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# Pension Fund Accounts 2011/12



**CYNGOR SIR POWYS**  
**POWYS COUNTY COUNCIL**

County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

# **PENSION FUND ACCOUNT**

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## CHAIRMAN'S STATEMENT

The Pension Fund aims to deliver pensions effectively and efficiently at the lowest cost to the contributing employers. This requires a balance be struck between the risk and return of the investments held and to consider the future liabilities of the fund. We are committed to a long-term goal of stabilising the future pension costs to employers.

The cost to employers is based on the triennial actuarial valuation of the fund, the most recent one being completed as at 31 March 2010. That valuation highlighted a fall in the funding level of the fund from 73% to 71%. The aim is to achieve 100% funding. The next valuation is due to be calculated as at 31 March 2013. The purpose of the Valuation is to establish the contribution rates that employers should pay into the fund in order to finance member future benefits. Employee rates are set in statute and are not affected by the valuation report.

Quantative Easing and the Euro Zone debt crisis are some of the factors which have contributed to a difficult economic environment during the period. However, the fund again reported a positive overall return of 6.1% for the year ended 31<sup>st</sup> March 2012

In order to ensure that the LGPS continues to be sustainable into the future, reforms agreed between Councils, trade unions and the government for consultation with members, include a move from defined benefit based on final salary to one tied to career average earnings with a revised accrual rate of 1/49<sup>th</sup>, changed from the current rate of 1/60<sup>th</sup>. Workers' accrued pension benefits are protected in the agreement. If members agree with the reforms, the new terms will start in April 2014.

It is worth noting that regardless of how the investments of the fund perform the pensions of existing pensioners and the future pensions of employees are guaranteed. The Fund cannot be "wound up" like private sector schemes.

I trust that you find this years report interesting and informative. Should you have any comments on this report or any aspect regarding the administration of the scheme, see Appendix one for details of how to contact us. As a reminder, the Members of Powys County Council are the Trustees of the fund and as such are responsible for the administration.

Cllr Gwilym Vaughan  
Chair of the Pensions and Investment Committee

# FUND ADMINISTRATION

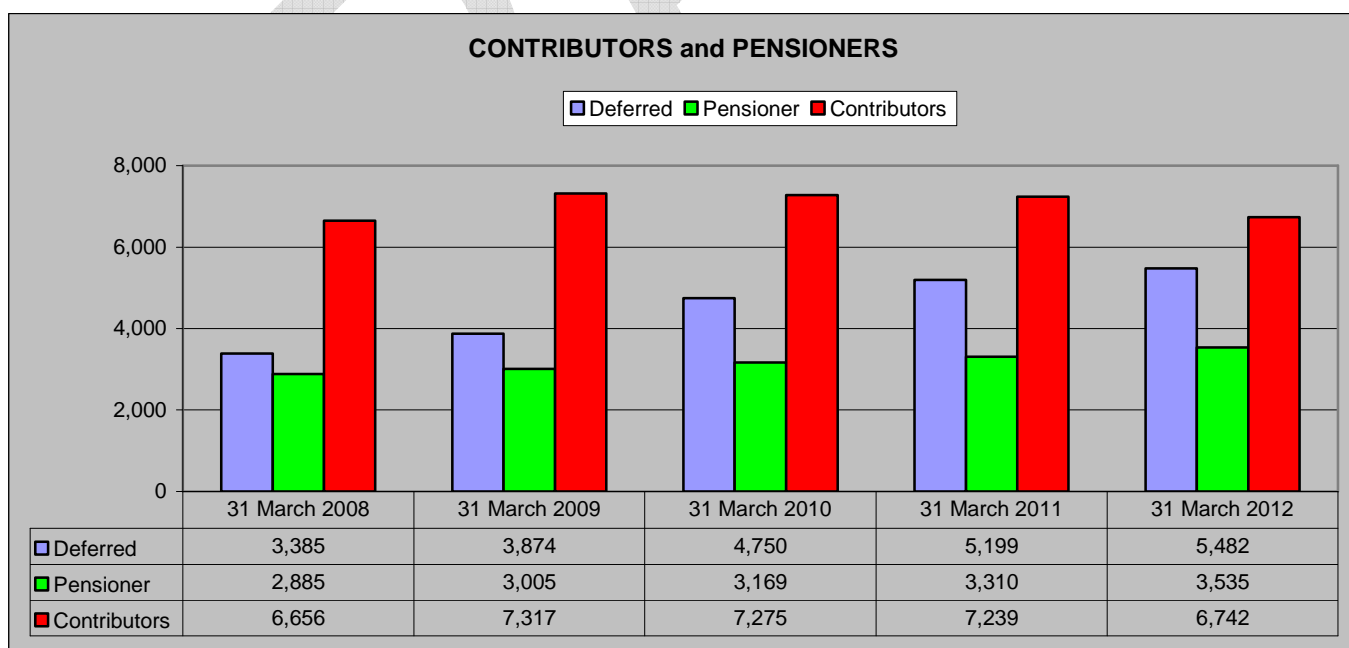
## Scheme Details

Powys County Council is the administering Authority for the Powys Pension Fund. The Pension Fund provides future pension entitlement to all eligible employees of Powys County Council and the other participating bodies (Appendix one). Membership of the scheme is not mandatory. It is a defined benefit pension scheme based on final salary. The contributions payable by employees and the benefits due to them are prescribed by the Local Government Pension Scheme Regulations. With effect from 01 April 2011 all members have been allocated a contribution rate based on the following:

Band	Range	Contribution Rate
1	£0 -£12,900	5.5%
2	>£12,901 - £15,100	5.8%
3	>£15,101 - £19,400	5.9%
4	>£19,401 - £32,400	6.5%
5	>£32,401 - £43,300	6.8%
6	>£43,301 - £81,100	7.2%
7	>£81,100	7.5%

The fund excludes membership for teachers, police officers and fire fighters, for whom separate schemes exist.

The graph below shows the membership of the fund. Deferred members are former employees of the contributing authorities who have yet to draw their pensions.



## Pension Increases

Pensions paid to retired members are subject to annual mandatory increases linked from April 2011 to CPI. Increases take effect in the first full week of each financial year. The table below shows the pension increases of the last 5 years:

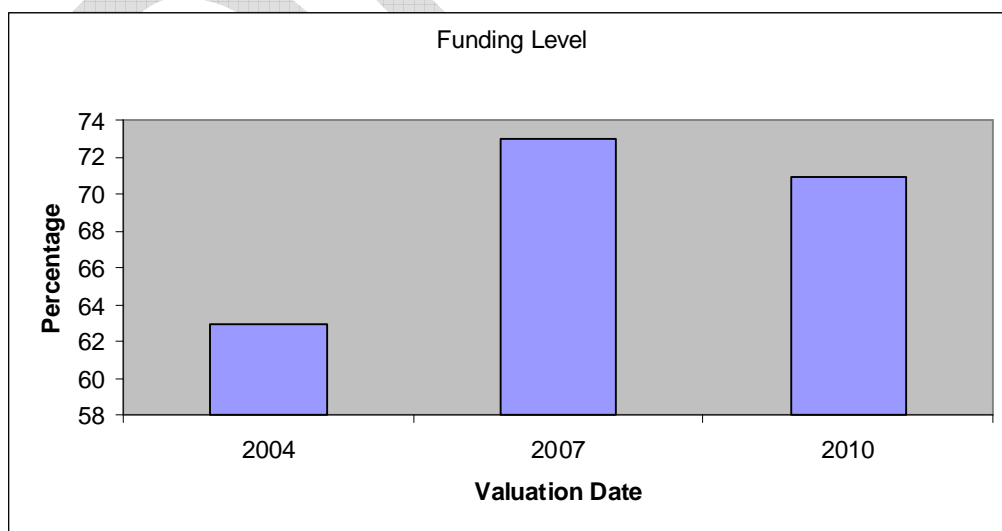
Effective Date	Increase %
7 <sup>th</sup> April 2008	3.9
6 <sup>th</sup> April 2009	5.0
12 <sup>th</sup> April 2010	0.0
11 <sup>th</sup> April 2011	3.1
9 <sup>th</sup> April 2012	5.2

## Management of the Fund

The County Council is the designated statutory body responsible for administering the Powys Pension Fund of its constituent scheduled and admitted bodies. The County Council has delegated the decision-making responsibilities to the Pensions and Investment Committee, which meets at least quarterly. The Committee has co-opted two non-voting members, one staff representative nominated by the Trade Unions and one representative nominated by the Outside Bodies Employers. The Committee will review market conditions and economic trends with the aim of forming a view on the prospects for each of the world markets over the short, medium and long term. The Pensions and Investment Committee, alongside the Chief Financial Officer and the external experts it employs, provided the general direction and advice by which the Fund was managed. It also monitored the performance of the Fund and the investments for which the administering Authority is responsible.

Day to day administration of the scheme is provided by the Pensions Section of Powys County Council. A list of the bodies that have been admitted to the scheme can be found in Appendix one.

