

MEETING

PENSION FUND COMMITTEE

DATE AND TIME

TUESDAY 21 DECEMBER 2010

AT 7.00PM

VENUE

HENDON TOWN HALL, THE BURROUGHS, HENDON NW4 4BG

TO: MEMBERS OF THE COMMITTEE (Quorum 3)

Chairman: Councillor John Marshall

Vice Chairman: Councillor Mark Shooter

Councillors:

Alex Brodkin

Geof Cooke

Rowan Turner

Susette Palmer

Substitute Members:

Jack Cohen

Anthony Finn

Andrew Harper

Geoff Johnson

Monroe Palmer

Ansuya Sodha

**You are requested to attend the above meeting for which an agenda is attached.
Aysen Giritli – Democratic Services Manager**

Democratic Services contact: Maria Lugangira 020 83592761

Media Relations contact: Chris Palmer 020 8359 7408

To view agenda papers on the website: <http://committeepapers.barnet.gov.uk/democracy>

CORPORATE GOVERNANCE DIRECTORATE

ORDER OF BUSINESS

Item No.	Title of Report	Page Nos.		
1.	MINUTES	-		
2.	ABSENCE OF MEMBERS	-		
3.	DECLARATION OF MEMBERS' PERSONAL AND PREJUDICIAL INTERESTS	-		
4.	PUBLIC QUESTION TIME (if any)	-		
5.	MEMBERS' ITEMS (if any)	-		
6.	Barnet Pension Fund Triennial Evaluation	1 - 29		
7.	Barnet Council Pension Fund Performance for Quarter July to September 2010	30 - 38		
8.	ANY OTHER ITEMS THAT THE CHAIRMAN DECIDES ARE URGENT	-		
9.	<p>MOTION TO EXCLUDE THE PRESS AND PUBLIC:- That under Section 100A (4) of the Local Government Act 1972 the public be excluded from the meeting for the following item of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Act (as amended):</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; border-right: 1px solid black; padding-right: 10px;">EXEMPT AGENDA</td> <td style="padding-left: 10px;">Exemption category 3</td> </tr> </table>	EXEMPT AGENDA	Exemption category 3	
EXEMPT AGENDA	Exemption category 3			
X1.	Barnet Council Pension Fund Performance for quarter July to September 2010 (Exempt Report)	1 - 6		
X2	Approval of an organisation as an Admitted Body to the London Borough of Barnet Pension Fund	7 - 10		
X3.	ANY OTHER EXEMPT ITEMS THAT THE CHAIRMAN DECIDES ARE URGENT			

FACILITIES FOR PEOPLE WITH DISABILITIES

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You should proceed calmly; do not run and do not use the lifts.

Do not stop to collect personal belongings.

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Do not re-enter the building until told to do so.

AGENDA ITEM: 6

Page nos. 1 - 29

Meeting	Pension Fund Committee
Date	21 December 2010
Subject	Barnet Pension Fund Triennial Evaluation
Report of	Deputy Chief Executive
Summary	This report advises the Committee on the actuarial valuation of the Pension Fund as at 31 March 2010 and the contribution rates required of each fund employer to address the fund's deficit.

Officer Contributors	John Hooton, Assistant Director of Strategic Finance Karen Bannister, Interim Treasury Manager
Status (public or exempt)	Public
Wards affected	None
Enclosures	Appendix A – Actuarial Report
For decision by	Pension Fund Committee
Function of	Council
Reason for urgency / exemption from call-in (if appropriate)	Not applicable

Contact for further information: Karen Bannister – Treasury Manager Tel: 0208 359 7119

1. RECOMMENDATIONS

- 1.1 That the deficit position, as identified by the initial triennial valuation results of the London Borough of Barnet Pension Fund as at 31 March 2010 be noted.**
- 1.2 That the revised employer contribution rates for the next three years be agreed, subject to the minor variations as recommended by the Pension Fund Actuaries.**

2. RELEVANT PREVIOUS DECISIONS

- 2.1 Council – 11th September 2007 – Minute 64.
- 2.2 Pension Fund Committee – 26 March 2008 – Dec. 1 – Exempt
- 2.3 Pension Fund Committee – 10 September 2008 – Dec 11 & exempt.
- 2.4 Pension Fund Committee – 4 February 2010

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1 To ensure that the pension fund is being invested prudently and to the best advantage in order to achieve the required funding level. Effective monitoring of the Pension Fund will provide support towards the Council's corporate priorities in providing better services, with less money.
- 3.2 The objectives of the Pension Fund Funding Strategy Statement include ensuring the long term solvency of the fund and identification of the share of the Fund attributable to individual employers.

4. RISK MANAGEMENT ISSUES

- 4.1 The accuracy of the valuation relies on the accuracy of the data provided to the actuaries. Any errors in the provision of the data could have a significant impact on the required contribution rates, particularly for the smaller scheduled and admitted bodies. This risk has been mitigated by a thorough review of the data by officers within the Pensions Administration and Treasury Management teams and a series of reasonableness and data integrity tests applied by the actuary.
- 4.2 The value of the pension fund assets at any point in time is determined by the market and a large movement in the markets could have a significant impact on the surplus or deficit of the fund.

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1 Ensuring the long term financial health of the pension fund will benefit everyone who contributes to the fund.

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 6.1 The recommended employer contribution rate has been incorporated into the draft budget and any variation agreed by the committee will impact on the draft budget. Other financial issues are set out in the body of the report.

7. LEGAL ISSUES

- 7.1 This report is based on the provisions of (i) the Local Government Pension Scheme (Administration) Regulations 2008 (SI 2008/239); (ii) the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (SI 2007/1166); and (iii) The Local Government Pension Scheme (Transitional Provisions) Regulations 2008 (SI 2008/238) which have their basis in the Superannuation Act 1972.
- 7.2 As a local authority, the council's employees have the right to be members of the Local Government Pension Scheme and, therefore, the Council is statutorily required to make employer contributions.

8. CONSTITUTIONAL POWERS

- 8.1 Constitution – Part 3 Responsibility for Functions – Section 2 – Responsibility for Council Functions delegated to the Pension Fund Committee through the Pension Fund Governance Compliance Statement.

9 BACKGROUND INFORMATION

- 9.1 It is a regulatory requirement of the Local Government Pension Scheme that the administering authority instructs the actuary to undertake a triennial valuation. The main purpose of the valuation is to review the financial position of the Fund and to determine the rate at which the employers of the Fund should contribute in the future to ensure that the existing assets and future contributions will be sufficient to meet future benefit payments from the Fund.
- 9.2 The primary purpose of the figures produced as part of the triennial valuation is for “budgeting” or setting the future levels of employer contributions payable to the Fund.
- 9.3 The last valuation of the fund was undertaken by the previous actuaries, Hymans Robertson LLP as at 31 March 2007. The results of the 2007 valuation indicated that the assets of the Fund represented 71% of the accrued liabilities of the Fund. The Total Required Contribution Rate was certified as 24% of payroll which assumed that the past service funding level would be restored over a period of 20 years.
- 9.2 The results for the Fund as a whole for a series of potential scenarios, relating to the performance of the Pension Fund's assets compared to the expected return on gilts, are summarised in Appendix A.

9.3 The actual contribution rate will differ for each scheduled and admitted body and these are shown in Appendix A. The main reasons for variations in individual results are due to differences in:-

- Maturity profile of members;
- Experience of employers since 2007 including mortality rates, salary increases, early retirements and workforce changes.

