in longevity of pensioners seen recently cease altogether so that future mortality rates are the same as current ones.

The events illustrated are by no means exhaustive. They should not be taken as the limit of how extreme future experience could be.

The chart below shows how the funding level would be affected if those events occurred on 31 March 2007.

Sensitivity to Improvements in Life Expectancy



Other risks and sensitivities

The other main assumptions to which the valuation results are sensitive, together with their associated risks, are described below.

Risk	Effect on funding level	Effect on future service benefits
Fund assets fail to deliver returns in line with the anticipated returns underpinning valuation of liabilities over the long-term	Reduction	None
Fall in risk-free returns on Government bonds, leading to rise in value placed on liabilities	Reduction	Increase if future returns are expected to be lower than previously assumed.
Pay and price inflation more than anticipated	Reduction	Increase if expected to continue
Pensioners living longer than anticipated in the valuation assumptions.	Reduction	Increase if expected to continue
More members retiring early on ill-health grounds, and/or retiring at a younger age than assumed	Reduction	Increase if expected to continue
Fewer active members withdrawing from pensionable service (with refunds of contributions or deferred pensions) than assumed	Reduction	Increase if expected to continue
Members convert less pension to cash at retirement than assumed	Reduction	Increase if expected to continue

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Average age of the employee membership rises	Marginal effect	Increase if expected to continue
Changes to regulations to be more favourable in respect of benefits package	Reduction if changes affect past service	Increase
Changes to national pension requirements and/or HMRC rules to be more favourable to members e.g. effect of abolition of earnings cap for post 1989 entrants from April 2006	Reduction if changes affect past service	Increase



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for and on behalf of Hymans Robertson LLP

31 March 2008



David Cumming FFA

Appendix A – About the Actuarial Valuation

This valuation is carried out in accordance with Regulation 77 of the Local Government Pension Scheme Regulations (Northern Ireland) 2002, as amended, ('the Regulations'), which specifies that the Committee must obtain:

- an actuarial valuation of the assets and liabilities of the Fund as at 31 March 2004 and every three years thereafter;
- a report by an actuary; and
- a rates and adjustments certificate.

Within the rates and adjustment certificate we are required to specify:

- the employers' common contribution rate which, in our opinion, should be paid by all employers so as to ensure the Fund's solvency, and
- any individual adjustments (increases or decreases) to the common contribution rate which, in our opinion, are required by reason of any circumstances peculiar to that employer,

which for this valuation apply for each year of the period of three years beginning with 1 April 2008.

Under the provisions of the Regulations, we are required to have regard to:

- the existing and prospective liabilities of the Fund arising from circumstances common to all those bodies participating in the Fund,
- the desirability of maintaining as nearly constant a rate as possible, and
- the Committee's funding strategy statement.

This report has been prepared in accordance with version 8.1 of the guidelines 'GN9: Funding Defined Benefits - Presentation of Actuarial Advice' as adopted and amended by the Board for Actuarial Standards. However the following aspects of GN9 are not relevant to the LGPS and its funds in the current circumstances and we have not reported on them:

- Paragraph 3.4.16 of GN9 requires the actuary to include the certification of technical provision in relation to a valuation under Part 3 of the Pensions Act 2004. As Part 3 of the Pensions Act 2004 does not apply to the LGPS, this report does not comply with paragraph 3.4.16 of GN9; and
- Part 3.5 of GN9 requires the actuary to report on the value of the liabilities that would arise had the Fund wound up on the valuation date (based on the cost of buying out the accrued benefits with insurance policies). As the LGPS is a statutory scheme, there is no regulatory provision for scheme wind up and the scheme members have a statutory right to their accrued benefits. Therefore the concept of solvency on a buy-out basis does not apply to the Fund. Accordingly, this report does not comply with part 3.5 of GN9.

The previous formal actuarial valuation was carried out as at 31 March 2004 by W Douglas B Anderson and Alison Murray and the results were set out in the report dated March 2005.

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Appendix B – Summary of the Fund's Benefits

The non-discretionary Fund benefits that we have taken into account in this valuation for active members are summarised below.

Provision	Benefit Structure as at 31 March 2008	Anticipated Benefit Structure From 1 April 2009 ³
Normal retirement age (NRA)	Age 65.	Age 65.
Earliest retirement age (ERA) on which immediate unreduced benefits can be paid on voluntary retirement	<p>As per NRA (age 65).</p> <p>Protections apply to active members in the scheme immediately prior to 1 October 2006 who would have been entitled to immediate payment of unreduced benefits prior to 65, due to:</p> <p>(a) having previously had an NRA of age 60 (or after age 60 on attaining 25 years of scheme membership), due to being a member of the scheme immediately prior to 1 February 2003; or</p> <p>(b) having the potential to satisfy the rule of 85 prior to age 65 (if the sum of age (whole years) and membership (whole years) is 85 or more).</p> <p>The benefits relating to various segments of scheme membership are protected as follows, which means their benefits are calculated based on the above definitions of earliest retirement age in relation to these protected periods of scheme membership:</p> <p>(a) A member born on 31 March 1956 or earlier – membership up to 31 March 2016 protected;</p> <p>(b) A member born between 1 April 1956 and 31 March 1960 inclusive and who would reach their Earliest Retirement Age by 31st March 2020 – Membership prior to 31 March 2008 fully protected and membership between 1 April 2008 and 31 March 2020 subject to some protection (tapered);</p> <p>(c) All other members in the scheme immediately prior to 1 October 2006 – membership up to 31 March 2008 protected.</p>	

³ The exact date for the introduction of the new benefit structure is not yet known. Further draft regulations setting out the benefit changes have not yet been published. The benefits shown are those which are to be implemented for LGPS funds in England and Wales from 1 April 2008. A similar benefit structure is expected to be introduced in Northern Ireland. However, please note, the actual benefit structure introduced may differ from that set out in this section.

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Provision	Benefit Structure as at 31 March 2008	Anticipated Benefit Structure From 1 April 2009 ³
Member contributions	<p>Officers - 6% of pensionable pay</p> <p>Manual Workers – 5% of pensionable pay if has protected lower rates rights or 6% for post 31 January 2003 entrants or former entrants with no protected rights.</p>	<p>Banded rates (5.5% - 7.5%) depending upon level of full time equivalent pay. This will apply to all members formerly paying 6%. Protected manual workers will be subject to transitional rates. From 2010 a mechanism for sharing any increased scheme costs between employers and scheme members may be implemented.</p>
Pensionable pay	<p>All salary, wages, fees and other payments in respect of the employment, excluding non-contractual overtime and some other specified amounts.</p> <p>Some scheme members may be covered by special agreements.</p>	
Final pay	<p>The pensionable pay in the year up to the date of leaving the scheme. Alternative methods used in some cases, e.g. where there has been a break in service or a drop in pensionable pay.</p>	
Period of scheme membership	<p>Total years and days of service during which a member of the Fund. Additional periods may be granted (e.g. transfers from other pension arrangements, augmentation, or from April 2009 the award of additional pension).</p>	
Normal retirement benefits at NRA	<p>Annual Retirement Pension - 1/80th of final pay for each year of scheme membership.</p> <p>Lump Sum Retirement Grant - 3/80th of final pay for each year of scheme membership. Additional lump sum can be provided by commutation of pension (within overriding limits) on a basis of £12 additional lump sum for each £1 of pension surrendered.</p>	<p>Scheme membership to 31 March 2009:</p> <p>Annual Retirement Pension - 1/80th of final pay for each year of scheme membership.</p> <p>Lump Sum Retirement Grant - 3/80th of final pay for each year of scheme membership. Additional lump sum can be provided by commutation of pension (within overriding limits) on a basis of £12 additional lump sum for each £1 of pension surrendered.</p> <p>Scheme membership from 1 April 2009:</p> <p>Annual Retirement Pension - 1/60th of final pay for each year of scheme membership.</p> <p>Lump Sum Retirement Grant – none except by commutation of pension</p>

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Provision	Benefit Structure as at 31 March 2008	Anticipated Benefit Structure From 1 April 2009 ³
Option to increase or decrease retirement lump sum benefit	At the time that benefits come into payment, members have the option to exchange ('commute') some of the retirement pension into additional lump sum. The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.	Scheme membership to 31 March 2009: At the time that benefits come into payment, members have the option to exchange ('commute') some of the retirement pension into additional lump sum. The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered. Scheme membership from 1 April 2009: No automatic lump sum. Any lump sum is to be provided by commutation of pension. The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.
Voluntary early retirement benefits (non ill-health)	On retirement after age 60 a pension and lump sum based on actual scheme membership completed may be paid, subject to reduction on account of early payment in some circumstances (in accordance with ERA protections).	
Employer's consent early retirement benefits (non ill-health)	On retirement after age 50 with employer's consent a pension and lump sum based on actual scheme membership completed may be paid. Benefits paid on redundancy or efficiency grounds are paid with no actuarial reduction. Otherwise, benefits are subject to reduction on account of early payment, unless this is waived by the employer.	On retirement after age 55 with employer's consent a pension and lump sum based on actual scheme membership completed may be paid. Benefits paid on redundancy or efficiency grounds are paid with no actuarial reduction. Otherwise, benefits are subject to reduction on account of early payment, unless this is waived by the employer. Active members in the scheme immediately prior to 1 April 2009 who leave before 31 March 2010 have a protected earliest retirement age of 50.