## Funding and Valuation



The aim of the funding is to accumulate current contributions at a level sufficient to provide known benefits at some time in the future. In short therefore, the scheme benefits are financed by contributions from employees and employers together with income from investments. Both the employees' contributions and the benefits to be provided by the scheme are fixed by the Government as set out in the Local Government Pension Scheme Regulations, leaving the employers' rate of contribution as the only element which can be deliberately adjusted. The performance of investments depends upon market circumstances.

The employers' rate of contribution is assessed by the Actuary to the Fund who reviews the future income and liabilities of the Fund. These reviews, or actuarial valuations, are required by law with a major review being undertaken every third year. The next valuation of the Fund will be completed in autumn 2013.

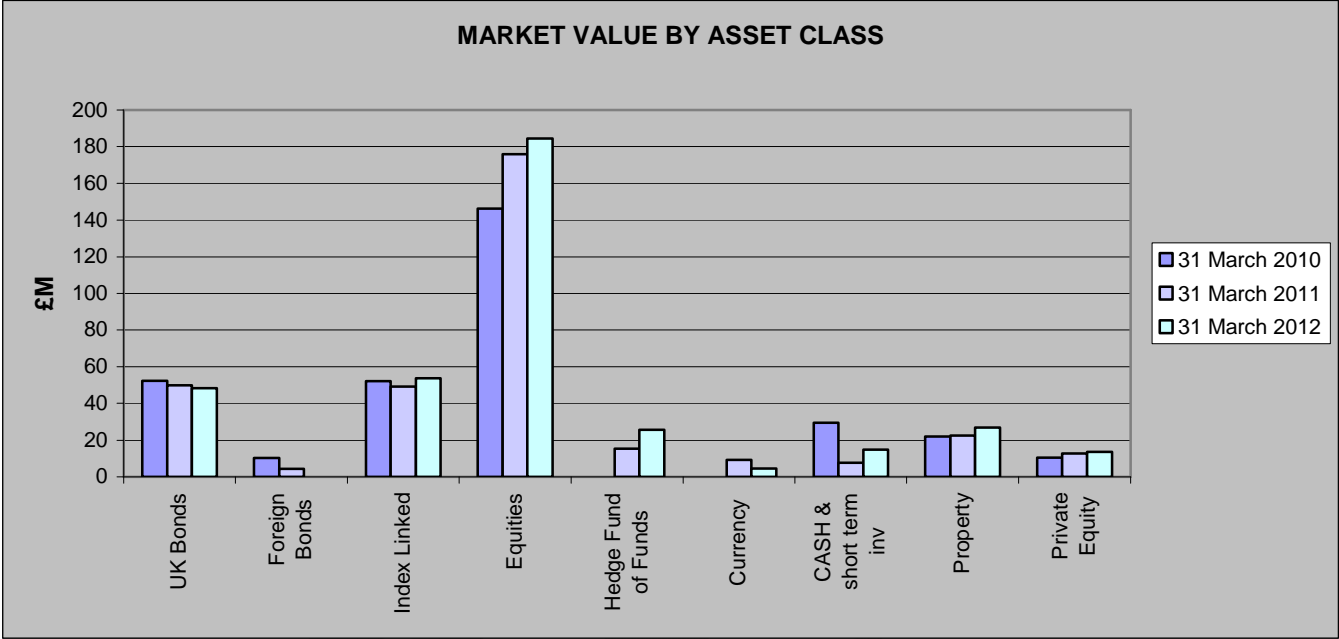
The actuarial valuation as at 31 March 2010 showed the assets held at the valuation date were sufficient to cover only 71% of the accrued liabilities assessed on an ongoing basis. Efforts continue to be made to address this deficit. It is the long-term goal to achieve 100% funding. The level of funding has no impact on members' benefits which are guaranteed by law.

### **Additional Voluntary Contribution (AVC) Scheme**

Since 06 April 1988, it has been a legal requirement for all Pension Schemes to provide members with access to an in-house AVC Scheme. The Authority's appointed providers are the Equitable Life Assurance Society and the Standard Life Assurance Company. The Committee this year considered a report to appoint additional providers & approved the appointment of Prudential as a provider of AVC's. Members are able to pay contributions into a variety of AVC arrangements offered by the providers, in order to secure additional pension benefits. The AVC investments are excluded from the Pension Fund Accounts.

# INVESTMENT REPORT

The prime requirement in managing the Fund is to ensure adequate diversification of its assets over different asset classes and different geographical areas. The right balance must be struck between the desire for enhanced returns and potential ‘risk’ of volatility in those returns i.e. the investment policy of the Fund is aimed at maximising returns within the acceptable limits of risk. There is no ideal split for any fund, so the portfolio balance needs to be regularly monitored and adjusted in line with the economic, financial and market indicators.



The investment style of the Fund is to appoint external expert fund managers with clear performance benchmarks and place accountability for performance against those benchmarks on the fund managers. The Chief Financial Officer must ensure that the management of the Fund falls within the requirements of the Local Government Pension Scheme Regulations.

## Performance Review

	1 Year %	3 Years %	5 Years %
Powys Overall Return Annualised Rolling Return pa	6.1	11.7	3.4
Inflation CPI	3.5	3.7	3.5
Average Earnings Index	2.0	2.4	2.7

Given the long-term nature of the Fund, perhaps the most significant column above is that detailing the comparisons over five years. Inflation and average earning percentages are taken from the Office for National Statistics data.

The performance of each of the current Fund Managers for 2011/12 is shown in the table on the next page. The Fund Managers have been given a rolling 3-year specific performance target measured against the benchmark return in the relevant asset class. The targets include a minimum acceptable performance level.

Mandate	Fund Performance (%)	Performance Benchmark (%)
BlackRock Global Investors (Balanced)	3.5	3.0
BlackRock Global Investors (Index-Linked Funds)	21.3	21.1
BlackRock Global Investors (Bonds)	5.5	4.6
BlackRock Global Investors (Cash)	0.0	0.5
Western Assets	7.6	9.1
Aberdeen Asset Management (Global Equity)	5.4	1.5
MFS (Global Equity)	6.1	0.9
Schroder Investment Manager (Global Equity)	-3.6	0.9
Aviva Investors (UK Property)	3.3	5.6
Fauchier Partners (Hedge Fund of Funds)	-3.8	0.9
GAM (Hedge Fund of Funds)	-1.5	-2.9
Goldman Sachs (Active Currency)	6.1	0.7
CBRE Investors (European Property)	5.7	3.6
Standard Life Investments (Private Equity)	-7.5	0.1
HarbourVest Partners VII (Private Equity)	11.0	0.1
HarbourVest Partners VIIIa - Buyout (Private Equity)	23.2	0.1
HarbourVest Partners VIIIa -Venture (Private Equity)	13.9	0.1
<b>Overall Fund</b>	<b>6.1</b>	<b>6.3</b>

During 2011/12 the fund invested a further £2.7m of capital with Aviva. In July 2011, £4.5m was invested in the BGI Liquidity Fund. Funding for this came from the disinvestment of the whole of the Investec (Active Currency) portfolio. Of the £4.784m capital commitment (Note 18) outstanding as at 31 March 2011, £1.32m was drawn down.

### Investment Manager Structure

Asset Class	Manager							Total %
	BGI Passive %	Aberdeen Schrodgers MFS Active %	Western Asset Active %	Fauchier GAM Active %	Goldman Sachs Investec Active %	Aviva CBRE Active %	Std Life Harbourvest Active %	
Equities	29.2	20.5						49.7
UK Fixed Interest								
Gilts	1.1		2.0					3.1
Sterling Non Gilts			9.8					9.8
Index Linked Gilts	14.4		0.1					14.5
Overseas Bonds								0.0
Property						7.2		7.2
Private Equity							3.6	3.6
Currency					1.2			1.2
Hedge Fund of Funds				6.9				6.9
Cash	3.5		0.5					4.0
<b>TOTAL</b>	<b>48.2</b>	<b>20.5</b>	<b>12.4</b>	<b>6.9</b>	<b>1.2</b>	<b>7.2</b>	<b>3.6</b>	<b>100.0</b>



The strategic asset allocation is as follows:

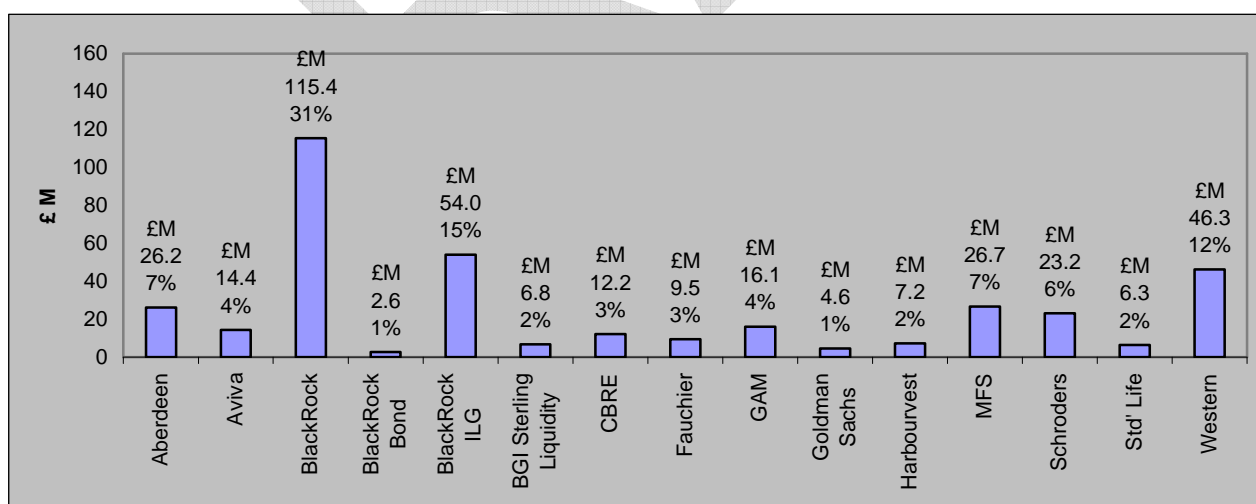
	2010/11	2011/12
Equities	47%	47%
Fixed Interest and Index Linked Securities	30%	30%
Property	10%	10%
Private Equity	5%	5%
Currency	3%	1.5%
Hedge Fund of Funds	5%	6.5%

The current strategic asset allocation is 70% return seeking and 30% risk reducing (matching assets). This strategy was determined with the aid of the funds Investment Advisors.

The strategic asset allocation is the ideal target and cannot be achieved until the scheme is fully funded in all areas, e.g. private equity. It does not reflect the actual investments held at the year-end. The current structure aims to have a 70:30 split between return seeking and liability matching assets. The rationale for the change in allocation was the diversification that active currency and hedge fund of funds portfolios would give the fund. Active Currency has a very low correlation with equities and bonds. While both currency and hedge funds are return seeking assets, hedge funds in particular have some shared characteristics as bonds, most notably the lower expected volatility compared to equities.

AON Hewitt Limited currently operates a Medium Term Asset Allocation (MTAA) project for the Fund. It utilises all of the Fund's assets excluding Private Equity. The MTAA service has the target of increasing the return achieved by these assets by 0.5% per annum by deliberately allocating assets away from the strategic allocation to take advantage of market over/under valuations during the medium term. The service will run until early 2014. The MTAA service has an artificial benchmark of 52% equity, 33% bond, 15% alternatives.

The market value of assets spread between the fund managers as at 31 March 2012 is shown below:



## Statement of Investment Principles

As required by the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (SI 2009 No.3093) the Pensions and Investment Committee have produced a Statement of Investment Principles which complies with the six investment principles set out by the Chartered Institute of Public Finance Accountants (CIPFA) Pensions Panel – Appendix 5.

## NET ASSETS STATEMENT

As at 31 March

	Note	2011 £'000	2012 £'000
Investments	10	346,746	371,705
Current Assets	13	3,433	1,073
Current Liabilities	13	-537	-335
<b>NET ASSETS AS AT 31 MARCH</b>		<b>349,642</b>	<b>372,443</b>

The accounts show cash held with the Investment Managers as investments as recommended in the Statement of Recommended Practice Financial Reports for Pension Schemes.

## PENSION FUND ACCOUNT

	Note	2010/11 £'000	2011/12 £'000
<u>Contributions and Benefits</u>			
Contributions Receivable	3	24,676	21,803
Transfers In	4	971	727
Other Income	5	75	105
<b>TOTAL INCOME</b>		<b>25,722</b>	<b>22,635</b>
Benefits Payable	6	18,968	19,628
Payments on Account of Leavers	7	588	700
Administrative Expenses	8	803	758
<b>TOTAL EXPENDITURE</b>		<b>20,359</b>	<b>21,086</b>
<b>NET ADDITIONS FROM DEALING WITH MEMBERS</b>		<b>5,363</b>	<b>1,549</b>
<u>Returns on Investments</u>			
Investment Income	9	3,635	3,054
Change in Market Value of Investments	10	18,279	19,734
Investment Management Expenses	12	-1,413	-1,536
<b>NET PROFIT ON INVESTMENTS</b>		<b>20,501</b>	<b>21,252</b>
<b>NET INCREASE IN THE FUND</b>		<b>25,864</b>	<b>22,801</b>
<b>OPENING NET ASSETS</b>		<b>323,778</b>	<b>349,642</b>
<b>CLOSING NET ASSETS</b>		<b>349,642</b>	<b>372,443</b>

# NOTES TO THE PENSION ACCOUNTS

## 1. Basis of Preparation

The financial statements have been prepared in accordance with the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2011/12.

The financial statements summarise the transactions of the scheme and deal with the net assets at the disposal of the trustees. They do not take account of obligations to pay pensions and benefits which fall due after the end of the scheme year. The actuarial position of the scheme, which does take account of such obligations, is dealt with in the statement by the actuary included in the annual report and these financial statements should be read in conjunction with it.

## 2. Accounting Policies

- Contributions and Benefits  
Contributions are accounted for on an accruals basis. Benefits payable represents the benefits entitlement up to the end of the reporting period.
- Transfers to other Schemes  
Transfer payments made to other schemes are as a result of early leavers and are accounted for when paid.
- Transfers from other Schemes  
Transfers received from other schemes are for new members and are accounted for when received. No liability to the scheme accrues until all monies have been received from the transferor's scheme.
- Refunds to Leavers  
These are accounted for when due.
- Investment Management Expenses  
Each fund manager receives a fee for their services based on the market value of the assets they manage.
- Investment Income  
Interest earned and other investment income is accounted for on an accruals basis.
- Foreign Currency Transactions  
Assets and liabilities held in a foreign currency are translated at the rate of sterling quoted at year-end. Income and expenditure arising during the year is translated into sterling at the rate quoted on the date of receipt or payment. Resulting exchange gains or losses are recognised through the revenue account.
- Valuation of Assets  
No property is directly held by the fund. The market value used for quoted investments is that quoted by the stock exchange on 31 March 12. Fund Managers value unquoted securities at the year-end in line with generally accepted guidelines to ascertain the fair value of the investment.

### 3. Contributions Receivable

	2010/11 £`000	2011/12 £`000
<u>Employers</u>		
Normal	19,260	16,328
Special	-	-
Additional	531	631
<u>Members</u>		
Normal	4,885	4,844
	24,676	21,803

	2010/11 £`000	2011/12 £`000
Contributions were made as follows:		
Powys County Council (Administering Authority)	22,808	19,834
Scheduled Bodies (Appendix 3)	1,189	1,294
Admitted Bodies (Appendix 3)	679	675
	24,676	21,803

### 4. Transfers In

	2010/11 £`000	2011/12 £`000
Individual Transfers From Other Schemes	971	727

### 5. Other Income

	2010/11 £`000	2011/12 £`000
Administrative Fees Received	8	19
Additional Allowances Recovered	67	86
	75	105

### 6. Benefit Payable

	2010/11 £`000	2011/12 £`000
Pensions	15,260	16,165
Commutations and Lump Sum Retirement Benefits	3,310	3,208
Lump Sum Death Benefits	398	255
	18,968	19,628

	2010/11 £`000	2011/12 £`000
Benefits Can Be Further Analysed:		
Powys County Council (Administering Authority)	10,048	10,603
Scheduled Bodies (Appendix Four)	8,131	8,292
Admitted Bodies (Appendix Four)	789	733
	18,968	19,628

### 7. Payments to and on Account of Leavers

	2010/11 £`000	2011/12 £`000
Refunds to Members Leaving Service	3	2
Payments to Members Joining State Scheme	1	-
Individual Transfers to Other Schemes	584	698
	588	700

## 8. Pensions Administration

	2010/11 £'000	2011/12 £'000
Powys CC Fees	661	677
Direct Administration Fees	71	51
Audit Fees	30	30
Actuarial Fees	41	-
	803	758

## 9. Investment Income

	2010/11 £'000	2011/12 £'000
Income From Fixed Interest Securities	745	686
Income From Indexed Securities	2,440	2,322
Dividends From Equities	377	2
Interest on Cash Deposits	73	44
	3,635	3,054

## 10. Investments

	Value at 01.04.11 £'000	Purchases at Cost £'000	Sale Proceeds £'000	Cash Movement £'000	Change in Market Value £'000	Value at 31.03.12 £'000
Fixed Interest Securities	54,219	22,359	-30,915	846	1,746	48,255
Pooled Vehicles - Equities	175,931	13,204	-10,705	-173	6,257	184,514
Index linked Securities	49,052	14,263	-19,316	-12	9,656	53,643
Property	22,586	3,075	-	-160	1,170	26,671
Private Equity	12,684	1,104	-1,199	-173	1,138	13,554
Hedge Fund of Funds	15,322	10,552	-	-273	-90	25,511
Active Currency	9,298	-	-4,546	-	-139	4,613
Cash & Short Term Investments	7,654	22,008	-14,540	-174	-4	14,944
	346,746	86,565	-81,221	-119	19,734	371,705

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at anytime during the year, including profits and losses realised on sales of investments during the year. Some transaction costs are included in the cost of purchases and sales proceeds. Transaction costs include costs charged directly to the scheme such as fees, commissions, stamp duty and other fees.