10. LIST OF BACKGROUND PAPERS

10.1 None.

Legal: TE

CFO: AT

The London Borough of Barnet Pension Fund

2010 Actuarial Valuation – Initial Results
December 2010

Alison Hamilton FFA

Agenda

- Purpose of the valuation
- How do we do it?
- Funding models and assumptions
- Initial Results
- Next steps
- Questions and discussion



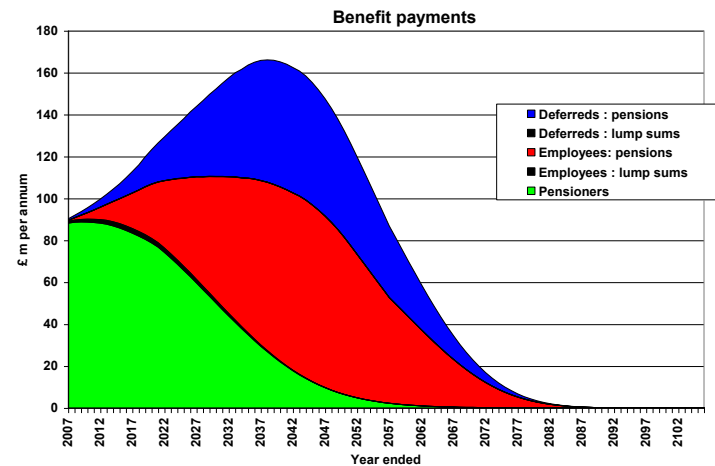
Purpose of the valuation

- Set out in Regulation
 - *Review the financial health of the Pension Fund*
 - to *certify* levels of employer contributions to secure the *solvency* of the Fund
- Also have to look at Funding Strategy Statement
- Actuary to “have regard to desirability of maintaining as **stable** a contribution rate as possible”
 - Function of the assumptions
 - Investment strategy
 - The benefits being promised by the fund



How do we do it?

- Step 1
 - Projection of all possible benefit payments for each member
- Step 2
 - Attach probabilities to each possible payment to get “expected” payments
- Step 3
 - Discount “expected” payments to obtain “value”



How do we do it?

- Look at accrued benefits and future benefits separately
- Past Service
 - Compare assets with value of accrued benefits
- Future Service
 - Determine contribution required to meet value of annual accrual of benefits
- Calculations completed at
 - Member by member level
 - Whole fund level
 - Individual employer level to minimise cross-subsidy



What do we need?

- Data
 - Membership data to determine future benefit payments
 - Financial data (accounts and employer cashflows) to determine asset shares
- Assumptions
 - Made by the actuary
 - Long term
 - For projections
 - Inflation and mortality rates, retirement rates etc
 - For discounting
 - Discount rate / future investment returns



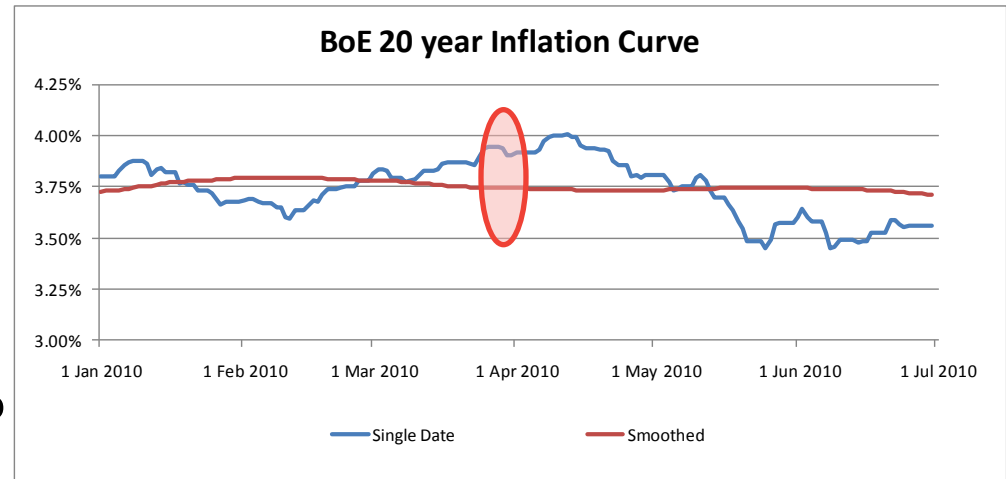
BW Funding Model

- BW “Dynamic Gilts Plus” Model
 - Recognises the assets held by the fund
 - Smoothed asset value
 - Smoothed assumptions
- Liability valuation a function of several market indicators
 - Consistent with the asset valuation
- Aims to get assets and liabilities moving in the same direction at the same time
 - Consistent with stability objective



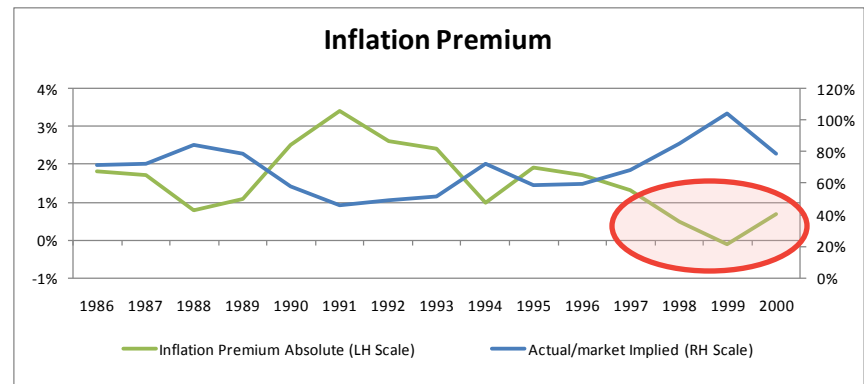
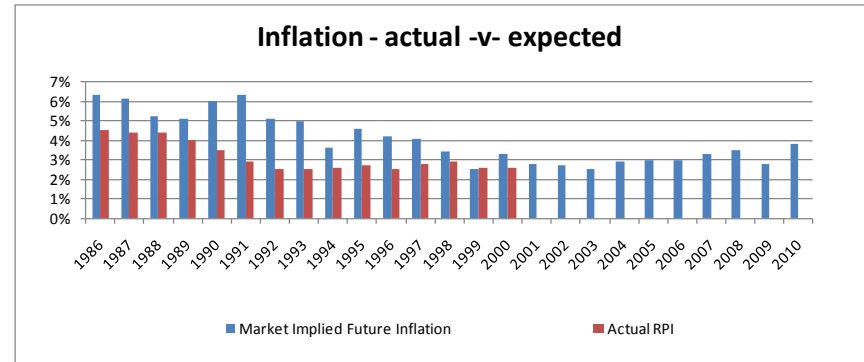
Inflation (RPI)

- Consistent with the market
- Use Bank of England Inflation Curve
- Spot yield of 3.9%
- Smoothed yield of 3.7%
- What about so called “inflation premium”



