

# Falkirk Council Pension Fund

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## Annual Report and Accounts

### 2014/15



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# Foreword from the Chair of the Pensions Committee Councillor John Patrick



As Chair of the Pensions Committee with responsibility for overseeing the investment management and administration of the Falkirk Council Pension Fund, I am pleased to introduce the 2014/15 Annual Report and Statement of Accounts.

The world of Pensions continues to evolve and face major challenges in the shape of key initiatives such as Auto Enrolment, Freedom and Choice and the introduction of a Single State Pension. These far reaching reforms, bringing pensions to a wider audience than ever before and providing greater flexibility over the way that pension savings can be realised, are likely to impact on generations to come.

In common with most other public sector pension schemes, the Local Government Pension Scheme (LGPS) is moving from a 'Final Salary' basis to a 'Career Average' basis from 1 April 2015. Much work has taken place during 2014/15 preparing the way for what will be a momentous change to the nature of the Local Government Pension Scheme. Those involved including Unions, Employers, the SPPA and Fund staff are all to be commended for their hard work in bringing this new version of the Scheme to fruition.

It is pleasing to note that, despite the changes, the Scheme remains one of significant quality with guaranteed, inflation linked benefits offering security and stability of income for present and future generations of members.

Of course, it is important that the overall balance of cost between member, employer and tax payer remains appropriate, and a national valuation of the Local Government Pension Scheme in Scotland is currently being co-ordinated by the Government Actuary on behalf of Scottish Ministers and should be a barometer of fairness to all parties.

I realise that pensions are a highly complicated subject. It is, however, crucially important that members take time to try and understand the scale of benefits that they will receive when they retire - whether this is from the Local Government Pension Scheme itself or through other pension arrangements, such as the State Pension. The Pension Section sends out around 12,000 statements every year showing the scheme benefits that members have built up, whilst an indication of State Pension can be found at [www.gov.uk/calculate-state-pension](http://www.gov.uk/calculate-state-pension). If you think that your benefits will be insufficient to meet your needs, then there are options to allow benefits to be topped up.

Lastly, may I take this opportunity to thank my colleagues on both the Pensions Committee and Pensions Panel, the staff and our advisors for their commitment and support over the past year.

A handwritten signature in black ink, appearing to read 'John Patrick', written over a horizontal line.

John Patrick  
Convener of Falkirk Council Pensions Committee

# Introduction from the Chief Finance Officer

## Bryan Smail

Councillor John Patrick in his Foreword has already, and properly so, highlighted the major changes in the world of pensions, and both the benefits and complexity of pensions.

This year has been a particularly busy year for the Pensions Committee and Panel and for the staff and advisors who support them. From the genesis of the Hutton review, the long-standing final salary scheme has now been changed to one based on career-average. The Council has needed to procure a new system, fit for purpose, to cope with this much more complex operating environment. This has also been a triennial Valuation year with all the attendant work which that entails, not least extensive engagement with the many employers in our Pension Fund. The latter, I believe has been a mutually beneficial exercise.

Looking forward, there is much to be done. New corporate governance arrangements apply to the management of the Pension Fund from 1 April 2015. The Valuation provides an opportunity and a sound platform to undertake a review of the Pension Fund's investment strategy and take stock of how we are balancing risk and return.

In the longer term, it remains to be seen whether the changes made so far appropriately address and balance the interests of the different stakeholders and provide sustainable pensions.

A handwritten signature in black ink that reads "Bryan Smail". The signature is written in a cursive style with a horizontal line underneath the name.

Bryan Smail, CPFA MBA  
Chief Finance Officer  
24 September 2015

## Contact Us

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The Pension Section Administration Team is available to help with all aspects of scheme membership including benefits for active, deferred and pensioner members.

General Enquiries: 01324 506329

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Strategic and Policy matters: 01324 506304

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Opening hours: Monday to Friday, 9.00am – 5.00pm

Websites: [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org)  
[www.scotlgps2015.org](http://www.scotlgps2015.org)

Email: [pensions@falkirk.gov.uk](mailto:pensions@falkirk.gov.uk)  
[investments@falkirk.gov.uk](mailto:investments@falkirk.gov.uk)

**Reference is made in this report to a number of online documents. If you are unable to access any of these, or would like a hard copy, please don't hesitate to contact us using the above General Enquiries telephone number.**

# Management Structure

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<b>Administering Authority:</b>	Falkirk Council Municipal Buildings West Bridge Street Falkirk FK1 5RS
<b>Fund Officers:</b>	Bryan Smail, Chief Finance Officer Alastair McGirr, Pensions Manager
<b>Legal Advisors:</b>	Falkirk Council – Legal Services McLay, Murray and Spens
<b>Fund Custodian:</b>	The Northern Trust Company
<b>Performance Measurement:</b>	The Northern Trust Company
<b>Actuary:</b>	Hymans Robertson LLP
<b>Investment Advisor:</b>	Hymans Robertson LLP
<b>Fund Managers:</b>	Schroder Investment Managers Newton Investment Managers Aberdeen Asset Management Baillie Gifford Legal and General SL Capital Partners Wilshire Associates Grosvenor Capital Hearthstone Investments M & G Investments
<b>Bankers:</b>	Clydesdale Bank
<b>AVC Providers:</b>	Prudential and Standard Life
<b>Independent Auditor:</b>	The Auditor appointed by the Accounts Commission for Scotland for the purpose of auditing the annual report and accounts is Fiona Mitchell-Knight FCA, Assistant Director (Audit Services), Audit Scotland, 4 <sup>th</sup> Floor, South Suite, The Athenaeum Building, 8 Nelson Mandela Place, Glasgow, G2 1BT.

# Management Commentary

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## Introduction

The Local Authority Accounts (Scotland) Regulations 2014 and accompanying guidance require the Annual Report and Accounts to contain a Management Commentary including:

- an overview of Fund business
- a description of the Fund business model and Fund risks
- a review of financial performance and key strategies
- an analysis of trends
- a review of policies affecting Social, Community and Human Rights issues
- an analysis of staffing resources by gender

## Overview of Fund Business

Under the statutory provisions of the Local Government Pension Scheme, Falkirk Council is designated as an “Administering Authority” and is required to operate and maintain a pension fund - the Falkirk Council Pension Fund (“the Fund”).

The Fund is used to pay pensions, lump sum benefits and other entitlements to scheme members and their dependants. Contributions to the Fund are made by employee members and by participating employers. The Fund also receives income from its investments, which include equities, property and bonds.

The Fund operates under the terms of the Local Government Pension Scheme, which is a public sector pension arrangement. Scheme membership is made up of active, deferred and pensioner members. To be able to join the scheme, a person must be employed by a relevant employer and not be eligible to join another public sector pension scheme.

Employers who participate in the Fund are either Scheduled Bodies – in which case they are required to offer the Scheme to their employees, or Admission Bodies – in which case the body has applied to participate in the Fund and their application has been accepted.

The larger Fund employers are Clackmannanshire, Falkirk and Stirling Councils, the Scottish Environment Protection Agency (SEPA), the Scottish Children’s Reporter Administration (SCRA) and Scottish Autism. Other employers include several non-profit making charitable bodies located in Central Scotland as well as two contractors (Amey and Forth and Oban Ltd) to whom school facilities maintenance has been transferred.

In addition to Fund employers, key partners include local authorities, actuaries, banks, government agencies, fund managers, legal advisers, communications specialists, corporate governance and litigation specialists, and various other financial institutions.



## Business Model and Risk

Falkirk Council Pension Fund is managed and administered from the Municipal Buildings in Falkirk.

The majority of the Fund's activities are managed in-house by the Council's Pensions Section, which is accountable to the Pensions Committee, to Fund employers and to scheme members.

The in-house team is committed to providing a quality service to meet the needs of the Fund's diverse stakeholders and to delivering high standards of customer care.

Pension Fund activity can be split into the following categories:

- Membership and Benefits Administration
- Investment Management
- Governance
- Funding and Accounting

**Membership and Benefits Administration** is undertaken internally by the Council's Pensions Section. For more detailed information on this activity, turn to the Administration Section on Page 23.

**Investment Management** of the Fund's assets is undertaken by external fund managers and overseen by the Pensions Section with the support of Hymans Robertson, the Fund's Investment Adviser. A review of Investment activity is provided on Page 31.

Additional support is provided via a Shared Service resourcing agreement with the Lothian Pension Fund.

**Governance** is undertaken by the Pensions Committee to whom Fund business has been delegated by Falkirk Council. This includes the appointment and monitoring of investment managers. More information on the Governance process can be found in the Governance Section on Page 18.

**Funding and Accounting** matters are undertaken internally by the Pensions Section with the assistance of Hymans Robertson, the Fund Actuary.

Awareness of risk and risk mitigation is a key facet of the Fund's strategic and operational activities. Whilst it is not possible to eliminate risk entirely, the Fund has taken steps to evaluate risk and put strategies in place to minimise its adverse effects.

A risk register is maintained and can be viewed at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) in the Forms and Publications section. An update on risk is a standing item at quarterly Pensions Committee meetings. More information on Risk can be found at Page 29 of this report.



The Pensions Section also provides a calculation and payments service for Fund employers in respect of Compensatory Added Years awarded under the Local Government (Discretionary Payments and Injury Benefits)(Scotland) Regulations 1998. These payments are met in full by the former employer on a pay as you go basis and do not form part of Falkirk Council Pension Fund's liabilities.

## **Financial Performance**

Over the last year, the Falkirk Fund has continued to deliver positive performance, with a return across all assets of over 13%. This was substantially greater than the returns available on cash and ahead of the Fund's long term strategic funding requirement.

Fund assets are now close to £1.8 billion, an increase of over £220 million over the year, reflecting the favourable market conditions for investors during the year.

Fund liabilities have also increased and are estimated to have risen from £1.8bn at 31 March 2014 to £2.2bn at 31 March 2015 as a result of the continued fall in gilt yields. Regular funding reviews are undertaken to ensure that the Fund's deficit remains manageable. The liability figure of £2.2bn has been estimated by the Fund Actuary rolling forward cash flows and investment returns from the 2014 triennial valuation. The £2.2bn does not appear in the financial statements as the statements do not take account of the Fund's obligations to pay pensions after the 31 March 2015.

On the benefits side, contributions increased by £2.4m due to the fact that most employers were scheduled to pay a higher contribution rate in 2014/15. Transfers in and contribution refunds were down from 2013/14 reflecting a slowdown in member turnover, attributable to the restraints on recruitment within the public sector.

A significant change from last year's accounts has been the inclusion of direct expenses from Private Equity and Infrastructure investments. Whilst this has increased the management expenses, this has been compensated through the profit and loss on disposal of investment so the overall effect on the accounts has been neutral. More information on management expenses is contained in Notes 2, 12 and 15 of the Accounts.

## Actuarial Valuation as at 31 March 2014

An actuarial valuation of the Fund takes place every three years and acts as an independent financial health check to determine how much money needs to be paid into the Fund by employers so that it can continue to pay benefits both now and in the future.

A valuation of the Fund as at 31 March 2014 was completed during 2014/15 in accordance with regulatory requirements. The valuation showed that the Fund was 85% funded, meaning that it had 85% of the monies needed to pay the benefits of scheme members based on the rights they had accumulated to that date.

The valuation disclosed that whilst asset performance between 2011 and 2014 had been significantly better than the return targeted by the Actuary (28% return against a target of 19%), this had been outstripped by an increase in fund liabilities. This increase was due a sharp decline in the yield on government bonds – the yardstick used to measure fund liabilities. The key results from the 2011 and 2014 valuations are summarised below:

	Valuation at 31/03/2011	Valuation at 31/03/2014
<b>Past Service Liabilities</b>	£1,392m	£1,860m
<b>Assets</b>	£1,199m	£1,577m
<b>Funding Deficit</b>	£193m	£283m
<b>Funding Level</b>	86.1%	84.8%
<b>Future Service Cost</b>	16.2% of pay	17.9% of pay
<b>Past Service Cost</b>	4.3% of pay	5.5% of pay
<b>Total Employer Contribution</b>	20.5% of pay	23.4% of pay

The positive asset performance has kept the funding level relatively stable which is pleasing considering the upward pressure on liabilities due to the falling yields – a factor itself beyond the Fund’s control. On the negative side, the cost of providing future benefits has risen, due again in large measure due to the fall in yields. Together with the increased deficit, this means that employers are continuing to face challenging contribution levels. In view of this, the Pensions Manager and Fund Actuary have met individually with most of the Fund employers to ensure they are aware of their individual funding circumstances.

The 2014 valuation is the first occasion in which the actuary has based longevity assumptions on “Club Vita” evidence. Club Vita is compiled by Hymans Robertson, the Fund Actuary, and is an extensive database of mortality information, based on factors such as postcode and pay on retirement. More information on the Club Vita process is contained in the 2014 valuation report which can be viewed at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) in the Forms and Publications section.

A statement by the Actuary on the Fund’s actuarial position is also set out at Appendix 1.

## Funding Strategy Statement

The **Funding Strategy Statement** is the formal record of how the Fund intends to meet its obligations to pay benefits.

The Fund's funding policy is to achieve a fully funded status over a 20 year period whilst keeping contribution rates as constant as possible. A stability mechanism within the strategy helps employers budget for their short term contributions and smooth out volatility from what could be significant changes in the employer contribution rate.

The Funding Strategy Statement was revised during 2014/15, the main changes being to provide greater clarity around the setting of employer contribution rates and options available should admission bodies be seeking to withdraw from the Fund.

The Pensions Committee considers that the valuation assumptions agreed in early 2015 with the Actuary, including an assumed investment return of gilts plus 1.6%, result in the Fund having a realistic and credible funding plan.

The Funding Strategy Statement can also be found at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) in the Forms and Publications section.

## Investment Strategy

The Investment Strategy of the Fund is to invest monies in a prudent and diversified manner, in accordance with the Scheme regulations and in recognition of the risks that accompany investment in various asset classes. The strategy is set out in the **Statement of Investment Principles** and can be viewed at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) under Forms and Publications.

Although the Fund is seeking to gradually reduce its exposure to riskier asset classes, the bulk of its assets are still held in growth-seeking rather than defensive assets. This is consistent with the Fund seeking to repair the funding deficit which was assessed at £283m at the 2014 valuation. As a result of its exposure to equities, the relative performance of the Fund against its benchmark can be volatile over the short term. However, as the majority of Fund employers have very strong covenants, the Fund can afford to take a long term view across successive investment cycles.

More information on the Fund's investment strategy can be found in this report on Pages 31 to 36.

## Performance Standards

The Fund measures its performance against a number of pre-determined standards with performance information being supplied to both CIPFA and the Scottish Government as part of an annual review across all Councils.

The performance of the Pensions Section against key standards in 2014/15 was as follows:

Membership and Benefits Administration Cost to be less than £25 pa per member	
Achieved in Full	Per member cost was £23.51

Meet deadlines for accounts, benefit payments, statistical returns and remittances	
Achieved in Full	All of the above were made within statutory time limits

Respond to 70% of Ad hoc enquiries within 14 days	
Not Achieved	The response rate achieved was 65%

Fund to achieve its benchmark return	
Achieved in Full	Fund returned 13.4% against a benchmark of 12.1%

Fund Managers to achieve their individual benchmark returns	
Achieved in Part	Benchmark was exceeded in 5 out of 8 mandates – but all managers delivered positive absolute returns

- Member costs, which for a number of years have been amongst the lowest of Scottish local authority funds, rose in 2014/15 as a result of the procurement of the new pension administration system.
- The installation of the new system, preparations for LGPS 2015, freedom of information requests and the strong flow of severance estimates has meant that non statutory transactions have taken longer to process than normal.
- The Fund has now outperformed its benchmark in each of the past 5 years.

Fund Manager performance is reviewed on a quarterly basis by the Pensions Committee and by the in-house team. Whilst Manager scrutiny is a key aspect of fund stewardship, it is the strategic asset allocation that will have a greater impact on Fund returns than the ability of individual managers to deliver performance ahead of their benchmarks.

The Pensions Section prepares an Annual Budget which is reviewed and approved by the Pensions Committee. Details of the budget for 2015/16 and costs for 2014/15 are provided on Page 25 of the Annual Report and on Page 62 in Note 12 in the Accounts Section of this report.

More information on administration performance can be found on Page 23.

More information on investment performance can be found on Page 31.

## Trends and Influences - Administration

- The introduction of the Career Average version of the Local Government Pension Scheme from April, 2015 is the single most significant factor affecting the activities of the administration team.
- To ensure compliance with the new arrangements, the 20 year old in-house pensions administration system has been replaced with *Altair*. The system was procured using a national framework agreement and is supported and maintained by Pension Consultants, Heywood. It is the system used by the majority of UK local authority funds.
- Further strands of the Altair project are scheduled to be rolled out over the next 18 months, including the transfer of the pensioner payroll to Altair and the introduction of Self Service facilities.
- Member communication and employer support are expected to be common themes of 2015/16 as members and employers seek to understand the rules of the new scheme.
- The UK Government's pension initiatives - freedom and choice, auto enrolment and the abolition of contracting out – mean that the tempo of pensions reform remains brisk with challenges on a variety of fronts.
- The pressures on public spending mean that a high volume of member and employer retirement estimates can be expected. These same pressures may prompt some employers to leave the scheme. The Fund will seek to ensure that any exits are carefully managed and that the position of remaining employers is protected.

## Trends and Influences - Investment

- The continuing environment of low interest rates and relaxed monetary policy has led to high equity valuations and low yields on fixed interest securities. Against this high water mark, investment managers may struggle to post positive returns in 2015/16.
- The improving economic data from the US and UK has brought forward the prospect of interest rate rises in the second half of 2015. Whilst falling yields will reduce the value of the Fund's fixed income portfolio, the overall impact will be beneficial as Fund liabilities will fall as a result of being benchmarked to gilt yields.
- Analysis by Hymans Robertson in its dual role of Actuary and Investment Adviser indicates that the Fund could look to reduce its equity exposure without this impacting on prospects of returning to fully funded status. The Pensions Committee has agreed to adopt a strategy of gradual de-risking (i.e. reducing growth assets and increasing defensive assets). A review of investment strategy will be conducted in 2015/16 to

determine how the strategy can best be implemented. Agreed changes will be formalised in a revised **Statement of Investment Principles**.

- 2015/16 is expected to see the further deployment of capital in relation to the Fund's Social and Affordable Housing mandate and the UK Infrastructure mandate, the latter being undertaken in collaboration with the Lothian Pension Fund.
- In May, 2014, the Department of Communities and Local Government issued a consultation paper "Opportunities for Collaboration, Cost Savings and Efficiencies". The consultation focused on ways in which Funds could invest more efficiently and sought to gauge opinion on funds using collective investment vehicles and/or making greater use of passive managers. A Government response following the consultation is awaited.
- At a macro level, geo-political concerns are being fuelled by tensions in the Middle East and Ukraine. In the Eurozone, weakness persists in the economies of Southern Europe accompanied by concerns on the possibility of a Greek debt default or exit from the Euro. In the UK, with the 2015 General Election decided, the stage is set for a referendum on the UK's future membership of the EU. These are issues that all have the potential to create nervousness in the markets and a negative impact on asset valuations
- A more detailed review of global market conditions in 2014/15 can be found on Page 37.