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Provision	Benefit Structure as at 31 March 2008	Anticipated Benefit Structure From 1 April 2009 ³
Ill-health benefits	<p>In the event of premature retirement due to permanent ill-health or incapacity, an immediate pension and lump sum are paid based on actual scheme membership plus an enhancement period of scheme membership.</p> <p>The enhancement period is dependent on scheme membership at date of leaving and is seldom more than 6 years 243 days.</p> <p>No reduction is applied due to early payment.</p>	<p>In the event of premature retirement due to permanent ill-health or incapacity and a reduced likelihood of obtaining gainful employment (local government or otherwise) before age 65, an immediate pension and lump sum are paid based on actual scheme membership plus an enhancement period of scheme membership.</p> <p>The enhancement period is:</p> <ul style="list-style-type: none"> • 25% of the period to age 65, if there some likelihood of obtaining gainful employment prior to age 65; or • 100% of the period to age 65, if there is no likelihood of obtaining gainful employment prior to age 65. <p>No reduction is applied due to early payment. A third tier, with no enhancement, is expected to apply in the event that there is an immediate likelihood of gainful employment.</p>
Flexible retirement	<p>After 5th April 2006, a member who has attained the age of 50, with his employer's consent, reduces the hours he works, or the grade in which he is employed, he may elect in writing to the Committee and such benefits may, with his employer's consent, be paid to him notwithstanding that he has not retired from that employment.</p> <p>Benefits are paid immediately and subject to actuarial reduction unless the reduction is waived by the employer.</p>	<p>A member who has attained the age of 55 and who, with his employer's consent, reduces the hours he works, or the grade in which he is employed, may make a request in writing to the Committee to receive all or part of his benefits under these Regulations and such benefits may, with his employer's consent, be paid to him notwithstanding that he has not retired from that employment.</p> <p>Benefits are paid immediately and subject to actuarial reduction unless the reduction is waived by the employer.</p>
Pension increases	<p>All pensions in payment, deferred pensions and dependant's pensions other than benefits arising from the payment of additional voluntary contributions are increased annually. Pensions are increased partially under the Pensions (Increases) Act (Northern Ireland) 1971 and partially in accordance with statutory requirements (depending on the proportions relating to pre 88 GMP, post 88 GMP and excess over GMP).</p>	

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Provision	Benefit Structure as at 31 March 2008	Anticipated Benefit Structure From 1 April 2009 ³
Death after retirement	<p>A spouse's or civil partner's pension of one half of the member's pension (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners) is payable; plus</p> <p>If the member dies within five years of retiring and before age 75 the balance of five years' pension payments will be paid in the form of a lump sum; plus</p> <p>Children's pensions may also be payable.</p>	<p>A spouse's, civil partner's or nominated cohabiting partner's pension payable at a rate of 1/160th of the member's total membership multiplied by final pay (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners and nominated cohabiting partners) is payable; plus</p> <p>If the member dies within ten years of retiring and before age 75 the balance of ten years' pension payments will be paid in the form of a lump sum; plus</p> <p>Children's pensions may also be payable.</p>
Death in service	<p>A lump sum of two times final pay; plus</p> <p>A spouse's or civil partner's pension of one half of the ill-health retirement pension that would have been paid to the scheme member if he had retired on the day of death (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners); plus</p> <p>Children's pensions may also be payable.</p>	<p>A lump sum of three times final pay; plus</p> <p>A spouse's, civil partner's or cohabiting partner's pension payable at a rate of 1/160th of the member's total (augmented to age 65) membership (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners and nominated cohabiting partners), multiplied by final pay; plus</p> <p>Children's pensions may also be payable.</p>
Leaving service options	<p>If the member has completed three months' or more scheme membership, deferred benefits with calculation and payment conditions similar to general retirement provisions ; or</p> <p>A transfer payment to either a new employer's scheme or a suitable insurance policy, equivalent in value to the deferred pension; or</p> <p>If the member has completed less than three months' scheme membership, a return of the member's contributions with interest, less a State Scheme premium deduction and less tax at the rate of 20%.</p>	
State pension scheme	<p>The Fund is contracted-out of the State Second Pension and the benefits payable to each member are guaranteed to be not less than those required to enable the Fund to be contracted-out.</p>	

Note: Certain categories of members of the Fund are entitled to benefits that differ from those summarised above.

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Discretionary Benefits

The Regulations give employers a number of discretionary powers, including:

- the awards of periods of augmentation under Regulation 54;
- the payment of benefits on employer's consent prior to age 60 under Regulation 33;
- the payment of benefits due to flexible retirement under Regulation 38;
- not applying the suspension of spouses' pensions on remarriage or cohabitation for members who retired before 1 February 2003.

From 1 April 2009, it is expected that employers will also be able to award additional pension.

The effect on benefits or contributions as a result of the use of these provisions prior to 1 April 2007 has been allowed for in this valuation to the extent that this is reflected in the membership data provided. No allowance has been made for the future use of discretionary powers. My assumptions do not anticipate any saving from the suspension of spouses' pension; to the extent that this continues, there will be a saving.

Changes to the Fund's Benefit Structure

Since the previous valuation, there have been a number of changes to the benefit structure of the LGPS, including:

- A reduction of the total periods of membership required for an entitlement to deferred LGPS benefits from two years to three months with effect from 1 April 2004;
- The requirement for elections to aggregate former scheme membership with current membership to be made within 12 months of becoming an active member with effect from 1 April 2004 (this option was previously open-ended);
- The removal of the right for re-employed pensioners to elect to aggregate former LGPS membership on ceasing the re-employment (limited transitional arrangements were included for existing members who might be affected);
- The introduction of survivor benefits for civil partners, effective from 5 December 2005. This change entitled a surviving civil partner to receive survivor benefits on the same basis and calculated in the same manner as spouses benefits, albeit that account is only taken of scheme membership from 5 April 1988;

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- Members in the scheme prior to 1 October 2006 are entitled to take benefits relating to service to 1 April 2008 at their 'rule of 85' age, with benefits relating to service thereafter payable from 65. There are some transitional protections in place for some older members which will provide full or partial protection for those reaching the age of 60 by 2020;
- The option for members to exchange part of their retirement pension for additional lump sum benefits, with effect from 6 April 2006;
- Other changes were also introduced with effect from 6 April 2006 in relation to the Finance Act 2004. Notably the removal of Schedule 4 (Revenue Restrictions) including removal of the earnings cap and maxima restrictions relating to membership, pension and lump sum;
- Flexible retirement, with effect from 6 April 2006, whereby a member who has attained the age of 50, with his employer's consent, reduces the hours he works, or the grade in which he is employed, may elect in writing to the Committee and such benefits may, with his employer's consent, be paid to him notwithstanding that he has not retired from that employment. Flexible retirement before a member's earliest retirement age results in actuarially reduced benefits unless the reduction is waived by the employer.

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Appendix C – Membership Data and Assets

Membership data - employee members

	31 March 2007		31 March 2004	
	Number	Pensionable pay £000 p.a.	Number	Pensionable pay £000 p.a.
Full-time members				
Male officers	4,101	121,135	6,278	156,975
Female officers	5,025	112,261	9,255	171,259
Male manuals	5,963	104,992	7,305	109,754
Female manuals	886	10,684	1,303	15,637
Post February 2003 males	4,801	97,898	1,176	16,960
Post February 2003 females	5,405	103,527	1,131	15,920
Total full-time members	26,181	550,497	26,448	486,504
Part-time members				
Male officers	54	785	311	2,561
Female officers	2,015	24,664	5,431	49,934
Male manuals	581	4,722	732	5,877
Female manuals	4,384	27,596	5,578	32,645
Post February 2003 males	879	6,592	275	1,850
Post February 2003 females	8,128	59,024	1,922	10,294
Total part-time members	16,041	123,383	14,249	103,162
Total members	42,222	673,880	40,697	589,666

The average age of employee members is 49.9. The average expected future working life of existing employee members is 9.3 years. All of these figures are weighted by liability.

GMP information has been provided for active, deferred and pensioner members.