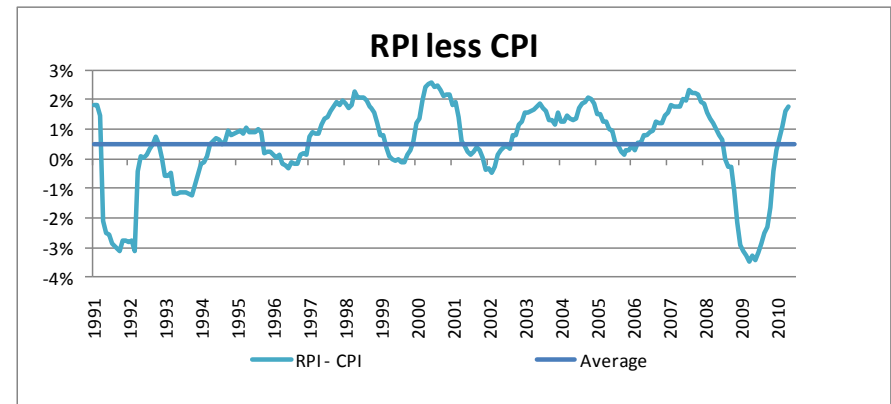
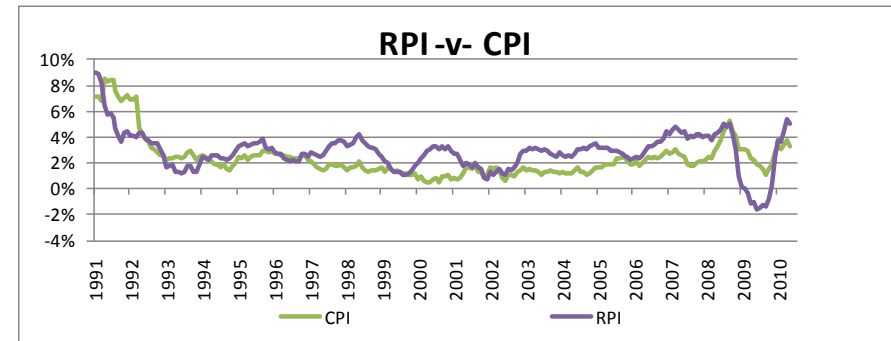
Inflation Premium

- Theory is investors will pay premium for inflation protection
- But how much?
- Maybe up to 0.5% per annum?
- Proposed premium of 0.25% per annum
- RPI assumption – 3.5%



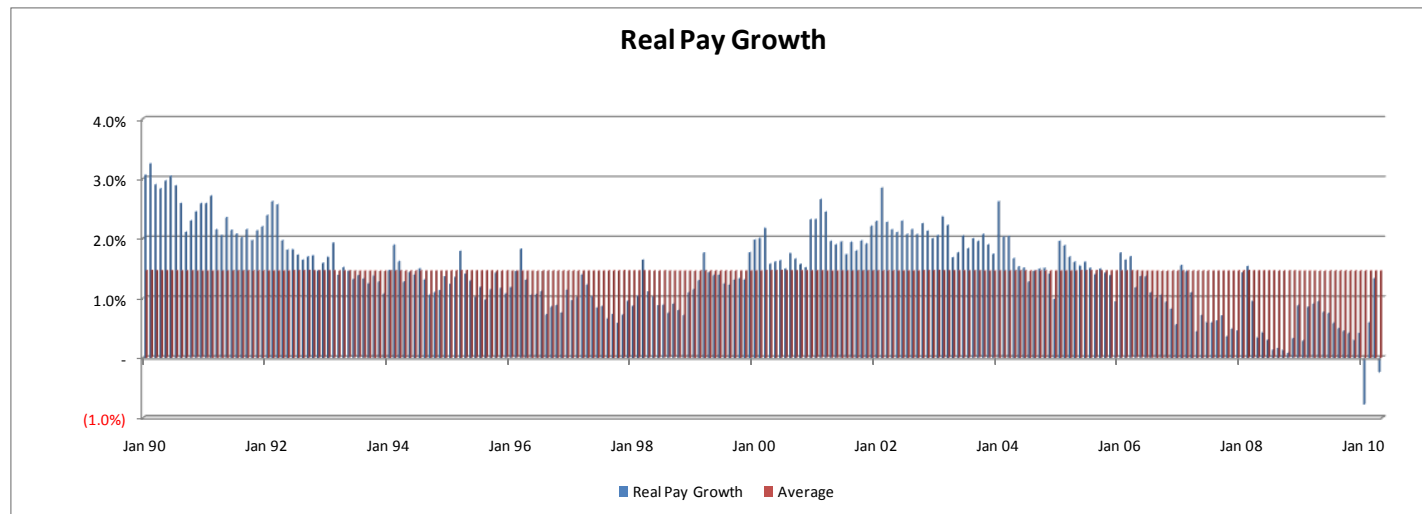
Adjust for CPI?

- Chancellor announces pensions increase to be linked to CPI rather than RPI
- CPI expected to be less than RPI
 - Partly housing costs
- How much?
- Propose 0.5% per annum
- Pension increase assumption
 - 3.0% per annum



Pay Increases

- Historically pay has exceeded RPI price inflation
 - Economic growth
- Typical long term assumption of 1.5% pa
- Looks chunky in the short term
- And public sector pay freeze promised



Step 2 – Probabilities

- Mortality
 - Varies regionally
 - Reflect the Fund pensioners and future pensioners
 - Continues to be heavier than the UK average
- Ill health
 - Lower numbers, but higher amounts
- Turnover
- Retirement patterns

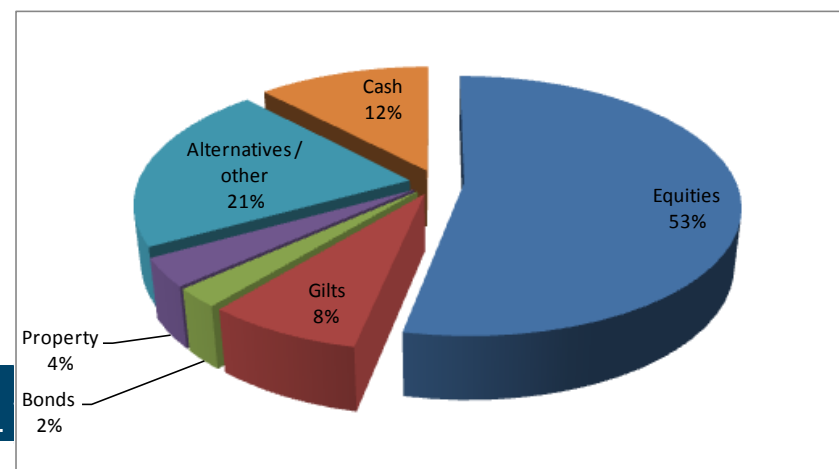
Step 3 Discount rates

- FRS17 valuation
 - Corporate bond yields / cost of borrowing
- Funding valuation
 - Expected future investment returns
- Gilts and bonds
 - Redemption yields
- Equities
 - Something more than gilts
- Property/Alternatives
 - Somewhere between equities and gilts



Deriving Discount Rate

- Apply expected returns to actual asset allocation
- Adjust for risk



Financial Assumptions	March 2010		March 2007	
	% p.a.	Real % p.a.	% p.a.	Real % p.a.
Investment Return				
Equities/absolute return funds	7.4%	3.9%		
Gilts	4.5%	1.0%		
Bonds & Property	5.6%	2.1%		
Risk Adjusted Discount Rate	6.7%	3.2%	6.1%	2.9%
Pay Increases	5.0%	1.5%	4.7%	1.5%
Price Inflation	3.5%	-	3.2%	
Pension Increases	3.0%	(0.5%)	3.2%	

2007-2010 Barnet Experience

Financial Experience	Actual % p.a.	Assumed % p.a.	Difference % p.a.
Investment Return	3.0%	6.1%	(3.1%)
Estimated Pay Increases	4.4%	4.7%	(0.3%)
Price Inflation/Pension Increases	2.9%	3.2%	(0.3%)

- Investment returns less than assumed
- Salary increases less than assumed
- Inflation lower than assumed
- Investment experience the key factor

2007-2010 Barnet Experience

Active Membership Movements	Actual	Assumed	Difference %
Early Leavers	1,885	1,702.6	11%
Deaths in Service	23	28	(18%)
Retirements			
Ill health	25	130.5	(81%)
Age	520	520	-
Voluntary	26		
Redundancy	179		
Efficiency	10		
Total	760	650	17%

