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AGENDA

Pwyllgor	PWYLLGOR PENSIYNAU
Dyddiad ac amser y cyfarfod	DYDD LLUN, 23 TACHWEDD 2020, 4.00 PM
Lleoliad	CYFARFOD O BELL
Aelodaeth	Cynghorydd Weaver (Cadeirydd) Y Cynghorwyr Dilwar Ali, Howells, Lay a/ac Graham Thomas

Tua
Amser.

1 Ymddiheuriadau am Absenoldeb

Derbyn ymddiheuriadau am absenoldeb.

2 Datgan Buddiannau

I'w gwneud ar ddechrau'r eitem agenda dan sylw, yn unol â Chod Ymddygiad yr Aelodau.

3 Cofnodion *(Tudalennau 5 - 8)*

Cymeradwyo cofnodion y cyfarfod a gynhaliwyd ar 27 Ionawr 2020 fel gwir gofnod.

4 Adroddiad Blynyddol Partneriaeth Pensiwn Cymru *(Tudalennau 9 - 106)*

Ystyried Adroddiad Blynyddol Cronfa Bensiwn 2019/20

5 Cap Gadael *(Tudalennau 107 - 114)*

Ystyried y goblygiadau i'r Gronfa Bensiwn.

6 Datblygiadau Cronfa Orlhain Carbon Isel BlackRock. *(Tudalennau 115 - 118)*

Ystyried cynigion gan BlackRock ar gyfer datblygu'r Gronfa Orlhain Carbon Isel.

7 Cofnodion y Bwrdd Pensiynau Lleol (*Tudalennau 119 - 124*)

Nodi cofnodion cyfarfod y Bwrdd Pensiynau Lleol a gynhaliwyd ar 28 Ionawr 2020.

8 Gwahardd y Cyhoedd

Mae eitemau 9 a 10 yn gyfrinachol ac wedi'u heithrio rhag cael eu cyhoeddi gan eu bod yn cynnwys gwybodaeth eithriedig o'r disgrifiad a geir ym mharagraff 14 Rhan 4 a pharagraff 21 Rhan 5 Atodlen 12A Deddf Llywodraeth Leol 1972. Gall y cyhoedd cael eu gwahardd o'r cyfarfod ar gais y Pwyllgor yn unol ag Adran 100A(4) Deddf Llywodraeth Leol 1972 yn ystod trafodaethau ar yr eitem hon.

9 Ecwiti Byd-eang Partneriaeth Pensiwn Cymru (*Tudalennau 125 - 136*)

Ystyried cynigion ar gyfer buddsoddi yng Nghronfeydd Ecwiti Byd-eang Partneriaeth Pensiwn Cymru

10 Cofnodion y Panel Cyngori ar Fuddsoddi (*Tudalennau 137 - 140*)

Nodi cofnodion cyfarfod y Panel Cyngori ar Fuddsoddi a gynhaliwyd ar 16 Mehefin 2020.

11 Eitemau Brys (os oes rhai)

12 Dyddiad y cyfarfod nesaf

Davina Fiore

Cyfarwyddwr Llywodraethu a Gwasanaethau Cyfreithiol

Dyddiad: Dydd Mawrth, 17 Tachwedd 2020

Cyswllt: Andrea Redmond, 02920 872434, a.redmond@caerdydd.gov.uk

GWE-DARLLEDU

Caiff y cyfarfod hwn ei ffilmio i'w ddarlledu'n fyw a/neu yn olynol trwy wefan y Cyngor. Caiff yr holl gyfarfod ei ffilmio, heblaw am eitemau eithriedig neu gyfrinachol, a bydd y ffilm ar gael ar y wefan am 12 mis. Cedwir copi o'r recordiad yn unol â pholisi cadw data'r Cyngor.

Gall aelodau'r cyhoedd hefyd ffilmio neu recordio'r cyfarfod hwn

Ar ddechrau'r cyfarfod, bydd y Cadeirydd yn cadarnhau a gaiff y cyfarfod cyfan neu ran ohono ei ffilmio. Fel rheol, ni chaiff ardaloedd y cyhoedd eu ffilmio. Fodd bynnag, wrth fynd i'r ystafell gyfarfod a defnyddio'r ardal gyhoeddus, mae aelodau'r cyhoedd yn cydsynio i gael eu ffilmio ac y defnyddir y lluniau a recordiadau sain hynny o bosibl at ddibenion gwe-ddarlledu a/neu hyfforddi.