Note that the numbers in the above table refer to the number of records and so will include 'double counting' of members in more than one employment.

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Membership data - pensioners, spouses and children

	31 March 2007		31 March 2004	
	Number	Pensions	Number	Pensions
		£000 p.a.		£000 p.a.
Normal/early retirements				
Male officers	2,920	26,015	2,685	20,665
Female officers	3,234	13,299	2,695	9,613
Male manuals	3,901	9,299	3,900	7,702
Female manuals	1,908	2,051	1,746	1,639
Ill-health retirements				
Male officers	773	6,033	720	4,823
Female officers	1,349	6,389	1,155	4,803
Male manuals	3,128	9,898	3,165	8,707
Female manuals	1,431	2,162	1,299	1,752
Dependants				
Widows	3,719	6,955	3,463	5,859
Widowers	300	330	194	189
Children	338	366	307	289
Total	23,001	82,795	21,329	66,040

The average age of pensioner members (weighted by liability and excluding spouses' and civil partners' pensions and children's pensions in payment) is 65.3. Note that the numbers in the above table refer to the number of records and so will include 'double counting' of members in receipt of, or potentially in receipt of, more than one benefit.

Membership data - deferred pensioners

	31 March 2007		31 March 2004	
	Number	Pensions	Number	Pensions
		£000 p.a.		£000 p.a.
Men	6,500	10,750	5,587	9,272
Women	8,650	9,354	5,972	7,019
Total	15,150	20,104	11,559	16,291

The deferred pension shown includes revaluation up to and including that granted by the 2007 Pension Increase Order. The average age of deferred pensioners (weighted by liability) is 48.7. The figures above also include undecided leavers and frozen refunds as at the valuation date.

Note that the numbers in the above table refer to the number of records and so will include 'double counting' of members in receipt of, or potentially in receipt of, more than one benefit.

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Membership data – membership split by fund employer

Employer Code	Employer	Number of Members			Pensionable Pay
		Employees	Deferreds	Pensioners	PTE (£000s)
1	Antrim Borough Council	237	67	121	4,694
2	Ards Borough Council	334	170	192	6,007
3	Armagh City & District Council	268	87	124	5,525
4	Ballymena Borough Council	300	104	174	6,355
5	Ballymoney Borough Council	125	33	48	2,280
6	Banbridge District Council	170	44	63	3,247
7	Belfast City Council	2141	936	1912	45,827
8	Carrickfergus Borough Council	185	53	92	3,533
9	Castlereagh Borough Council	284	126	127	5,648
10	Coleraine Borough Council	292	90	155	5,984
11	Cookstown District Council	159	39	58	3,269
12	Craigavon Borough Council	451	139	244	8,548
13	Down District Council	292	80	175	5,639
14	Dungannon And South Tyrone BC	231	68	102	4,556
15	Fermanagh District Council	244	97	153	4,812
16	Larne Borough Council	156	47	92	3,175
17	Limavady Borough Council	131	35	62	2,693
18	Lisburn City Council	432	172	187	8,642
19	Derry City Council	500	127	302	10,560
20	Magherafelt District Council	139	37	69	2,688
21	Moyle District Council	92	18	51	1,887
22	Newry & Mourne District Council.	382	93	232	7,394
23	Newtownabbey Borough Council	393	115	214	6,888
24	North Down Borough Council	368	119	235	6,533
25	Omagh District Council	253	80	116	5,468
26	Strabane District Council	187	41	89	3,386
27	Belfast Educ. & Lib. Board	2320	1056	1781	33,079
28	South Eastern Ed. & Lib. Bd.	4026	1316	1435	43,359
29	North Eastern Ed. & Lib. Bd.	4199	969	1701	43,881
30	Southern Educ. & Lib. Board	4440	1209	1728	48,264
31	Western Educ. & Lib. Board	3912	1117	1437	49,140
62	Armagh Planetarium	9	13	4	216
110	Coleraine Harbour-Commissioners	3	3	6	50
114	N I Fire And Rescue Service	264	95	117	5,273
115	N.I. Housing Executive	2992	1128	2738	64,544
116	N.I. Tourist Board	101	58	55	2,271
117	Royal College Of Nursing	3	0	15	116
118	Arts Council For N.I.	54	26	36	1,312
119	N.I.L.G.O.S.C.	41	19	12	903
123	Linen Hall Library	18	15	7	352
126	United Dairy Farmers	100	423	625	1,895
128	Royal Belfast Academical Institution	25	8	16	406
129	Jordanstown Schools	10	11	27	163
131	Glenmona Resource Centre	80	58	84	2,160

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Employer Code	Employer	Number of Members			Pensionable Pay
		Employees	Deferreds	Pensioners	PTE (£000s)
132	Bangor Grammar School	35	7	16	418
134	Friends' School	23	8	16	331
136	Campbell College	35	11	21	598
137	Belfast Royal Academy	24	11	46	467
138	Belfast High School	40	7	17	450
139	St. Malachy's College	20	14	22	341
142	St. Columb's College	30	8	22	582
145	St. Mary's Christian Brothers Grammar School	28	10	5	412
146	Sullivan Upper School	42	13	14	588
147	Christian Brothers Grammar School (Omagh)	17	8	9	286
148	Ballymena Academy	35	15	22	449
149	Belfast Charitable Society	27	34	92	481
150	NI Local Government Association	7	6	5	221
152	Wallace High School	41	10	15	585
154	Larne Grammar School	17	2	14	250
156	Agricultural Research Inst.	1	119	54	18
157	The Royal School(Armagh)	24	5	10	339
160	St Patrick's Grammar School (Downpatrick)	13	10	8	197
161	Thornhill College	32	9	17	626
162	Armagh Observatory	15	9	6	431
163	Livestock And Meat Commission N.I.	38	38	26	947
164	University Of Ulster	1109	438	728	17,389
166	Bloomfield Collegiate School	12	7	10	207
167	Hunterhouse College	18	12	16	273
170	Council For Curriculum, Examinations And Assessment	194	68	53	4,647
172	Rathmore Grammar School	25	11	9	414
173	Our Lady & St Patrick's College	29	11	16	460
175	St Mary's University College	88	46	40	1,674
176	Stranmillis College	108	52	67	1,966
179	Citybus Limited	678	314	621	12,658
180	NI Fishery Harbour Authority	21	6	23	390
181	Enterprise Ulster	3	438	438	75
185	Staff Commission For Educ & Lib Boards	8	3	1	211
187	Sports Council For NI	81	40	25	2,061
188	St Dominic's High School	14	3	9	244
189	Ulsterbus Limited	2334	808	1472	43,256
192	Dalriada School	36	10	22	428
194	Fold Housing Association	324	154	62	4,568
195	Victoria College	35	9	7	678
196	St Patrick's Academy (Dungannon)	33	17	12	476
197	NI Transport Holding Company	29	27	29	1,155
203	NI Federation Of Housing Associations	7	11	10	191
206	NI Railways Company Limited	876	272	545	17,781

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Employer Code	Employer	Number of Members			Pensionable Pay
		Employees	Deferreds	Pensioners	PTE (£000s)
208	Dominican College, Belfast	29	12	13	394
209	St Michael's College	24	6	5	386
210	St Macnissi's College	18	8	7	259
211	Probation Board For NI	353	117	96	8,394
212	Strathearn School	26	12	12	349
213	Loreto College (Coleraine)	15	4	4	268
214	Coleraine Academical Institution	24	9	17	352
215	Loreto Grammar School (Omagh)	15	7	6	277
216	Foyle & Londonderry College	26	9	6	387
217	Convent Grammar School (Strabane)	0	4	5	0
218	Royal School (Dungannon)	27	4	8	367
219	Local Government Staff Commission	11	2	1	342
220	St Mary's Grammar School(Magherafelt)	30	9	5	420
221	Sacred Heart Grammar School (Newry)	28	8	4	392
222	Council For Catholic Maintained Schools	73	28	20	1,970
223	NI Legal Services Commission	117	65	12	2,360
224	Youthnet	15	4	2	412
226	Laganside Corporation	6	18	6	220
227	BIH Housing Association Ltd	101	29	17	1,986
229	Trinity Housing Ltd	20	14	2	421
230	Hearth Housing Assoc Ltd	4	0	1	90
231	Abode Housing Association Ltd	9	4	4	160
232	South Ulster Housing Assn Ltd	8	1	1	185
233	Belfast Community Housing Assn. Ltd	5	1	1	124
234	Grove Housing Assoc Ltd	5	2	1	105
235	Filor Housing Association Ltd	5	6	0	100
236	Newington Housing Association	7	1	1	182
237	Woodvale & Shankill Housing Assn. Ltd	4	0	2	103
238	Habinteg Housing Assn. (Ulster) Ltd	40	8	6	763
239	North & West Housing Limited	154	79	6	2,531
240	Convenanter Residential Assoc	2	0	0	14
241	St Matthew's Housing Assoc Ltd	3	0	2	75
242	NI Co-Ownership Housing Assn. Ltd	43	14	7	980
243	Ulidia Housing Assoc Ltd	14	6	0	340
244	Oaklee Housing Assoc Ltd	125	88	33	2,171
246	Flax Housing Assoc Ltd	7	3	2	121
248	Ballynafeigh Housing Assoc Ltd	2	1	1	56
249	Shac Housing Association	30	8	3	599
250	Mount Lourdes Grammar School	26	6	4	386
251	Community Relations Council	36	18	1	945
252	Construction Ind. Training Bd.	44	38	30	1,132
254	Engineering Training Council	7	4	1	210
255	Youth Council For NI	19	5	5	537
257	Clothing & Industrial Training Service	0	6	3	0
260	Hazelwood College	21	5	1	334
261	Hazelwood Integrated Primary School	19	3	2	174