## **Trends and Influences - Governance**

- Under revised Governance arrangements, a new local Pension Board will meet for the first time in June, 2015. Arrangements are being made for Board members to be provided with training and for Board terms of reference to be finalised.
- The new governance regime entails the Pensions Regulator (TPR) having oversight of administration standards in the LGPS and a new national Scheme Advisory Board being established to make recommendations to Ministers regarding scheme rule changes. Inevitably, Funds will be impacted by the workplans of these bodies.

## Social, Community and Corporate Governance Responsibilities

### Statement of Investment Principles

The Fund's approach to Environmental, Social and Corporate Governance (ESG) matters is set out in its **Statement of Investment Principles** (SIP) which can be found at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) in the Forms and Publications Section. This emphasizes the Fund's commitment to key issues such as human rights and the environment.

The Fund generally does not impose any ethical restrictions on Fund Managers' capacity to invest. However, managers must take cognisance of the **Statement of Investment Principles** when constructing portfolios and are required to account for their actions and report on the extent of their corporate engagement. All managers have confirmed their commitment to advancing the principles of the UK Stewardship Code.

### Pensions and Research Consultants Ltd

To support its ESG commitments, the Fund has engaged the Pensions and Investment Research Consultants (PIRC) to provide advice and research information on all matters pertaining to corporate governance and to act as voting agents for the Fund. Motions where PIRC have consistently lodged "oppose" votes in 2014/15 include those involving executive remuneration and governance arrangements.

### Local Authority Pension Funds Forum

The Fund considers that an effective way to exert influence on ESG matters is through membership of the Local Authority Pension Funds Forum (LAPFF). LAPFF acts for over 60 UK pension funds and seeks to promote high corporate standards amongst investee companies. Recent LAPFF campaigns to change corporate behaviour have included Executive Remuneration, Gender Equality in Boardrooms and Fossil Fuel emissions.

More information about the work of the LAPFF can be found at [www.lapfforum.org](http://www.lapfforum.org). More information about Corporate Governance matters can be found on Page 39 of this report.

### Impact Investment

In recognition of the lack of affordable housing in the UK, the Pensions Committee has investigated the possibility of making an investment in social and affordable property. Following a tendering process and consultation with the Investment Adviser, Hearthstone Investments were appointed to manage a £30m commitment.

The initiative, which has the support of the Scottish Government, is aiming to deliver a return of 7% p.a. over a 10 year period and will result in the construction of around 190 social housing units in the Clackmannanshire, Falkirk and Stirling areas and additional units of affordable housing in Scotland.

The Fund is also investing in the UK economy through a £30m commitment to UK infrastructure. An initial investment in a renewables hydro project has already been made.



## Staffing Resources

The Pension Section's staffing compliment at 31/03/15 was as follows:-

### Senior Officers

	No. of Males	No. of Females
Pensions Manager	1	0

### Administration Officers

	No. of Males	No. of Females
Pension Officers	1	1
Pension Project Officer	1	0
Pension Support Officer	0	1
Trainee Pension Officer	0	1
Pension Assistants	0	4
Clerical Assistant	0	0.5

### Investment and Accounting Officers

	No. of Males	No. of Females
Accountant	0	1
Accounting Assistant	0	0.5

The above resource is supplemented by a shared service Resourcing Agreement between the Fund and the City of Edinburgh Council/Lothian Pension Fund to provide additional investment and accounting expertise.

The Pension Fund Accountant post became vacant in September 2014 and a temporary appointment was made in March, 2015 from the Council's existing accounting resource.

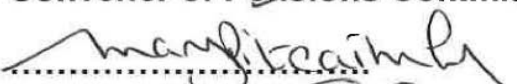
## Director's Report

In respect of the Fund's senior officers, no personal data incidents or sickness absences were recorded during 2014/15.

There is no need for the Pension Fund to produce a remuneration report, as the Fund does not directly employ any staff. All staff are employed by Falkirk Council, and their costs reimbursed by the Fund. However, details of the remuneration of senior management can be found at Note 26 of the Accounts.

  
 .....  
**Convener of Pensions Committee**

24-09-2015  
 .....  
**Date**

  
 .....  
**Chief Executive**

24/9/15  
 .....  
**Date**

  
 .....  
**Chief Finance Officer**

24-09-2015  
 .....  
**Date**

# The Local Government Pension Scheme

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The Local Government Pension Scheme (Scotland) is a statutory pension scheme. This means that it is very secure as its benefits are defined and set out in law. Under regulation 31A of The Local Government Pension Scheme (Scotland)(Administration) Regulations 2008, all LGPS Funds are required to publish an Annual Report.

This document is the Annual Report of the Falkirk Council Pension Fund for 2014/15.

## The Local Government Pension Scheme (LGPS)

- The Local Government Pension Scheme is a nationwide pension arrangement for persons working in local government and is one of the largest public sector pension schemes in the UK with over 4 million members.
- Local Authorities and certain other public bodies are required by law to operate the Scheme. Other organisations such as charities, non-profit making entities and contractors may apply to join the Scheme.
- The Local Government Pension Scheme (Scotland) is the version of the Scheme which applies to local authorities in Scotland. Similar but separate versions of the Scheme apply in England and Wales and Northern Ireland.
- The Scheme consists of around 100 regional pension funds across the UK – one of which is the Falkirk Council Pension Fund.
- Unlike other public sector schemes, the LGPS is a funded scheme, which means that monies have been set aside to pay for future benefits as they fall due. This helps to reduce the potential costs falling on future generations of tax payers.
- The Scheme provides a range of high quality inflation linked benefits based on members' salaries and their years' of scheme membership. Unlike other forms of pension provision, benefits do not depend on investment performance.
- Prior to 1<sup>st</sup> April, 2015, benefits in LGPS (Scotland) were calculated on a "Final Salary" basis. From 1<sup>st</sup> April, 2015, scheme benefits are being calculated on a "Career Average" basis with pre-April 2015 rights being fully protected on the final salary basis. For more information about LGPS 2015, please visit [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) or [www.scotlgps2015.org](http://www.scotlgps2015.org).



# Governance

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## Overview

Falkirk Council is the **Administering Authority** of the Falkirk Council Pension Fund and is responsible for ensuring that pension fund business is conducted in accordance with the law and proper standards, and that monies originating from scheme members and from the public purse are safeguarded and properly accounted for.

Falkirk Council has delegated its pensions function to the Pensions Committee, with various operational activities being delegated to the Chief Finance Officer. During 2014/15, the work of the Pensions Committee has been supported by an advisory Pensions Panel. These arrangements were approved by Falkirk Council on 14 March 2012.

In discharging this overall responsibility the Pension Fund is responsible for putting in place proper arrangements for the governance of its affairs and facilitating the effective exercise of its functions including arrangements for the management of risk.

The Fund has its own Governance Policy Statement which is consistent with the relevant regulations concerning the governance of funds within the LGPS.

Governance arrangements are underpinned by the **Annual Governance Statement** and the **Governance Compliance Statement**. Details of the Fund's approach to Governance can be found in the Fund's Governance Policy document at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) in the Forms and Publications section. Governance arrangements are reviewed on a regular basis and are subject to consultation with stakeholders to ensure they remain relevant and effective.

## Annual Governance Statement

The Local Authority Accounts (Scotland) Regulations 2014 require that all Councils conduct a review, at least once in each financial year, of the effectiveness of the system of internal control<sup>1</sup> and that an Annual Governance Statement is included in the Annual Accounts. Falkirk Council has complied with both of these requirements voluntarily for some years now, underlining a commitment to openness and transparency.

The Annual Governance Statement in respect of 2014/15 is set out in full on page 90.

## Governance Compliance Statement

Regulation 27 of the Local Government Pension Scheme (Scotland)(Administration) Regulations 2008 requires the Fund to publish and maintain a Governance Compliance Statement, setting out how Fund business is conducted and how stakeholders are represented in the decision making process.

The Fund's Governance Compliance Statement is set out in full on page 94.

## Pensions Committee

The **Pensions Committee** is responsible for the strategic management of the Fund's assets the administration of members' benefits.

The Committee consists of nine members – six elected members from Falkirk Council and three members drawn from the Pensions Panel. The Committee meets on a quarterly basis with meetings being held mainly in public session. Members of the Committee are as follows:

Councillor John Patrick (Convener)	-	Elected Member (Falkirk Council)
Councillor Jim Blackwood	-	Elected Member (Falkirk Council)
Councillor Thomas Coleman	-	Elected Member (Falkirk Council)
Councillor Steve Carleschi	-	Elected Member (Falkirk Council)
Councillor Craig Martin	-	Elected Member (Falkirk Council)
Councillor Dr Craig R Martin	-	Elected Member (Falkirk Council)
Councillor Callum Campbell	-	Employer Representative (Stirling Council)
Mr Alastair Redpath	-	Pensioner Representative
Miss Mary Keggan	-	Union Representative

The Committee's key responsibilities are:-

- to oversee the administration of the Fund
- to manage the investments of the Fund
- to establish and review investment strategy
- to ensure the suitability and adequate diversification of investments
- to take proper advice in relation to investment matters
- to set the strategic asset allocation and individual manager benchmarks and targets
- to review the performance of investment managers on a regular basis
- to select and appoint investment managers and custodians as required
- to formulate and monitor a funding policy for the Fund
- to ensure the Fund is subject to actuarial valuations as required
- to approve the Annual Report and Accounts

(Councillors Blackwood, Carleschi, Dr CR Martin and Miss Keggan were active members of the Scheme during 2014/15. Councillor Patrick and Mr Redpath are pensioner members of the Scheme).

The Committee is supported at its meetings by officers and professional advisers. External Auditors were also in regular attendance at the 2014/15 meetings.

## Pensions Panel

The Panel's main responsibility is to provide advice and guidance to the Pensions Committee on all matters relating to the business of the Falkirk Council Pension Fund. The Panel is also supported by officers and professional advisers.

The Panel comprises 15 members and includes Trade Union, Employer and Pensioner representatives. One member from each of these representative groups has been co-opted to sit on the Pensions Committee where they have full access to papers and voting rights. The Panel meets on a quarterly basis approximately two weeks prior to the corresponding Committee meeting. Members of the Panel are as follows:

Councillor Callum Campbell (Convener)	-	Employer Rep. (Stirling Council)
Mr Willie Watson	-	Employer Rep. (Stirling Council)
Mr Gordon Laidlaw	-	Employer Rep. (Scottish Autism)
Mr Ed Morrison	-	Employer Rep. (SCRA)
Mrs Jennifer Welsh	-	Employer Rep. (SEPA)
Mrs Alison Stewart	-	Employer Rep. (Forth Valley College)
Mrs Susan Mackay	-	Employer Rep. (Clackmannanshire Council)
Councillor Archie Drummond	-	Employer Rep. (Clackmannanshire Council)
Mrs Jackie McAuley	-	Employer Rep. (Falkirk Council)
Vacant	-	Employer Rep. (Falkirk Council)
Mr Alastair Redpath	-	Pensioner Representative
Mr Ian McLean	-	Pensioner Representative
Miss Mary Keggan	-	Union Representative
Mr Sandy Harrower	-	Union Representative
Mr Andy Douglas	-	Union Representative

Mr Watson and Mrs Mackay have stood down during 2014/15

## Future Governance Arrangements

The Public Service Pensions Act 2013 requires that a local Pension Board is established from 1 April 2015 to assist the Scheme Manager (i.e. in this case Falkirk Council) in securing compliance with the scheme rules and with the Pension Regulator's Codes of Practice. In view of the new governance requirements, and after consultation with stakeholders, the decision has been taken to wind up the Pensions Panel. Full details of the revised governance arrangements can be found on the Fund website at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) in the Governance Policy Document in the Forms and Publications section.

## Training for those with Governance Responsibilities

The Fund's training policy recognises that those persons involved in the governance of the Fund should have the necessary level of skills and knowledge to allow them to carry out their duties effectively.

Various seminars, conferences and in-house training events have been made available for Committee and Panel members to attend, During 2014/15, these have included:

16/04/2014 – Falkirk Council Pension Fund - Annual Conference, Falkirk  
12/10/2014 – Local Government Pension and Investment Forum, London  
02/02/2015 – In house event - Investment Strategy Workshop, Falkirk

Further educational insight has been provided during the year through the visits of Fund Managers and Pensions Specialists to attend Committee and Panel meetings.

Training arrangements for 2015/16 will continue to be broad based in order to support member decision making. Particular attention will be given to the training needs of the new Pension Board.

### **Conflict of interests**

A conflict of interest occurs where there is the existence of a financial or other interest which is likely to prejudice the way a person exercises their functions as a member of the Committee or Panel but does not include a financial or other interest arising merely by virtue of being a member of the scheme.

There is a standing agenda item at each Pensions Committee or Panel meeting for Members to declare any such interests. Any declarations are minuted.

### **Accountability and Transparency**

Pensions Committee agendas, reports and minutes are published on the Falkirk Council website at <https://www.falkirk.gov.uk/coins/default.asp>.

Pensions Committee meetings are open to members of the public (with the exception of occasional private items).

### **Data Security**

Falkirk Council Pension Fund is responsible for a lot of personal data and sensitive information. We aim to comply with the Information Security Policy adopted by Falkirk Council and in doing so, have the following arrangements in place to safeguard this data:

- All staff are regularly reminded of their obligations in respect of Confidentiality, Data Protection and Information Security
- New staff have these responsibilities and policies explained to them as part of their induction and their understanding is checked
- Where paper records are being converted to electronic images, paper records are securely destroyed
- Encrypted laptops are provided to staff who work away from the office, as part of their regular role or as part of our business continuity plan

- Where data has to be transferred off site we use either secure FTP, VPN, or password protection
- Our administration system complies with the standards contained in ISO/IEC 27001 information security management
- We have Data Processing Agreements in place with our third party processors
- We aim to have Data Sharing Agreements in place with our constituent employers within the next two years

## Communications

Communication with stakeholder groups is achieved through emails, publication of committee minutes, newsletters, payslip messaging and pension fund website. The range of topics covered includes actuarial matters, benefits and regulatory changes, investment performance and investment manager/adviser presentations.

The following documents can be viewed or downloaded from the Falkirk Council Pension Fund website at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org):

- Annual Report and Accounts
- Member Newsletters
- Funding Strategy Statement
- Governance Framework Document
- Statement of Investment Principles
- Valuation Reports

## More Information

Copies of the **Statement of Investment Principles**, the **Funding Strategy Statement** and the **Governance Policy** document are available from the Chief Finance Officer, Falkirk Council, Municipal Buildings, West Bridge Street, Falkirk FK1 5RS or at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org).



# Scheme Administration

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## Outline

The aim of the Pensions Section is to provide an efficient and cost effective administration service that meets stakeholders' needs.

The Section consists of 12 full-time equivalent staff and is headed by the Pensions Manager, who reports directly to the Chief Finance Officer. In addition to benefits administration, some staff members undertake governance, accounting, and investment related activities.

The Section is made up as follows:

Role	Nos.	Average Years of Pensions Service	Pensions/Financial Qualification
Pensions Manager	1	32 years	Yes
Pensions Project Officer	1	44 years	Yes
Fund Accountant	1	0 years	Yes
Pensions Officers	2	29 years	Yes (1)
Pensions Support Officer	1	24 years	No
Accountancy Assistant	0.5	11 years	No
Trainee Pensions Officer	1	1 year	No
Pensions Assistants	4	14 years	No
Clerical Assistant	0.5	1 year	No
Total	12		

The principal activities of the Pensions Section are:

- to set the strategic direction for all aspects of the service
- to support the Pensions Committee and Pensions Panel
- to implement the Fund's investment strategy
- to manage and oversee the investment of Fund monies
- to implement the Fund's funding strategy
- to prepare and maintain Pension Fund Accounts
- to undertake all Fund administration obligations, including the collection of contributions and the payment of benefits
- to provide information, guidance and communications material to Fund stakeholders

## Service Planning

The Section operates within a three-year Service Development Plan which is linked to the Council's overall Service Plan.

## Professional Development

The members of staff who work for us are the Fund's greatest assets and are valued accordingly.

We invest in the continuing professional development of staff, for the benefit of our stakeholders and the Fund overall.

The Council holds Investors in People accreditation.

## Equality and Diversity

It is the policy of Falkirk Council to ensure that all its employees are selected, trained and promoted on the basis of their ability, the requirements of the job and other similar non-discriminatory criteria. All employment decisions are based purely on relevant and objective criteria.

We aim to deliver accessible, high-quality and value for money services to all our customers, without discrimination on grounds of group memberships; for example sex, race, disability, sexual orientation, religion, belief or age.

## Systems

All Pensions Section staff have access to up to date computer hardware and operating systems. In addition to normal desktop software, the range of services provided by the Section requires it to have access to the following systems:

System	Database	Purpose
In-House Pensions Administration System	Ingres	Pensions Administration
External Pensions Administration System (Heywood)	Web Based	Pensions Administration
Resourcelink (Northgate)	Oracle	Pensioner Payroll
Integra	Oracle	Financial Information System
Passport (Northern Trust)	Web Based	Custodian Information
Clydesdale Bank	Web Based	Fund Banking Information

During 2014/15, records have been migrated from the in-house administration system to an externally hosted system. This process has been undertaken in consultation with the Council's Internal Audit team.

Asset valuations are available to the Pensions Section via the Passport application of Fund Custodian, Northern Trust. This is complemented by the web based applications of the Fund's investment managers allowing up to date valuations and reports to be obtained.

## Performance Indicators

The main indicators used by the Pensions Section in relation to membership and benefits administration are as follows:

	Target	2010/11	2011/12	2012/13	2013/14	2014/15
Annual Admin. Cost per member	Under £25 per member	£16.12	£16.45	£14.50	£15.77	£23.51
Staff/Member ratio	Between 1:2500 and 1:3200	1:2893	1:2932	1:2972	1:3237	1:3307
Key Statutory deadlines met	All achieved	Yes	Yes	Yes	Yes	Yes
No. of Complaints	0	4	1	1	3	4
* Answer ad hoc queries in 14 days	70%	71%	72%	73%	73%	65%
Lump Sums payments	Pay within 7 days	92%	99%	99%	99%	99%

\*The enquiries completion rate has been impacted by the absence of a pensions assistant, the installation of the new pensions system, the preparations for the new scheme and the heightened level of engagement required to support severance arrangements.

## Pension Section Budget

A summary of the Pension Section's administrative expenditure for 2014/15, together with the approved budget for 2015/16 is shown in the table below.

The budget focuses on controllable expenditures and thus excludes benefit payments and transfers of pensions from the Fund. Similarly, income does not include contributions receivable and pension transfers to the Fund.