These transaction costs incurred in the year are incurred through the bid-offer spread on investments within pooled investment vehicles. The amount of indirect costs is not separately provided to the scheme. All equities held by the fund are now in unit trusts.

## 11. Breakdown of Investments

	2011 £'000	2012 £'000
<b>Fixed Interest Securities</b>		
UK Public Sector Quoted	14,650	11,527
UK Quoted	35,178	36,674
Overseas Public Sector	4,391	-
Overseas Quoted	-	54
	54,219	48,255
<b>Equities</b>		
UK Quoted	-	-
Overseas Quoted	-	-
	-	-
<b>Index Linked Securities</b>		
UK Quoted	49,052	53,643
Overseas Quoted	-	-
	49,052	53,643
<b>Pooled Vehicles – Equities</b>	175,931	184,514
<b>Hedge Fund of Funds</b>	15,322	25,511
<b>Active Currency</b>	9,298	4,613
<b>Private Equity</b>	12,684	13,554
<b>Property</b>	22,586	26,671
<b>Cash</b>	7,684	14,868
<b>Derivatives (see below)</b>		
Futures Options	-	-
Forward Foreign Exchange Contracts	-30	76
	346,746	371,705

The objective of a derivative is to decrease risk in a portfolio by entering into future positions to match assets that are already held in the portfolio without disturbing the underlying asset. The foreign exchange contracts above are further analysed below.

Forward Foreign Exchange Contracts	Expiration	Market Value
		£'000
Sterling	Less than 1 year	-525
<u>Hedged against:</u>		
Euro	Less than 1 year	-29
US	Less than 1 year	629
		75

## 12. Investment Management Expenses

	2010/11 £'000	2011/12 £'000
Administrative Management and Custody	1,394	1,515
Performance Measurement Charges	19	21
	1,413	1,536

## 13. Current Assets and Liabilities

	2011 £'000	2012 £'000
Contributions Due From Employers In Respect Of:		
Employers and Members	2,238	1,113
Cash Balances	1,195	-40
Accrued Expenses	-537	-335
	2,896	738

Amounts unpaid at the year end are subsequently paid within a reasonable time frame, i.e. the majority of the balances are paid within a 3 month period.

## 14. Related Party Transactions

Details of Members and officers of the Council represented on the Pensions and Investment Committee are shown in Appendix one. Their combined contributions into the scheme were £26.5k in 2011/12.

## 15. Additional Voluntary Contributions (AVC)

Although not included in these accounts the Authority has two AVC providers – Standard Life and Equitable Life. The amounts below represent monthly contributions from employees and do not include any transfers from private pension schemes. The employing Authorities make no contribution.

	2011 £'000	2012 £'000
Powys County Council	85	48
Other Bodies	-	2
	85	50

## 16. Contingent Liabilities

No contingent liabilities were known to exist at the Balance Sheet date.

## 17. Post Balance Sheet Events

No such events are known to exist at the Balance Sheet date.

## 18. Capital Commitments

	2011 £'000	2012 £'000
Private Equity and Property Mandate		
Standard Life (Private Equity)	1,744	1,163
Harbourvest (Private Equity)	2,290	1,715
CBRE (Property)	750	375
	4,784	3,253

## **19. Nature and Extent of Risks Arising from Financial Instruments**

### **Risk and risk management**

The fund's primary long-term risk is that the fund's assets will fall short of its liabilities (i.e. 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 fund portfolio. The fund achieves this through asset diversification to reduce exposure to market risk (price risk, currency risk and interest rate risk) and credit risk to an acceptable level. In addition, the fund manages its liquidity risk to ensure there is sufficient liquidity to meet the fund's forecast cash flows. The council manages these investment risks as part of its overall pension fund risk management programme. Responsibility for the fund's risk management strategy rests with the pension fund committee

#### **a) Market risk**

Market risk is the risk of loss from fluctuations in equity and commodity 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 is to identify, manage and control market risk exposure within acceptable parameters, whilst optimising the return on risk.

In general, excessive volatility in market risk is managed through the diversification of the portfolio in terms of geographical and industry sectors and individual securities. To mitigate market risk, the council and its investments advisors undertake appropriate monitoring of market conditions and benchmark analysis. Specific risk exposure is limited by applying risk-weighted maximum exposures to individual investments.

Equity futures contracts and exchange traded option contracts on individual securities may also be used to manage market risk on equity investments. It is possible for over-the-counter equity derivative contracts to be used in exceptional circumstances to manage specific aspects of market risk.

#### **Other price risk**

Other price risk represents the risk that the value of a financial instrument will fluctuate as a result of changes in market prices (other than those arising from interest rate risk or foreign exchange risk), whether those changes are caused by factors specific to the individual instrument or its issuer or factors affecting all such instruments in the market.

The fund is exposed to price risk. This arises from investments held by the fund for which the future price is uncertain. All securities investments present a risk of loss of capital. Except for shares sold short, the maximum risk resulting from financial instruments is determined by the fair value of the financial instruments. Possible losses from shares sold short are unlimited.

The fund's investment managers mitigate this price risk through diversification.



## Other price risk – sensitivity analysis

The following movements in market price risk are reasonably possible for 2012/13 as determined by WM. This analysis assumes that all other variables, in particular foreign currency exchange rates and interest rates remain unchanged.

Asset Type	Potential Market Movement (+ / -)
Overseas Equities	14.1%
Global Pooled Equities	14.8%
Total Bonds	5.5%
Index Linked Gilts	7.6%
Cash	0.4%
Property	8.7%
Alternatives	8.1%

The table below shows the funds value at 31 March 2013 should the funds investments increase/decrease in line with the above.

Asset Type	Value at 31.03.12	Percentage change	Value on increase	Value on decrease
Fixed Interest Securities	48,255	5.5	50,909	45,601
Index Linked Securities	53,643	7.6	57,720	49,566
Pooled Vehicles – Equities	184,514	14.8	211,822	157,206
Hedge Fund of Funds	25,511	8.1	27,577	23,445
Active Currency	4,613	0.4	4,631	4,595
Private Equity	13,554	14.1	15,465	11,643
Property	26,671	8.7	28,991	24,351
Cash	14,868	0.4	14,927	14,809
Derivatives	76	8.1	82	70
<b>Total Assets</b>	<b>371,705</b>		<b>412,124</b>	<b>331,286</b>

## 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 and return are monitored by the council and its investment advisors as part of the monthly and quarterly reporting and assessment of interest rate return against benchmark.

The fund's exposure to interest rate movements as at 31 March 2011 and 31 March 2012 is set out below.

<b>Asset Type</b>	<b>As at 31.03.11</b>	<b>As at 31.03.12</b>
Cash	7,684	14,867
Cash Balances	1,195	-40
Fixed Interest Securities	54,221	48,255
<b>Total</b>	<b>63,100</b>	<b>63,083</b>

The analysis that follows assumes that all other variables, in particular exchange rates, remain constant, and shows the effect in the year on the net assets available to pay benefits of a +/- 50 bps change in interest rates.

<b>Asset Type</b>	<b>Value at 31.03.12 £'000</b>	<b>Change to net assets available to pay benefits</b>	
		<b>+50bps £'000</b>	<b>-50bps £'000</b>
Cash	14,867	14,942	14,793
Cash Balances	-40	-40	-40
Fixed Interest Securities	48,255	48,497	48,014
<b>Total Assets</b>	<b>63,083</b>	<b>63,398</b>	<b>62,767</b>

## 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 routinely monitored by the council and its investment advisors in accordance with the fund's risk management, including monitoring the range of exposure to currency fluctuations.

The fund's currency exposure as at 31 March 2011 and 31 March 2012 is set out below.

<b>Asset Type</b>	<b>As at 31.03.11</b>	<b>As at 31.03.12</b>
Private Equity	12,684	13,554
Currency	9,449	4,856
Hedge Funds FX	260	630
<b>Total</b>	<b>22,393</b>	<b>19,039</b>

The Councils advisors consider the likely volatility associated with foreign exchange rate movements to be 10%

A 10% strengthening/weakening of the pound against the various currencies in which the fund holds investments would increase/decrease the net assets available to pay benefits as follows:

<b>Asset Type</b>	<b>Value at 31.03.12</b>	<b>Change to net assets available to pay benefits</b>	
	<b>£'000</b>	<b>+10% £'000</b>	<b>-10% £'000</b>
Private Equity	13,554	14,910	12,199
Currency	4,856	5,341	4,370
Hedge Funds FX	630	693	567
<b>Total Assets</b>	<b>19,039</b>	<b>20,943</b>	<b>17,135</b>

## **b) 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 financial assets and liabilities.

In essence the fund's entire investment portfolio is exposed to some form of credit risk, with the exception of the derivatives positions, where the risk equates to the net market value of a positive derivative position. However the selection of high quality counterparties, brokers and financial institutions minimises credit risk that may occur through the failure to settle a transaction in a timely manner.