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Employer Code	Employer	Number of Members			Pensionable Pay
		Employees	Deferreds	Pensioners	PTE (£000s)
262	Lagan College	27	7	2	377
263	Mill Strand Integrated Primary School	13	1	1	101
265	Rural Development Council	25	24	3	680
266	Bridge Integrated Primary School	18	1	0	161
267	Enniskillen Integrated Primary School	3	0	0	49
268	Aquinas Diocesan Grammar School	14	3	0	271
269	Presbyterian Housing Association	3	1	0	88
270	Ormeau Baths Gallery	0	1	2	0
271	Rural Housing Association	7	1	0	173
273	Oakgrove Integrated College	39	2	0	555
274	Shimna Integrated College	20	8	1	335
275	N.I Council For Integrated Education	20	8	0	519
276	Erne Integrated College	6	0	0	90
277	Derry Visitor And Convention Bureau	7	1	0	159
278	Integrated College Dungannon	23	4	0	272
279	Braidside Integrated Primary School	8	1	1	58
280	N I Assn Of Citizens Advice Bureaux	17	22	0	458
281	Rainey Endowed School	10	1	1	150
282	Ards Citizens' Advice Bureau	5	1	0	86
283	Down District Citizens' Advice Bureau	4	3	0	74
284	Drumragh Integrated College	11	2	0	155
285	St Louis Grammar School	24	2	3	318
286	Gosford Housing Association	6	0	0	98
287	Lumen Christi College	19	6	1	267
288	Cedar Integrated Primary School	5	1	0	66
289	Our Lady's Grammar School	22	1	1	327
291	Belfast Print Workshop	0	0	1	0
290	Mourne Heritage Trust	8	8	0	174
292	Belfast Institute FHE	350	64	62	6,331
293	Causeway Institute FHE	45	11	15	825
294	East Antrim Institute FHE	81	16	11	1,443
295	North-East Institute FHE	139	30	16	2,352
296	NI Hotel And Catering College	0	10	1	0
297	Castlereagh College FHE	68	18	8	1,237
298	East-Down Institute FHE	69	28	9	1,151
299	North Down And Ards Institute	135	54	12	2,351
302	East Tyrone College Of FE	37	12	10	612
303	Newry/Kilkeel College FE	105	30	11	1,875
304	Upper Bann Institute FHE	126	8	12	1,847
305	Fermanagh College Of FE	68	19	9	1,182
306	Limavady College FE	34	3	3	587
307	North West Institute FHE	113	49	18	2,043
308	Omagh College Of FE	46	14	5	820
309	St Joseph's Grammar School	19	7	3	222
310	Lisburn Institute FHE	54	15	15	1,022
311	Armagh College FE	61	6	10	944
312	Donacloney H A Ltd	1	0	0	7

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Employer Code	Employer	Number of Members			Pensionable Pay
		Employees	Deferreds	Pensioners	PTE (£000s)
313	Northern Ireland Hospice	65	20	11	1,256
314	Stemish Integrated College	16	5	0	226
316	Malone College	30	6	1	460
317	Ark Housing Association NI Ltd	11	4	0	214
318	Oakgrove Integrated Primary School.	22	2	0	251
319	Connswater Homes Ltd	6	1	0	175
320	Newbridge Integrated College	13	7	0	187
321	The Millennium Forum (Derry Theatre Trust)	13	5	0	287
322	Methodist College	56	28	11	921
323	Belfast Visitor & Convention Bureau	24	7	2	613
324	North Coast Integrated College	17	1	1	238
325	Countryside Recreation: NI	8	4	0	206
326	Spires Integrated Primary School	5	0	0	59
327	Ulidia Integrated College	29	2	0	322
328	Comhairle Na Gaelscolaiochta	12	1	0	309
329	Strangford College	18	5	0	224
330	Loughview Integrated Primary School	10	4	0	88
331	Windmill Integrated Primary School	8	3	0	70
332	Acorn Integrated Primary School	5	2	0	79
333	Millennium Integrated Primary School	12	3	0	97
334	Oakwood Integrated Primary School	7	3	0	76
335	Dominican College,Portstewart	8	0	1	139
336	Saints & Scholars Integrated Primary School	10	1	0	104
337	General Teaching Council Of Northern Ireland	11	4	0	321
338	Assumption Grammar School	15	3	1	259
339	Sperrin Integrated College	13	0	0	152
340	Youth Justice For NI	251	18	15	6,772
341	Kingdoms Of Down Tourism Ltd	2	0	0	83
342	Abbey Christian Brothers Grammar School	18	1	3	274
343	Omagh Integrated College	4	0	0	51
344	Arc 21	9	0	0	316
345	Maine Integrated Primary School	4	0	0	24
346	Sports Institute For NI	13	3	3	408
347	Armagh Integrated College	7	0	0	71
348	Ilex URC Ltd	7	0	0	391

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Assets at 31 March 2007

A summary of the Fund's assets (excluding Members' money-purchase Additional Voluntary Contributions) as at 31 March 2007 is as follows:

	Market Value	Percentage of total Assets
	£000	%
UK equities	1,064,248	34%
Overseas equities	1,288,290	41%
UK fixed interest bonds	155,872	5%
UK index linked bonds	294,081	9%
UK corporate bonds	1,076	0%
Overseas bonds	740	0%
Property	318,788	10%
Cash and net current assets	40,041	1%
Total	3,163,136	100%

Revenue account for the three years to 31 March 2007

Revenue Accounts		£000			
	Year to	31 March 2007	31 March 2006	31 March 2005	Total
EXPENDITURE	Retirement pensions	78,758	73,106	66,206	218,070
	Retirement grants	23,893	18,392	15,098	57,383
	Death benefits	2,789	2,199	1,547	6,535
	Transfer values	3,719	5,596	6,738	16,053
	Refunds/CEPS	205	309	330	844
	Admin expenses	2,032	1,771	1,835	5,638
	Investment expenses	6,195	4,478	4,017	14,690
	Other expenditure				
INCOME	Employee contributions	41,130	37,952	36,075	115,157
	Employer contributions	79,562	63,550	32,160	175,272
	Transfer values	8,496	11,728	10,323	30,547
	Investment income	56,246	51,561	50,089	157,896
	Other income	0	0	0	0
Assets at start of year		2,970,540	2,354,331	2,156,456	2,156,456
Net cashflow		67,843	58,940	32,876	159,659
Change in value		132,331	557,269	164,999	854,599
Assets at end of year		3,170,714	2,970,540	2,354,331	3,170,714
ANNUAL RETURNS	Approx rate of return	6.1%	25.6%	9.8%	

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Appendix D – Funding Method

Using the actuarial assumptions described in section 3 (and Appendix F) we estimate the payments which will be made from the Fund throughout the future lifetimes of existing employee members, deferred pensioners, pensioners and their dependants. We then calculate the amount of money which, if invested now, would be sufficient to make these payments in future, assuming that future investment returns are in line with the discount rate. This amount is the estimated cost of members' benefits. We make separate calculations for benefits arising from scheme membership before the valuation date ('past service') and from scheme membership after the valuation date ('future service').

Past Service Funding Position

We compare the value of the assets with the estimated cost of members' past service benefits. The ratio of the asset value to the estimated cost of members' past service benefits is known as the 'funding level'. If the funding level is more than 100% there is a 'surplus'; if it is less than 100% there is a 'shortfall'.

Future Service Contribution Rate: Whole Fund and Employers Admitting New Entrants

We calculate the estimated cost of benefits accruing to existing employee members over the year following the valuation date allowing for all expected future pay and pension increases. This amount is expressed as a percentage of the members' pensionable pay over the year following the valuation date and is known as the 'future service contribution rate'.