Turnover greater than expected

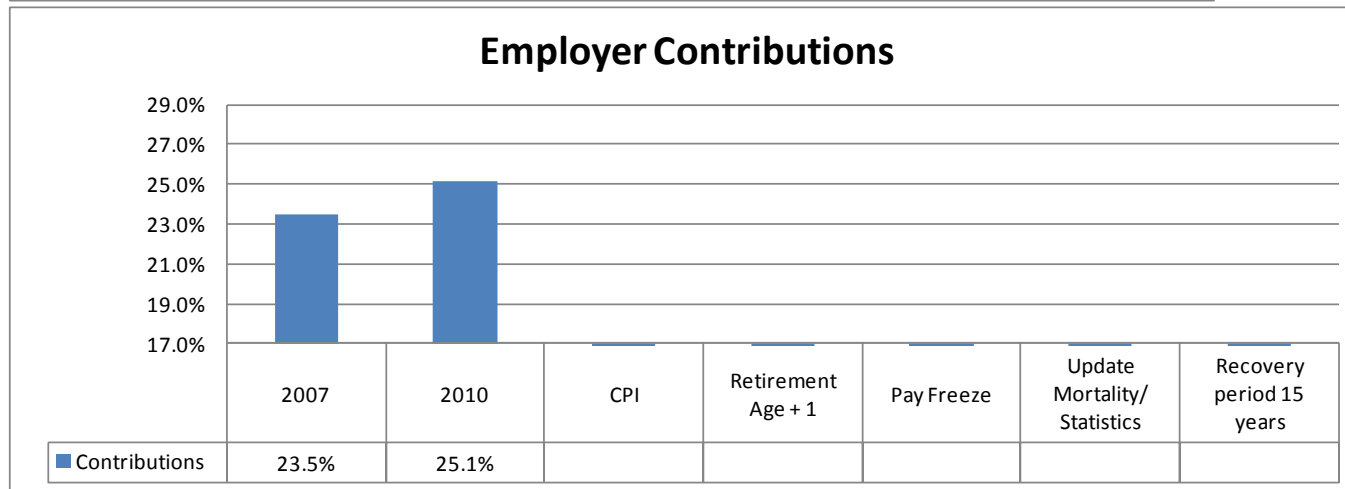
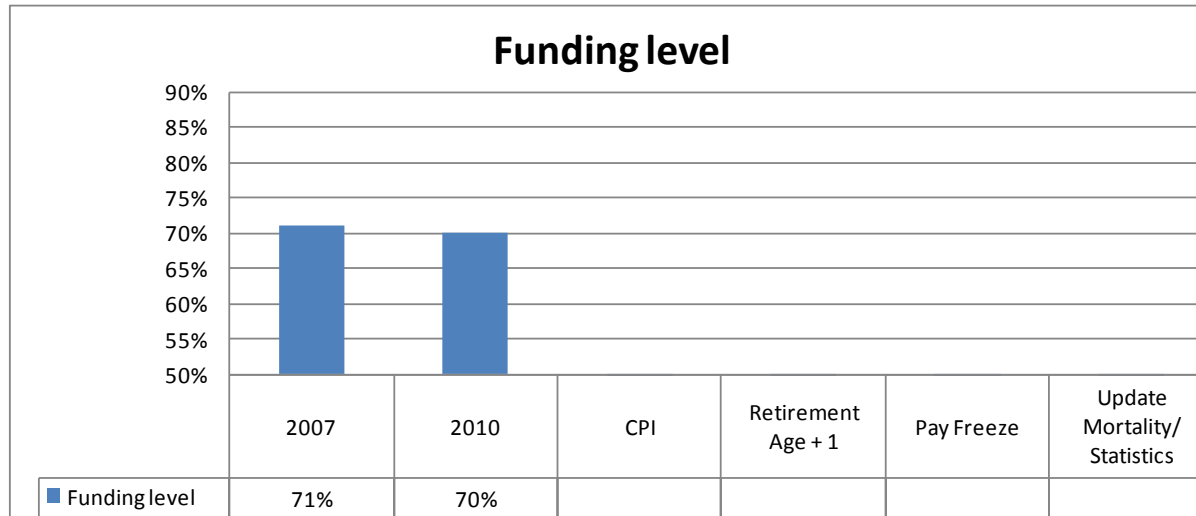
Fewer ill health retirements

Other early retirement cost met

Pensioner Deaths	Pensioners	Dependants	Total
By Number			
Actual	397	177	574
Assumed	286	90	376
% Difference	39%	96%	53%