Contractual credit risk is represented by the net payment or receipt that remains outstanding, and the cost of replacing the derivative position in the event of counterparty default. The residual risk is minimal due to the various insurance policies held by the exchanges to cover defaulting counterparties.

Credit risk on over-the-counter derivative contracts is minimised as counterparties are recognised financial intermediaries with acceptable credit ratings determined by a recognised rating agency.

Deposits are not made with banks and financial institutions unless they are rated independently and meet the council's credit criteria. The council has also set limits as to the maximum percentage of the deposits placed with any one class of financial institution

The council believes it has managed its exposure to credit risk, and has had no experience of default or uncollectable deposits over the past five financial years. The table below shows the funds cash holding as at 31 March 2011 and 31 March 2012.

Summary	Rating	As at 31.03.11 £'000	As at 31.03.12 £'000
<b>Bank Current Account</b>			
HSBC	AA	113	-40
<b>Bank Deposit Account</b>			
HSBC	AA	1,082	0

**c) Liquidity risk**

Liquidity risk represents the risk that the fund will not be able to meet its financial obligations as they fall due. The council therefore takes steps to ensure that the pension fund has adequate cash resources to meet its commitments. This will particularly be the case for meeting the pensioner payroll costs; and also cash to meet investment commitments.

The council has immediate access to its pension fund cash holdings

The fund defines liquid assets as assets that can be converted to cash within three months. Illiquid assets are those assets which will take longer than three months to convert in to cash. As at 31 March 2012 the value of illiquid assets was £356.8m, which represented 96% of the total fund assets - (31 March 2011:£339.1m, which represented 97.8% of the total fund assets).

Management prepares periodic cash flow forecasts to understand and manage the timing of the fund’s cash flows. The appropriate strategic level of cash balances to be held forms part of the fund investment strategy.

All financial liabilities at 31 March 2012 are due within one year.

**Refinancing risk**

The key risk is that the council will be bound to replenish a significant proportion of its pension fund financial instruments at a time of unfavourable interest rates. The council does not have any financial instruments that have a refinancing risk as part of its treasury management and investment strategies.

**20. Accounting Standards That Have Been Issued But Have Not Yet Been Adopted.**

There are no accounting standards that have been issued but have yet to be adopted.

# **Powys County Council Pension Fund**

## **Statement of the Actuary for the year ended 31 March 2012**

### **Introduction**

The Scheme Regulations require that a full actuarial valuation is carried out every third year. The purpose of this is to establish that the Powys County Council Pension Fund (the Fund) is able to meet its liabilities to past and present contributors and to review employer contribution rates. The last full actuarial investigation into the financial position of the Fund was completed as at 31 March 2010 by Aon Hewitt Limited, in accordance with Regulation 36 of the Local Government Pension Scheme (Administration) Regulations 2008.

### **Actuarial Position**

1. The valuation as at 31 March 2010 showed that the funding ratio of the Fund had decreased since the previous valuation with the market value of the Fund's assets at that date (of £323.8M) covering 71% of the liabilities allowing, in the case of current contributors to the Fund, for future increases in pensionable remuneration.
2. The valuation also showed that the required level of contributions to be paid to the Fund by participating Employers (in aggregate) with effect from 1 April 2011 was as set out below:
  - 14.8% of pensionable pay to meet the liabilities arising in respect of service after the valuation date.

#### **Plus**

- Additional contributions expressed as a mixture of percentage of salary and monetary amounts to be paid as set out in the valuation report to restore the assets to 100% of the liabilities in respect of service prior to the valuation date over a recovery period of 25 years from 1 April 2011. The estimated monetary amounts to be paid as set out in the valuation report are £6.6M in 2011/12, £6.9M in 2012/13 and £7.1M in 2013/14, increasing broadly by 5.3% p.a. thereafter.
3. In practice, each individual employer's position is assessed separately and contributions are set out in Aon Hewitt Limited's report dated 30 March 2011 (the "actuarial valuation report"). In addition to the contributions shown above, payments to cover additional liabilities arising from early retirements (other than ill-health retirements) will be made to the Fund by the employers.
  4. The funding plan adopted in assessing the contributions for each individual employer is in accordance with the Funding Strategy Statement. Different approaches adopted in implementing contribution increases and individual employers' recovery periods are set out in the actuarial valuation report.
  5. The valuation was carried out using the projected unit actuarial method for most employers and the main actuarial assumptions used for assessing the funding target and the contribution rates were as follows.

Discount rate	6.5% p.a.
Rate of pay increases:	5.3% p.a.
Rate of increases in pensions in payment (in excess of Guaranteed Minimum Pension):	3.3% p.a.

The assets were valued at market value.

Further details of the assumptions adopted for the valuation were set out in the actuarial valuation report.

6. The valuation results summarised above are based on the financial position and market levels at the valuation date, 31 March 2010. As such the results do not make allowance for changes which have occurred subsequent to the valuation date.
7. Contribution rates will be reviewed at the next actuarial valuation of the Fund as at 31 March 2013.
8. This Statement has been prepared by the current Actuary to the Fund, Aon Hewitt Limited, for inclusion in the accounts of the Fund. It provides a summary of the results of their actuarial valuation which was carried out as at 31 March 2010. The valuation provides a snapshot of the funding position at the valuation date and is used to assess the future level of contributions required.

This Statement must not be considered without reference to the formal actuarial valuation report which details fully the context and limitations of the actuarial valuation.

Aon Hewitt Limited does not accept any responsibility or liability to any party other than our client, Powys County Council, the Administering Authority of the Fund, in respect of this statement.

Aon Hewitt Limited

1 June 2012

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## **APPENDIX 1-PENSIONS AND INVESTMENT COMMITTEE**

The Pensions and Investment Committee meet on a quarterly basis. During 2011/12 it consisted of the following:-

### County Councillors:

Mr G.Vaughan (Chairman)  
Mr S. Baynes (Vice Chair)  
Ms M. Davies  
Mr A. Jones  
Mr A. Thomas  
Mr P Ashton

### Members Representative:

Mr G. Jones

### Outside Bodies Employers Representative:

Mr E. Morgan

### County Council Officers In Attendance:

Mr G. Petty (Strategic Director – Finance & Infrastructure)  
Mr S. Cameron (Accountancy Manager)  
Mr C. Leah (Principal Accountant)  
Mr J. Rollin (Pensions Manager)  
Mr D.Paley (Pensions Accountant) – to Oct 2011  
Mr S Offa (Pensions Accountant) – from Feb 2012

### Fund Managers:

Aberdeen Asset Management	Aviva Investors
Blackrock Global Investors (BGI)	CBRE
Fauchier Partners	GAM
Goldman Sachs	HarbourVest Partners LLC
Investec (to July 2011)	MFS
Schroders Investment Management	Standard Life Investments
Western Asset Management	

Global Custodian  
Independent Advisor to the Fund  
Actuary

J.P. Morgan  
Mr S. Mayne (Aon Hewitt Limited)  
Aon Hewitt Limited

The Global Custodians hold the investments in the name of the Pension Fund.

## **APPENDIX 2–OTHER BODIES**

Powys County Council administers the scheme for employees and ex employees of the following bodies:

### **Scheduled Bodies**

Powys County Council  
Welshpool Town Council  
Llanidloes Burial Joint Committee  
Coleg Powys  
Newtown and Llanllwchaiarn Town Council  
Brecon Beacons National Park  
Ystradgynlais Town Council  
Knighton Town Council  
Brecon Town Council  
Ystradfellte Community Council  
Llandrindod Wells Town Council

### **Admitted Bodies**

Powys Association of Voluntary Organisations  
Careers Wales Powys  
Presteigne Shire Hall Museum Trust  
Theatr Brycheiniog  
BUPA Care Homes  
MENCAP  
Menter Maldwyn  
Development Board for Rural Wales  
Powys Valuation Panel  
Wales European Centre

Community Councils and various other statutory bodies have the right to be included in the fund. Other bodies can be admitted at the discretion of the County Council.