	2014/15 Budget	Outturn for 2014/15	2014/15 Variance	2015/16 Budget
Employee Costs	£409,800	£353,573	(£56,227)	£417,480
Supplies & Services - Indirect	£93,860	£86,924	(£6,936)	£94,050
Central Support Charges	£88,120	£91,322	£3,202	£95,820
Income	(£2,000)	(£3,619)	(£1,619)	(£2,000)
Benefits Administration Costs – Direct	£340,000	£340,681	£681	£450,000
Oversight and Governance Cost – Direct	£270,000	£272,952	£2,952	£270,000
Investment Management Costs – Direct	£4,916,000	£4,916,186	£186	£5,088,070
Pension Fund Total	£6,115,780	£6,058,019	(£57,761)	£6,413,420

The main variance between budgeted and actual amounts related to:

- an underspend in employee costs relating to the Pension Accountant vacancy and maternity leave of Pensions Support Assistant

The budget for Investment Management Expenses in 2015/16 has been set at £5,088,070. Allowances have been made in the 2015/16 budget for:-

- New Pensions System
- Review of Investment Strategy
- Temporary staffing appointments

## **Review of 2014/15 Administration**

### **LGPS 2015**

2014/15 has been dominated by scheme reform, with centre stage being taken by preparations for the Career Average version of the Scheme starting on 1 April 2015.

Various statutory instruments have been laid during the year to define the precise terms of the new arrangements.

To ensure compliance with LGPS2015, a new pension administration system was procured in autumn 2014. The remainder of the year focused on migrating data from the old in-house system to the new system with staff receiving training to ensure a “business as usual” transition.

A major communications exercise publicising the new scheme has taken place with members and employers during 2014/15. This has included the development of a national LGPS2015 website in collaboration with other Funds, training workshops for employers, news items on [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org), the mailing of a newsletter with annual statements and e-literature issued to members via employer portals.

Governance has also been impacted by the new scheme and work has been successfully undertaken to establish the Fund’s new Pension Board by the deadline of April, 2015.

### **Valuation and Funding Strategy**

The 2014 Valuation was completed successfully in March, 2015, following a review of Funding Strategy, in accordance with the statutory deadline.

### **Miscellaneous**

- Prudential were appointed as a new Additional Voluntary Contribution (AVC) provider during the summer of 2014. This has improved the AVC take up rate with around 90 new members electing to make contributions.

- In February, 2015, the Scottish Public Pensions Agency (SPPA) assumed responsibility from Falkirk Council for administration of the local Police and Firefighter Pension Schemes. The Pensions Section was heavily involved in the data cleansing and data migration process and assisted with the smooth transition of this responsibility.
- The Fund operates an Internal Dispute Resolution Procedure (IDRP) which is defined by statute. This is used where a member disagrees with the benefits awarded or a decision made by their employer which affected their benefits. The majority of IDRP appeals during 2014/15 related to potential ill-health retirement claims. Details of the IDRP process can be found in the forms and publications area of our website at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org).

## Online services

We have our own website at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org).

The website is split into areas for active, deferred and retired scheme members, as well as containing forms, scheme guides and information about a range of scheme features.

Forms and Publications | Topping-up | LGPS 2015 | Employers Site

**Falkirk Council Pension Fund**

Home | Paying in | No longer paying in | Pensioners | Joining | Understanding pensions | About us | News

# Welcome

<p><b>I am an active member</b></p> <p>Currently working and paying into the Pension Scheme</p>	<p><b>I am a deferred member</b></p> <p>No longer paying into the Pension Scheme but not yet retired</p>	<p><b>I am a pensioner</b></p> <p>Getting a pension from the Pension Scheme</p>	<p><b>I am being auto-enrolled</b></p> <p>Find out more about automatic enrolment and what it means for you</p>
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## Analysis of Membership

Membership numbers are most commonly affected by persons joining or leaving the Scheme as part of normal staff turnover. From time to time, however, there can be more significant membership movements resulting from factors such as economic circumstances, staff transfers, and Government initiatives.

The balance of membership between non-pensioners and pensioners is an important indicator of the maturity of the Fund in terms of whether the Fund can continue to pay benefits from its regular contribution inflow or whether it may be forced to sell assets in order to pay ongoing benefits.

Recent membership movements show that:

- Active membership has remained broadly stable during 2014/15, whilst deferred and pensioner numbers have risen in line with the challenging financial environment and persistence of early retirement initiatives across fund employers.
- The influx of new active members has halted the maturing of the Fund which appeared to be occurring prior to 2013/14.

### Split of Membership between Actives, Deferreds and Pensioners

	2010/11	2011/12	2012/13	2013/14	2014/15
<b>Active</b>	<b>12,939</b>	<b>12,668</b>	<b>12,880</b>	<b>14,690</b>	<b>14,589</b>
<b>Deferred</b>	<b>4,869</b>	<b>5,085</b>	<b>5,204</b>	<b>5,320</b>	<b>5,405</b>
<b>Pensioner</b>	<b>7,600</b>	<b>8,119</b>	<b>8,372</b>	<b>8,693</b>	<b>8,995</b>
<b>Total</b>	<b>25,408</b>	<b>25,872</b>	<b>26,456</b>	<b>28,703</b>	<b>28,989</b>

<b>Maturity Level</b> (% of Deferred & Pensioner Members to Total Members)	<b>51.04%</b>	<b>51.32%</b>	<b>48.82%</b>	<b>49.7%</b>
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### Split of Membership between Scheduled and Admission Bodies

	2010/11	2011/12	2012/13	2013/14	2014/15
<b>Scheduled</b>	<b>23,607</b>	<b>23,583</b>	<b>24,045</b>	<b>26,055</b>	<b>26,160</b>
<b>Admission</b>	<b>1,801</b>	<b>2,289</b>	<b>2,411</b>	<b>2,648</b>	<b>2,829</b>
<b>Total</b>	<b>25,408</b>	<b>25,872</b>	<b>24,456</b>	<b>28,703</b>	<b>28,989</b>

# Risk Management

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## Overview

Pension fund management is not immune from risk. These may be the risks faced by the Fund as an investor through Fund Manager ineptitude or corporate malpractice, or it may be related to the Fund's administrative functions in which case the risks may relate to systems failures or regulatory breaches. Whilst it is not possible to eliminate risk completely from day to day activity, the nature of risk has been evaluated and strategies put in place to minimise the adverse effects. These are set out in the following documents:

- the Pension Fund Risk Register
- the Fund's Statement of Investment Principles
- the Operational Risk Management Action Plan
- the Finance Business Continuity Plan

## Risk Register

The Pension Fund Risk Register focuses mainly on the risks related to the Fund's administrative functions, whereas investment risk is addressed in the **Statement of Investment Principles**. Other Risk Plans describe the more detailed actions that would be taken in the event of an emergency situation taking place.

The Pension Fund Risk Register is a standing item at the quarterly meetings of both the Pensions Committee and Pensions Panel. Individual risks and proposed mitigations are identified by the Chief Finance Officer and Pensions Manager with the support of fund advisers. Key risks, including some of those identified during 2014/15 are set out below:

- Investment Managers may not have appropriate control framework in place
- Custody arrangements may not be sufficient to safeguard Fund's assets
- Data Security may be compromised
- Funding position may be affected by falling asset values or falling bonds yields
- Staff unable to perform duties due to systems failure

The current risk register, including mitigations, can be viewed on the Fund website at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) in the Forms and Publications section.

## Investment Risk

The various types of investment risk to which the Fund is exposed together with any mitigation are set out in the **Statement of Investment Principles**. These risks include price risk, currency risk, counterparty risk, interest rate risk and inflation risk. **The Statement of Investment Principles** is updated whenever there is a material change in investment strategy. This tends to take place following the completion of the triennial valuation process.



Investment risk is considered in further detail in the Notes to the Financial Statements and as a consequence, Committee and Panel are alerted to these matters at least twice annually when considering the unaudited and audited accounts. More information on investment risk is contained in Note 18 on Page 74.

The Fund's **Statement of Investment Principles** can be viewed on the Fund website at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org).

# Investment Policy and Performance

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## Investment Overview

The Administering Authority invests the Fund in compliance with the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2010. The Fund's investment advisor is Hymans Robertson LLP.

The Fund's investment policy is set out in its **Statement of Investment Principles**, which can be found on the Fund website under Forms and Publications at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org).

During 2014-15, ten external investment managers managed the Fund's assets:

Manager	Mandate
Aberdeen Asset Management	Global Equities – Active
Baillie Gifford	Fixed Interest and Diversified Growth
Grosvenor Capital	Global Infrastructure
Hearthstone Investments	UK Social and Affordable Housing
Legal & General (L&G)	Global Equities - Passive
M&G	UK Credit Market
Newton Investment Management	Global Equities – Active
Schroder Investment Management	UK Equities and UK focused Property
SL Capital Partners	European focused Private Equity
Wilshire Associates	Global Private Equity

Manager returns are measured against various benchmarks, the main ones being:

Manager	Mandate
Aberdeen Asset Management	MSCI All Countries World Index
Baillie Gifford Bonds	Customised UK Fixed Interest Benchmark
Baillie Gifford Diversified Growth	UK Bank of England Base Rate
Legal & General (L&G)	Customised Global Equities Benchmark
Newton Investment Management	FTSE All World Index
Schroder UK Equities	FTSE All Share Index
Schroder Property	AREF/IPD UK Quarterly Property

The Fund also complies with the six revised Myners' principles. A summary of the level of compliance is included in the **Statement of Investment Principles**.

## Changes since 31/3/2015

Since the year end, the Fund has made the first of what is expected to be a series of investments in UK Infrastructure sourced by the in-house team in collaboration with Lothian Pension Fund. The commitment to UK Infrastructure through this mandate is £30m.

## Investment Strategy

The Fund's investment objective is to hold a broad range of assets, balancing risk and reward, and managing the assets prudently and effectively in order to minimise the burden of costs falling on employers and tax payers.

The current investment strategy began in 2012 when it was agreed that the Fund should begin to reduce its strategic allocation to traditional investments such as Equities and Bonds and increase its exposure to Alternative Assets, including Diversified Growth and Infrastructure.

This restructuring led to the appointment of Baillie Gifford to manage a Diversified Growth mandate and Credit Suisse (now Grosvenor Capital) to manage a Global Infrastructure mandate.

Throughout 2014/15 the Fund has continued to build upon this strategy of alternatives diversification, making a £30m commitment to a Social and Affordable Housing mandate with Hearthstone Investments and a further £30m commitment to be invested in UK Infrastructure.

In spite of the significant allocation to alternatives, the Fund's actual equity allocation has continued to exceed its strategic allocation due to the very strong performance of global equity markets over the past three years. The Fund's strategic allocation to all asset classes is being re-appraised in the ongoing review of investment strategy.

A comparison of the strategic allocation of Fund Assets with the actual allocation at 31 March 2015 is set out below:

Asset Class	Strategic Allocation	Actual Allocation at 31/3/2015
Equities	60%	63%
Bonds	10%	9%
Property	10%	7%
Diversified Growth	10%	12%
Social/Affordable Housing	2%	1%
Other Alternatives	8%	8%
<b>Totals</b>	<b>100%</b>	<b>100%</b>

Within "Other Alternatives", the Fund is holding a 2% allocation to cash in anticipation of making imminent investments in Social and Affordable Housing and UK Infrastructure.

The current investment review will focus on ways to reduce exposure to riskier assets without compromising the Fund's prospects of returning to fully funded status in the medium to long term.

## Investment Monitoring

Regulation 10 of the Local Government Pension Scheme (Management and Investment of Funds) (Scotland) 2010 (SSI 2010/233) requires the regular monitoring and review of investment managers performance.

The Pensions Committee meets on a quarterly basis to review manager actions and performance. Two managers invariably present at the quarterly meeting with Committee members and advisers having the opportunity to hold managers to account for their activities.

The in-house team also has regular meetings with fund managers to discuss performance, process and strategy. This helps to ensure that appropriate oversight and control is being exercised by the Fund. A Resourcing Agreement is in place with the Lothian Pension Fund to provide additional support in the areas of manager monitoring and performance.

## Investment Performance

The Fund's total returns over the short, medium and long term are set out below.

	2014/15 %	3 years % per annum	5 years % per Annum	Inception % per annum
<b>Fund Return</b>	13.4%	12.0%	9.7%	7.6%
<b>Benchmark Return</b>	12.1%	9.8%	7.9%	7.2%
<b>Excess</b>	1.3%	2.2%	1.8%	0.4%

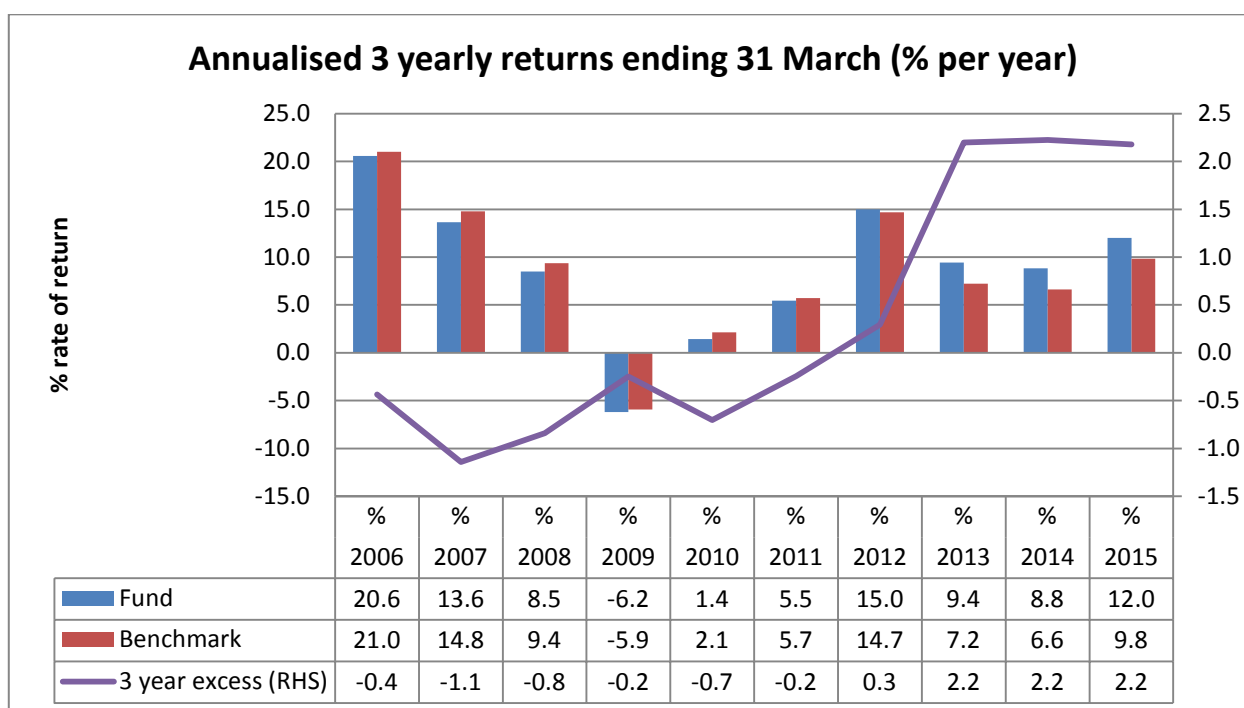
\* "Inception" records performance from 2001 when the current custodian appointment was made.

The Fund's performance remains ahead of benchmark across all time periods. The table below compares Fund returns with an indicator of inflation.

	2014/15 %	3 years % per annum	5 years % per annum	Inception % per annum
<b>Fund Return</b>	13.4%	12.0%	9.7%	7.6%
<b>Retail Price Index</b>	0.9%	2.3%	3.2%	2.9%
<b>Consumer Price Index</b>	0.0%	1.5%	2.4%	2.2%
<b>National Average Earnings</b>	3.3%	1.5%	1.7%	2.8%

\* Inception date 30/09/2001

The Fund's historic performance is further illustrated by the following graphic which sets out the 3 year rolling average returns over the past 10 years. The chart shows that there has been significant volatility of returns over the past decade covering in particular the global financial crisis of 2008/09 and subsequent resurgence in asset values.



**Annualised 3 yearly returns ending 31 March (% per year)**

	Mar-06 %	Mar-07 %	Mar-08 %	Mar-09 %	Mar-10 %	Mar-11 %	Mar-12 %	Mar-13 %	Mar-14 %	Mar-15 %
<b>Fund</b>	20.6	13.7	8.5	-6.2	1.4	5.5	15.0	9.4	8.8	12.0
<b>Benchmark</b>	21.0	14.8	9.4	-5.9	2.1	5.7	14.7	7.2	6.6	9.8
<b>Relative</b>	-0.4	-1.1	-0.8	-0.3	-0.7	-0.3	0.3	2.2	2.2	2.2

**Manager Returns**

The Fund's investment managers had the following performance against benchmark over 2014/15:

Fund Manager	Mandate	1 Year %	Benchmark %	Excess %
Aberdeen Asset Management	Global Equities – Active	10.5	19.0	-8.5
Baillie Gifford	Fixed Interest	14.9	15.0	-0.1
Baillie Gifford	Diversified Growth	8.7	0.5	+8.2
Legal & General	Global Equities – Passive	15.0	14.9	+0.1
Newton Inv. Management Ltd	Global Equities – Active	21.0	19.2	+1.8
Schroder Inv. Management Ltd	UK Equities – Active	7.7	6.6	+1.1
Schroder Inv. Management Ltd	Property	15.6	16.6	-1.0
Alternatives	Private Equity/Infrastructure	14.7	0.4	+13.3

n.b. The Hearthstone Social / Affordable Housing mandate has been running less than one year and is therefore not listed above

## Comments on 2014/15 Manager Performance

- In a strong year for equities and bonds, all managers posted positive absolute returns.
- Returns from Legal and General were in line with their benchmark as one would expect from a passive manager.
- Aberdeen's performance disappointed and they are now behind their benchmark across all relevant time periods. Despite these setbacks, Aberdeen remains committed to its philosophy of using local teams to source investments in strong cash generative companies undervalued by markets.
- Newton's performance in global equities was a strong one returning over 20% against a benchmark of 19.2%. Outperformance has been driven by Newton's overweight positions in North America and Europe. The manager continues to have concerns about the levels of global debt and holds a significant level of cash as a defensive measure.
- The Schroder UK Equities mandate remains ahead of benchmark across all time periods. The returns in 2014/15 fell short of the stellar returns (18%) in 2013/14, however, this is not surprising given the manager's value approach where investment is made in companies perceived to be undervalued and unloved by markets.
- The Schroder property mandate has benefited from an improving UK economy and a rising tide of commercial property values. The failure to achieve the benchmark was attributable to the mandate's exposure to a continental European property fund where values have been declining for several years due to depressed Eurozone economies. The strength of Sterling against the Euro and the absence of the continental European fund from the benchmark also played against achieving the benchmark.
- Baillie Gifford had a strong year in both absolute and relative terms with its fixed interest mandate benefitting from the low interest rate environment and an insatiable demand for bonds by financial institutions generally. The Fund also invests in Baillie Gifford's Diversified Growth Fund in order to achieve equity like returns but with lower levels of volatility. Both return and volatility targets were adequately satisfied during 2014/15.
- The Fund's alternatives programme continued to mature as an increasing number of underlying private equity funds reached the "harvesting" stage of their evolution and delivered a strong flow of cash returns from investments made earlier in the programme. Returns from the Grosvenor Capital mandate have been noteworthy with total value to paid-in capital showing a multiple of 1.3 after only 3 years of capital deployment.