This method of assessing the future contribution requirement is applied only to the Fund membership at the valuation date. If new entrants are admitted to the Fund to the extent that the membership profile remains broadly unchanged (and if the actuarial assumptions are unchanged) then the future service contribution rate assessed at future valuations should be reasonably stable. However, if the average age of employee members rises (for example if few or no new entrants are admitted to the Fund), and if the actuarial assumptions are unchanged, then the future service contribution rate will increase.

This funding method is known as the Projected Unit Method.

Future Service Contribution Rate: Employers not Admitting New Entrants

We calculate the estimated cost of benefits accruing to existing employee members over their expected future working life allowing for all expected future pay and pension increases. This amount is expressed as a percentage of the members' pensionable salaries over their expected future working life and is known as the 'future service contribution rate'.

This method of assessing the future contribution requirement is applied only to the Fund membership at the valuation date. If no new entrants are admitted to the Fund, so that the membership profile gradually ages, (and if the actuarial assumptions are unchanged) then the contribution rate assessed at future valuations should be reasonably stable, provided that any surplus or shortfall in the past service position is reflected in the contribution rate.

This funding method is known as the Attained Age Method.

Future Service Contribution Rate: All Cases

Under each of the two methods described above to calculate the future service contribution rate, the cost of the lump sum death in service benefit is separately assessed as the amount which is likely to be paid out in an average year, based on the membership structure at the valuation date.

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The total 'future service contribution rate' is then the sum of either the 'Projected Unit Method' rate or the 'Attained Age Method' rate, plus the lump sum death benefit cost. It is the rate at which the Fund employers, together with the employee members, should contribute to the Fund to meet the cost of members' benefits expected to arise from service after the valuation date. For the period from 1 April 2008 to 31 March 2010, employee members will be contributing at fixed rates (albeit with various tiers, as expected from 1 April 2009). Therefore the Fund employers' future service contribution rate is the total future service contribution rate less the member contribution rate. An addition is made to cover the expected future expenses of administering the Fund.

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Appendix E – Changes Since the Previous Valuation

Changes to the Fund's Benefit Structure

Since the previous valuation, a number of changes have been made to the LGPS benefit structure, some of which are listed below. Full details of the scheme benefits are set out in Appendix B.

- removal of the Rule of 85 for some or all service;
- introduction of commutation;
- a reduction to the minimum membership required for entitlement to be deferred benefit;
- restrictions on aggregation of former membership;
- introduction of survivor benefits for civil partners.

The overall effect of these changes is to reduce the cost of the benefits.

Changes to the Fund's Benefit Structure from 2009

A new scheme is to be introduced which is expected to be effective for service from 1 April 2009. Draft regulations have not yet been published but in calculating the employers' future service contribution rates, we have taken account of the anticipated changes, based on the new benefit structure which is to apply to the LGPS in England and Wales from 1 April 2008. Details of this benefit structure are summarised below:

- pension calculated as $1/60 \times \text{final pay} \times \text{period of scheme membership}$;
- option to exchange part of retirement pension for lump sum, up to a maximum of 25% of the capital value of benefits;
- employees' contribution rates ranging from 5.5% to 7.5% of full time equivalent pay, determined by a seven tier structure based on the level of whole-time pensionable pay as at the 1 April in each year, date of joining the scheme if different, and may also be subject to re-determination on a 'material' change in circumstances;
- earliest retirement age for non ill-health retirements of age 55 (with employer consent) or from age 50 for existing members opting to draw benefits with employer consent before 31st March 2010;
- ill-health benefits if member found to be permanently unfit and has a reduced likelihood of obtaining gainful employment prior to age 65. Enhancement either 25% or 100% of the period to age 65, depending on likelihood of obtaining a gainful employment prior to age 65. A third tier ill health provision, with no enhancement, is also expected to be included in the scheme;
- death grant of 3 times final pay for death in service;
- death grant of 10 times pension less total of pension payments already paid for death after retirement;
- introduction of pensions to nominated co-habiting partners on the death of a scheme member;
- spouses, civil partners and co-habiting partners pensions calculated using a $1/160$ accrual rate; and
- changes to the options for members to purchase or employers to award extra scheme pension.

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In addition, a cost sharing mechanism is to be introduced. This, however, will only be effective from April 2010 and therefore does not need to be considered as part of this actuarial valuation.

The actual changes to the LGPS benefit design in Northern Ireland may differ from those summarised above.

Changes to the Assumptions

The financial assumptions have changed since the previous valuation. The differences between the financial assumptions used for this and the previous valuation reflect a change in the economic environment between the two valuations, rather than being a change in funding policy [or a change in investment policy]. The financial assumptions used in this and the previous valuation are shown in Appendix F.

The assumptions relating to the mortality of current and future pensioners have changed since the previous valuation, to reflect more up-to-date standard mortality tables produced by the actuarial profession. The effect of the change in assumptions on the expected future lifespan of Fund members is illustrated in Appendix F.

Some of the other demographic assumptions have also changed since the previous valuation. The changes reflect updated expectations of future experience.

Changes to the Economic Environment

Since the previous valuation, equity markets have risen and bond markets have risen (so yields have fallen). Market expectations of inflation have risen. Overall, changes in economic factors have been favourable in terms of their effect on the funding level. Lower real gilt yields have however increased the assessed cost of future service benefits.

Changes to the Fund Membership

The Fund membership has changed since the previous valuation, as new employee members have joined the Fund and members have left the Fund, retired and died. Whilst membership changes were anticipated at the previous valuation, the actual changes have inevitably not exactly matched the assumptions made at the previous valuation.

Further details of the Fund membership and its changes since the previous valuation are given in Appendix C.

Changes to the Fund's Assets

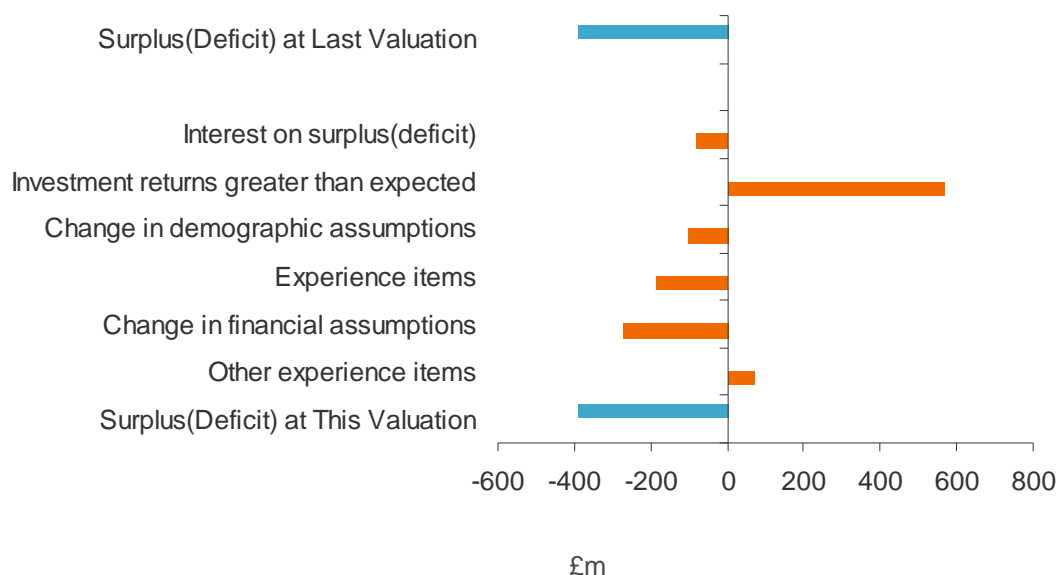
The Fund's assets have been augmented by employer and employee contributions paid in, transfer values received, and interest and investment gains. Conversely, the assets have been depleted by benefit payments to members and their beneficiaries, transfer values and refunds paid, and payment of administration and other expenses. Overall, there has been a net increase in the market value of the Fund's assets, only some of which was anticipated in the previous valuation.

In the report on the previous actuarial valuation we recommended that contributions be paid in line with the rates shown in the Rates and Adjustment certificate appended to that report over the period from 1 April 2005 to 31 March 2008. The Fund employers have paid contributions over the period from 1 April 2005 at least in line with those recommended rates. In some cases, employers have elected to make additional contributions to improve their funding position.