### **Contact List and Communications**

A copy of this report is sent automatically to all participating bodies. A copy is available to anyone else on demand, subject to a small administration charge. A full copy of the report can be viewed at [www.powyspensionfund.org.uk](http://www.powyspensionfund.org.uk). Should you have any comments on the financial statement or any other pension matter please contact the appropriate officer in the following list:

#### **Pensions Administration**

Pensions Manager:	Joe Rollin	08708 510264
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#### **Accounts and Investments**

Head of Finance	Clare Williams	01597 826195
Pensions Accountant	Stephen Offa	01597 826727



### APPENDIX 3—ANALYSIS OF CONTRIBUTIONS BY SCHEDULED AND ADMITTED BODIES

2011/12	No of Contributors	Employers Normal £	Additional £	Members Normal £	Total £
<u>Scheduled Bodies</u>					
Brecon Beacons National Park	116	481,952	121,147	170,243	773,342
Brecon Town Council	4	12,481	-	3,045	15,526
Coleg Powys	149	325,602	13,602	116,301	455,505
Llandrindod Wells Town Council	1	4,054	-	1,372	5,426
Llanidloes Burial Joint Committee	1	3,111	-	670	3,781
Newtown Town Council	3	11,672	-	3,358	15,030
Welshpool Town Council	2	7,065	-	1,140	8,205
Ystradfellte Community Council	1	494	-	121	615
Ystradgynlais Town Council	3	12,478	-	3,655	16,133
	<b>280</b>	<b>858,909</b>	<b>134,749</b>	<b>299,905</b>	<b>1,293,563</b>
<u>Admitted Bodies</u>					
BUPA	65	250,974	-	53,681	304,655
Mencap	1	987	-	267	1,254
Menter Maldwyn	3	9,614	-	3,511	13,125
P.A.V.O (Former P.R.C)	8	32,071	15,625	9,805	57,501
Careers Wales Powys	40	209,093	-	63,109	272,202
Presteigne Shirehall	1	2,992	-	705	3,697
Theatr Brycheiniog	6	15,933	-	6,872	22,805
	<b>124</b>	<b>521,664</b>	<b>15,625</b>	<b>137,950</b>	<b>675,239</b>
<b>2010/11</b>					
<u>Scheduled Bodies</u>					
Brecon Beacons National Park	109	467,673	15,861	174,517	658,051
Brecon Town Council	5	11,126	-	3,073	14,199
Coleg Powys	145	346,781	-	120,082	466,863
Llandrindod Wells Town Council	1	4,585	-	1,590	6,175
Llanidloes Burial Joint Committee	1	2,902	-	670	3,572
Newtown Town Council	3	11,192	-	3,327	14,519
Welshpool Town Council	2	8,466	-	1,422	9,888
Ystradfellte Community Council	1	437	-	110	547
Ystradgynlais Town Council	3	11,929	-	3,542	15,471
	<b>270</b>	<b>865,091</b>	<b>15,861</b>	<b>308,333</b>	<b>1,189,285</b>
<u>Admitted Bodies</u>					
BUPA	74	262,005	-	58,108	320,113
Mencap	1	1,174	-	285	1,459
Menter Maldwyn	3	7,422	-	3,097	10,519
P.A.V.O (Former P.R.C)	10	29,056	-	10,223	39,279
Careers Wales Powys	50	202,792	-	69,659	272,451
Presteigne Shirehall	1	2,941	-	732	3,673
Theatr Brycheiniog	6	21,695	-	9,465	31,160
	<b>145</b>	<b>527,085</b>	<b>-</b>	<b>151,569</b>	<b>678,654</b>

## APPENDIX 4—ANALYSIS OF BENEFITS PAID TO SCHEDULED & ADMITTED BODIES

	Retirement Pensions	Commutations & Lump Sums	Death Benefits	Total
	£	£	£	£
<b>2011/12</b>				
<u>Scheduled Bodies</u>				
Brecknock B.C.	715,780	19,272	1,438	736,490
Brecon Beacons National Park	270,267	127,124	-	397,391
Brecon Town Council	85	1,451	-	1,536
Coleg Powys	125,268	36,139	-	161,407
Knighton Town Council	7,186	-	-	7,186
Llandrindod Wells Town Council	1,719	-	-	1,719
Llanidloes Burial Committee	508	-	-	508
Magistrates Courts Committee	2,102	-	-	2,102
Montgomeryshire D.C.	961,598	4,529	-	966,127
Newtown Town Council	6,829	-	-	6,829
Powys CC (pre 1/4/96)	5,043,391	113,424	253,868	5,410,683
Probation Committee	66,681	-	-	66,681
Radnorshire D.C.	490,545	7,231	-	497,776
Welshpool Town Council	35,345	189	-	35,534
Ystradgynlais Town Council	38	-	-	38
	<b>7,727,342</b>	<b>309,359</b>	<b>255,306</b>	<b>8,292,007</b>
<u>Admitted Bodies</u>				
BUPA	251,942	77,168	-	329,110
D.B.R.W.	234,881	1,128	-	236,009
P.A.V.O.	41,543	4,477	-	46,020
Careers Wales Powys	88,153	10,247	-	98,400
Powys Valuation Panel	22,151	-	-	22,151
Theatr Brycheiniog	77	-	-	77
Wales European Centre	1,039	-	-	1,039
	<b>639,786</b>	<b>93,020</b>	<b>-</b>	<b>732,806</b>
<b>2010/11</b>				
<u>Scheduled Bodies</u>				
Brecknock B.C.	730,657	53,422	-	784,079
Brecon Beacons National Park	227,332	111,580	-	338,912
Coleg Powys	114,174	1,599	-	115,773
Knighton Town Council	6,976	-	-	6,976
Llandrindod Wells Town Council	1,669	-	-	1,669
Llanidloes Burial Committee	493	-	-	493
Magistrates Courts Committee	2,041	-	-	2,041
Montgomeryshire D.C.	962,700	-	-	962,700
Newtown Town Council	6,643	-	-	6,643
Powys CC (pre 1/4/96)	5,079,350	157,498	465	5,237,313
Probation Committee	60,514	-	-	60,514
Radnorshire D.C.	483,935	38,396	-	522,331
Welshpool Town Council	31,300	59,792	-	91,092
Ystradgynlais Town Council	36	-	-	36
	<b>7,707,820</b>	<b>422,287</b>	<b>465</b>	<b>8,130,572</b>
<u>Admitted Bodies</u>				
BUPA	224,234	117,305	-	341,539
D.B.R.W.	221,398	60,304	-	281,702
P.A.V.O.	37,345	10,125	-	47,470
Careers Wales Powys	84,183	12,164	-	96,347
Powys Valuation Panel	20,785	-	-	20,785
Theatr Brycheiniog	77	-	-	77
Wales European Centre	967	-	-	967
	<b>588,989</b>	<b>199,898</b>	<b>-</b>	<b>788,887</b>

## APPENDIX 5-STATEMENT OF INVESTMENT PRINCIPLES

### 1. Introduction

- 1.1 Local Government Pension Scheme (LGPS) Funds are required to publish a Statement of Investment Principles (SIP)<sup>1</sup> which must include the Fund's policy on the following:
- The types of investment to be held;
  - The balance between different types of investment;
  - Risk, including the ways in which risks are to be measured and managed;
  - The expected return on investments;
  - The realisation of investments;
  - The extent (if at all) to which social, environmental or ethical considerations are taken into account in the selection, retention and realisation of investments;
  - The exercise of the rights (including voting rights) attaching to investments, if the authority has any such policy: and
  - Stock lending.
- 1.3 In response to the Treasury report Updating the Myners Principles: A Response to Consultation (October 2008) , LGPS administering authorities are required to prepare, publish and maintain statements of compliance against a set of six principles for pension fund investment, scheme governance, disclosure and consultation. These principles have been adopted by CLG (the central government department with responsibility for oversight of the LGPS) and replace the ten Myners principles published in 2001 (see Appendix A).
- 1.2 The SIP will be regularly reviewed and updated as necessary.
- 1.3 A copy of the SIP will be made available on request to any interested party.

<sup>1</sup> Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (SI 2009 No.3093)

## **2. Overall Responsibility**

- 2.1 The County Council is the designated statutory body responsible for administering the Powys Pension Fund on behalf of its constituent scheduled and admitted bodies.
- 2.2 Elected members have a fiduciary duty to the Fund, scheme members and local council taxpayers in relation to the LGPS. Functions may be delegated to Officers but they retain overall responsibility for the management of the fund and its investment strategy and individual decisions about investments. The County Council is responsible for setting investment policy, appointing suitable persons to implement that policy and carrying out monitoring and reviews of investment and performance. The County Councils Constitution delegates these functions to the Pensions & Investment Committee.
- 2.3 The Investment Regulations permit the appointment of one or more investment managers to manage the fund on their behalf, provided that the investment managers are suitably qualified by their ability and practical experience of financial matters to make investment decisions for them, and to their compliance with other specific requirements of the regulations.
- 2.4 Administering Authorities are required to take proper advice to enable them to fulfil their obligations, "Proper advice" is defined in the regulations as "the advice of a person who is reasonably believed to be qualified by his ability and practical experience of financial matters".
- 2.5 The County Council has delegated the decision-making responsibilities to the Pensions and Investment Committee. The Chief Financial Officer and external fund advisors offer advisory support. The Committee has co-opted two non-voting members, one staff representative nominated by the Trade Unions and one representative nominated by the Outside Bodies Employers.
- 2.6 Decisions affecting the Fund's investment strategy are taken with appropriate advice from the Fund's advisers. Only persons or organisations with the necessary skills, information and resources take decisions affecting the fund. The members of the Pension and Investment Committee will ensure they receive training as and when deemed appropriate, to enable them to evaluate critically any advice they receive.
- 2.7 The County Council has in place arrangements for the provision of specialist advice relating to actuarial matters (including the triennial valuation) and investment matters (including asset allocation and manager appointment).
- 2.8 The County Council has appointed independent specialists to provide actuarial and investment advice and is prepared to pay sufficient fees to attract a broad range of both kinds of providers when tendering.
- 2.9 The County Council will use suitable means to assess the advice received from its advisers in terms of its contribution to the decision making process.