Os oes gennych gwestiynau ynghylch gwe-ddarlledu cyfarfodydd, cysylltwch â'r Gwasanaethau Pwyllgorau ac Aelodau ar 02920 872020 neu e-bost [Gwasanethau Democraidd](#)

Mae'r dudalen hon yn wag yn fwriadol

PENSIONS COMMITTEE

27 JANUARY 2020

Present: Councillor Weaver (Chairperson), Councillors Howells, Lay and Graham Thomas

41 : APOLOGIES FOR ABSENCE

No apologies for absence were received.

42 : DECLARATIONS OF INTEREST

There were no declarations of interest in accordance with the Members' Code of Conduct

43 : MINUTES

The minutes of the meeting held on 28 November 2019 were agreed as a correct record and signed by the Chairperson.

44 : WALES PENSION PARTNERSHIP

This report updated the Committee on progress towards the establishment of pooled investment arrangements for the eight LGPS funds in Wales under the oversight of the Wales Pensions Partnership.

Members were advised that 5 fixed income sub funds have been approved and it was anticipated that they would be launched during the first half of this year, however, there has been a delay in the due diligence and that process is unlikely to conclude before May. Cardiff currently holds assets totalling £601 million in fixed income. It was noted that Rhondda Cynon Taff County Borough Council hold slightly more.

A group of the OWG has been established to explore options for Private Markets including UK property.

Members noted that currently the allocation to the Low Carbon Tracker fund has resulted in a 70% reduction in carbon exposure.

RESOLVED: To note the recent developments in the establishment of the WPP Investment Pool.

45 : FUNDING STRATEGY STATEMENT

This report sets out how the administering authority aims to meet the regulatory requirements to ensure that funds are available to meet pensions liabilities as the fall due whilst keeping employer contributions a constant as possible.

The FSS has been updated to reflect a number of technical changes as advised by the actuaries. The most significant changes are an additional section covering Exit Credits and an expanded Regulatory Risk section addressing the ongoing uncertainties associated with the LGPS benefit structure i.e. GMP equalization, the

McCloud/Sargent cases regarding age discrimination in transitional protections in public sector schemes, and the cost management process. To comply with MHCLG guidance the FSS sets out the allowance made in the 2019 valuation for these uncertainties.

The FSS is to be approved and published before the completion of the actuarial valuation. The Actuary's report and certificate of contribution rates must be signed by 31 March 2020.

RESOLVED: To approve the revised Funding Strategy Statement.

46 : INVESTMENT STRATEGY STATEMENT

The Investment Regulations require each LGPS administering authority to publish an investment strategy by 1 April 2017; the Fund's initial Investment Strategy Statement (ISS) was approved by the Committee on 15 March 2017. Those regulations also require an administering authority to review its ISS at least every three years.

RESOLVED: To approve the revised Invest Strategy Statement.

47 : OVERPAYMENT AND UNDERPAYMENT POLICY

The Committee has responsibility for the strategic governance of the Cardiff & Vale of Glamorgan Pension Fund. The fund makes monthly payments to nearly 12,000 pensioners and dependents, which equates to approximately £5.9 million.

The Pensions Regulator has advised that it is a matter for the Pensions Committee to decide upon its own Overpayment and Underpayment Policy which clear sets out how overpayments and underpayments are managed once identified.

RESOLVED:

- (i) To approve the Overpayment and Underpayment Policy; and
- (ii) To note that the policy is effective immediately and applies to any cases currently under review.

48 : MINUTES OF THE LOCAL PENSION BOARD

The Committee were asked to note the minutes of the Local Pension Board which took place on 18 June 2019.

RESOLVED: To note the minutes.