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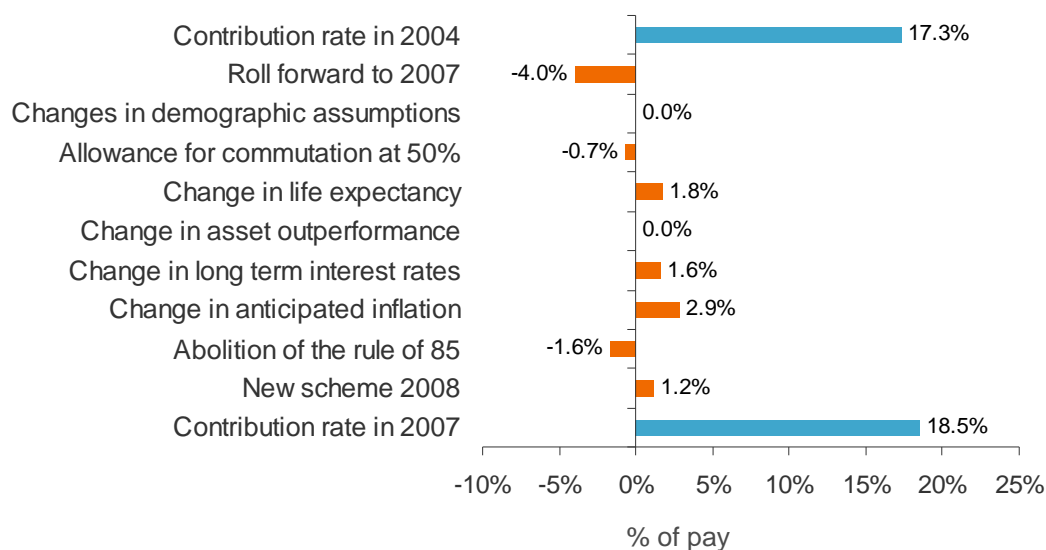
Changes to the Funding Position

The changes described above have combined to improve the Fund's funding position since the previous valuation. The chart below illustrates the effect of the various factors on the funding position.



Changes to the Contribution Requirement

The chart below illustrates the effect of the above factors on the employers' contribution rate.



Further detail on the funding level and contribution requirements is shown in section 6.

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Appendix F – Actuarial Assumptions

Financial Assumptions

	Assumptions to assess funding position at 31 March 2004	Assumptions to assess funding position at 31 March 2007	Assumptions to assess 'gilt based' position at 31 March 2007
Annual rate of price inflation	2.9%	3.2%	3.2%
Annual rate of pension increases			
- on pensions in excess of GMPs	2.9%	3.2%	3.2%
- on pensions accrued after April 1997	2.9%	3.2%	3.2%
- on post-88 GMPs in payment	2.0%	2.8%	2.8%
- on pre-88 GMPs in payment	0.0%	0.0%	0.0%
Annual rate of increase of deferred pensions	2.9%	3.2%	3.2%
Annual rate of pay increases	4.4% ⁽²⁾	4.7% ⁽¹⁾	4.7% ⁽¹⁾
Discount rate			
	6.3%	6.1%	4.5%
Expenses	0.3%	0.3%	0.3%

(1) plus an allowance for promotional increases (see table below).

(2) plus an allowance for promotional increases.

Mortality Assumptions

PMA92/PFA92 tables based on calendar year projections

For current pensioners mortality is projected to calendar year 2017, whilst for members yet to retire it is projected to 2033.

Age ratings set out in the table below

	Males	Females
Officers (& post-2003 joiners)	- 2 years	- 2 years
Manuals	+ 1 year	No age rating

Ill Health Retirement - as above, except rated up by 5 years (6 years for male officers and male post-2003 joiners)

Widows – one year older than female pensioners

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Other Demographic Valuation Assumptions

Retirements in ill health Allowance has been made for ill-health retirements before Normal Pension Age (see table below).

Withdrawals Allowance has been made for withdrawals from service (see table below).

Family details A varying proportion of members are assumed to be married (or have an adult dependant) at retirement or on earlier death. For example, at age 60 this is assumed to be 80% for males and 75% for females.

Husbands are assumed to be 3 years older than wives.

Commutation 50% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits.

The tables below show details of the assumptions actually used for specimen ages. The promotional pay scale is an annual average for all employees at each age. It is in addition to the allowance for general pay inflation described above. For membership movements, the percentages represent the probability that an individual at each age leaves service within the following twelve months.

Age	Incidence per 1000 active members per annum											
	Male Officers & Post 2003			Male Manuals			Female Officers & Post 2003			Female Manuals		
	Death	III Health FT	PT	Death	III Health FT	PT	Death	III Health FT	PT	Death	III Health FT	PT
20	0.25	0	0	0.32	0	0	0.14	0	0	0.18	0	0
25	0.25	0	0	0.32	1.79	1.79	0.14	0.34	0.25	0.18	2.08	2.08
30	0.30	0.34	0.25	0.38	2.91	2.91	0.21	0.56	0.42	0.26	2.88	2.88
35	0.35	0.45	0.34	0.44	4.37	4.37	0.35	1.12	0.84	0.44	4.16	4.16
40	0.60	0.78	0.59	0.76	6.05	6.05	0.56	1.46	1.09	0.70	5.76	5.76
45	1.00	1.79	1.34	1.26	8.74	8.74	0.91	2.35	1.76	1.14	7.36	7.36
50	1.60	4.93	3.70	2.02	12.77	12.77	1.33	4.59	3.44	1.67	10.88	10.88
55	2.50	10.08	7.56	3.15	20.61	20.61	1.75	12.10	9.07	2.20	20.48	20.48
60	4.50	20.16	15.12	5.67	39.20	39.20	2.24	0	0	2.82	0	0

Age	Promotional Salary Scales									
	Male Officers & Post 2003			Male Manuals		Female Officers & Post 2003			Female Manuals	
	Males					Females				
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
20		100	100	100	100		100	100	100	100
25		100	100	100	100		100	100	100	100
30		123	113	100	100		115	105	100	100
35		138	123	100	100		126	110	100	100
40		148	128	100	100		136	115	100	100
45		158	128	100	100		136	115	100	100
50		168	128	100	100		136	115	100	100
55		168	128	100	100		136	115	100	100
60		168	128	100	100		136	115	100	100

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Age	Incidence for 1000 active members per annum							
	Male Officers & Post 2003 Males Withdrawals		Male Manuals Withdrawals		Female Officers & Post 2003 Females Withdrawals		Female Manuals Withdrawals	
	FT	PT	FT	PT	FT	PT	FT	PT
20	176	294	294	588	167	232	279	372
25	116	194	194	388	112	156	187	250
30	83	138	138	275	94	131	157	209
35	65	108	108	215	81	113	135	181
40	52	87	87	173	68	94	113	150
45	42	71	71	142	56	77	93	124
50	33	55	55	110	42	59	71	94
55	29	48	48	95	33	45	54	73
60	17	29	29	58	15	21	25	34

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Appendix G – Detailed Valuation Results

In section 4 of this report, we showed that at the valuation date, the funding level calculated in relation to the Committee's chosen funding objective was 89% and there was a funding shortfall of £396m. The table below shows these results, together with those from the previous valuation, in more detail.

Funding position (£000s)	31 March 2007	31 March 2004
A. Value of assets	3,163,136	2,152,290
Assessed cost of past service benefits in respect of:		
Employee members	2,103,502	1,513,735
Pensioner members	1,158,982	830,637
Deferred pensioner members	297,052	199,987
B. Total assessed cost of past service benefits	3,559,535	2,544,359
Funding surplus/(shortfall) (A minus B)	(396,399)	(392,069)
Funding level (A as a percentage of B)	89%	85%

Section 4 also showed that we calculate the overall 'future service contribution rate' payable by the Fund employers (ignoring the shortfall in the Fund at the valuation date) to be 15.2% of pensionable pay payable with effect from 1 April 2008. The derivation of this contribution rate, together with that calculated at the previous valuation and the past service adjustment, is shown below.

	31 March 2007	31 March 2004
Employer contribution rates	% pensionable payroll	% pensionable payroll
Total future service cost	21.1%	18.6%
Employee contributions (excluding AVCs)	6.2%	5.8%
Expenses	0.3%	0.3%
Net employer future service cost	15.2%	13.1%
Past service adjustment - 20 year spread	3.3%	4.2%
Employer contribution rate	18.5%	17.3%

The rates above do not apply to employers which are closed to new entrants, namely United Dairy Farmers and Royal College of Nursing. Separate employer contribution rates are calculated for each of these employers.

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Appendix H – Rates and Adjustments certificate

In accordance with Regulation 77 of the Local Government Pension Scheme Regulations (Northern Ireland) 2002, as amended, I have made an assessment of the contributions that should be paid to the Fund by the employing authorities as from 1 April 2008 in order to maintain the solvency of the Fund.

The required contribution rates are set out in the attached statement.

Signature:



Date: 31 March 2008

Name: W Douglas B Anderson FIA

Qualification: Fellow of the Institute of Actuaries

Firm: Hymans Robertson LLP

20 Waterloo Street

Glasgow

G2 6DB

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Statement to the Rates and Adjustments Certificate

The Common Rate of Contribution payable by each employing authority under Regulation 77 for the period 1 April 2008 to 31 March 2011 is 18.5% of pensionable pay (as defined in Appendix B).