## 2.10 Investment Committee

2.10.1 Powys County Council delegates responsibility for the Administrating Authority role to the Investment Sub-Committee. This includes investing the Funds assets. The Committee is supported by the Fund Administrator and Investment Advisors.

2.10.2 The Committee is responsible in respect of investment matters:

- a. To determine the overall strategy relating to the investment of the Pension Fund's assets and to meeting the Fund's liabilities.
- b. To keep under review the performance of the Pension Fund and the Fund's managers.
- c. To approve the appointment of advisers and fund managers.
- d. To publicise its stewardship role to all Scheduled and Admitted Bodies of the Powys Pension Fund and to all contributors and beneficiaries in accordance with the Fund's Communication Strategy.

## 2.11 Investment Managers

2.11.1 Each Investment Manager will be responsible for:

- a. Discretionary management of their portfolio, in accordance with the terms of their management agreement, having regard to the need for diversification of investments so far as appropriate and the suitability of investments.
- b. Providing the Committee with quarterly statements of the assets together with a quarterly report on their actions and future intentions, and any changes to the processes applied to their portfolio.
- c. Providing the designated provider with the information necessary to calculate performance statistics.

## 2.12 Investment Consultant

2.12.1 The Investment Consultant will be responsible for providing prompt, consistent and competent advice and support through one or two named representatives, in respect of investment matters when so requested by the Committee. Advice and support is likely to be sought in regard of:

- a. Reviews of the Statement of Investment Principles.
- b. Presentation and interpretation of investment performance measurement results.
- c. The Potential impact of:
  - any changes in the Investment Managers' organisations that could affect the interests of the Fund
  - any changes in the investment environment that could present either opportunities or problems for the Fund.
- d. Investment manager selection, retention and termination;
- e. Benchmark adjustments;

- f. The appropriate content of Investment Management and other related Agreements;
- g. Appropriate investment structures for the Fund in the light of the Fund's liability profile. This will involve working with the Fund's Actuary.
- h. Ad-hoc project work as required including research reviews of Investment Managers.

### **3. Investment Objectives**

3.1 The long term investment objectives of the fund are to:

- Maximise investment returns over the long term within an acceptable level of risk.
- Ensure that sufficient assets are readily available to meet liabilities as they fall due.
- Aim for long-term stability in the employers' contribution rates.
- Achieve and maintain funding levels at, or close to, 100% of the Fund's liabilities.

3.2 Risk is mainly concerned with the possibility of a deficiency in the Fund or a substantial increase, or volatility, in future employer contribution rates.

3.3 Whilst stability of the employers' rate has a high priority, absolute cost to the employer is also important. This implies that:

- The cost of administering the Fund will be constrained by the adoption of best management practice
- Employers will adopt appropriate policies in those areas where they have discretion and where costs of their actions fall on the Fund;
- The Fund will, as far as is practicable, and through the Fund's Actuary, avoid cross subsidisation between the Fund's individual employers;
- The Fund's overall investment policy will be aimed at superior investment returns relative to the growth of liabilities. This implies that the Fund will take a controlled active risk relative to its liability profile.

### **4. The Types of Investment to be held**

1.4 The County Council seeks to achieve its investment objectives through investing in a suitable mixture of real and monetary assets. A mixture across the asset classes should provide the level of returns required by the fund to meet its liabilities at an acceptable level of risk and at an acceptable level of cost.

1.5 In making asset allocation decisions the County Council will consider the following asset classes:

- UK Equities
- Overseas Equities
- Private Equity
- Property
- Fixed Interest Securities
- Index Linked Securities
- Cash and Currency
- Other Assets, such as hedge funds.

4.1 In reaching its decisions on asset allocation the County Council will:

- Take proper advice from specialist, independent advisers and give consideration to the desirability of receiving advice based on an asset / liability study
- Consider the extent to which the assets should match the liabilities
- Consider the volatility of returns which it is prepared to accept
- Determine the split between matching and returning seeking assets before it gives consideration to any other asset class.
- Have due regard to the diversification and suitability of investments

## **5. The Balance Between Different Types of Investments**

5.1 The current strategic asset allocation is 70% return seeking and 30% risk reducing (matching assets). This strategy was determined with the aid of our Investment Advisors.

5.2 The current Medium Term Asset Allocation (MTAA) project utilises all of the Fund's assets excluding Private Equity. The MTAA service has the target of increasing the return achieved by these assets by 0.5% p.a by deliberately allocating assets away from the strategic allocation to take advantage of market over/under valuations during the medium term. This service will run from early 2011 to early 2014. The MTAA service has an artificial benchmark of 52% equity / 33% bond / 15% alternatives. It operates within tolerance bands so the difference between the actual allocation and the strategic allocation will not deviate beyond these set limits. For further information on the MTAA project, please see Appendix B.

5.3 The current strategic benchmark is as follows:

**Asset Allocation**

<b>Asset Class</b>	<b>%</b>	<b>Benchmark Index</b>
<b>Equities</b>	<b>47</b>	
Active	19	Split one third MSCI World and two thirds MSCI World (NDR) due to different manager benchmarks
Passive	28	FTSE Developed World
<b>Bonds</b>	<b>30</b>	
Corporate Bonds	12	iBoxx Sterling Non-gilts
Index-Linked Gilts	15	FTSE UK Index-Linked over 5 years
Gilts	3	FTSE UK Gilts All Stock
<b>Property</b>	<b>10</b>	IPD Index
<b>Private Equity</b>	<b>5</b>	MSCI AC World ex UK
<b>Currency</b>	<b>1.5</b>	1 Month LIBOR
<b>HFoF</b>	<b>6.5</b>	3 Month LIBOR
<b>Total</b>	<b>100</b>	

**6. Risk**

6.1 The Committee recognises that risk is inherent in any investment activity and it seeks to manage the level of risk that it takes in an appropriate manner.

6.2 The operational risk to the Fund is minimised by:

- The use of a regulated, external, third party, professional custodian for custody of assets.
- Having formal contractual arrangements with investment managers.
- Having access to the internal audit service of Powys County Council.
- The activities of the Fund Managers being governed by detailed Investment Management Agreements. Fund Managers are expected to have regards to these principles and legislative requirements, in particular the LGPS (Management and Investment of Funds) Regulations 2009 (SI 2009 No.3093)
- Having formal agreements in place with admitted bodies.

6.3 The investment risks to the fund are managed by:

- Diversification of types of investment
- Diversification of investment managers
- The setting of a Fund-specific benchmark informed by Asset-Liability modelling of liabilities.



- The appointment of independent professional advisors
  - The appointed expert Fund Managers being given clear performance benchmarks and maximum accountability for performance against those benchmarks over appropriate time-scales.
  - Fund Managers being required to implement appropriate risk management measures and to operate in such a manner that will ensure the likelihood of not achieving the performance target is kept within defined acceptable limits.
- 6.4 Fund managers are permitted to use authorised financial instruments in appropriate circumstances following prior discussion and approval. Approval will not be withheld without clear justification.
- 6.5 Statistics for measuring the performance of the Fund are provided by the WM Company on a quarterly, annual and 3,5 and 10-year basis to allow regular monitoring against the prescribed benchmarks and against peer groups.
- 6.6 The Fund Managers are required to produce a quarterly investment report and to attend Pension and Investment Committee meetings as appropriate.
- 6.7 The independent investment adviser who attends each Pensions and Investment Committee meeting produces a separate report on investment performance quarterly, based on performance calculated by WM Performance Services. WM provide a performance measurement service of the Fund.
- 6.8 The Pensions and Investment Committee regularly monitors the investment performance of the Fund in both absolute terms and against the specific benchmarks set. A review of overall, or asset class specific benchmarks will be undertaken if the Pensions and Investment Committee considers it appropriate.
- 6.9 The County Council requires the investment managers to provide details of the commission payments they receive on asset transactions (including soft commissions if applicable) and how they assess their overall trading efficiency. By discussing these matters with the investment managers, the County Council seeks to gain a full understanding of the transaction-related costs that the Fund incurs, and to understand the options open to the County Council in relation to those costs.
- 6.10 Appropriate performance data will be included in the annual report and statement of accounts for the Pension Fund and in the annual members' newsletter.