## Key Investment Holdings

The Fund's 10 largest equity holdings at 31/03/2015 are as listed below:

Name of Stock	Market Value as at 31/03/2015
Vodafone	£18,347,513
Roche	£14,887,143
GlaxoSmithKline	£14,434,306
Royal Dutch Shell	£14,017,562
Novartis	£13,445,911
Friends Life	£12,745,873
British American Tobacco	£12,709,896
HSBC	£11,687,443
BP	£11,663,663
AstraZeneca	£11,450,263

The scheme rules specify that the maximum holding a fund may have in a single asset is 5% of the total fund value. The Falkirk Fund's largest single holding - in Vodafone - is approximately 1% of fund value, which is well within the statutory ceiling.

## Cash Holdings

The Fund's cash holdings with custodian Northern Trust are held in a triple A rated money market account with residual cash being swept into the account on a monthly basis. The Fund retains cash for operational purposes and opportunistic investments in blocks of approximately £5m with each of Santander, Ignis, Bank of Scotland and the Clydesdale Bank.

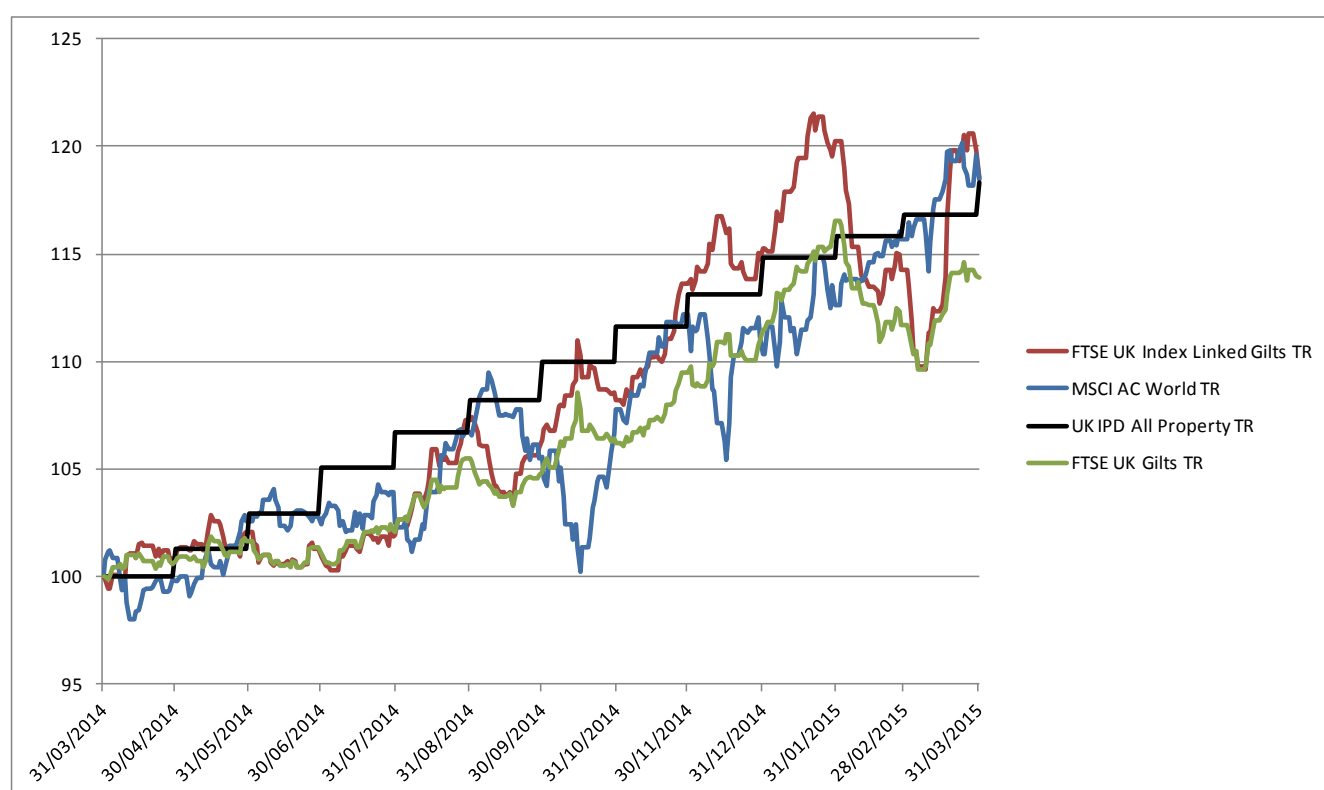


## Investment Market Review

The UK economy has made a solid recovery since the dark days of the global financial crisis in 2008/09. Unemployment has shrunk to 6% from a peak of 8% in 2009, and the employment rate of 73.3% is the highest since records began. The public sector deficit has halved since 2010. In 2014, the UK economy expanded by 2.8%, although it slowed in the first quarter of 2015. US economic growth has been robust for the last few years, and even regions such as Japan and Europe are now displaying some springtime shoots of recovery.

Asset markets continue to respond positively to low interest rates and unconventional monetary policies (bond buying by central banks) aimed at stimulating economic growth. Perhaps unsurprisingly, government and corporate bond markets made handsome gains as investors anticipated strong central bank buying support for these assets. Equity markets benefited too. The US equity market is now comfortably in excess of its two previous peaks, Japanese equities continued to perform well and the UK stock market is once again hovering around its historical high point. Even the continental European stock markets have shown signs of reviving, but after a long period in the doldrums, the outstanding equity market performer over 2014/15 was the Shanghai Stock Exchange in China, which soared 56%. Other asset classes, such as property also made attractive returns. The key feature in currency markets was US dollar strength. The only real disappointment was commodities, where oil and iron ore prices in particular fell sharply.

### One Year Asset Class Returns – Major Markets (rebased to 100)



Looking ahead, investors are wondering how long the current positive environment for asset markets can last. Given that the low interest rates and unconventional monetary policy (so-called quantitative easing) are inextricably linked with prices in asset markets, the fear is that this element of support will be withdrawn and interest rates will rise. This is front and centre of mind in one of the two largest economies in the world, the USA, where wage inflationary pressure could cause the economy to overheat. This is not the case across the globe. The European Central Bank has only recently resorted to stimulating the economy with quantitative easing and the other giant economy in the world, China, seems quite out of sync with the USA, having recently embarked on a policy of cutting interest rates in the face of a slowing economy and low inflationary pressure.

So, the timing of less supportive central bank policies is far from clear (further market gains are quite possible), but that tightening monetary policy will cause increased volatility and declines in bond and equity markets with high valuations is crystal clear. It appears unlikely that the high returns of 2014/15 will be sustained over the long term.

Other than monetary policy, there are a number of issues that will affect asset market returns in an unpredictable way going forward. These include Greek debt, Chinese expansion, the Ukraine conflict, war in Syria and fallout from the lower oil price in producing countries such as Norway, Russia, Venezuela and Saudi Arabia. These geopolitical risks are manageable to the extent that it is in nobody's interests to let them get out of control. Uncertainty is a constant in the investment backdrop and it is the uncertainty which creates the opportunities for investors to earn returns higher than those available from risk-free assets. With the benefit of economic growth and advancement over the coming years and decades, a diversified portfolio of assets should provide that risk premium over the long term.

# Corporate Governance

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## Overview

Consistent with the objectives set out in its **Statement of Investment Principles** and as a responsible investor, the Fund seeks to promote corporate responsibility and good practice amongst all companies in which it invests. To this end, the Fund monitors investee companies to ensure they are meeting standards of acceptable practice. During the year, this monitoring role was achieved by engaging with companies through:

- the Fund's Investment Managers (see note 16b to the financial statements, page 68);
- the Fund's membership of the Local Authority Pension Fund Forum (LAPFF) which comprises over 60 UK local government pension funds and exists to promote and maximise the corporate governance aims of Funds
- the Fund's corporate governance and proxy voting agents, Pensions and Investment Research Consultants (PIRC), who provide advice and research services on environmental, social and governance matters.

An update on corporate governance matters is given to members at the quarterly Panel and Committee meetings.

## Local Authority Pension Funds Forum

During 2014/15, LAPFF engaged with major companies on a diverse range of issues, including phone hacking, carbon emissions and climate change, executive pay, bankers bonuses, gender balance, tax avoidance and working conditions in emerging markets. Engagement is invariably at a personal level between LAPFF office bearers and company chairs and senior executives.

LAPFF is also a leading participant in the "Aiming for A" campaign" – a coalition of asset owners with shared concerns over the risks of climate change. The campaign has prompted resolutions dealing with heightened disclosure around operational emissions management, asset portfolio resilience, low carbon energy R&D and investment, executive performance indicators and public policy positions relating to climate change to be approved by shareholders of BP, Royal Dutch Shell and Statoil.

## Voting

The Fund could potentially allow its managers to exercise votes on its behalf at company meetings. However, in order to ensure a consistent approach to voting, it has for the past few years engaged PIRC to undertake this service through its Proxy Voting facility.

During 2014/15, PIRC voted at 135 company meetings with 1,458 votes being cast in favour of resolutions, 390 being opposed and 139 being cases of abstentions. Areas where "oppose" votes were cast included remuneration policies, gender balance on boards, governance, and auditor independence.

PIRC attend one Panel and one Committee meeting each year in order to brief members about the latest developments in corporate governance, including any environmental and human rights matters.

### **Stewardship Code**

The Fund's corporate governance responsibilities should also be considered within the context of the UK Stewardship Code. The Code comprises of seven principles which seek to improve the quality of engagement between institutional investors and investee companies. Under the seven principles, companies are required to:

1. publicly disclose their policy on how they will discharge their stewardship responsibilities.
2. have a robust policy on managing conflicts of interest in relation to stewardship which should be publicly disclosed.
3. monitor their investee companies.
4. establish clear guidelines on when and how they will escalate their stewardship activities.
5. be willing to act collectively with other investors where appropriate.
6. have a clear policy on voting and disclosure of voting activity.
7. report periodically on their stewardship and voting activities.

Consistent with Code requirements, asset managers must produce a statement of their commitment or explain their alternative approach to company engagement. It is pleasing to note that each of the Fund's investment managers has expressed their commitment to the Code.

**Falkirk Council Pension Fund**

**Audited Statement of**

**Accounts**

**2014/15**

# Statement of Responsibilities

## Administering Authority's Responsibilities

The Authority is required to:

- Make arrangements for the proper administration of the financial affairs of the Falkirk Council Pension Fund and to secure that one of its officers has responsibility for the administration of those affairs. In Falkirk Council, that officer is the Chief Finance Officer;
- Manage the Fund's affairs to secure economic, efficient and effective use of resources and safeguard its assets; and
- Approve the Annual Accounts for signature.

I confirm that these Annual Accounts were approved for signature by the Falkirk Council Pension Fund Committee at its meeting on 24 September 2015.

A handwritten signature in black ink, appearing to read 'John Patrick', with a horizontal line underneath it.

**Councillor John Patrick**  
Convener of Falkirk Council Pensions Committee

## Chief Finance Officer Responsibilities

The Chief Finance Officer is responsible for the:

- preparation of the Fund's Annual Accounts in accordance with proper practices as required by legislation and as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom (the Accounting Code).

In preparing the Annual Accounts, the Chief Finance Officer has:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that were reasonable and prudent; and
- Complied with legislation and the Local Authority Accounting Code (in so far as it is compatible with legislation).

The Chief Finance Officer has also:-

- Kept adequate accounting records which were up to date; and
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

## Certificate by the Chief Finance Officer

I certify that the financial statements give a true and fair view of the financial position of the Pension Fund as at 31 March 2015 and the transactions of the Pension Fund for year ended 31 March 2015.



Bryan Smail, CPFA MBA  
Chief Finance Officer  
24 September 2015



# Independent Auditor's Report

## **Independent auditor's report to the members of Falkirk Council as administering body for Falkirk Council Pension Fund and the Accounts Commission for Scotland**

I certify that I have audited the financial statements of Falkirk Council Pension Fund for the year ended 31 March 2015 under Part VII of the Local Government (Scotland) Act 1973. The financial statements comprise the Pension Fund Account, the Pension Fund Net Assets Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and International Financial Reporting Standards (IFRSs) as adopted by the European Union, and as interpreted and adapted by the Code of Practice on Local Authority Accounting in the United Kingdom 2014/15 (the 2014/15 Code).

This report is made solely to the parties to whom it is addressed in accordance with Part VII of the Local Government (Scotland) Act 1973 and for no other purpose. In accordance with paragraph 125 of the Code of Audit Practice approved by the Accounts Commission for Scotland, I do not undertake to have responsibilities to members or officers, in their individual capacities, or to third parties.

### **Respective responsibilities of the Chief Finance Officer and auditor**

As explained more fully in the Statement of Responsibilities, the Chief Finance Officer is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view. My responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland) as required by the Code of Audit Practice approved by the Accounts Commission for Scotland. Those standards require me to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

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

## **Opinion on financial statements**

In my opinion the financial statements:

- give a true and fair view in accordance with applicable law and the 2014/15 Code of the financial transactions of the fund during the year ended 31 March 2015, and of the amount and disposition at that date of its assets and liabilities;
- have been properly prepared in accordance with IFRSs as adopted by the European Union, as interpreted and adapted by the 2014/15 Code; and
- have been prepared in accordance with the requirements of the Local Government (Scotland) Act 1973, the Local Authority Accounts (Scotland) Regulations 2014, and the Local Government in Scotland Act 2003.

## **Opinion on other prescribed matter**

In my opinion the information given in the Management Commentary for the financial year for which the financial statements are prepared is consistent with the financial statements.

## **Matters on which I am required to report by exception**

I am required to report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- I have not received all the information and explanations I require for my audit; or the Annual Governance Statement has not been prepared in accordance with Delivering Good Governance in Local Government; or
- the Governance Compliance Statement does not comply with guidance from the Scottish Ministers.

I have nothing to report in respect of these matters.



Fiona Mitchell-Knight FCA  
Assistant Director (Audit Services)  
Audit Scotland  
4th Floor, South Suite  
Athenaeum building  
8 Nelson Mandela Place  
Glasgow  
G2 1BT

24 September 2015

This statement shows the revenue account of the Pension Fund and separates those transactions which are related to dealings with members from those transactions which are a consequence of investment.

<b>Restated 2013/14 £'000</b>	<b>Dealings with members, employers and others directly involved in the fund</b>	<b>2014/15 £'000</b>	<b>Note</b>
(76,433)	Contributions	(78,905)	8
(3,316)	Transfers from other pension funds	(2,520)	9
(79,749)		(81,425)	
56,485	Benefits	58,546	10
4,655	Payments to and on account of leavers	3,531	11
61,140		62,077	
<b>(18,609)</b>	<b>Net (additions)/withdrawals from dealing with members</b>	<b>(19,348)</b>	
<b>10,575</b>	<b>Management expenses</b>	<b>11,744</b>	<b>12</b>
	<b>Returns on investments</b>		
(26,484)	Investment income	(27,094)	13
268	Taxes on income	269	
(79,356)	Profit and losses on disposal of investments and changes in market value of investments	(188,736)	16a
<b>(105,572)</b>	<b>Net return on investments</b>	<b>(215,561)</b>	
<b>(113,606)</b>	<b>Net (increase)/decrease in the net assets available for benefits during the year</b>	<b>(223,165)</b>	

## PENSION FUND NET ASSETS STATEMENT

This statement discloses the size and type of the net assets of the Fund at the end of the financial year.

<b>2013/14</b>		<b>2014/15</b>	
<b>£'000</b>		<b>£'000</b>	<b>Note</b>
1,575,496	<b>Investment assets</b>	1,794,089	16
(7,601)	<b>Investment liabilities</b>	(3,088)	16
1,567,895		1,791,001	
	<b>Non-current assets</b>		
816	Long term debtors	171	21
	<b>Current assets</b>		
4,228	Cash balances	3,729	22
6,735	Debtors	7,572	23
	<b>Current Liabilities</b>		
(2,993)	Creditors	(2,627)	24
	<b>Net Assets of the fund available to fund benefits</b>		
1,576,681	<b>at the period end</b>	1,799,846	

The Fund's financial statements do not take account of liabilities to pay pensions and other benefits after the period end. The actuarial present value of promised retirement benefits is disclosed in Note 20.

The unaudited accounts were issued on 26 June 2015 and the audited accounts were authorised for issue by Bryan Smail, Chief Finance Officer on 24 September 2015. The Statement of Accounts presents a true and fair view of the financial position of the Pension Fund as at 31 March 2015 and their income and expenditure for the year ended 31 March 2015.



Bryan Smail, CPFA MBA  
Chief Finance Officer  
24 September 2015

## 1. Fund and Scheme Overview

### Introduction

As part of its statutory obligations, Falkirk Council is required to operate the terms of the Local Government Pension Scheme (LGPS), including the maintenance and administration of a pension fund.

The LGPS is a public sector statutory scheme which provides defined benefits on a final salary basis (n.b. from April, 2015, it is changing to a career average basis). The Scheme is established under the Superannuation Act 1972 and from April, 2015 will fall under the regulatory framework of the Public Service Pensions Act 2013. The Scheme is contracted-out of the State Second Pension and is registered with HM Revenue and Customs as a UK pension scheme.

The scheme rules are made by the Scottish Ministers through the office of the Scottish Public Pensions Agency and in relation to 2014/15 were set out in the following statutory instruments:

- the Local Government Pension Scheme (Administration) (Scotland) Regulations 2008;
- the Local Government Pension Scheme (Benefits, Membership and Contributions) (Scotland) Regulations 2008; and
- the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2010.

Administration of the Falkirk Council Pension Fund is undertaken by an in-house team who oversee the benefits of contributors, deferred members and pensioners on behalf of Clackmannanshire, Falkirk and Stirling Councils, as well as around 35 other employers. Teachers, Police and Firefighters do not come within the scope of the LGPS as they have their own national pension arrangements. A full list of employers who participate in the Falkirk Council Pension Fund is included in this report in Appendix 2.

### Membership

Membership of the LGPS is voluntary and, although employees may have been enrolled in the scheme automatically (either as a result of auto enrolment legislation or the Scheme's own contractual enrolment provisions), employees are free to choose whether to remain in the scheme or, having opted out, join it at a later date.

Organisations participating in the Scheme fall into two categories, namely:

Scheduled Bodies - organisations such as local authorities that are statutorily required to offer the Scheme to their employees; and

Admission Bodies - mainly charitable, non-profit making bodies that have reached an agreement with an Administering Authority to participate in the Scheme.

Full details of membership numbers are contained on Page 28 of the Annual Report.

### Funding

Benefits are funded by contributions and returns on investments. Contributions are made by active members of the fund in accordance with the LGPS (Benefits, Membership and Contributions) (Scotland) Regulations 2008. The rate of employee contribution varies depending on a member's full time equivalent pensionable pay with designated pay bands attracting rates of between 5.5% and 12%.