Mortality higher expected but evidence the rate of improvement continues apace

Initial results 1- Whole Fund

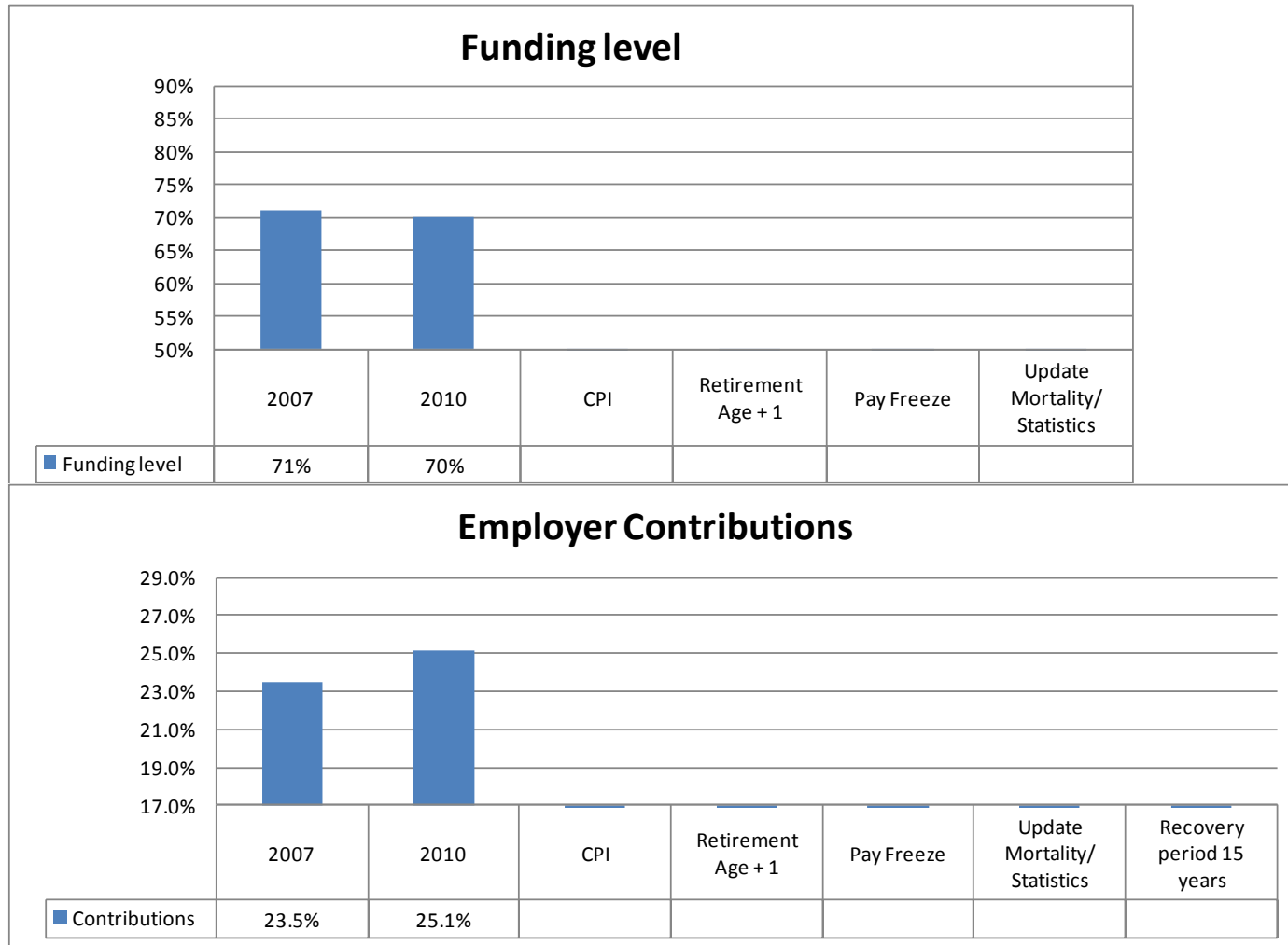


Review of initial assumptions

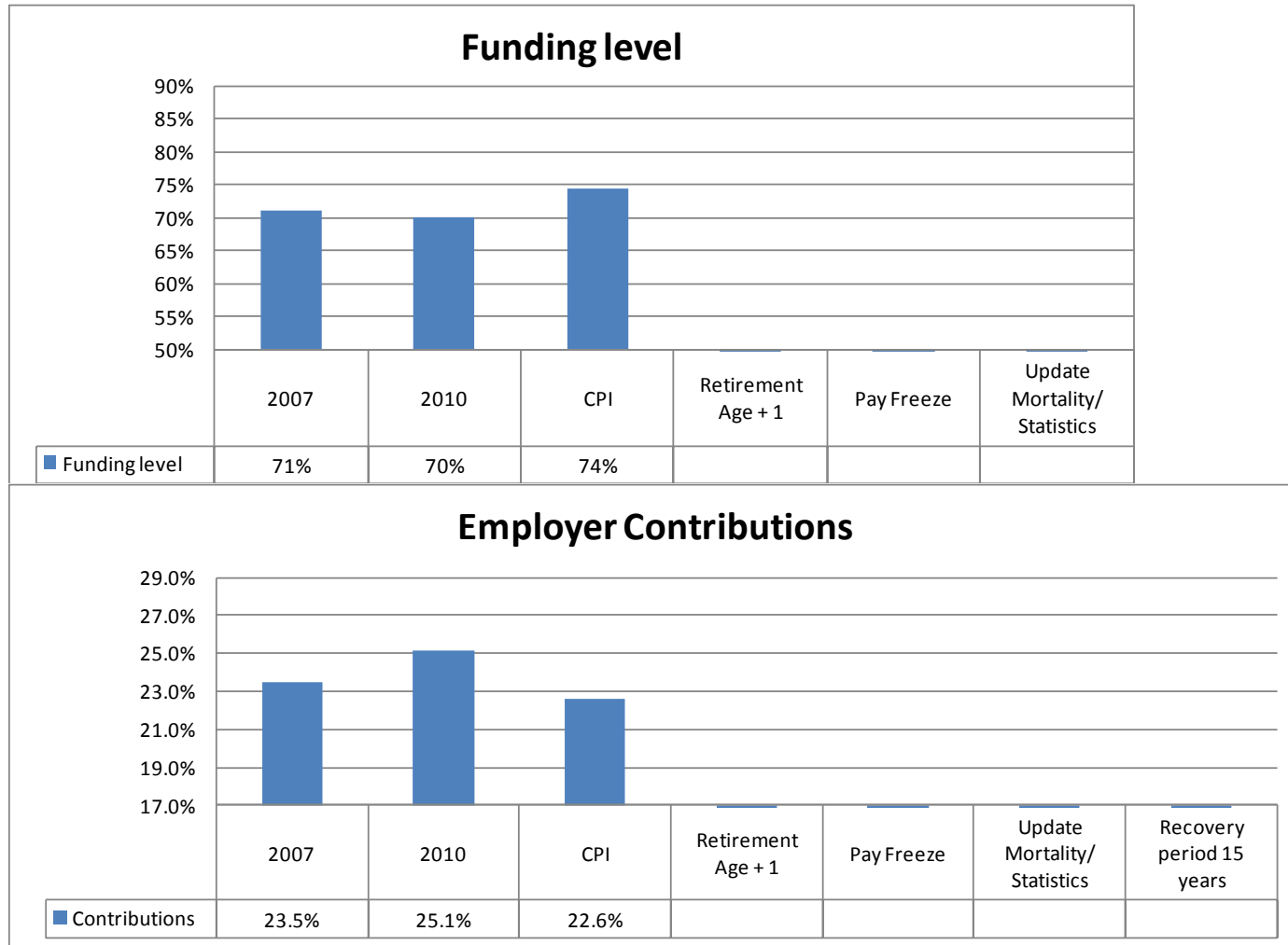
- Allow for CPI
- Pay growth
 - Allow for 2 year pay freeze
- Later retirement age
 - Assume increase in State Pension Age will influence retirement age
 - Assume future retirees retire 1 year after “eligible retirement date”
- Update mortality and demographic assumptions
 - Allow for more future improvement
 - Assume higher incidence of Tier 1 ill health retirements