## **7. The expected return on investments**

- 7.1 The Fund Managers have been given specific performance targets measured against the index return in the relevant asset class. The County Council recognises that these targets will not be met in all periods under consideration, but expects that the Managers will meet them in the vast majority of periods under consideration.

7.2 The performance targets for the Fund managers are shown in the table below:

<b>Investment Manager</b>	<b>Mandate</b>	<b>Benchmark</b>	<b>Objective</b>
Aberdeen	Global Equity	MSCI World	To outperform the benchmark by 3% p.a. (gross of fees) over rolling 3 year periods
MFS	Global Equity	MSCI World (NDR)	To outperform the MSCI World Index over full market cycles while maintaining a consistent style discipline
Schroders	Global Equity	MSCI World (NDR)	To outperform the MSCI World Index by 3-4% p.a. over a market cycle
Barclays Global Investors	Balanced	Composite benchmark	To track the benchmark
Aviva Investors	UK Property	IPD/PPFI All Balanced Funds Medium Index	To outperform the benchmark by 1% p.a. over rolling 3 year periods.
CB Richard Ellis	European Property	UK Retail Price Index (The IPD UK Pooled Property Index will also be used for comparison purposes)	Provide investors with a return of 8-10% p.a., net of fees and expenses.
Western Asset Management	Global Corporate Bonds	Merrill Lynch Sterling Non-Gilts Index.	To outperform the benchmark by 0.75% p.a., net of fees, over the medium term (3-7 years)
Standard Life Investment	Private Equity (European)	MSCI World	To outperform the benchmark by 5% pa over a rolling three year period.
HarbourVest Partners	Private Equity (US)	MSCI World	No stated objective, just to produce returns which place HarbourVest in the top quartile in the industry
Goldman Sachs	Currency	1 month GBP LIBOR	To outperform the benchmark by 15% p.a., gross of fees.
Fauchier Partners	Hedge Fund of Funds	3 month GBP LIBOR	To outperform the benchmark by 5% p.a. over a rolling five year period by investing in a diversified portfolio of hedge funds.
GAM	Hedge Fund of Funds	3 month GBP LIBOR	To achieve an absolute return of 8-13% p.a. over the long term.

7.3 The managers' benchmarks are based on market indices. The indices used were considered in consultation with the investment adviser and investment managers and carefully chosen with regard to their strategic suitability. The limits on the levels of divergence from these indices set out in the investment mandates were chosen with regard to the investment managers' overall performance objectives.

## **8. The realisation of investments**

- 8.1 General investment principles require that issues of liquidity and marketability be considered in making any investment decision. Current employer and employee contributions are expected to broadly match or exceed pension income. Thus it is not expected that there will be any need to realise investments in the near future other than to seek higher returns.
- 8.2.1 The vast majority of the Pension Fund's assets are readily marketable. However some investments, such as property and private equity, are less easy to realise in a timely manner. This relative illiquidity is not considered to have any significant adverse consequences for the fund.
- 8.3 The Council would inform the appointed external fund managers of any projected need to withdraw funds in order to enable the fund managers to plan an orderly realisation of assets if this proves necessary.

## **9. Socially Responsible Investment**

- 9.1 The County Council has delegated responsibility for the selection, retention and realisation of investments to the investment managers.
- 9.2 The County Council's policy is to invest part of the Fund's assets on a passive basis. The County Council does not consider it appropriate for a passive investment manager to take account of social, environmental or ethical considerations in the selection, retention and realisation of investments.
- 9.3 The County Council's policy in respect of the actively managed portion of the Fund's assets is that the extent to which social, environmental or ethical considerations are taken into account in the selection, retention and realisation of investments is left to the discretion of the active investment managers. However the County Council expects that the active investment managers in the exercise of their delegated duties will take the extent to which social, environmental or ethical issues may have a financial impact on the portfolio into account.

## **10. The exercise of the rights attaching to investments**

- 10.1 The County Council supports the principle of good corporate governance. It has reviewed and accepted the corporate governance policies of its Fund Managers who exercise its voting rights. Votes are cast by proxy. Managers provide reports when any voting rights are exercised. Only direct investments in traded equity shares carry such voting rights.

## **11. Corporate Governance**

- 11.1 The County Council supports the principle of good corporate governance. It has reviewed and accepted the corporate governance policies of its Fund Managers who exercise its voting rights. Votes are cast by proxy. Each Fund Manager is required to report its actions on a quarterly basis.

## **12. Stock lending**

- 12.1 The Fund, custodian or investment managers do not engage in stock lending on behalf of the Fund.

## **13. Monitoring and Implementing of Investment Policy**

### **13.1 Monitoring and Review**

- 13.1.1 The Committee will meet on a quarterly basis with the Investment Advisors to review and discuss the operation of each Investment Manager's portfolio, including past and future policy decisions. The performance of the Investment Managers will be monitored by the Committee on a quarterly basis at the Investment Committee meetings.
- 13.1.2 The Committee, in conjunction with the Investment Consultant, will review the allocation of assets between the passive and specialist portfolios, property and other asset classes.
- 13.1.3 The appointments of the Investment Managers will be subject to review at the meeting held to consider the performance results from the designated provider. The review will be based on the monitoring of the Investment Managers' processes as well as their performance.
- 13.1.4 The Investment Managers' appointments, whilst subject to annual monitoring, would generally be reviewed over rolling 3 year periods, in line with their performance benchmarks.
- 13.1.5 If an Investment manager performance prompts concerns then the Committee may ask the manager to come to a meeting for a special review meeting.

## Appendix A

### Principles for Institutional Investment Decision Making

#### Compliance with CIPFA Principles for Investment Decision Making in LGPS

##### Compliance with CIPFA Principles for Investment Decision Making in LGPS

<u>Principle</u>	<u>Compliance</u>
Effective Decision Making	The Fund considers that its practices are compliant with the CIPFA principles
Clear objectives	The Fund considers that its practices are compliant with the CIPFA principles
Risk and Liabilities	The Fund considers that its practices are compliant with the CIPFA principles
Performance Assessment	The Fund considers that its practices are compliant with the CIPFA principles
Responsible Ownership	The Fund considers that its practices are compliant with the CIPFA principles
Transparency and Reporting	The Fund considers that its practices are compliant with the CIPFA principles

## Background to Medium Term Asset Allocation

### Philosophy

The Committee recognises that it is possible to take advantage of excessive over/under valuations of markets in order to target additional returns. The Committee in conjunction with the Investment Consultants seek to identify opportunities to allocate investments away from the strategic benchmark that are designed to add additional return relative to the benchmark return over the medium term (around 1 to 3 years).

### Process

A thorough fundamental analysis of economics and financial markets is carried out to identify and incorporate general investor expectations into views of the different markets. In particular, attention is paid to establishing consensus views and profit is taken from positions which differ from the consensus. A range of appropriate timing indicators are utilised in order to achieve the best entry and exit levels to and from asset classes.

In terms of the practical application, once an opportunity has been identified the Fund's Investment Consultant will notify the Investment Committee. The Investment Committee decides whether to pursue the opportunity and if so will work with the Investment Consultant to complete any necessary asset transitions. The Investment Consultants liaise with the Investment Managers and follow each transaction as it happens to make sure each trade goes through smoothly.

### Risk management

Considerable lengths are taken to assess what correlations are likely to be in the future so as to ensure asset allocation views are truly diversified. The style of the MTAA project is to have a limited number of meaningful positions rather than either a small number of large positions or a large number of small positions. The overall objective is to achieve an additional return of 0.5% p.a. of assets involved in the MTAA project. The Investment Consultant will provide regular reporting to the Investment Committee.

## GLOSSARY OF TERMS

### **Accruals**

Income or expenditure which is due but will not be received or paid until after the end of the financial year.

### **Actuary**

An independent consultant who advises the fund and every three years produces a report on the funds financial position.

### **Additional Voluntary Contribution (A.V.C.)**

An option available to individuals to secure additional pension benefits by making additional payments to an A.V.C. provider.

### **Admitted Bodies**

Bodies whose staff can become members of the Pension Fund by virtue of an admission agreement made between the fund and relevant body.

### **Deferred Pension Benefit**

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

### **Equities**

Shares in companies traded on a stock exchange. Shareholders have voting rights and have an interest in the profits of the company.

### **Fixed Interest**

Corporate Bond – A certificate of debt issued by companies which guarantee a fixed rate of interest, with a promise to repay the original sum on a fixed date. These can be traded on a stock exchange.

### **Global Tactical Asset Allocation (G.T.A.A.)**

A type of investment that deals in derivatives of other types of investments. With the intention of moving in and out of markets more quickly as opportunities arise.

### **Index Linked**

Stocks that have their value related directly to an index, usually the Retail Price Index are therefore protected against inflation.

### **Scheduled Bodies**

Local Authorities and other similar bodies whose staff automatically qualify to become members of the Pension Fund.

### **Transfer Values**

These can be paid or received. They represent the capital value of pension rights, which a member may transfer on changing pension schemes.