Individual Adjustments are required under Regulation 77 for the period 1 April 2008 to 31 March 2011 resulting in Minimum Total Contribution Rates expressed as a percentage of pensionable pay are as set out below:

Employer Code	Employer	Minimum contributions for the year ending		
		31 March 2009	31 March 2010	31 March 2011
1	Antrim Borough Council	15.0%	16.0%	17.0%
2	Ards Borough Council	15.0%	16.0%	17.0%
3	Armagh City & District Council	15.0%	16.0%	17.0%
4	Ballymena Borough Council	15.0%	16.0%	17.0%
5	Ballymoney Borough Council	15.0%	16.0%	17.0%
6	Banbridge District Council	15.0%	16.0%	17.0%
7	Belfast City Council	15.0%	16.0%	17.0%
8	Carrickfergus Borough Council	15.0%	16.0%	17.0%
9	Castlereagh Borough Council	15.0%	16.0%	17.0%
10	Coleraine Borough Council	15.0%	16.0%	17.0%
11	Cookstown District Council	15.0%	16.0%	17.0%
12	Craigavon Borough Council	15.0%	16.0%	17.0%
13	Down District Council	15.0%	16.0%	17.0%
14	Dungannon And South Tyrone BC	15.0%	16.0%	17.0%
15	Fermanagh District Council	15.0%	16.0%	17.0%
16	Larne Borough Council	15.0%	16.0%	17.0%
17	Limavady Borough Council	15.0%	16.0%	17.0%
18	Lisburn City Council	15.0%	16.0%	17.0%
19	Derry City Council	15.0%	16.0%	17.0%
20	Magherafelt District Council	15.0%	16.0%	17.0%
21	Moyle District Council	15.0%	16.0%	17.0%
22	Newry & Mourne District Council.	15.0%	16.0%	17.0%
23	Newtownabbey Borough Council	15.0%	16.0%	17.0%
24	North Down Borough Council	15.0%	16.0%	17.0%
25	Omagh District Council	15.0%	16.0%	17.0%
26	Strabane District Council	15.0%	16.0%	17.0%
27	Belfast Educ. & Lib. Board	15.0%	16.0%	17.0%
28	South Eastern Ed. & Lib. Bd.	15.0%	16.0%	17.0%
29	North Eastern Ed. & Lib. Bd.	15.0%	16.0%	17.0%
30	Southern Educ. & Lib. Board	15.0%	16.0%	17.0%
31	Western Educ. & Lib. Board	15.0%	16.0%	17.0%
62	Armagh Planetarium	15.0%	16.0%	17.0%
110	Coleraine Harbour-Commissioners	15.0%	16.0%	17.0%
114	N I Fire And Rescue Service	15.0%	16.0%	17.0%
115	N.I. Housing Executive	15.0%	16.0%	17.0%
116	N.I. Tourist Board	15.0%	16.0%	17.0%
117	Royal College Of Nursing	21.5% + £22,000	21.5% + £22,000	21.5% + £22,000
118	Arts Council For N.I.	15.0%	16.0%	17.0%

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Employer Code	Employer	Minimum contributions for the year ending		
		31 March 2009	31 March 2010	31 March 2011
119	N.I.L.G.O.S.C.	15.0%	16.0%	17.0%
123	Linen Hall Library	15.0%	16.0%	17.0%
126	United Dairy Farmers	20.8%	20.8%	20.8%
128	Royal Belfast Academical Institution	15.0%	16.0%	17.0%
129	Jordanstown Schools	15.0%	16.0%	17.0%
131	Glenmona Resource Centre	15.0%	16.0%	17.0%
132	Bangor Grammar School	15.0%	16.0%	17.0%
134	Friends' School	15.0%	16.0%	17.0%
136	Campbell College	15.0%	16.0%	17.0%
137	Belfast Royal Academy	15.0%	16.0%	17.0%
138	Belfast High School	15.0%	16.0%	17.0%
139	St. Malachy's College	15.0%	16.0%	17.0%
142	St. Columb's College	15.0%	16.0%	17.0%
145	St. Mary's Christian Brothers Grammar School	15.0%	16.0%	17.0%
146	Sullivan Upper School	15.0%	16.0%	17.0%
147	Christian Brothers Grammar School (Omagh)	15.0%	16.0%	17.0%
148	Ballymena Academy	15.0%	16.0%	17.0%
149	Belfast Charitable Society	15.0%	16.0%	17.0%
150	NI Local Government Association	15.0%	16.0%	17.0%
152	Wallace High School	15.0%	16.0%	17.0%
154	Larne Grammar School	15.0%	16.0%	17.0%
157	The Royal School (Armagh)	15.0%	16.0%	17.0%
160	St Patrick's Grammar School (Downpatrick)	15.0%	16.0%	17.0%
161	Thornhill College	15.0%	16.0%	17.0%
162	Armagh Observatory	15.0%	16.0%	17.0%
163	Livestock And Meat Commission N.I.	15.0%	16.0%	17.0%
164	University Of Ulster	15.0%	16.0%	17.0%
166	Bloomfield Collegiate School	15.0%	16.0%	17.0%
167	Hunterhouse College	15.0%	16.0%	17.0%
170	Council For Curriculum, Examinations And Assessment	15% + £142,700	16.0%	17.0%
172	Rathmore Grammar School	15.0%	16.0%	17.0%
173	Our Lady & St Patrick's College	15.0%	16.0%	17.0%
175	St Mary's University College	15.0%	16.0%	17.0%
176	Stranmillis College	15.0%	16.0%	17.0%
179	Citybus Limited	15.0%	16.0%	17.0%
180	NI Fishery Harbour Authority	15.0%	16.0%	17.0%
185	Staff Commission For Educ & Lib Boards	15.0%	16.0%	17.0%
187	Sports Council For NI	15.0%	16.0%	17.0%
188	St Dominic's High School	15.0%	16.0%	17.0%
189	Ulsterbus Limited	15.0%	16.0%	17.0%
192	Dalriada School	15.0%	16.0%	17.0%
194	Fold Housing Association	15.0%	16.0%	17.0%
195	Victoria College	15.0%	16.0%	17.0%
196	St Patrick's Academy (Dungannon)	15.0%	16.0%	17.0%
197	NI Transport Holding Company	15% + £1,011,000*	16.0%	17.0%
203	NI Federation Of Housing Associations	15.0%	16.0%	17.0%

HYMANS ROBERTSON LLP

Employer Code	Employer	Minimum contributions for the year ending		
		31 March 2009	31 March 2010	31 March 2011
206	NI Railways Company Limited	15.0%	16.0%	17.0%
208	Dominican College, Belfast	15.0%	16.0%	17.0%
209	St Michael's College	15.0%	16.0%	17.0%
210	St Macnissi's College	15.0%	16.0%	17.0%
211	Probation Board For NI	15.0%	16.0%	17.0%
212	Strathearn School	15.0%	16.0%	17.0%
213	Loreto College (Coleraine)	15.0%	16.0%	17.0%
214	Coleraine Academical Institution	15.0%	16.0%	17.0%
215	Loreto Grammar School (Omagh)	15.0%	16.0%	17.0%
216	Foyle & Londonderry College	15.0%	16.0%	17.0%
218	Royal School (Dungannon)	15.0%	16.0%	17.0%
219	Local Government Staff Commission	15.0%	16.0%	17.0%
220	St Mary's Grammar School(Magherafelt)	15.0%	16.0%	17.0%
221	Sacred Heart Grammar School (Newry)	15.0%	16.0%	17.0%
222	Council For Catholic Maintained Schools	15.0%	16.0%	17.0%
223	NI Legal Services Commission	15.0%	16.0%	17.0%
224	Youthnet	15.0%	16.0%	17.0%
227	BIH Housing Association Ltd	15.0%	16.0%	17.0%
229	Trinity Housing Ltd	15.0%	16.0%	17.0%
230	Hearth Housing Assoc Ltd	15.0%	16.0%	17.0%
231	Abode Housing Association Ltd	15.0%	16.0%	17.0%
232	South Ulster Housing Assn Ltd	15.0%	16.0%	17.0%
233	Belfast Community Housing Assn. Ltd	15.0%	16.0%	17.0%
234	Grove Housing Assoc Ltd	15.0%	16.0%	17.0%
235	Filor Housing Association Ltd	15.0%	16.0%	17.0%
236	Newington Housing Association	15.0%	16.0%	17.0%
237	Woodvale & Shankill Housing Assn. Ltd	15.0%	16.0%	17.0%
238	Habinteg Housing Assn. (Ulster) Ltd	15.0%	16.0%	17.0%
239	North & West Housing Limited	15.0%	16.0%	17.0%
240	Convenanter Residential Assoc	15.0%	16.0%	17.0%
241	St Matthew's Housing Assoc Ltd	15.0%	16.0%	17.0%
242	NI Co-Ownership Housing Assn. Ltd	15.0%	16.0%	17.0%
243	Ulidia Housing Assoc Ltd	15.0%	16.0%	17.0%
244	Oaklee Housing Assoc Ltd	15.0%	16.0%	17.0%
246	Flax Housing Assoc Ltd	15.0%	16.0%	17.0%
248	Ballynafeigh Housing Assoc Ltd	15.0%	16.0%	17.0%
249	Shac Housing Association	15.0%	16.0%	17.0%
250	Mount Lourdes Grammar School	15.0%	16.0%	17.0%
251	Community Relations Council	15.0%	16.0%	17.0%
252	Construction Ind. Training Bd.	15.0%	16.0%	17.0%
254	Engineering Training Council	15.0%	16.0%	17.0%
255	Youth Council For NI	15.0%	16.0%	17.0%
260	Hazelwood College	15.0%	16.0%	17.0%
261	Hazelwood Integrated Primary School	15.0%	16.0%	17.0%
262	Lagan College	15.0%	16.0%	17.0%
263	Mill Strand Integrated Primary School	15.0%	16.0%	17.0%
265	Rural Development Council	15.0%	16.0%	17.0%