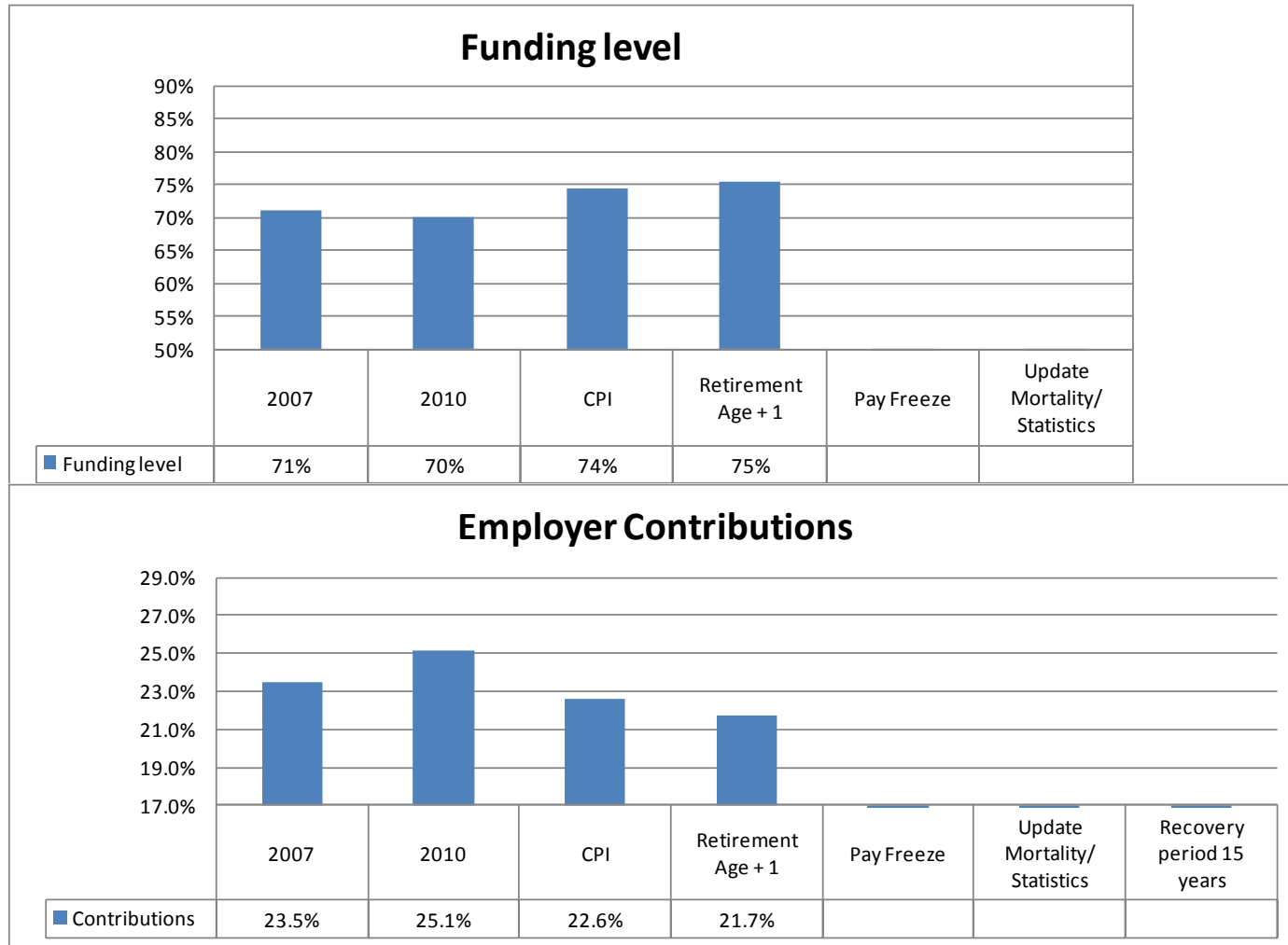
Initial results 2 – Whole Fund



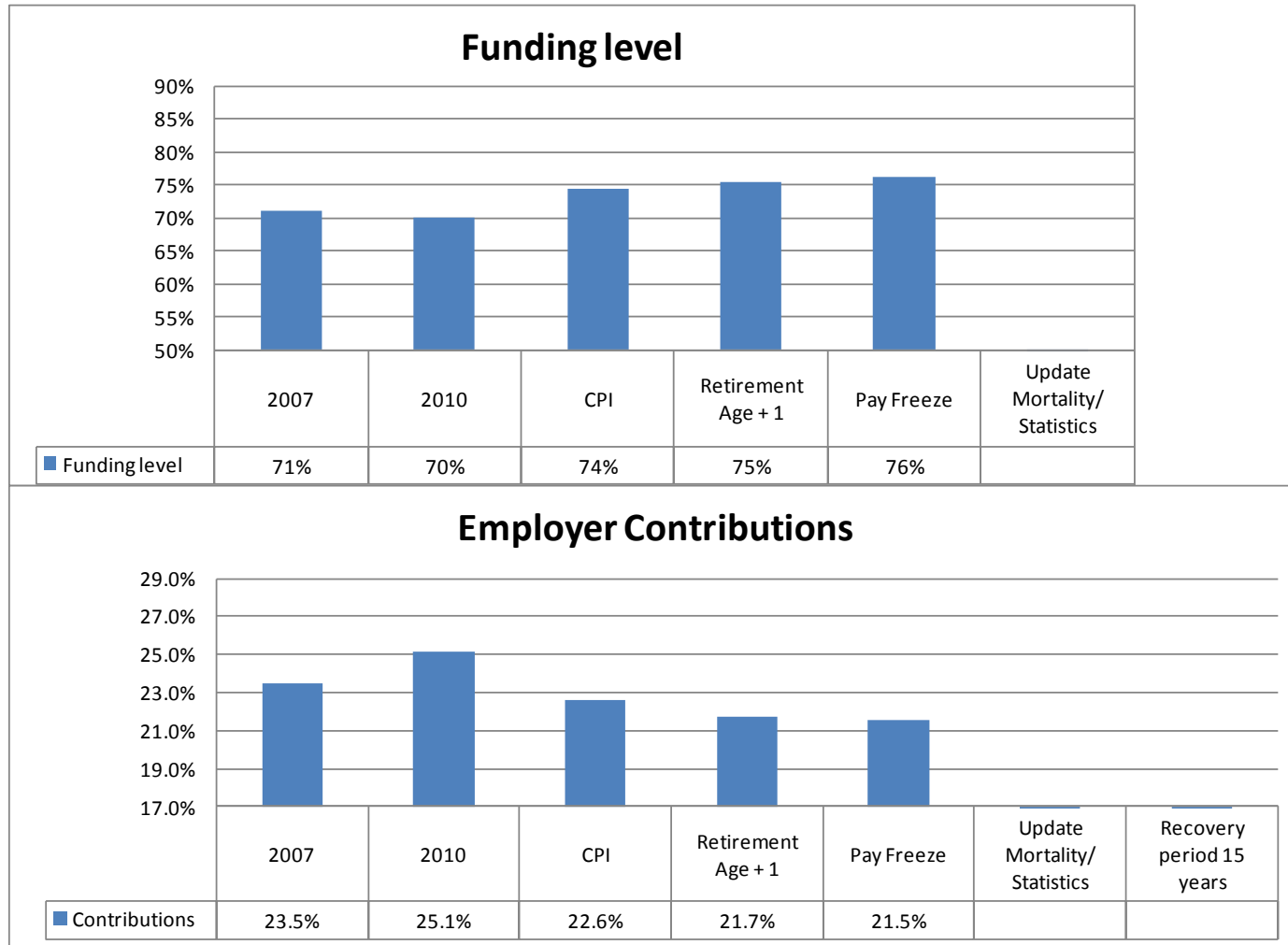
Initial results 2 – Whole Fund



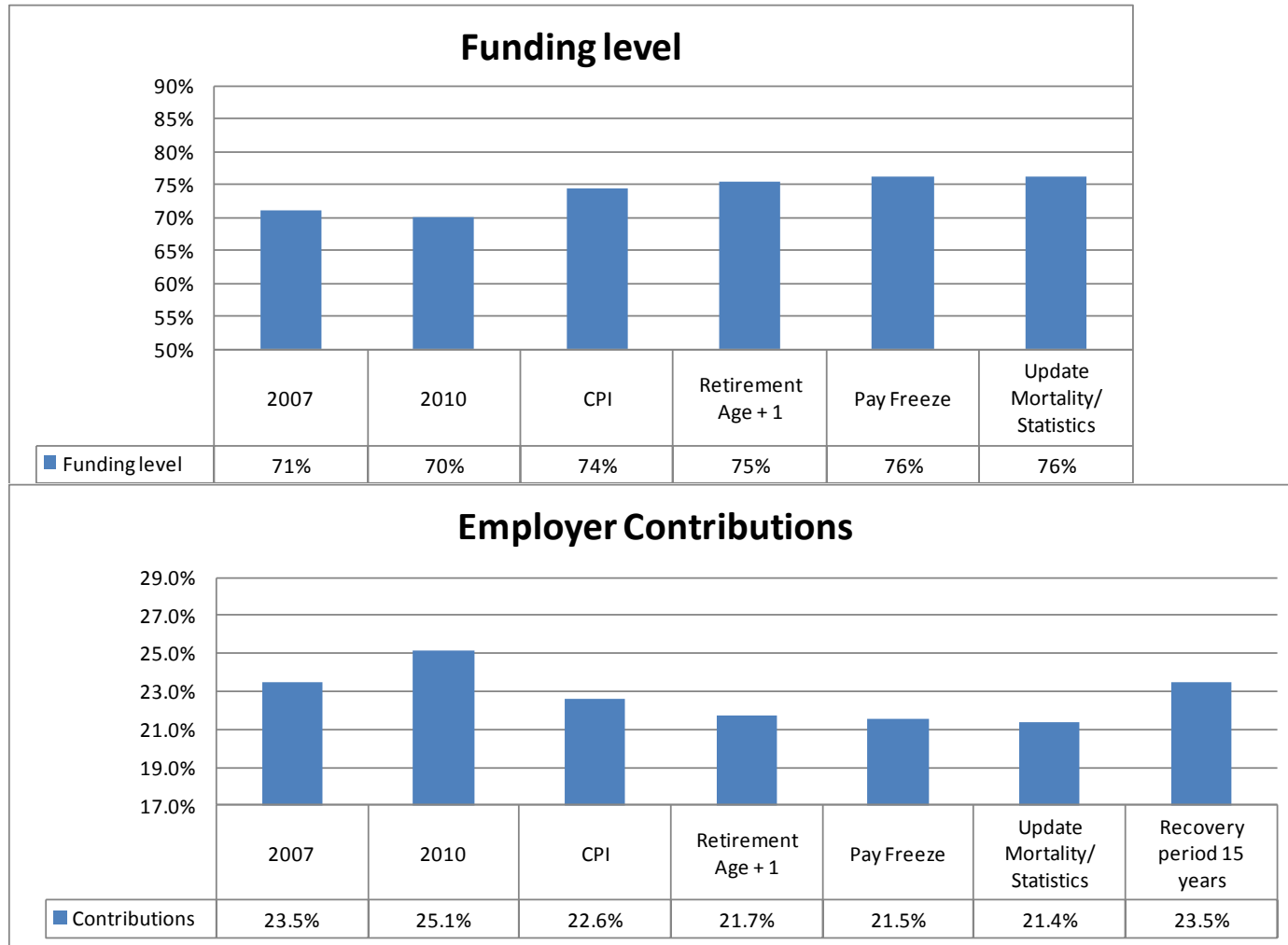
Initial results 2 – Whole Fund



Initial results 2 – Whole Fund



Initial results 2 – Whole Fund



Employer Contribution Rates

Code	Employer	Current Rate 2010/11	Proposed Rate (15 year recovery)
1	London Borough of Barnet	24.8%	23.8%
4	Middlesex University	28.6%	27.6%
10	Barnet College	23.0%	22.2%
12	Woodhouse College	23.0%	22.2%
23	The Friends of Moat Mount Campsite	23.7%	22.7%
24	Fremantle Trust	29.9%	32.4%
26	Open Learning Partnership	12.5%	16.5%
27	Housing 21	19.2%	18.2%
28	Greenwich Leisure Ltd	11.4%	14.5%
29	Barnet Homes	27.8%	29.0%
30	Turners Cleaning	21.1%	20.1%
33	Birkins Cleaning Company	24.8%	25.6%
38	London Academy	24.6%	23.6%
39	Graysons Restaurants	18.0%	17.8%
40	Servite Houses	21.1%	21.7%
41	Connaught	18.7%	18.5%
42	Wren Academy	24.8%	23.8%
43	GO Plant Ltd	21.0%	21.1%
44	Y-Gen	25.1%	24.1%

Code	Employer	Current Rate 2010/11	Proposed Rate (15 year recovery)
<u>London Borough of Barnet Pool</u>			
2	Hendon School	24.8%	23.8%
8	Mill Hill GM High School	24.8%	23.8%
13	St Mary's CE High School	24.8%	23.8%
14	Dollis GM Junior School	24.8%	23.8%
15	Osidge GM Primary School	24.8%	23.8%
16	Finchley Catholic GM School	24.8%	23.8%
18	St Michael's RC GM School	24.8%	23.8%
19	St James GM School	24.8%	23.8%
20	Bishop Douglass RC School	24.8%	23.8%
21	Hasmonean High School	24.8%	23.8%
22	Menorah Foundation GM School	24.8%	23.8%
<u>Academies</u>			
5	Queen Elizabeth's Boys School	24.8%	23.8%
17	Ashmole GM School	24.8%	23.8%
110	Compton Academy	24.8%	23.8%
111	East Barnet	24.8%	25.5%

Please note that these rates are subject to change. The final rates will be signed off on 31 March 2011.

The next steps

- Almost back on track for whole fund
- Each employer will differ
- Prepare the final report?
- What about Scheme changes
- Employees Contributions
- Hutton Review



Questions and Discussion

Alison Hamilton FFA

AGENDA ITEM: 7

Page nos. 30 - 38

Meeting	Pension Fund Committee
Date	21 December 2010
Subject	Barnet Council Pension Fund Performance for Quarter July to September 2010
Report of	Deputy Chief Executive
Summary	This report advises the Committee of the performance of the Pension Fund for the quarter July to September 2010

Officer Contributors	John Hooton, Assistant Director of Strategic Finance Karen Bannister, Interim Treasury Manager
Status (public or exempt)	Public (with separate exempt report)
Wards affected	None
Enclosures	Appendix A – WM Performance Results for 12 months Appendix B – WM Performance Results for 3 years Appendix C - Pension Fund Market Value of Investments
For decision by	Pension Fund Committee
Function of	Council
Reason for urgency / exemption from call-in (if appropriate)	Not applicable

Contact for further information: Karen Bannister – Interim Treasury Manager Tel: 0208 359 7119

1. RECOMMENDATIONS

- 1.1 That having considered the performance of the Pension Fund for the quarter to September 2010, the Deputy Chief Executive be instructed to address any issues that the Committee consider necessary (as detailed in the exempt report).

2. RELEVANT PREVIOUS DECISIONS

- 2.1 Council – 11th September 2007 – Minute 64.
- 2.2 Pension Fund Committee – 26 March 2008 – Dec. 1 – Exempt