49 : EXCLUSION OF THE PUBLIC

RESOLVED: That the following item is confidential and exempt from publication as it contains exempt information of the description contained in paragraph 14 of Part 4 and paragraph 21 of Part 5 of Schedule 12A of the Local Government Act 1972. The public were excluded from the meeting during the discussion of the next item.

50 : MINUTES OF THE INVESTMENT ADVISORY PANEL

RESOLVED: To note the minutes of the Investment Advisory Panel

51 : URGENT ITEMS (IF ANY)

No urgent items were received.

52 : DATE OF NEXT MEETING

It was noted that there is an informal Joint Meeting with the Local Pension Board to be held in Syndicate Room A, City Hall on 28 April 2020 and that the next formal meeting of the Pensions Committee is on 18 May 2020 at 5.00 pm.

The meeting terminated at 5.26 pm

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg.

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CITY OF CARDIFF COUNCIL CYNGOR DINAS CAERDYDD



PENSIONS COMMITTEE: 23 NOVEMBER 2020

REPORT OF CORPORATE DIRECTOR RESOURCES

AGENDA ITEM: 4

ANNUAL REPORT FOR 2019-20

Reason for this Report

1. The Pension Committee Terms of Reference set out the Committee's responsibility for the strategic governance of the Cardiff & Vale of Glamorgan Pension Fund.
2. The Terms of Reference include considering the Fund's financial statements and agreeing the Annual Report; and receiving internal and external audit reports on the same.

Background

3. The Annual Report for 2019-20 has been completed including the review by Wales Audit.

Issues

4. The Auditor has reviewed the contents of the draft Annual Report and issued an Auditor's Statement upon it, confirming that the Annual Report has been reviewed and that the information it contains is consistent with the information in the Statement of Accounts presented to and approved by Full Council on 22 October 2020.
5. The Auditor's Statement appears on page 19 of the 2019/20 Annual Report appended as Appendix 1.
6. The Annual Report must be published in English and Welsh on the Council's website by the statutory deadline of 1 December.

Legal Implications

7. The Annual Report is a technical document, the contents of which Legal Services are unable to comment upon. It is understood by Legal Services that these documents are drafted with assistance from external advisors and on the basis of the information contained in the report there are no concerns raised by the Wales Audit Office.

The recommendation does not appear to raise any specific legal implications however the general legal advice set out below should be considered.

General Legal Advice

Any decision must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council eg. standing orders and financial regulations; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its tax payers; and (h) be reasonable and proper in all the circumstances and comply with any equalities legislation.

The Council also has to satisfy its public sector duties under the Equality Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties, Councils must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. The Protected characteristics are: age, gender reassignment, sex, race – including ethnic or national origin, colour or nationality, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion or belief – including lack of belief.

The Well-Being of Future Generations (Wales) Act 2015 ("the Act") places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales – a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible.

In discharging its duties under the Act, the Council has set and published well-being objectives designed to maximise its contribution to achieving the national well-being goals. The well-being objectives are set out in Cardiff's Corporate Plan 2019-22: <http://cmsprd.cardiff.gov.uk/ENG/Your-Council/Strategies-plans-and-policies/Corporate-Plan/Documents/Corporate%20Plan%202018-21.pdf>

The well-being duty also requires the Council to act in accordance with 'sustainable development principle'. This principle requires the Council to act in a way, which seeks to ensure that the needs of the present are met without comprising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must:

- Look to the long term
- Focus on prevention by understanding the root causes of problems
- Deliver an integrates approach to achieving the 7 national well-being goals
- Work in collaboration with others to find shared sustainable solutions
- Involve people from all sections of the community in the decisions which affect them

The decision maker must be satisfied that the proposed decision accords with the principles above; and due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using the link below: <http://gov.wales/topics/people-and-communities/people/future-generations-act/statutory-guidance/?lang=en>

The Council has to be mindful of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards when making any policy decisions and consider the impact upon the Welsh language, the report and Equality Impact Assessment deals with all these obligations. The Council has to consider the Well-being of Future Guidance

(Wales) Act 2015 and how this strategy may improve the social, economic, environmental and cultural well-being of Wales.