Employee Contributions are matched by employer contributions which are based on the results of the three yearly actuarial funding valuation. The last valuation was at 31 March, 2014. However, for 2014/15, employer contribution rates were determined by the valuation at 31 March, 2011. For the majority of fund employers, contribution rates are in the range 17% – 22% of pensionable pay. Copies of the 2011 and 2014 Valuation Reports can be found at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) in the Forms and Publications Section.

### Benefits

Benefits under the LGPS are based on final pensionable pay and length of pensionable service, and are summarised below:

	<b>Service pre 1 April 2009</b>	<b>Service post 31 March 2009</b>
Pension	Each year worked is worth 1/80 <sup>th</sup> x final pensionable salary	Each year worked is worth 1/60 <sup>th</sup> x final pensionable salary
Lump Sum	Automatic lump sum of 3 x annual pension  In addition, part of the pension may be exchanged for a lump sum. The conversion rate is £12 of lump sum for each £1 surrendered.	No automatic lump sum  Part of the pension may be exchanged for a lump sum. The conversion rate is £12 of lump sum for each £1 surrendered.
	The lump sum cannot be greater than 25% of the capital value of the pre 2009 and post 2009 pension rights.	

Going forward, benefits from 1 April, 2015 will build up on a career average basis at the rate of 1/49<sup>th</sup> of annual pensionable earnings.

The measure of inflation currently used by the Scheme in determining annual increases is the Consumer Price Index. Prior to April, 2010, the measure used was the Retail Price Index.

Additionally, the Scheme provides a range of inflation proofed benefits including early payment of pension and lump sum on ill health or redundancy grounds, as well as death and survivor benefits.

More information about scheme benefits can be found in the Members' Guide which is accessible at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org).

### **LGPS 2015**

A number of important changes are being made to the Local Government pension Scheme from 1 April, 2015. The changes, which have been agreed between Trade Unions, COSLA and the Scottish Government, ensure that the Scheme complies with the terms of the Public Service Pensions Act 2013.

The main changes are as follows:

- Scheme will operate on a Career Average Re-valued Earnings (CARE) basis;
- Normal Pension Age will be aligned with each member's own State Pension Age;
- Membership rights up to 31 March 2015 will be protected on a Final Salary basis;
- Transitional protection will exist for those closest to retirement; and
- Scheme will have a national Advisory Board and local Pension Boards.

New regulations setting out the detail of the new Scheme have been laid during 2014/15. These are as follows:

- The Local Government Pension Scheme (Scotland) Regulations 2014 (SSI 2014-164)
- The Local Government Pension Scheme (Transitional Provisions and Savings) (Scotland) Regulations 2014 (SSI 2014-233)
- The Local Government Pension Scheme (Governance) (Scotland) Regulations 2015 (SSI 2015-60)



## 2. Prior Year Adjustment

During the year, the Fund has changed its accounting policy in relation to the treatment of expenses deducted from investment capital. As such a restatement of the 2013/14 results is required.

Last year attempts were made to increase the transparency of management fees arising from the Fund's private equity and infrastructure investments. These expenses were disclosed as a note under Investment Management Expenses in the 2013/14 accounts. This year, the range of expenses captured has been expanded to include broker fees and indirect expenses arising from fund of fund structures. In addition, the accounting treatment of investment expenses has been revised to include them on the face of the Accounts within Investment Management Expenses. This has increased the Fund's Profit and Loss on disposal as well as its Management Expenses and led to the following restatement.

	<b>2013/14 Restated Balance</b>	<b>Adjustment</b>
	<b>£'000</b>	<b>£'000</b>
Profit and losses on disposal of investments and changes in market value of investments	(79,356)	(4,055)
Management expenses	10,575	4,055

## 3. Basis of Preparation

The Statement of Accounts summarises the Fund's transactions for the 2014/15 financial year and its position at year-end as at 31 March 2015.

The accounts have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2014/15 which is based upon International Financial Reporting Standards (IFRS), as amended for the UK public sector.

The Code requires the disclosure of information relating to the impact of an accounting change that will be required by a new standard that has been issued but not year adopted. This applies to the adoption of the following new or amended standards within the 2014/15 Code:

- IFRS13 Fair Value Measurement (May 2011)
- Annual Improvements to IFRS 2011-2013 Cycle

The Code requires implementation from 1 April 2015 and there is therefore no impact on the 2014/15 financial statements.

The accounts summarise the transactions of the Fund and report on the net assets available to pay pension benefits.

The accounts do not take account of obligations to pay pensions and benefits which fall due after the end of the financial year.

## 4. Summary of Significant Accounting Policies

### Fund account - revenue recognition

#### a) Contribution income

Normal contributions, both from the members and from employers, are accounted for on an accruals basis. Employer contributions are made at the percentage rate recommended by the Fund Actuary in the payroll period to which they relate. Employee contributions are made in accordance with the rates specified in the Scheme rules.

Employer deficit contributions are not separately identified on the schedule of contributions set by the fund actuary and are therefore accounted for as part of the normal employer contributions.

Employers' pension strain contributions are accounted for in the period in which the liability arises. Any amount due in year but unpaid will be classed as a current financial asset. Amounts not due to be paid until future years are classed as long-term financial assets.

#### b) Transfers to and from other schemes

Transfer values represent the amounts received and paid during the year for members who have either joined or left the fund and are calculated in accordance with the Local Government Pension Scheme regulations and guidance from the Government Actuary. Individual transfers in/out are accounted for when received/paid, which is normally when the member liability is accepted or discharged.

Transfers in from members wishing to use the proceeds of their additional voluntary contributions to purchase scheme benefits are accounted for on a receipts basis and are included in Transfers In.

#### c) Investment income

##### i) *Interest income*

Interest income is recognised in the fund account as it accrues, using the effective interest rate of the financial instrument as at the date of acquisition or origination. Income includes the amortisation of any discount or premium, transaction costs or other differences between the initial carrying amount of

the instrument and its amount at maturity calculated on an effective interest rate basis.

ii) *Dividend income*

Dividend income is recognised on the date the shares are quoted ex-dividend. Any amount not received by the end of the reporting period is disclosed in the net assets statement as a current financial asset.

iii) *Distributions from pooled funds*

Distributions from pooled funds are recognised at the date of issue. Any amount not received by the end of the reporting period is disclosed in the net assets statement as a current financial asset.

iv) *Property related income*

Property-related income consists primarily of rental income.

Rental income from operating leases on properties owned by the fund is recognised on a straight-line basis over the term of the lease. Any lease incentives granted are recognised as an integral part of the total rental income, over the term of the lease.

Contingent rents based on the future amount of a factor that changes other than with the passage of time, such as turnover rents, are only recognised when contractually due.

v) *Movement in the net market value of investments*

Changes in the net market value of investments (including investment properties) are recognised as income and comprise all realised and unrealised profits/losses during the year.

## **Fund account - expense items**

**d) Benefits payable**

Pensions and lump sum benefits payable include all amounts known to be due as at the end of the financial year. Any amounts due but unpaid are disclosed in the net assets statement as current liabilities.

**e) Taxation**

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

**f) Management Expenses**

The Code does not require any breakdown of pension fund administration expenses. However, in the interests of greater transparency, the Council discloses its pension fund management expenses in accordance with the CIPFA Guidance *Accounting for Local Government Pension Scheme Management Costs*.

*Administration Expenses*

All administration expenses are accounted for on an accruals basis.

Costs are apportioned between the Fund and the sponsors of the other pension arrangements administered by the pensions administration team. The apportionment is carried out on the basis of share of aggregate membership numbers.

The Fund's share of administration expenses, which include staff costs, associated management costs, accommodation and other overheads are apportioned to this activity and charged to the Fund as expenses.

*Oversight and Governance Costs*

All oversight and governance expenses are accounted for on an accruals basis. All costs associated with governance and oversight are apportioned to this activity charged to the Fund as expenses.

*Investment Management Expenses*

All Investment Management Expenses are accounted for on an accruals basis

Fees of the external investment managers and custodian are agreed in the respective mandates governing their appointments. Broadly these are based on the market value of the investments under their management and therefore increase or reduce as the value of the investments change

All investment manager fee notes for 2014/15 have been received by the balance sheet date and therefore there has been no need to estimate outstanding fees.

Expenses charged directly by managers against the capital value of investments have been included within the investment management expenses shown in the Accounts.

## Net assets statement

### g) Financial assets

Financial assets are included in the net assets statement on a fair value basis as at the reporting date. A financial asset is recognised in the net assets statement on the date the fund becomes party to the contractual acquisition of the asset. From this date any gains or losses arising from changes in the fair value of asset are recognised in the Fund account.

The values of investments as shown in the net assets statement have been determined as follows:

#### i) *Market quoted investments*

The value of an investment for which there is a readily available market price is determined by the bid market price ruling on the final day of the accounting period.

#### ii) *Fixed Interest Securities*

Fixed interest securities are recorded at net market value based on their current yields

#### iii) *Unquoted investments*

The fair value of investments for which market quotations are not readily available is determined as follows:

- valuations of delisted securities are based on the last sale price prior to delisting, or where subject to liquidation, the amount the Council expects to receive on wind-up, less estimated realisation costs;
- securities subject to takeover offer – the value of the consideration offered under the offer, less estimated realisation costs;
- directly held investments include investments in limited partnerships, shares in unlisted companies, trusts and bonds. Other unquoted securities typically include pooled investments in property, infrastructure, debt securities and private equity. The valuation of these pools or directly held securities is undertaken by the investment manager or responsible entity and advised as a unit or security price. The valuation standards followed in these valuations adhere to industry guidelines or to standards set by the constituent documents of the pool or the management agreement;
- investments in unquoted property and infrastructure pooled funds are valued at the net asset value or a single price advised by the fund manager; and
- the values of the investments in private equity funds and unquoted listed partnerships are based on the Fund's share of the net assets in the

private equity fund or limited partnership using the latest financial statements published by the respective fund managers in accordance with the International Private Equity and Venture Capital Valuation Guidelines or similar guidelines provided by the British Venture Capital Association. The valuations are usually undertaken annually at the end of December. Cash flow adjustments are used to roll forward the valuations to 31 March as appropriate.

iv) *Limited partnerships*

Fair value is based on the net asset value ascertained from periodic valuations provided by those controlling the partnership

v) *Pooled investment vehicles*

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

vi) *Freehold and leasehold properties*

The Fund's direct property holding was valued at 31 March 2014 by DM Hall LLP, Chartered Surveyors, in accordance with the requirements of the RICS Valuation Standards 6th edition. This valuation is completed every 3 years, with the next due 31 March 2017. The valuer's opinion of market value and existing use value was primarily derived using comparable recent market transactions on arms-length terms at the time of the valuation.

**h) Foreign currency transactions and balances**

Dividends, interest and purchases and sales of investments in foreign currencies have been accounted for at the spot market rates at the date of transaction. End-of-year spot market exchange rates are used to value a) cash balances held in foreign currency bank accounts, b) market values of overseas investments and c) purchases and sales outstanding at the end of the reporting period.

**i) Derivatives**

Some of the Fund's external managers use derivative financial instruments to manage the Fund's exposure to specific risks arising from their investment activities. None of the derivatives are held for speculative purposes.

Derivative contract assets are fair valued at bid prices. Derivative contract liabilities are fair valued at offer prices. Changes in the fair value of derivative contracts are reflected within the change in market value in the net assets statements.

The value of futures contracts is determined using exchange prices at the reporting date. Amounts due from or owed to the broker are the amounts outstanding in respect of the initial margin and variation margin.

The value of exchange traded funds is determined using the exchange price for closing out the option at the reporting date. The value of over the counter contract options is based on quotations from an independent broker. Where this is not available the value is provided by the investment manager using generally accepted option pricing models with independent market data.

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

**j) Cash and cash equivalents**

Cash comprises cash in hand and demand deposits and includes amounts held by the Fund's external managers.

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

**k) Financial liabilities**

The Fund recognises financial liabilities at fair value as at the reporting date. A financial liability is recognised in the net assets statement on the date the Fund becomes party to the liability. From this date any gains or losses arising from changes in the fair value of the liability are recognised by the Fund.

**l) Actuarial present value of promised retirement benefits**

The actuarial present value of promised retirement benefits of the Fund is assessed on an annual basis by the Fund Actuary in accordance with the requirements of IAS 19 and relevant actuarial standards. As permitted under the Code, the Fund has opted to disclose the actuarial present value of promised retirement benefits by way of a note to the net assets statements (Note 20).

**m) Additional voluntary contributions**

The Fund provides an additional voluntary contributions (AVC) scheme for its members, the assets of which are invested separately from those of the Fund. The Fund has appointed Standard Life and Prudential to act as joint AVC providers. AVCs are paid to the AVC Provider by employers and are specifically for providing additional benefits for individual contributors. Each AVC contributor receives an annual statement showing the amount held in their account and the movements in the year. (n.b. Prudential were appointed as additional providers 1 June 2014).



In accordance with regulation 4(2)(b) of the Local Government Pension Scheme (Management and Investment of Funds) (Scotland) Regulations 2010, AVCs are not included in the pension fund financial statements. Details of contributions paid and the total value of funds invested are disclosed in Note 25 on page 87.

## 5. Critical Judgement in Applying Accounting Policies

In applying its accounting policies, the Fund has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements made in the statement of accounts are:

### i) Unquoted Investments

It should be recognised that determining the fair value of private equity and infrastructure investments is highly subjective. Inherently, valuations are based on forward-looking estimates and judgements made on a variety of factors. These valuations are valued by the investment managers in accordance with the International Private Equity and Venture Capital Valuation Guidelines or similar guidelines provided by the British Venture Capital Association, which follow the valuation principles of IFRS.

At 31 March 2015, the Fund had a value of £127.2m (2014 £117.1m) invested in unquoted private equity and infrastructure funds.

### (ii) Pension Fund Liability

The pension fund liability is calculated every three years by the appointed actuary, with annual updates in intervening years. The methodology used is in line with accepted guidelines and in accordance with IAS 19. Assumptions underpinning the valuations are agreed with the actuary and are summarised in Note 19. This estimate is subject to significant variances based on changes to the underlying assumptions.

## 6. Assumptions made about the future and other major sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities at the balance sheet date and the amounts reported as revenues and expenses during the year. Estimates and assumptions are made taking into account historical experience, current trends and other relevant factors. However, the nature of

estimation means that the actual outcomes could differ from the assumptions and estimates.

The items in the net assets statement at 31 March 2015 for which there is a significant risk of material adjustment in the forthcoming financial year are as follows:

**(i) Investments**

The Fund's asset allocation to Private Equity and Infrastructure exposes it to investments that are not publicly listed and as such there is a degree of estimation involved in their valuation.

These investments are valued by the respective managers in accordance with the International Private Equity and Venture Capital Valuation Guidelines or similar guidelines provided by the British Venture Capital Association.

**(ii) Actuarial present value of promised retirement benefits**

Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in inflation, retirement ages, mortality rates and expected returns on pension fund assets. A firm of consulting actuaries is engaged to provide the Fund with expert advice about the assumptions to be applied.

The table below highlights the approximate impact that a small change in the assumptions used would have on the liability of the Fund.

<b>Change in assumptions at 31 March 2015</b>	<b>Approximate % increase in liabilities</b>	<b>Approximate monetary amount (£m)</b>
<b>0.5% decrease in Real Discount Rate</b>	<b>11%</b>	<b>302</b>
<b>1 year increase in member life expectancy</b>	<b>3%</b>	<b>82</b>
<b>0.5% increase in the Salary Increase Rate</b>	<b>4%</b>	<b>110</b>
<b>0.5% increase in the Pension Increase Rate</b>	<b>6%</b>	<b>165</b>

## 7. Events after the Balance Sheet Date

The unaudited Statement of Accounts were issued by the Chief Finance Officer on 26 June 2015 and the audited Statement of Accounts were authorised for issue on 24 September 2015. Events taking place after this date are not reflected in the financial statements or notes. There have been no material events since the date of the Net Asset Statement which have required the figures in the financial statements and notes to be adjusted.

## 8. Contributions Receivable

### By Category

2013/14		2014/15
£'000		£'000
17,449	Members contributions	17,910
54,432	Employers – normal contributions (incl. deficit)	57,113
4,552	Employers – strain contributions	3,882
76,433	Total	78,905

### By Authority

2013/14			2014/15	
Members	Employers		Members	Employers
£'000	£'000		£'000	£'000
5,978	19,690	Administering authority	6,094	21,006
9,721	33,194	Other scheduled bodies	9,928	33,743
1,713	5,968	Admission bodies	1,849	6,107
37	132	Transferee admission body	39	139
17,449	58,984	Total	17,910	60,995

### By Type

2013/14		2014/15
£'000		£'000
17,449	Members contributions	17,910
57,236	Employers' normal contributions (incl. strain)	58,876
1,748	Employers' deficit recovery contributions	2,119
76,433	Total	78,905

## 9. Transfers from Other Pension Funds

All transfers during the year related to individual transfer payments and not to bulk transfer payments.

2013/14		2014/15
£'000		£'000
3,316	Individual transfers	2,520

## 10. Benefits Payable

### By Category

2013/14		2014/15
£'000		£'000
42,038	Pensions	44,883
12,919	Commutation and lump sum retirement benefits	12,470
1,528	Lump sum death benefits	1,193
56,485	Total	58,546

### By Authority

2013/14			2014/15	
Pensions	Lump Sum*		Pensions	Lump Sum*
£'000	£'000		£'000	£'000
15,452	4,343	Administering authority	16,269	4,837
23,272	9,359	Other scheduled bodies	25,121	7,461
3,304	745	Admission bodies	3,481	1,356
10	-	Transferee admission body	12	9
42,038	14,447	Total	44,883	13,663

\* Lump Sum includes death benefits

## 11. Payments to and on account of leavers

2013/14		2014/15
£'000		£'000
151	Refunds to members leaving service	169
4,504	Individual transfers	3,362
4,655	Total	3,531

## 12. Management Expenses

<b>2013/14</b>		<b>2014/15</b>
<b>£'000</b>		<b>£'000</b>
379	Administrative costs	750
9,855	Investment management expenses	10,602
341	Oversight and governance costs	392
<b>10,575</b>	<b>Total</b>	<b>11,744</b>

Further analysis of Investment Management expenses is given in Note 15.

The Audit fee of £23k is included within the oversight and governance costs.

## 13. Investment Income

<b>2013/14</b>		<b>2014/15</b>
<b>£'000</b>		<b>£'000</b>
11,293	UK Equities	11,034
180	UK Pooled Equities	172
3,357	UK Managed Funds – Property	3,609
8,206	Overseas Equities	8,643
372	Overseas Managed Funds – Property	1,929
1,551	UK Private Equity	-
1,215	Overseas Private Equity	1,311
21	Overseas Infrastructure	4
183	UK Property	204
106	Cash & Other Income	188
<b>26,484</b>	<b>Total</b>	<b>27,094</b>

UK Property income relates to West Mains Industrial Estate, Falkirk, fully owned by Pension Fund.

## 14. Taxes on Income

All tax withheld on income for the Fund relates to equity investments.