- 2.3 Pension Fund Committee – 10 September 2008 – Dec 11 & exempt.
- 2.4 Pension Fund Committee – 4 February 2010

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1 To ensure that the pension fund is being invested prudently and to the best advantage in order to achieve the required funding level. Effective monitoring of the Pension Fund will provide support towards the Council's corporate priorities in providing better services, with less money.

4. RISK MANAGEMENT ISSUES

- 4.1 The primary risk is that of poor investment performance. Fund manager's performance is monitored by the committee every quarter with reference to reports from the WM Company Ltd, a company that measures the performance of pension funds. If fund manager performance is considered inadequate, the fund manager can be replaced.

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1 Good governance arrangements and monitoring of the pension fund managers will benefit everyone who contributes to the fund.

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 6.1 The financial issues are set out in the body of the report.

7. LEGAL ISSUES

- 7.1 This report is based on the provisions of (i) the Local Government Pension Scheme (Administration) Regulations 2008 (SI 2008/239); (ii) the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (SI 2007/1166); and (iii) The Local Government Pension Scheme (Transitional Provisions) Regulations 2008 (SI 2008/238) which have their basis in the Superannuation Act 1972.

7.2 Other statutory provisions are referred to in the body of this report.

8. CONSTITUTIONAL POWERS

8.1 Constitution – Part 3 Responsibility for Functions – Section 2 – Responsibility for Council Functions delegated to the Pension Fund Committee through the Pension Fund Governance Compliance Statement.

9 BACKGROUND INFORMATION

9.1 History

9.1.1 The Superannuation Act 1972 makes provision for local authorities to operate pension funds for their employees and employees of other employers who have either a statutory right or an admission agreement to participate in the funds. The London Borough of Barnet's Pension Scheme Fund (The Fund) is set up under the Local Government Pension Scheme (Administration) Regulations 2008 (SI 2008/239); (ii) the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (SI 2007/1166); and (iii) The Local Government Pension Scheme (Transitional Provisions) Regulations 2008. The Regulations provide for retirement pensions, grants on age or ill-health retirement, short service grants, death grants, injury allowances and widows' pensions.

9.2 Tax Status

9.2.1 The Fund is an exempt approved fund under the Finance Act 1970, and is therefore exempt from Capital Gains Tax on its investments. At present all Value Added Tax is recoverable, but the fund is not able to reclaim the tax on UK dividends.

9.3 Operation and Administration

9.3.1 The Fund is operated and administered by the London Borough of Barnet. Day to day investment management of the Fund's assets is delegated to expert investment advisors in accordance with the Local Government Pension Scheme (Management and Investment of Funds) Regulations 1998 (as amended). The Fund is managed on a balanced (excluding property and cash) basis. The current fund managers are Schroder Investment Management Ltd and Newton Investment Management Limited.