Financial Implications

7. There are no direct financial implications arising from this report.

Recommendations

8. That the Committee receives the Auditor's Statement on the Pension Fund Annual Report 2019/20; and approves the Annual Report appended as Appendix 1.

CHRISTOPER LEE
CORPORATE DIRECTOR RESOURCES

The following Appendix is attached:

Appendix 1 – Pension Fund Annual Report for 2019-20

Mae'r dudalen hon yn wag yn fwriadol



Cardiff & Vale of Glamorgan
Pension Fund



ANNUAL REPORT AND ACCOUNTS 2019-20

Tudalen 13

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Executive Summary

- The total value of the Fund fell by 6.7% over the year with a valuation of £2.028 billion as at 31 March 2020, compared to the previous year end valuation of £2.178 billion.
- During 2019/20 financial markets delivered relatively steady gains over the first nine months before the market direction changed dramatically in the final quarter in response to the economic impact of the escalation of the coronavirus pandemic. The Fund achieved a return on investments for the year of -7.4% (net of fees), 0.2% below the benchmark return of -7.2%.
- The Fund remains in a positive cashflow position: excluding group transfers, contributions and transfer values received exceeded benefits, refunds and transfer values paid by £11.1 million.
- Total membership of the Fund as at 31.03.2020 includes 17,699 active contributors accounts whilst there are now 11,945 pensioner accounts and 13,608 deferred pensioners.
- The triennial valuation of the Fund as at 31 March 2019 was carried out during the year. This valuation saw the funding ration increase to 96% compared to the previous level of 85%. The growth in Fund assets over the 3 year period more than offset the increased liabilities which includes an allowance for additional costs arising from the McCloud judgement.
- Summary statistics for the Fund are shown in the Appendix 1.

Cardiff Council is the Administering Authority for the Cardiff and Vale of Glamorgan Pension Fund (the Fund) which is itself part of the national Local Government Pension Scheme (LGPS) for England & Wales. The LGPS is the statutory occupational pension scheme for all local government employees (except teachers) and the regulations are determined by the UK Government.

The number of contributing members increased during the year, at just under 18,000, but the number of pensions in payment continues to increase and there are now nearly 12,000 pensioners and dependents receiving benefits from the Fund. In addition, there was a slight increase in the number of deferred pensioners and dependents, now standing at just under 14,000.

The triennial actuarial valuation of the Fund as at 31 March 2019 was carried out during the year. The funding ratio improved from 85% to 96%. This was largely due to the growth in Fund assets over the three years, offset by an increase in liabilities due to changes in financial assumptions. The overall funding deficit was reduced from £300 million to £95 million and employer contributions have been set for the next three years with the aim of recovering deficits within 17 years. The contributions include an allowance for possible additional liabilities arising from the ‘McCloud’ judgement, which ruled that transitional protection arrangements for certain public sector pension schemes were illegal. The UK Government is considering changes to the protection arrangements for all public sector schemes, including the LGPS.

The value of the Pension Fund’s assets fell by 6.9% during 2019/20, from £2.178 billion to £2.028 billion. Despite brief periods of volatility, investment markets made steady gains over the first nine months of the financial year. Market sentiment changed dramatically in the final quarter in response to the spread of Covid-19, resulting in losses across all regions and sectors on a scale not seen since the global financial crisis of 2008/09. The return for the year was -7.4% against a benchmark return of -7.2%. However, it is important to note that this is a snap shot of the position as at 31 March 2020. The Pension Fund is a defined benefit scheme, which means that members’ benefits are not linked to stock market performance. The Pension Fund is a long term investor and members can be assured that contributions are reviewed as part of the triennial valuation.

The eight LGPS fund authorities in Wales continued to make progress during the year in the development of the Wales Pension Partnership (WPP) which was established in 2017 to oversee the pooling of the funds’ investments. Following the launch of the first two pooled funds in January 2019, a third fund – the UK Equities Opportunities Fund – was launched in September. Cardiff participated in this launch with a transfer of £217 million (value at date of transfer) from its UK equities portfolios. Further funds will be launched in 2020/21 including five Fixed Income funds. During the year the WPP also launched its own website and has developed several strategic policy documents.