## 15. Investment Expenses

2013/14 £'000		2014/15 £'000
4,249	Management fees	4,802
4,879	Fees deducted from capital	5,200
630	Transaction costs	486
97	Custody fees	114
9,855	Total	10,602

## 16. Investments

Market Value 31/03/14 £'000	Investment Assets	Market Value 31/03/15 £'000
	<b>Investment Assets</b>	
613,587	Equities	686,664
665,055	Pooled Investments	768,796
109,735	Managed Property Funds	124,536
117,095	Private Equity/Infrastructure	127,202
2,300	Property (West Mains)	2,300
33	Derivatives - Futures Contract	-
	<b>Cash Deposits</b>	
16,164	Other Balances	18,860
41,576	Deposits	62,133
	<b>Other Investment Balances</b>	
2,962	Debtors – Investment Income Due	2,806
6,989	– Due from Broker	792
<b>1,575,496</b>	<b>Total Investment Assets</b>	<b>1,794,089</b>
	<b>Investment Liabilities</b>	
(44)	Derivatives – Forward Foreign Exchange	(1)
(7,557)	Creditor – Due to Broker	(3,087)
(7,601)	<b>Total Investment Liabilities</b>	(3,088)
<b>1,567,895</b>	<b>Net Investment Assets</b>	<b>1,791,001</b>

**16a. Reconciliation of movements in investments and derivatives**  
**From 01/04/2014 to 31/03/2015**

	Market Value 01/04/14 £'000	Purchases at Cost £'000	Sale Proceeds £'000	Change in Market Value £'000	Market Value 31/03/15 £'000
<b>Investment Assets</b>					
Equities	613,587	182,060	(175,425)	66,442	686,664
Pooled Investments	665,055	8,779	(9,255)	104,217	768,796
Managed Property Funds	109,735	5,919	(3,994)	12,876	124,536
Private Equity/Infrastructure	117,095	31,586	(25,266)	3,787	127,202
Property (West Mains)	2,300	-	-	-	2,300
Derivatives					
- Exchange Traded Futures	33	645	(345)	(333)	-
- Forward Foreign Exchange	(44)	305	(338)	76	(1)
	1,507,761	229,294	(214,623)	187,065	1,709,497
Other Balances	16,164	-	-	(269)	18,860
Deposits	41,576	-	-	1,940	62,133
Broker Balance	(568)	-	-	-	(2,295)
Investment Income Due	2,962	-	-	-	2,806
<b>Net Investment Assets</b>	<b>1,567,895</b>	<b>229,294</b>	<b>(214,623)</b>	<b>188,736</b>	<b>1,791,001</b>

## Reconciliation of movements in investments and derivatives

### From 01/04/2013 to 31/03/2014

Investment Assets	Market Value 01/04/13 £'000	Purchases at Cost £'000	Sale Proceeds £'000	Change in Market Value £'000	Market Value 31/03/14 £'000
Equities	599,593	172,697	(200,876)	42,173	613,587
Pooled Investments	578,486	67,500	(15,737)	34,806	665,055
Managed Property Funds	92,734	12,267	(1,984)	6,718	109,735
Private Equity/Infrastructure	113,762	18,132	(18,266)	3,467	117,095
Property (West Mains)	2,300	-	-	-	2,300
Derivatives					
- Exchange Traded Futures	-	639	-	(606)	33
- Forward Foreign Exchange	185	429	(299)	(359)	(44)
	1,387,060	271,664	(237,162)	86,199	1,507,761
Other Balances	8,376	65,825	(56,783)	(1,505)	16,164
Deposits	46,536	-	-	(5,338)	41,576
Broker Balance	(224)	-	-	-	(568)
Investment Income Due	3,296	-	-	-	2,962
<b>Net Investment Assets</b>	<b>1,445,044</b>	<b>337,489</b>	<b>(293,945)</b>	<b>79,356</b>	<b>1,567,895</b>

Transaction costs incurred during 2014/15 total £486,000 (2013/14 : £630,000). In addition to these costs, indirect costs are incurred through the bid-offer spread on investment purchases and sales.



## 16b. Analysis of Investments (excluding derivative contracts)

31/03/14 £'000		31/03/15 £'000
	<b><u>Equities</u></b>	
270,001	UK	266,870
343,586	Overseas	419,794
<b>613,587</b>		<b>686,664</b>
	<b><u>Pooled funds</u></b>	
131,425	Equities – UK	146,320
209,037	- Overseas	244,019
124,154	Bonds – UK	140,680
10,943	- Overseas	14,682
189,496	Diversified growth	206,045
-	Social & affordable housing	17,050
<b>665,055</b>		<b>768,796</b>
	<b><u>Property</u></b>	
102,554	Managed fund – UK	119,940
7,181	- Overseas	4,596
2,300	Direct UK (West Mains)	2,300
<b>112,035</b>		<b>126,836</b>
	<b><u>Private Equity</u></b>	
56,558	UK	51,148
26,729	Overseas	29,148
<b>83,287</b>		<b>80,296</b>
	<b><u>Infrastructure</u></b>	
33,808	Overseas	46,906
<b>1,507,772</b>		<b>1,709,498</b>

### Analysis of derivatives

The Fund's approach to derivatives is to allow individual managers to decide to participate in derivative contracts subject to any limits set out in their investment management agreements. At present, only Newton chooses to do so, with derivatives making up 0.0005% of their portfolio's value.

## Summary of Contracts held at 31 March 2015

### Derivatives – Forward Foreign Exchange

<b>Contract</b>	<b>Settlement Date</b>	<b>Value of Currency Bought £'000</b>	<b>Asset £'000</b>	<b>Liability £'000</b>	<b>Net £'000</b>
Various Currency Forwards	Within 1 month	138		(1)	(1)

## Summary of Contracts held at 31 March 2014

### Derivatives – Exchange Traded Futures Contracts

<b>Contract</b>	<b>Settlement Date</b>	<b>Value of Currency Bought £'000</b>	<b>Market Value £'000</b>
Overseas Equity	Within 1 month	110	33

### Derivatives – Forward Foreign Exchange

<b>Contract</b>	<b>Settlement Date</b>	<b>Value of Currency Bought £'000</b>	<b>Asset £'000</b>	<b>Liability £'000</b>	<b>Net £'000</b>
Various Currency Forwards	Within 1 month	4,826		(44)	(44)

The above contracts are used as hedges reducing the extent to which Newton's portfolio is exposed to currency movement.

## Investments analysed by fund manager

MARKET VALUE 31 March 2014			MARKET VALUE 31 March 2015	
£ million	(%)		£ million	(%)
212.0	13.5	Aberdeen Asset Management	234.3	13.1
135.1	8.6	Baillie Gifford Life Ltd – Bonds	155.4	8.7
189.5	12.1	Baillie Gifford Life Ltd – Diversified Growth	206.0	11.5
327.5	20.9	Legal and General Investment Management Ltd.	376.9	21.1
227.5	14.5	Newton Investment Management Ltd.	275.3	15.4
223.8	14.3	Schroder Investment Management Ltd.	241.0	13.5
110.5	7.1	Schroder Investment Management Ltd. (Property)	127.5	7.1
43.1	2.8	SL Capital Partners LLP	38.9	2.2
26.7	1.7	Wilshire Private Markets Group	29.1	1.6
13.4	0.9	M&G UK Companies	12.3	0.7
33.8	2.2	Grosvenor Capital	46.9	2.6
-	-	Hearthstone	17.1	1.0
22.7	1.4	In House Cash	28.0	1.5
1,565.6	100.0	Total	1,788.7	100.0

The Fund holds the following investments in pooled funds, which are in excess of 5% of the value of the Fund.

	31 March 2014		31 March 2015	
	£'000	%	£'000	%
Baillie Gifford Diversified Growth	189,496	12.2	206,045	11.6
L&G – UK Equity Index	118,426	7.6	132,844	7.5
L&G – North American Equity Index	112,624	7.3	130,818	7.4
Baillie Gifford Sterling Aggregate Bonds	82,263	5.3	93,825	5.3

Regulation 14 of the Local Government Pension Scheme (Management and Investment of Funds) (Scotland) 2010 (SSI 2010/233) stipulates the limits on Fund investments. Although the Fund does hold a stock over 10% of the Fund value, this is allowed as the investment is in a pooled vehicle.

## 16c. Securities Lending

The Fund did not participate in any stock lending programmes.

## 16d. Property Holdings

The Fund's investment in its property portfolio comprises investments in pooled property funds and a number of directly owned properties at West Mains Industrial Estate, Falkirk, which are leased commercially to various tenants.

The future minimum lease payments receivable by the fund are as follows:-

<b>2013/14</b>		<b>2014/15</b>
<b>£'000</b>		<b>£'000</b>
165	Within one year	173
238	Between one and five years	258
198	Later than five years	142
<b>601</b>		<b>573</b>

## 17. Financial Instruments

### 17a. Classification of Financial Instruments

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

All financial instruments are marked to market (at fair value) in the Fund's accounting records, hence there is no difference between the carrying value and fair value.

## Classification of Financial Instruments

31 March 2014			31 March 2015			
Fair value through fund account £'000	Loans and receivables £'000	Financial liabilities at amortised cost £'000	Financial Assets	Fair value through fund account £'000	Loans and receivables £'000	Financial liabilities at amortised cost £'000
			<b>Investment assets</b>			
613,587	-	-	Equities	686,664	-	-
665,055	-	-	Pooled investments	768,796	-	-
109,735	-	-	Property	124,536	-	-
	-	-	Private			
117,095	-	-	Equity/Infrastructure	127,202	-	-
33	-	-	Derivative contracts	-	-	-
-	57,740	-	Cash	-	80,993	-
-	9,951	-	Other investment balances	-	3,598	-
1,505,505	67,691	-		1,707,198	84,591	-
			<b>Other assets</b>			
-	4,228	-	Cash Balances	-	3,729	-
-	7,551	-	Debtors	-	7,743	-
-	11,779	-		-	11,472	-
1,505,505	79,470	-	<b>Assets Total</b>	1,707,198	96,063	-
			<b>Financial Liabilities</b>			
			<b>Investment liabilities</b>			
(44)	-	-	Derivative contracts	(1)	-	-
(7,557)	-	-	Other Investment balances	(3,087)	-	-
			<b>Other liabilities</b>			
-	-	(2,993)	Creditors	-	-	(2,627)
(7,601)	-	(2,993)	<b>Liabilities Total</b>	(3,088)	-	(2,627)
1,497,904	79,470	(2,993)		1,704,110	96,063	(2,627)
		1,574,381	<b>Total net financial instruments</b>			1,797,546
		2,300	Amounts not classified as financial instruments			2,300
		<u>1,576,681</u>	<b>Total net assets</b>			<u>1,799,846</u>

## 17b. Net Gains and Losses on Financial Instruments

<b>31 March 2014 £'000</b>		<b>31 March 2015 £'000</b>
86,199	Fair value through net asset statement	187,065
(6,843)	Loans and receivables	1,671
-	Financial liabilities at amortised cost	-
79,356	Net gains and losses on financial instruments	188,736
-	Gains and losses on directly held freehold property	-
79,356	Change in market value of investments per fund account	188,736

## 17c. Valuation of Financial Instruments Carried at Fair Value

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

### **Level 1**

Financial instruments at Level 1 are those where the fair values are derived from unadjusted quoted prices in active markets for identical assets or liabilities. Products classified as level 1 comprise quoted equities and unit trusts. Listed investments are shown at bid prices. The bid value of the investment is based on the bid market quotation of the relevant stock exchange.

### **Level 2**

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

### **Level 3**

Financial instruments at Level 3 are those where at least one input that could have a significant effect on the instrument's valuation is not based on observable market data. Such instruments would include unquoted equity investments, which are valued using various valuation techniques that require significant judgement in determining appropriate assumptions.

The values of the investments in private equity are based on valuations provided by the general partners to the private equity funds in which the Fund has invested. These valuations are prepared in accordance with the International Private Equity and Venture Capital Valuation Guidelines or similar guidelines provided by the British Venture Capital Association, which follow the valuation principles of IFRS. Valuations are usually undertaken annually at the end of December. Cash flow adjustments are used to roll forward the valuations to 31 March as appropriate.

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

## Valuation of Financial Instruments Carried at Fair Value

As at 31 March 2015

	Quoted market price Level 1 £'000	Using observable inputs Level 2 £'000	With significant unobservable inputs Level 3 £'000	Total at 31 March 2015 £'000
<b>Financial assets</b>				
Financial Assets at fair value through fund account	1,283,049	279,900	144,249	1,707,198
Loans and receivables	96,063	-	-	96,063
<b>Total financial assets</b>	<b>1,379,112</b>	<b>279,900</b>	<b>144,249</b>	<b>1,803,261</b>
<b>Financial Liabilities</b>				
Financial liabilities at fair value through fund account	(3,088)	-	-	(3,088)
Financial liabilities at amortised cost	(2,627)	-	-	(2,627)
<b>Total financial liabilities</b>	<b>(5,715)</b>	<b>-</b>	<b>-</b>	<b>(5,715)</b>
<b>Net financial assets</b>	<b>1,373,397</b>	<b>279,900</b>	<b>144,249</b>	<b>1,797,546</b>



## Valuation of Financial Instruments Carried at Fair Value

As at 31 March 2014

	Quoted market price Level 1	Using observable inputs Level 2	With significant unobservable inputs Level 3	Total at 31 March 2014 £'000
<b>Financial assets</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Financial assets at fair value through net asset statement	1,143,578	244,835	117,092	1,505,505
Loans and receivables	79,470	-	-	79,470
<b>Total financial assets</b>	<b>1,223,048</b>	<b>244,835</b>	<b>117,092</b>	<b>1,584,975</b>
<b>Financial liabilities</b>				
Financial liabilities at fair value through net asset statement	(7,601)	-	-	(7,601)
Financial liabilities at amortised cost	(2,993)	-	-	(2,993)
<b>Total financial liabilities</b>	<b>(10,594)</b>	<b>-</b>	<b>-</b>	<b>(10,594)</b>
<b>Net financial assets</b>	<b>1,212,454</b>	<b>244,835</b>	<b>117,092</b>	<b>1,574,381</b>

## 18. Nature and Extent of Risks Arising from Financial Instruments

### Risk and Risk Management

The Fund's primary long-term risk is that its assets will fall short of its liabilities (i.e. the promised benefits payable to members). Therefore the aim of investment risk management is to minimise the risk of an overall reduction in the value of the Fund and to maximise the opportunity for gains across the whole portfolio. The Fund achieves this through asset diversification to reduce market risk and credit risk to an acceptable level. In addition the Fund manages its liquidity risk to ensure there is sufficient liquidity to meet future cashflows. Responsibility for the Fund's risk management strategy rests with the Pensions Committee. Risk management policies are reviewed on a consistent basis to reflect changes in activity and in market condition.

## Types of Investment Risk

Fluctuations in overall price can arise from a variety of sources including market risk, foreign exchange risk, interest rate risk and credit risk. Each of these vary in importance and will not by themselves account for the overall pricing risk faced. To some extent they may offset each other. The Fund's analysis combines these factors when looking at the total market price risk.

### (i) **Market Risk**

Market risk is the risk of loss from fluctuations in equity and other asset prices, interest and foreign exchange rates and credit spreads. The Fund is exposed to market risk from its investment activities, particularly through its equity holdings. The level of risk exposure depends on market conditions, expectations of future price and yield movements and the asset mix.

The objective of the Fund's risk management strategy as it relates to investments is to identify, manage and control market risk exposure within acceptable parameters, whilst optimising the return on assets. Investment risk is considered further in the Fund's **Statement of Investment Principles**.

In general, excessive volatility in market risk is managed by engaging a range of Fund Managers with differing approaches and philosophies and also through the diversification of the portfolio in terms of geographical and industry sectors and individual securities. To mitigate market risk, the Administering Authority and its investment advisors undertake appropriate monitoring of market conditions and benchmark analysis.

The Fund's approach to managing risk can be described in two fundamental ways:

- by maintaining asset class exposures such that risk remains within tolerable levels; and
- by applying maximum exposures to individual investments.

### (ii) **Interest Rate Risk**

The Fund invests in financial assets for the primary purpose of obtaining a return on investments. These investments are subject to interest rate risks, which represent the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

The Fund's interest rate risk is recognised by the Administering Authority and its investment advisors. The Fund monitors the interest rate risk faced and will adjust its strategy in accordance with its **Statement of Investment Principles**. The Fund's direct exposure to interest rate movement as at the 31 March 2015 is estimated to be around £383.1m.

(iii) **Currency Risk**

Currency risk represents the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Fund is exposed to currency risk on financial instruments that are denominated in any currency other than the functional currency of the Fund (£UK). The Fund holds both monetary and non-monetary assets denominated in currencies other than £UK.

The Fund's currency rate risk is recognised by the Administering Authority and its investment advisors. In respect of cash deposits managed internally under the terms of the Cash Management Strategy, it is the Fund's policy to convert all non GBP monies to Sterling at the end of a month to reduce the currency risk faced. In respect of cash held with external Fund Managers, it is left to their discretion as to whether they wish to hedge their currency position or not.

The Fund's currency exposure as at the 31 March 2015 is estimated to be around £940m.

(iv) **Credit Risk**

Credit risk represents the risk that the counterparty to a transaction or a financial instrument will fail to discharge an obligation and cause the Fund to incur a financial loss. The market values of investments generally reflect an assessment of credit in their pricing and consequently the risk of loss is implicitly provided for in the carrying value of the Fund's assets and liabilities (as outlined in Market Risk above).

In essence, the Fund's entire investment portfolio is exposed to some sort of credit risk. However the selection of high quality counterparties, brokers and financial institutions minimises credit risk that may occur through the failure to settle a transaction in a timely manner. The Fund has had no experience of default or uncollected deposits over the past five financial years.

The main area where risk is not reflected in a market price is cash deposits which at 31 March 2015 accounted for 3.6% of fund assets.

<b>Balances at 31 March 2014 £'000</b>		<b>Moody's Credit Rating</b>	<b>Balances at 31 March 2015 £'000</b>
	<b>Held for investment purposes</b>		
12,400	Northern Trust Global Investment Limited – Liquidity Funds	Aaa-mf	24,565
4,953	Ignis Asset Management Sterling Liquidity Fund	AAAmf (Fitch)	4,976
14,223	Northern Trust Company – Cash Deposits	A1	26,590
5,000	Santander UK PLC	A2	2,002
5,000	Bank of Scotland PLC	A1	4,000
41,576	Total investment cash		62,133
	<b>Held for other purposes</b>		
3,927	Clydesdale Bank	Baa2	3,777
45,503	Total cash		65,910

As part of its approach to managing credit risk, the Fund formalised its Treasury operations during 2014/15 through the implementation of a Cash Management Strategy. This details:

- the counterparties with whom the Fund may have dealings;
- the credit ratings that are deemed acceptable; and
- specific limits and conditions attaching to certain types of deposit.

The credit rating used above is Moody's Long Term Outlook.

Despite its credit rating, the Fund (along with Falkirk Council) continues to use the Clydesdale Bank for its day to day transactional banking operations. Balances, are however, closely monitored and minimised to a level of £3m to £4m.