9.3.2 At the Pension Fund Committee meeting held on the 4th of February 2010, the Committee agreed to implement a 70/30 diversified growth and bonds portfolio using the existing managers. Implementation of the new investment strategy commenced on Friday the 19th of November, with £70m transferred to the fund managers in accordance with the new strategy.

- 9.3.3 Work has also been underway on the split of Pension Fund cash from the rest of the Council's cash in the Council's accounting system. It is anticipated that this split will go live on 20th December 2010.
- 9.3.4 Following the successful transfer of funds to the managers, and split of the accounting system, a number of further developments are required in line with the new strategy. This includes a review of other elements of the fund, for example the property portfolio, and also a review of performance benchmarks. These will be reported back to the next Pensions Committee in the New Year.
- 9.3.5 Actuarial services are provided by Barnett Waddingham and the fund receives investment advice from an independent advisor.

9.4 Scheme Governance

- 9.4.1 The Council is statutorily responsible for the management of the Fund and for making strategic decisions that govern the way the Fund is invested. In this respect, the Council delegates responsibility for making investment decisions and monitoring arrangements to the Pension Fund Committee. The Pension Fund Committee's responsibilities include reviewing and monitoring the Fund's investments; selecting and deselecting investment managers and other relevant third parties; and establishing investment objectives and policies.

The Fund's investment objectives and policies are published in a Statement of Investment Principles, details of this statement can be found on the Council's Web Site (www.barnet.gov.uk/pensions/pensions-investments.htm).

9.5 Funding

- 9.5.1 The Fund is financed by employer and employee contributions and from income derived from investments. Every three years the Fund Actuary carries out a valuation, which determines the level of employer contributions. The last triennial valuation took place as at 31 March 2007 and was reported to this Committee.

9.6 Investment Performance & Benchmark

- 9.6.1 The performance of the pension fund is measured by using the WM Local Authority Universe. WM Company compile pension fund statistics from a total of 54 local authority pension funds. The portfolio mandates of the local authority funds in the universe vary both in size and management style i.e. active or passive.
- 9.6.2 The fund managers are obliged by their contract to endeavour to meet the following performance standard: 1% above WM Local Authority Average Fund over 3 years and no lower than 3% below the WM Local Authority Average Fund over any rolling 12 month period.
- 9.6.3 Appendix A shows the performance of the fund over the last 12 months and Appendix B shows the performance over the last three rolling years. The table

below shows the performance of the fund against benchmark over the most recent measured quarter July to September 2010.

	Benchmark	Performance	Relative return
Fund	8.5	8.4	-0.1

9.6.4 The value of the fund at 30 September 2010 was £638.49m compared to £588.3m at 30 June 2010, the graph in Appendix A shows how the market value of the fund has appreciated since 1 January 2005. The fund was ranked in the 48th percentile compared to other funds measured by WM for the quarter ending September 2010, and in the 73rd percentile for the latest 12 month period. Appendix A shows annual returns and the comparison with the local authority universe, including the “rank” position since 2005.

9.7 Asset Allocation

9.7.1 The fund managers invest in a number of asset classes and asset categories. The asset allocation at 30 September 2010 was:

Asset Class	Percentage of fund
UK Equities	31
North America	12
Continental Europe	9
Japan	1
Total Pacific (ex. Japan)	5
Other International Equities	7
UK Bonds	10
Overseas Bonds	4
UK Index Linked	5
Overseas Index Linked	0
Total Property	6
Cash	10

9.8 Markets

The table below shows the performance of all the major market/asset classes during the quarter ending 30 September 2010.

Asset class	Index used	Return %
UK Equities	FT All Share	13.8
North America	FTSE WORLD N	7.3
Europe ex UK	FTSE WORLD E	10.1
Pacific	FT Pacific ex. Japan	16.1
Japan	FT Japan	-3.2
Other International	FT World ex UK	10.2
UK Bonds	UK Gilts AS	4.7

Overseas Bonds	JPM Gib ex. Uk	4.6
UK Index Linked	Index linked Gilts AS	3.8
Cash/Other	7 Day LIBID	0.2
Property	IPD all property index	0.2

10. LIST OF BACKGROUND PAPERS

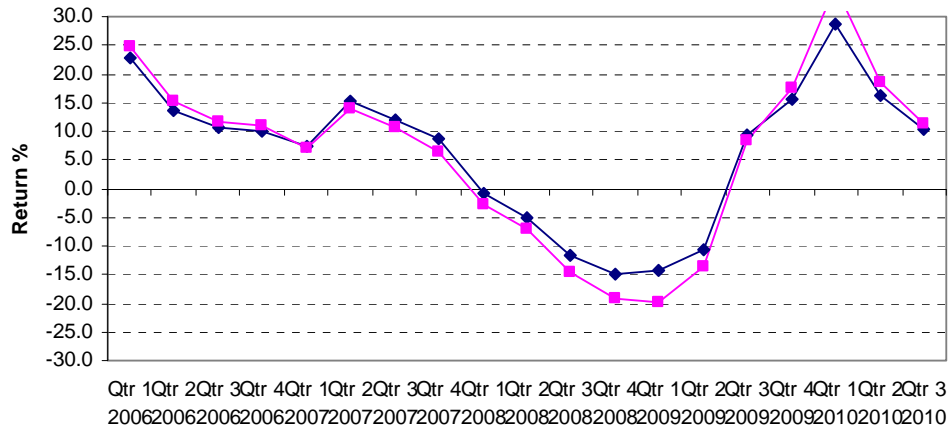
10.1 None.

Legal: TE

CFO: AT

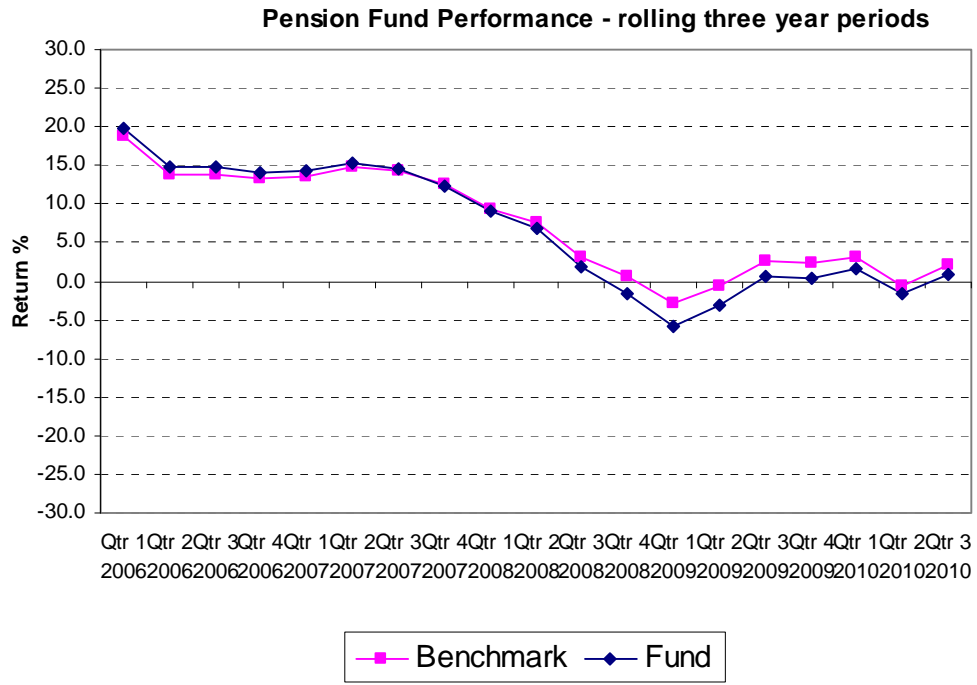
Appendix A:

Pension Fund Performance - 12 months (annualised)



—◆— Fund —■— Benchmark

Appendix B



Appendix C