In July 2019, in response to the concerns of the Council and other stakeholders regarding climate change, Cardiff’s Pensions Committee agreed to allocate 10% of Fund investments to a Low Carbon fund. This decision was implemented in February 2020 with a transfer of £235 million (value at date of transfer) into the Low Carbon Tracker Fund managed by BlackRock, the Fund’s passive investments manager. The impact of this investment will be monitored carefully and options for further action will be considered during 2020/21.

During 2019/20 the Cardiff and Vale of Glamorgan Pension Fund was included in a pilot governance review by the Pensions Regulator of six funds in England, Wales and Northern Ireland. This review was conducted under the Pensions Regulator Code of Practice 14 which covers governance and administration of Public Sector Schemes. Whilst the fund was chosen at random the Regulator made it clear that if they identified any areas that merited concern they reserved the right to conduct an in depth review. The review was concluded in April 2019 and the regulator was satisfied that the fund is well managed and they didn't identify any areas for further in depth review. They made a number of recommendations that were reported to the Pensions Committee in July 2019 which mainly focused on Governance issues for the Fund. These have been accepted and a number have already been implemented such as publishing Pension Board minutes and adopting a formal complaint policy. In addition to this review it was also decided to seek assurance that the Pensions in payment were accurate and an exercise was commissioned to review and identify any potential under or overpayments. This work is currently ongoing and is expected to be concluded by October 2020. Any over or underpayments identified are being dealt with in accordance with the over and under payment policy approved by the Pensions Committee.

The Fund's key objective continues to be to deliver an effective and efficient service to over 43,000 contributing employees, pensioners and deferred members, and to minimise the financial burden on contributing employers over the long term.

Christopher Lee
Corporate Director Resources

SCHEME MANAGEMENT AND ADVISERS

The Cardiff Council is named in the LGPS Regulations as the Scheme Manager and Administering Authority for the Cardiff & Vale of Glamorgan Pension Fund, the LGPS fund covering the geographical areas of the City of Cardiff and the Vale of Glamorgan.

Pensions Committee

The Pensions Committee was established by the Council on 30 June 2016 to discharge the Council's functions as Administering Authority. The Committee's role is to provide strategic oversight of the Fund including reviewing its statutory policy statements.

Members in the year to 31 March 2020 were:

Cllr. C. Weaver	(Chair)
Cllr. D. Ali	
Cllr. N. Howells	
Cllr. G. Thomas	
Cllr. C. Lay	

Operational management of the Fund is the responsibility of the Corporate Director Resources under the Council's scheme of delegations.

Investment Advisory Panel

The Committee and the Corporate Director Resources are advised on investment matters by the Investment Advisory Panel.

Members in the year to 31 March 2020 were:

Cllr C. Weaver	(Chair) Cabinet Member for Finance, Modernisation and Performance, Cardiff Council
Cllr N. Howells	Member, Cardiff Council
Cllr. G. Thomas	Member, Cardiff Council
Mr. S. Bates	Independent Adviser
Ms. C. Burton	Independent Adviser
Mr. C. Lee	Corporate Director Resources, Cardiff Council

Local Pension Board

The Local Pension Board was established on 29 January 2015 in compliance with the Public Service Pensions Act 2013. The role of the Board is to assist the Council to secure compliance with the LGPS Regulations and to ensure the efficient governance of the Scheme.

Members from 1 April 2019 to 31 March 2020 were:

Michael Prior	Independent Chair
Employer Representatives:	
David Llewellyn	Director of Finance, Cardiff Metropolitan University
Carys Lord	Head of Finance, Vale of Glamorgan Council
Cllr. Christine Priday	Member, Pentyrch Community Council resigned in December 2019
Scheme Member Representatives:	
Kenneth Daniels	GMB nominee - resigned June 2019
Peter King	Unison nominee
Hilary Williams	Unison nominee
Sheelagh Doolan-Pitt	GMB nominee – appointed June 2019

Investment Managers from 1 April 2019 to 31 March 2020 were :