(v) **Liquidity Risk**

Liquidity risk reflects the risk that the Fund will not be able to meet its financial obligations as they fall due. The Council in its capacity as Administering Authority therefore ensures that the Pension Fund has adequate cash and liquid resources to meet its commitments. The Fund currently does not have access to an overdraft facility for short term cash needs. As part of the ongoing monitoring of the Fund's banking arrangements this position may be reviewed and amended accordingly.

A majority of the Fund's investment assets (estimated to be over 85%) could be converted into cash within three months in normal market conditions.

(vi) **Refinancing Risk**

Refinancing risk is the risk that the Fund will be bound to replenish a significant proportion of its Pension Fund financial instruments at a time of unfavourable interest rates. The Fund is not bound by any obligation to replenish its investments. In any event, the Fund does not have any financial instruments that have a refinancing risk as part of its Pension Fund management and investment strategies.

### Sensitivity Analysis

The Fund's valuation is sensitive to fluctuations in its Asset prices. The level of these fluctuations is known as "volatility" and will differ between asset classes. By analysing historical data, it is possible to gain an indication of the likely volatility of certain asset classes. In consultation with KPMG and Lothian Pension Fund, the following analysis predicts the likely annual volatility of the Fund's assets.

<b>Asset Type</b>	<b>Potential price movement (+ or -)</b>
Equities – Developed Markets	20.0%
Equities – Emerging Markets	30.0%
Private Equity	30.0%
Commodities	30.0%
Property – Balanced	13.0%
Property – Infrastructure	8.0%
Diversified Credit	10.0%
Fixed Interest Gilts	10.5%
Index-Linked Gilts	8.5%
Cash	1.5%

Volatility is measured as the standard deviation of annual returns. Broadly speaking, in two years out of three, the asset's change in value (which could be a gain or a loss) is expected to be lower than the volatility figure, but in one year out of three, the change in value is expected to be higher than the volatility figure.

Asset classes don't always move in line with each other. The extent to which assets move together is known as their "correlation". A lower correlation means that there is less risk of assets losing value at the same time. Overall, the Fund benefits from "diversification" because it invests in numerous different asset classes, which don't all move in line with each other. Consequently, the aggregate risk at the Fund level is less than the total risk from all the individual assets in which the Fund invests. The following table shows the risks at the asset class level and the overall Fund level.

#### Position as at 31 March 2015

Asset Type	Value at 31 March 2015 £'m	Asset Weight	Volatility	Potential Change =/ £'m	Value on increase £'m	Value on decrease £'m
Equities - Developed Markets	1,086.8	60.7%	20.0%	217.5	1,304.3	869.3
Equities - Emerging Markets	33.8	1.9%	30.0%	10.1	43.9	23.7
Private Equity	71.3	4.0%	30.0%	21.4	92.7	49.9
Commodities	10.1	0.6%	30.0%	3.0	13.1	7.1
Property	150.1	8.4%	13.0%	19.5	169.6	130.6
Infrastructure	55.8	3.1%	8.0%	4.5	60.3	51.3
Diversified Credit	52.7	2.8%	10.5%	5.5	58.2	47.2
Fixed Interest Gilts	179.1	10.0%	10.0%	17.9	197.0	161.2
Index-Linked Gilts	35.3	2.0%	8.5%	3.0	38.3	32.3
Cash	116.0	6.5%	1.5%	1.7	117.7	114.3
<b>Total Assets (without correlations)</b>	<b>1,791.0</b>	<b>100.0%</b>	<b>17.0%</b>	<b>304.1</b>	<b>2,095.1</b>	<b>1,486.9</b>
<b>Total Assets (including correlations)</b>	<b>1,791.0</b>	<b>100.0%</b>	<b>14.6%</b>	<b>262.0</b>	<b>2,053.0</b>	<b>1,529.0</b>
<b>Assets Relative to Liabilities (including correlation)</b>	<b>1,791.0</b>	<b>n/a</b>	<b>14.0%</b>	<b>250.4</b>	<b>n/a</b>	<b>n/a</b>

The “Potential change” column shows the monetary effect of the expected volatility relative to each asset class. The actual annual change in value is expected to be lower than this in two years out of three, but higher in one year out of three. It can also be seen that the risk to the overall Fund assets is lower than the total of the risks to the individual assets.

However, because the purpose of a pension scheme is to make payments to scheme beneficiaries, the true risk of a pension scheme is not measured in absolute terms, but relative to its liabilities. This risk is shown in the bottom row of the table. The risk is lower than the absolute asset risk, due to the impact of correlation with the discount rate used to value the liabilities.

It should be noted that the asset allocation used for this analysis will differ to that shown in the financial statements earlier. This is due to the Fund reporting its asset allocation in the financial statements according to each Manager's mandate, whilst for this section the most appropriate means is to analyse the mandate according to the underlying elements.

The corresponding details as at 31 March 2014 are set out in the table overleaf.

## Falkirk Pension Fund sensitivity analysis

### Position as at 31 March 2014

Asset Type	Value at 31 March 2014 £'m	Asset Weight	Volatility	Potential Change =/- £'m	Value on increase £'m	Value on decrease £'m
Equities - Developed Markets	951.3	60.7%	20.0%	190.3	1,141.6	761.0
Equities - Emerging Markets	31.1	2.0%	30.0%	9.3	40.4	21.8
Private Equity	75.2	4.8%	30.0%	22.6	97.8	52.6
Commodities	13.1	0.8%	30.0%	3.9	17.0	9.2
Property	116.0	7.4%	13.0%	15.1	131.1	100.9
Infrastructure	41.4	2.6%	8.0%	3.3	44.7	38.1
Diversified Credit	162.7	10.4%	10.0%	16.3	179.0	146.4
Fixed Interest Gilts	63.5	4%	10.5%	6.7	70.2	56.8
Index-Linked Gilts	32.6	2.1%	8.5%	2.8	35.4	29.8
Cash	81.0	5.2%	1.5%	1.2	82.2	79.8
<b>Total Assets (without correlations)</b>	<b>1,567.9</b>	<b>100.0%</b>	<b>17.3%</b>	<b>271.5</b>	<b>1,839.4</b>	<b>1,296.4</b>
<b>Total Assets (including correlations)</b>	<b>1,567.9</b>		<b>14.9%</b>	<b>233.0</b>	<b>1,800.9</b>	<b>1,334.9</b>
<b>Assets Relative to Liabilities (including correlation)</b>	<b>1,567.9</b>		<b>14.1%</b>	<b>221.1</b>	<b>n/a</b>	<b>n/a</b>

## 19. Funding arrangements

In line with the Regulation 32 of the Local Government Pension Scheme (Administration)(Scotland) Regulations 2008, the Fund's actuary undertakes a funding valuation every three years for the purpose of setting employer contribution rates for the forthcoming triennial period. The most recent funding took place as at 31 March 2014. The next valuation will take place on 31 March 2017.



In determining the employer contribution rates, the actuary took into account the funding policy as set out in the **Funding Strategy Statement**. The key elements of the funding policy are:

- To ensure the long term solvency of the fund (i.e. that sufficient funds are available to meet all pension liabilities as they fall due for payment);
- To ensure that employer contribution rates are as stable as possible;
- To minimise the long term cost of the scheme by recognising the link between assets and liabilities and adopting an investment strategy that balances risk and return;
- To reflect the different characteristics of employing bodies in determining contributions rates where the Fund considers it reasonable to do so; and
- To use reasonable measure to reduce the risk to other employers and ultimately to the tax payer from an employer defaulting on its pension obligations

The aim is to achieve a funding level of 100% over a period of 20 years and to provide stability in employer contributions by spreading any increase in rates over a period of time, normally three years. Employers have been made aware of their respective funding positions and a deficit recovery plan has been built into the contribution rates set by the actuary.

At the 2014 valuation, the Fund was assessed as 85% funded implying a deficit of £283m. At the 2011 valuation, the funding level was 86% and the deficit £194m.

Contribution increases are being phased in over the three year period ending 31 March 2017 for both scheduled and admission bodies. At the 2014 valuation, the common contribution rate (i.e. the rate applicable to the Fund as a whole) was assessed as 23.4% of pay (20.5% at 31 March 2011). The increase is primarily due to the decrease in the real gilt yields, the basis on which liabilities are valued.

The common contribution rate is a theoretical figure. In practice, individual employers' rates will vary from the common rate depending on the demographic and actuarial factors peculiar to each employer. Full details of the contribution rates payable and the methods and assumptions used in the 2014 valuation are set out in the actuary's valuation report dated 31 March 2015.

The valuation of the Fund has been undertaken using the projection unit method under which the salary increase for each member is assumed to increase until they leave active service through death, retirement or withdrawal from service. The main assumptions applied were as follows:

### Financial Assumptions

Assumption	Return	Comment
Investment Return (discount rate)	5.1%	Return on Government Bonds plus 1.6%
Inflation (RPI)	3.5%	
Salary Increases	4.0%	RPI + 0.5%
Pension Increases (CPI)	2.7%	RPI – 0.8%

### Mortality Assumptions

Future life expectancy based on the actuary's fund specific mortality review was as follows:

Assumed Life Expectancy at Age 65	Male	Female
Current pensioners	22.1 years	23.8 years
Active and Deferred members	24.3 years	26.3 years

### Commutation Assumption

An allowance is made for future retirees to take 50% of the maximum additional tax-free cash up to HMRC limits for pre-April 2009 service and 75% of the maximum tax-free cash for post-April 2009 service.

### Historic Mortality

Life expectancies for the year ended 31 March 2014 are based on the SAPS tables. The allowance for future improvements are shown below:-

Period Ended	Prospective Pensioners	Pensioners
31 March 2014	Year of birth, medium cohort and 1% p.a. minimum improvements from 2008	Year of birth, medium cohort and 1% p.a. minimum improvements from 2008

### More Information

The Actuary has provided a statement describing the funding arrangements of the Fund during 2014/15. This can be found at Appendix 1 of this report.

Copies of the Valuation report and the **Funding Strategy Statement** can be found at [www.falkirkpensionfund.org](http://www.falkirkpensionfund.org) in the Forms and Publications section.

## 20. Actuarial Present Value of Promised Retirement Benefits

In addition to the triennial funding valuation, the fund's actuary also undertakes a valuation of the pension fund liabilities, on an IAS19 (International Accounting Standard) basis, every year using the same base data as the funding valuation rolled forward to the current financial year, taking account of changes in membership numbers and updating assumptions to the current year. This valuation is not carried out on the same basis as that used for setting fund contributions rates and the fund accounts do not take account of obligations to pay pensions and other benefits in the future.

In order to assess the value of the benefits on this basis, the actuary has updated the actuarial assumptions (set out below) from those used to for funding purposes (see Note 19). The actuary has also valued ill health and death benefits in line with IAS19.

Calculated on an IAS19 basis, the actuarial value of promised retirement benefits at 31 March 2015, based on a roll forward of the 31 March 2014 valuation and assumptions consistent with IAS19, has been estimated by the Fund Actuary as £2,748m (£2,281m at 31 March 2014). The net assets available to pay benefits as at 31 March 2015 were £1,800m (£1,577 at 31 March 2014). The implied fund deficit as at 31 March 2015 was therefore £948m (£704m at 31 March 2014).

As noted above, the liabilities are calculated on an IAS 19 basis and will therefore differ from the results of the 2014 triennial funding valuation (see Note 19) because IAS 19 requires liabilities to be valued according to a discount rate derived from a specific type of corporate bond rather than a rate which reflects the Fund's long term expectation of investment returns.

The key assumptions relied upon by the actuary in deriving the actuarial present value of promised retirement benefits are as follows:

<b>Financial Assumptions</b>	<b>31 March 2014 % p.a.</b>	<b>31 March 2015 %p.a.</b>
Discount rate	4.3	3.2
Pay increase *	5.1	3.8
Price inflation/Pensions increases	2.8	2.4

\* Pay increases are 1% p.a. nominal until 31 March 2015 reverting to long term rate thereafter.

## Longevity Assumptions

The life expectancy assumption is based on the Fund's Club Vita analysis with improvements in line with the CMI\_2012 model, assuming the current rate of improvements has reached a peak and will converge to long term rate of 1.25% p.a. Based on these assumptions, the average future life expectancies at age 65 are summarised below:

	Males	Females
Current pensioners	22.1 years	23.8 years
Future pensioners (assumed to be currently 45)	24.3 years	26.3 years

Please note that the longevity assumptions have changed since the IAS 26 disclosure in the 2014 accounts.

## Commutation Assumptions

An allowance is made for future retirees to take 50% of the maximum additional tax-free cash up to HMRC limits for pre-April 2009 service and 75% of the maximum tax-free cash for post-April 2009 service.

## 21. Non Current Assets

### Long Term Debtors

31 March 2014

£'000

816

Strain on Fund Contributions (Due in over 1 year)

31 March 2015

£'000

171

### Analysis of Long Term Debtors

31 March 2014

£'000

-

Central government bodies

702

Other local authorities

-

NHS bodies

-

Public corporations and trading funds

114

Other entities and individuals

816

Total

31 March 2015

£'000

-

114

-

-

57

171

## 22. Cash Balances

31 March 2014		31 March 2015
£'000		£'000
3,927	Bank Account	3,777
301	Balance held by Falkirk Council	(48)
4,228	Total	3,729

As stipulated by the Local Government Pension Scheme (Management and Investment of Funds) (Scotland) Regulations 2010 (SSI 2010 No. 233), all Local Authority Pension Funds have been required to operate their own bank account from 1 April 2011. From 1 April 2011 all payments made to the Fund are paid directly into the Fund's separate bank account.

Due to the Fund using Falkirk Council's financial management systems, there was a working balance at year end.

## 23. Current Assets

### Debtors

31 March 2014		31 March 2015
£'000		£'000
3,917	Contributions due – employers	4,701
1,228	Contributions due – members	1,451
1,508	Strain on fund contribution (due within 1 year)	1,288
12	Benefits paid in advance	3
70	Sundry debtors	129
6,735	Total	7,572

### Analysis of Debtors

31 March 2014		31 March 2015
£'000		£'000
430	Central government bodies	1,199
5,486	Other local authorities	4,837
2	NHS bodies	2
4	Public corporations and trading funds	22
813	Other entities and individuals	1,512
6,735	Total	7,572

## 24. Current Liabilities

31 March 2014		31 March 2015
£'000		£'000
(1,740)	Benefits payable	(1,246)
(1,253)	Miscellaneous creditors and accrued expenses	(1,381)
(2,993)	Total	(2,627)

### Analysis of Creditors

31 March 2014		31 March 2015
£'000		£'000
(15)	Central government bodies	(127)
(14)	Other local authorities	(574)
(1,126)	Public corporations and trading funds	(1,321)
(1,838)	Other entities and individuals	(605)
(2,993)	Total	(2,627)

## 25. Additional Voluntary Contributions

Market Value 31 March 2014		Market Value 31 March 2015
£'000		£'000
2,481	Standard Life	2,847
-	Prudential	149
2,481	Total	2,996

AVC contributions of £388k were paid directly to Standard Life (£268k in 2013/14) and £141k to Prudential during the year.

These amounts are not included in the Pension Fund Accounts in accordance with regulation 4 of the Local Government Pension Scheme (Management and Investment of Funds) (Scotland) Regulations 2010 (SSI 2010 No. 233).

## 26. Related Party Transactions

### Falkirk Council

Falkirk Council Pension Fund is administered by Falkirk Council. Consequently, there is a strong relationship between the Council and the Pension Fund.

The Council incurred costs of £528k (2013/14: £505k) in relation to the administration of the Fund and was subsequently reimbursed by the Fund for these expenses. The Council is also the single largest employer of members of the Pension Fund and contributed £21.6m to the fund in 2014/15 (2013/14: £19.7m).

Transactions between the Council and the Fund are monitored by the Creditors section within Corporate Finance with the aim of any balances being settled as soon as reasonably practicable. The balance at 31 March 2015 was £48k (£301k 2014).

### Governance

There are two members of the Pensions Committee who are in receipt of pension benefits from the Falkirk Council Pension Fund (Convener J Patrick and Committee Member A Redpath). In addition, Committee Members S Carleschi, J Blackwood, CRL Martin and M Keggan are active members of the pension fund.

### Key Management Personnel

The following senior officers at Falkirk Council held key positions in the financial management of the Fund during the year:-

<b>Accrued CETV 31 March 2014  (£'000)</b>	<b>Role</b>	<b>Salary  (£'000)</b>	<b>Service</b>	<b>Accrued CETV 31 March 2015  (£'000)</b>
767	Chief Finance Officer	88	30 years	800
368	Pensions Manager	50	32 years	398

“CETV” means Cash Equivalent Transfer Value.

## **27. Contingent Liabilities and Contractual Commitments**

Outstanding capital commitments (investments) at 31 March 2015 totalled £58m (31 March 2014: £63m).

These commitments relate to outstanding call payments due to unquoted limited partnership funds held in the private equity and infrastructure segments of the portfolio. The amounts “called” by these funds are irregular in both size and timing over the life of the investment.

## **28. Contingent Assets**

Two admission body employers in the Falkirk Council Pension Fund hold insurance bonds to guard against the possibility of being unable to meet their pension obligations. These bonds are drawn in favour of the pension fund and payment will only be triggered in the event of employer default.



### Introduction

Falkirk Council Pension Fund is a funded pension scheme operating within the terms of the Local Government Pension Scheme (LGPS)

Whilst the Fund is not a separate legal entity from Falkirk Council, it does have its own individual governance arrangements which sit within the Council's overall governance responsibilities. Collectively, these arrangements are consistent with the principles of the CIPFA/SOLACE Framework "Delivering Good Governance in Local Government".

The Local Authority Accounts (Scotland) Regulations 2014 require that all Councils conduct a review, at least once in each financial year, of the effectiveness of the system of internal controls and that an Annual Governance Statement is included in the Pension Fund Annual Report and Accounts. Whilst Falkirk Council as a whole has complied voluntarily with these requirements for several years, it is recognised from recent fund accounting developments that specific assurance should be provided with regard to pension fund activities.

### Pension Fund Governance Framework

The LGPS regulations require Funds to publicise their governance arrangements in a Governance Compliance Statement. These are set out in full at Page 18 of the Fund's Annual Report and Accounts for 2014/15.

### Scope of Responsibility

Under the Council's Scheme of delegation, the Pensions Committee is responsible for pension fund business including regulatory compliance and implementation of audit recommendations.

The Chief Finance Officer is responsible for arranging the proper administration of the financial affairs of the Falkirk Council Pension Fund, including the internal audit of the Fund's control environment to provide reasonable assurance that:

- funding arrangements are adequate to meet future pension obligations;
- adequate safeguards are in place to monitor investment manager activity;
- payments are made correctly to scheme beneficiaries; and
- data is securely held.