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Employer Code	Employer	Minimum contributions for the year ending		
		31 March 2009	31 March 2010	31 March 2011
266	Bridge Integrated Primary School	15.0%	16.0%	17.0%
267	Enniskillen Integrated Primary School	15.0%	16.0%	17.0%
268	Aquinas Diocesan Grammar School	15.0%	16.0%	17.0%
269	Presbyterian Housing Association	15.0%	16.0%	17.0%
271	Rural Housing Association	15.0%	16.0%	17.0%
273	Oakgrove Integrated College	15.0%	16.0%	17.0%
274	Shimna Integrated College	15.0%	16.0%	17.0%
275	N.I Council For Integrated Education	15.0%	16.0%	17.0%
276	Erne Integrated College	15.0%	16.0%	17.0%
277	Derry Visitor And Convention Bureau	15.0%	16.0%	17.0%
278	Integrated College Dungannon	15.0%	16.0%	17.0%
279	Braidside Integrated Primary School	15.0%	16.0%	17.0%
280	N I Assn Of Citizens Advice Bureaux	15.0%	16.0%	17.0%
281	Rainey Endowed School	15.0%	16.0%	17.0%
282	Ards Citizens' Advice Bureau	15.0%	16.0%	17.0%
283	Down District Citizens' Advice Bureau	15.0%	16.0%	17.0%
284	Drumragh Integrated College	15.0%	16.0%	17.0%
285	St Louis Grammar School	15.0%	16.0%	17.0%
286	Gosford Housing Association	15.0%	16.0%	17.0%
287	Lumen Christi College	15.0%	16.0%	17.0%
288	Cedar Integrated Primary School	15.0%	16.0%	17.0%
289	Our Lady's Grammar School	15.0%	16.0%	17.0%
290	Mourne Heritage Trust	15.0%	16.0%	17.0%
292	Belfast Institute FHE	15.0%	16.0%	17.0%
293	Causeway Institute FHE	15.0%	16.0%	17.0%
294	East Antrim Institute FHE	15.0%	16.0%	17.0%
295	North-East Institute FHE	15.0%	16.0%	17.0%
297	Castlereagh College FHE	15.0%	16.0%	17.0%
298	East-Down Institute FHE	15.0%	16.0%	17.0%
299	North Down And Ards Institute	15.0%	16.0%	17.0%
302	East Tyrone College Of FE	15.0%	16.0%	17.0%
303	Newry/Kilkeel College FE	15.0%	16.0%	17.0%
304	Upper Bann Institute FHE	15.0%	16.0%	17.0%
305	Fermanagh College Of FE	15.0%	16.0%	17.0%
306	Limavady College FHE	15.0%	16.0%	17.0%
307	North West Institute FHE	15.0%	16.0%	17.0%
308	Omagh College Of FE	15.0%	16.0%	17.0%
309	St Joseph's Grammar School	15.0%	16.0%	17.0%
310	Lisburn Institute FHE	15.0%	16.0%	17.0%
311	Armagh College FE	15.0%	16.0%	17.0%
312	Donacloney H A Ltd	15.0%	16.0%	17.0%
313	Northern Ireland Hospice	15.0%	16.0%	17.0%
314	Slemish Integrated College	15.0%	16.0%	17.0%
316	Malone College	15.0%	16.0%	17.0%
317	Ark Housing Association NI Ltd	15.0%	16.0%	17.0%
318	Oakgrove Integrated Primary School.	15.0%	16.0%	17.0%
319	Connswater Homes Ltd	15.0%	16.0%	17.0%
320	Newbridge Integrated College	15.0%	16.0%	17.0%

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Employer Code	Employer	Minimum contributions for the year ending		
		31 March 2009	31 March 2010	31 March 2011
321	The Millennium Forum (Derry Theatre Trust)	15.0%	16.0%	17.0%
322	Methodist College	15.0%	16.0%	17.0%
323	Belfast Visitor & Convention Bureau	15.0%	16.0%	17.0%
324	North Coast Integrated College	15.0%	16.0%	17.0%
325	Countryside Recreation: NI	15.0%	16.0%	17.0%
326	Spires Integrated Primary School	15.0%	16.0%	17.0%
327	Ulidia Integrated College	15.0%	16.0%	17.0%
328	Comhairle Na Gaelscolaiochta	15.0%	16.0%	17.0%
329	Strangford College	15.0%	16.0%	17.0%
330	Loughview Integrated Primary School	15.0%	16.0%	17.0%
331	Windmill Integrated Primary School	15.0%	16.0%	17.0%
332	Acorn Integrated Primary School	15.0%	16.0%	17.0%
333	Millennium Integrated Primary School	15.0%	16.0%	17.0%
334	Oakwood Integrated Primary School	15.0%	16.0%	17.0%
335	Dominican College,Portstewart	15.0%	16.0%	17.0%
336	Saints & Scholars Integrated Primary School	15.0%	16.0%	17.0%
337	General Teaching Council Of Northern Ireland	15.0%	16.0%	17.0%
338	Assumption Grammar School	15.0%	16.0%	17.0%
339	Sperrin Integrated College	15.0%	16.0%	17.0%
340	Youth Justice For NI	15.0%	16.0%	17.0%
341	Kingdoms Of Down Tourism Ltd	15.0%	16.0%	17.0%
342	Abbey Christian Brothers Grammar School	15.0%	16.0%	17.0%
343	Omagh Integrated College	15.0%	16.0%	17.0%
344	Arc 21	15.0%	16.0%	17.0%
345	Maine Integrated Primary School	15.0%	16.0%	17.0%
346	Sports Institute For NI	15.0%	16.0%	17.0%
347	Armagh Integrated College	15.0%	16.0%	17.0%
348	Ilex URC Ltd	15.0%	16.0%	17.0%
349	Drumlins Integrated Primary School	15.2%	15.2%	15.2%
350	Portadown Integrated Primary School	15.2%	15.2%	15.2%
351	Roe Valley Integrated Primary School	15.2%	15.2%	15.2%
352	South Eastern Regional College	15.0%	16.0%	17.0%
353	Belfast Metropolitan College	15.0%	16.0%	17.0%
354	South West College	15.0%	16.0%	17.0%
355	North West Regional College	15.0%	16.0%	17.0%
356	Northern Regional College	15.0%	16.0%	17.0%
357	Southern Regional College	15.0%	16.0%	17.0%
358	Middletown Centre For Autism	15.2%	15.2%	15.2%
359	Hochtief Facility Management Ireland Limited	20.5%	20.5%	20.5%

*For lump sum contributions, exact payment plan over 3 years from 1 April 2008 to be agreed between respective Employer and Committee.

HYMANS ROBERTSON LLP

Notes

Contributions expressed as a percentage should be paid into Northern Ireland Local Government Officers' Pension Fund ('the Fund') at a frequency in accordance with the requirements of the Regulations.

Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentation using methods and factors issued by me from time to time.

Further sums may be required to be paid to the Fund by employers to meet the capital costs of any ill-health retirements that exceed those included within my assumptions.

The certified contribution rates represent the minimum level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be on a basis approved by the Fund actuary.

Employer contribution rates will be reassessed should the position of the employer change e.g. on the completion of a bulk transfer payment.

Employers may have their contribution rates reviewed if individual circumstances materially alter.