The following controls are in place to assist in achieving these objectives:

- *adequacy of funding* is assessed through the triennial valuation process with regular funding updates being provided to the Pension Committee;
- records of *Investment transactions* are maintained by the Fund's external investment managers and global custodian and reconciled by the pensions team on a regular basis;
- *pension payments* and other financial transactions are initially processed by pensions assistants and authorised independently by senior officers; and

- protocols are in place to *manage data securely* in compliance with the Public Services Network

### **Control Environment**

Given the role of the external investment managers it is essential that the Fund obtains assurances on the adequacy of the internal financial control systems operated by them. The main source of this assurance is the annual audit report produced by each of the managers' independent service auditors. Fund officers obtain and review these reports for each of the investment managers and the global custodian, who is responsible for the safekeeping and servicing of the Fund's assets. Current practice is for the findings of these reports to be reported to the Pensions Committee only by exception where there are audit concerns.

In line with the Council's procedures for investigating fraud and corruption, the Fund participates in the National Fraud Initiative and actively investigates all data matches found identified through the process. These results are reported to the Pensions Committee.

2014/15 has seen the Fund put in place arrangements to ensure regulatory compliance with the career average version of the LGPS being launched on 1<sup>st</sup> April 2015.

The installation of a new administration system has been overseen by a project team comprising software providers Heywood and senior officers from the Pensions Section. The project team has undertaken significant testing, resulting in a number of minor issues requiring to be addressed, but with no material weaknesses being identified. Further assurance has been provided to Internal Audit through a membership reconciliation exercise.

To support its overall framework of control, the Council has a Code of Conduct for Members and Officers, and all Members are expected to apply the Standards Commission Scotland's Councillors' Code of Conduct. Contract Standing Orders and Financial Regulations regulate financial and transactional activity, and the latter will be subject to a full review and refresh during 2015/16 to take account of evolving systems and emerging risks.

The Fund's approach to risk management continues to develop and mature, with internal and external risks being considered as part of the cyclical business of the Fund. A Risk Register is maintained and new risks reported to the Pensions Committee on a quarterly basis. Where the risk is sufficiently material, the risk register is updated.

### **Monitoring and Review of Governance Arrangements**

The Fund's governance arrangements are formally monitored via:

- the Pensions Committee and Panel framework, and ultimately by Falkirk Council;
- the Corporate Risk Management Group and other Corporate Working Groups;
- Internal/External Audit work as agreed annually with the Pensions Committee

Monitoring is undertaken within the context of the Fund's requirements to operate within a strict statutory framework and also deliver best value.

## **System of Internal Financial Control**

This section deals with the systems of internal financial control of Falkirk Council as administering body of the pension fund for the year to 31 March 2015. The Chief Finance Officer is responsible for ensuring the operation and maintenance of an effective system of internal financial control.

The system of internal financial control is based on a framework of risk management; Contract Standing Orders, Financial Regulations, and associated guidance; delegation and accountability; budgeting systems; and robust management information.

The Council's Internal Audit Section provides assurance on arrangements for risk management, governance, and control, and undertakes a regular, risk based, programme of work approved by the Chief Executive, Chief Finance Officer, and Council's Audit Committee.

The Internal Audit Manager has established a Quality Assurance and Improvement Programme for the Section, including annual self assessment and periodic external assessment of compliance with the Public Sector Internal Audit Standards. The initial self assessment confirmed broad compliance with the Standards, and an independent External Quality Assessment is scheduled for 2015/16. In addition, the Council's appointed External Auditors, Audit Scotland, have undertaken an assessment of the adequacy of the Internal Audit function, concluding that they are able to place reliance on Internal Audit work and that documentation standards and reporting procedures are sound.

All Internal Audit reports are issued to the relevant managers, and include recommendations and agreed action plans. It is then management's responsibility to ensure that appropriate action is taken to address these recommendations. Significant matters arising, and recommendations which remain outstanding beyond their agreed implementation date, are brought to the attention of the Pensions Committee. During 2014/15, there were however no matters which required to be brought to the attention of the Committee.

Whilst internal audit work for 2014/15 has focused on the Council wide control environment rather than specifically the pension fund, the Chief Finance Officer has concluded on the basis of audit work undertaken in previous years and the range of other controls in place that substantial assurance can be placed on the adequacy and effectiveness of the Fund's internal control systems for the year to 31 March 2015.

In undertaking his duties, and in forming the above opinions, the Chief Finance Officer worked in conformance with the governance requirements of the CIPFA Statement on the Role of the Chief Financial Officer in Local Government.

## **Governance Arrangements – Future Developments and Improvements**

Falkirk Council is committed to ensuring robust and proportionate governance. That said, the ever changing environment within which the Council operates means that there will always be scope for improvement. For example, the creation of a national Scheme Advisory Board and the extension of the Pension Regulator's powers to the LGPS is likely to result in greater scrutiny falling on Fund administration and governance arrangements.


Areas that will be addressed over the coming year include:

- internal audit testing of pensions activity and governance arrangements

- formal reporting to Pensions Committee of internal audit pensions work
- extension of training arrangements for Board members
- development of conflicts of interest policy
- review of risk management

### **Certification**

This Annual Governance Statement summarises, openly and transparently, arrangements established by Falkirk Council for 2014/15 and the period to date. It highlights areas for improvement, and is consistent with the Council's established improvement agenda.

  
.....  
**Councillor John Patrick**  
**Convener of the Pensions Committee**  
**24 September 2015**

  
.....  
**Mary Pitcaithly**  
**Chief Executive**  
**24 September 2015**

# **Falkirk Council Pension Fund**

**Local Government Pension Scheme**

## **Governance Compliance Statement**

## Part 2 – Governance Compliance Statement

Regulation 27 of the Local Government Pension Scheme (Administration) (Scotland) Regulations 2008 (SSI 2008/228) requires administering authorities to prepare and publish a written statement setting out the terms of their current governance arrangements. The undernoted Statement tests the Falkirk Fund's compliance with the best practice principles as set out in the SPPA Best Practice Guidelines of April, 2011.

### Principle A – Structure

Requirement	Level of Compliance	Arrangements in Place
(a) The management of the administration of benefits and strategic management of fund assets clearly rests with the main committee established by the appointing Council	<b>Full Compliance</b>	Falkirk Council, as administering authority of the Falkirk Council Pension Fund, has established a Pensions Committee to which it has delegated the administration of benefits and strategic management of fund assets.
(b) That representatives of participating LGPS employers, admitted bodies and scheme members (including pensioner and deferred members) are members of either the main or secondary committee established to underpin the work of the main committee	<b>Full Compliance</b>	The Pensions Committee includes three members co-opted from the Pensions Panel representing the interests of members, pensioners and employers.

(c)	That where a secondary committee or panel has been established, the structure ensures effective communication across both levels	<b>Full Compliance</b>	The main channel of communication between the Pensions Committee and the Pensions Panel lies with the three Committee members who are also Panel members. Communication is also assisted by the synchronising Panel meetings with the corresponding Committee meeting.
(d)	That where a secondary committee or panel has been established, at least one seat on the main committee is allocated for a member from the secondary committee or panel.	<b>Full Compliance</b>	Three places on the Pensions Committee are reserved for members of the Pensions Panel.

## Principle B – Representation

Requirement	Level of Compliance	Arrangements in Place
<p>(a) That all key stakeholders are afforded the opportunity to be represented within the main or secondary committee structure. These include:</p> <p>(i) Employing authorities (including e.g. admission bodies);</p> <p>(ii) Scheme members (including deferred and pensioner scheme members);</p>	<p><b>Full Compliance</b></p> <p><b>Full Compliance</b></p>	<p>Representatives of major fund employers, including one admission body, sit on the Pensions Panel. A nominee from the Panel's employer representatives sits on the Pensions Committee.</p> <p>Non-pensioners are represented by the Trade Union Panel members and by the Union representative who sits on the Pensions Committee. Pensioners are represented by the pensioner members who sit on the Panel and the member who sits on the Committee.</p>



Requirements	Level of Compliance	Arrangements in Place
(iii) Where appropriate, independent professional observers; and	<b>Not Compliant</b>	<p>There are no independent professional observers of Committee or Panel business.</p> <p>It is considered that:</p> <ul style="list-style-type: none"> <li>▪ the diversity of representation; (employers, pensioner and Unions)</li> <li>▪ the training arrangements;</li> <li>▪ the annual audit process; and</li> <li>▪ access to existing professional advisors</li> </ul> <p>provide robust and adequate scrutiny of pension fund business.</p>
(iv) Expert advisors (on an ad-hoc basis).	<b>Full Compliance</b>	<p>Support for the Pensions Committee and Pensions Panel is provided by the undernoted advisors:</p> <ul style="list-style-type: none"> <li>• actuary and investments, Hymans Robertson</li> <li>• corporate governance, PIRC Ltd</li> <li>• investment managers and custodian, as required.</li> </ul>

(b)	That where lay members sit on a main or secondary committee, they are treated equally in terms of access to papers and meetings, training and are given full opportunity to contribute to the decision making process, with or without voting rights.	<b>Full Compliance</b>	Panel members who are co-opted onto the Pensions Committee have equality of access to papers, meetings and training and have full opportunity to contribute to the decision making process, including the right to vote.
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## Principle C – Selection and role of lay members

	Requirement	Level of Compliance	Arrangements in Place
(a)	That committee or panel members are made fully aware of the status, role and function they are required to perform on either a main or secondary committee	<b>Full Compliance</b>	<p>Members of the Pensions Committee will be subject to the Falkirk Council Councillors Code of Conduct.</p> <p>Members of the Pensions Panel will be appointed on the understanding that they will be subject to the Falkirk Council Councillors Code of Conduct.</p> <p>Induction training will be delivered to Committee and Panel members.</p>
(b)	That at the start of any meeting, committee members are invited to declare any financial or pecuniary interest related to specific matters on the agenda.	<b>Full Compliance</b>	Declaration of interests is a standard procedure at the start of all Committee and Panel meetings. Declarations are noted in the minutes.

## Principle D – Voting

Requirement	Level of Compliance	Arrangements in Place
(a) The policy of individual administering authorities on voting rights is clear and transparent, including the justification for not extending voting rights to each body or group represented on main LGPS committees.	<b>Full Compliance</b>	All members of the Pensions Committee including co-opted members will have voting rights on the basis that they have executive responsibility for pension fund decision making.

## Principle E – Training / FacilityTime / Expenses

	Requirement	Level of Compliance	Arrangements in Place
(a)	That in relation to the way in which statutory and related decisions are taken by the administering authority, there is a clear policy on training, facility time and reimbursement of expenses in respect of members involved in the decision-making process.	<b>Full Compliance</b>	<p>The administering authority's approach to training is set out in its training policy for the Pensions Committee and Pensions Panel members.</p> <p>Training is delivered in large part by addressing specific items at Committee and Panel meetings and complemented by visits to Fund Managers, bespoke training events and attendance at industry seminars and conferences.</p> <p>Expenses incurred by Committee and Panel members are met either by the Fund or the Falkirk Council scheme for payment of members expenses.</p>
(b)	That where such a policy exists, it applies equally to all members of committees, sub-committees, advisory panels or any other form of secondary forum.	<b>Full Compliance</b>	The Training Policy for the Pensions Committee and Pensions Panel applies uniformly to all members.

(c)	That the administering authority considers the adoption of annual training plans for committee members and maintains a log of all such training undertaken.	<b>Full Compliance</b>	The Training Policy for the Pensions Committee and Pensions Panel includes the requirement for members to undergo training needs analysis and the development of commensurate training plans. A register of training undertaken will be maintained.
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## Principle F – Meetings (Frequency/Quorum)

Requirement		Level of Compliance	Arrangements in Place
(a)	That an administering authority's main committee or committees meet at least quarterly.	<b>Full Compliance</b>	The Pensions Committee hold quarterly meetings.  Additional meetings are called as required.
(b)	That an administering authority's secondary committee or panel meet at least twice a year and is synchronised with the dates when the main committee sits.	<b>Full Compliance</b>	The Pensions Panel hold quarterly meetings and meets roughly two weeks in advance of the Pension Committee.  Additional meetings are called as required.
(c)	That an administering authority who does not include lay members in their formal governance arrangements, must provide a forum outside of those arrangements by which the interests of key stakeholders can be represented.	<b>Full Compliance</b>	The Council <i>does</i> include lay members on its Pensions Committee. However, in order ensure that the interests of wider fund stakeholders can be represented, the Fund holds a Pensions & Investment Conference each year.

## Principle G – Access

Requirement		Level of Compliance	Arrangements in Place
(a)	That subject to any rules in the Council's constitution, all members of main and secondary committees or panels have equal access to committee papers, documents and advice that falls to be considered at meetings of the main committee.	<b>Full Compliance</b>	Members of Pensions Committee and Pensions Panel have equal access to any committee papers, documents and advice that falls to be considered at meetings of the Pensions Committee.

## Principle H – Scope

Requirement		Level of Compliance	Arrangements in Place
(a)	That administering authorities have taken steps to bring wider scheme issues within the scope of their governance arrangements.	<b>Full Compliance</b>	The Pensions Committee and Panel agendas include reports pertaining to both administration and investment matters such as regulatory changes, actuarial valuation and funding level updates, admission agreements, investment strategy and Fund/ Investment Manager performance.



## Principle I – Publicity

Requirement	Level of Compliance	Arrangements in Place
(a) That administering authorities have published details of their governance arrangements in such a way that stakeholders with an interest in the way in which the scheme is governed, can express an interest in wanting to be part of those arrangements.	<b>Full Compliance</b>	Employers, Unions and Pensioners have been consulted regarding the governance arrangements and invited to participate.  Full details of the Governance arrangements are published on the Fund's website.



Chief Finance Officer  
Falkirk Council

24<sup>th</sup> September, 2015

## ACTUARIAL STATEMENT FOR 2014/15

### Falkirk Council Pension Fund (“the Fund”) Actuarial Statement for 2014/15

This statement has been prepared in accordance with Regulation 31A(1)(d) of the Local Government Pension Scheme (Scotland) (Administration) Regulations 2008, and Chapter 6 of the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the UK 2014/15. It has been prepared at the request of the Administering Authority of the Fund for the purpose of complying with the aforementioned regulation.

#### Description of Funding Policy

The funding policy is set out in the Administering Authority’s **Funding Strategy Statement (FSS)**, dated March 2015. In summary, the key funding principles are as follows:

- to ensure the long-term solvency of the Fund, using a prudent long term view. This will ensure that sufficient funds are available to meet all members’/dependants’ benefits as they fall due for payment;
- to ensure that employer contribution rates are reasonably stable, where appropriate;
- to minimise the long-term cash contributions which employers need to pay to the Fund, by recognising the link between assets and liabilities and adopting an investment strategy which balances risk and return (**NB** this will also minimise the costs to be borne by Council Tax payers);
- to reflect the different characteristics of different employers in determining contribution rates. This involves the Fund having a clear and transparent funding strategy to demonstrate how each employer can best meet its own liabilities over future years; and
- to use reasonable measures to reduce the risk to other employers and ultimately to the Council Tax payer from an employer defaulting on its pension obligations.

The FSS sets out how the Administering Authority seeks to balance the conflicting aims of securing the solvency of the Fund and keeping employer contributions stable.

#### Funding Position as at the last formal funding valuation

The most recent actuarial valuation carried out under Regulation 32 of the Local Government Pension Scheme (Scotland) (Administration) Regulations 2008 was as at 31 March 2014. This valuation revealed that the Fund’s assets, which at 31 March 2014 were valued at £1,577 million, were sufficient to meet 85% of the liabilities (i.e. the present value of promised retirement benefits) accrued up to that date. The resulting deficit at the 2014 valuation was £283 million.

Individual employers’ contributions for the period 1 April 2015 to 31 March 2018 were set in accordance with the Fund’s funding policy as set out in its FSS.

## Principal Actuarial Assumptions and Method used to value the liabilities

Full details of the methods and assumptions used are described in the valuation report dated 31 March 2015.

### Method

The liabilities were assessed using an accrued benefits method which takes into account pensionable membership up to the valuation date, and makes an allowance for expected future salary growth to retirement or expected earlier date of leaving pensionable membership.

### Assumptions

A market-related approach was taken to valuing the liabilities, for consistency with the valuation of the Fund assets at their market value.

The key financial assumptions adopted for the 2014 valuation were as follows:

Financial assumptions	31 March 2014	
	% p.a. Nominal	% p.a. Real
Discount rate	5.10%	2.40%
Pay increases	4.00%	1.30%
Price inflation/Pension increases	2.70%	-

The key demographic assumption was the allowance made for longevity. The life expectancy assumptions are based on the Fund's VitaCurves with improvements in line with the CMI\_2012 model, assuming the current rate of improvements has reached a peak and will converge to long term rate of 1.25% p.a.. Based on these assumptions, the average future life expectancies at age 65 are as follows:

	Males	Females
Current Pensioners	22.1 years	23.8 years
Future Pensioners*	24.3 years	26.3 years

\*Future pensioners are assumed to be aged 45 at the 2014 valuation.

Copies of the 2014 valuation report and Funding Strategy Statement are available on request from Falkirk Council, the Administering Authority to the Fund.

### Experience over the period since April 2014

Experience has been worse than expected over the year to 31 March 2015 (excluding the effect of any membership movements). Real bond yields have fallen dramatically and the

effect of this has been only partially offset by the effect of strong asset returns, meaning that funding levels are likely to have worsened and deficits increased over this period.

The next actuarial valuation will be carried out as at 31 March 2017. The Funding Strategy Statement will also be reviewed at that time.

Steven Scott FFA

Fellow of the Institute and Faculty of Actuaries  
For and on behalf of Hymans Robertson LLP  
29 September 2015

## SCHEDULED AND ADMISSION BODIES AS AT 31 MARCH 2015

### Scheduled Bodies

Central Scotland Joint Valuation Board  
 Clackmannanshire Council  
 Falkirk Council  
 Forth Valley College  
 Scottish Children's Reporter Administration (SCRA)  
 Scottish Environment Protection Agency (SEPA)  
 Scottish Fire and Rescue Service (ex Central Scotland Fire & Rescue Service)  
 Scottish Police Authority (ex Central Scotland Police)  
 Stirling Council  
 Visit Scotland (Ex-Argyll, The Isles, Stirling, Loch Lomond and Trossachs Tourist Board)

### Admission Bodies with Active Members

Active Stirling  
 Alsorts  
 Amey (Clackmannanshire Schools Project) \*  
 Association of Scottish Colleges  
 Ballikinrain School  
 Central Scotland Council for Regional Equality \*  
 Central Carers Association  
 Ceteris  
 Cowane's Hospital  
 Dollar Academy Trust  
 Falkirk Community Trust Ltd  
 Forth and Oban Ltd  
 McLaren Community Leisure Centre \*  
 Open Secret \*  
 Plus \*  
 Scottish Autism  
 Seamab School  
 Smith Art Gallery  
 Snowdon School Ltd  
 Stirling District Tourism Ltd  
 Stirling Enterprise Park Limited (STEP)  
 Strathcarron Hospice  
 Thinkwhere Ltd. (formerly Forth Valley GIS Ltd) \*  
 Valad Management (UK) Ltd \*  
 Water Industry Commission for Scotland  
 Haven Products Ltd  
 \* Closed to new members

## **Other Admission Bodies with Continuing Interest in Fund**

Stirling University

Waterwatch Scotland