Aberdeen Standard	Global Bonds Emerging Market Equities UK Property
BlackRock Investment Management	UK Equities (indexed) US Equities (indexed) Global Low Carbon Equities (indexed) UK Property
State Street Global Advisors	European (ex UK) Equities (active)
Invesco Perpetual	UK Equities (active)
JP Morgan	UK Equities (active)
Majedie	UK Equities (active)
WPP Link Fund Solutions	UK Equities (active)
Nikko Asset Management	Japanese Equities (active)
Schroders Investment Management	Asia-Pacific (ex Japan) Equities (active) UK Property
UBS	UK Property
CBRE	Global Property
Mesirow	Currency overlay
Capital Dynamics	Private Equity
HarbourVest	Private Equity
Pantheon	Private Equity

Professional Advisers

The Fund's professional advisers during the year were:

Actuaries	AON Hewitt Limited
Auditor	Auditor General for Wales
Bankers	Lloyds Bank plc NatWest Bank plc
Custodian	Northern Trust

Legal Advisers

Chief Legal Services Officer, Cardiff Council
Sacker and Partners

Investment Advisers
Scheme Administration
AVC Provider

Mr. S. Bates and Ms. C. Burton
Corporate Director Resources, Cardiff Council
Prudential Assurance

The LGPS is a Defined Benefit Scheme governed by the Superannuation Act 1972 and the various regulations issued by the MHCLG. The Scheme is open to all employees of local authorities except teachers and the Regulations specify that employees of certain other bodies have the same rights of membership as local authority employees. The Regulations also give administering authorities the power to enter into admission agreements with other bodies which provide public services.

The table below summarises the number of active and ceased employers in the Fund as at 31 March 2020:

	Active	Ceased	Total
Scheduled Body	17	12	29
Admitted Body	31	26	54
Total	48	38	83

A full list of contributing employers is given in Note 21 to the accounts.

Membership of the Fund is summarised in Note 6 to the accounts. In addition to contributors, pensioners and members with deferred benefits, as at 31 March 2020 there were 2,276 undecided leavers i.e. members to whom a refund of contributions or transfer out may be due.

Fund income arises from investment earnings and contributions by employers and employees. Employee rates are set nationally and depend on a member's pensionable pay. During 2019/20 the contribution bands were:

Band	Pensionable Pay Range	Contribution Rate
1	Up to £14,400	5.5%
2	£14,401 to £22,500	5.8%
3	£22,501 to £36,500	6.5%
4	£36,501 to £46,200	6.8%
5	£46,201 to £64,600	8.5%
6	£64,601 to £91,500	9.9%
7	£91,501 to £107,700	10.5%
8	£107,701 to £161,500	11.4%
9	£161,501 or more	12.5%

The contribution bands for 2020/21 are:

Band	Pensionable Pay Range	Contribution Rate
1	Up to £14,600	5.5%
2	£14,601 to £22,800	5.8%
3	£22,801 to £37,100	6.5%
4	£37,101 to £46,900	6.8%
5	£46,901 to £65,600	8.5%
6	£65,601 to £93,000	9.9%
7	£93,001 to £109,500	10.5%
8	£109,501 to £164,200	11.4%
9	£164,201 or more	12.5%

Employers' rates are calculated by the scheme actuary at each triennial valuation. In addition to contributions calculated as a percentage of pensionable pay, for some employers the actuary has also specified cash amounts to be paid during each financial year.

Pension Increases

Pensions in payment are subject to annual mandatory increases determined by the increase in the Consumer Price Index (CPI) in the twelve months to the previous September. The increases are payable by the Fund and future increases are estimated at each triennial valuation. Any variations are adjusted for a subsequent valuations through the employer's contribution rate of the member's last employer before leaving employment. Increases take effect in the first full week of each financial year. The increase for 2019/20 was 2.4% and the increase for 2020/21 is 1.7%.

CARE benefits accrued by active Fund members since 1 April 2014 are also subject to annual CPI linked adjustments. Accounts brought forward at the start of the financial year were revalued by 2.4% and accounts carried forward into 2020/21 were revalued by 1.7% on 1 April 2020.

Additional Voluntary Contributions (AVCs)

Prudential Assurance continues as the AVC provider for the Fund. Prudential offer information through their web site <https://www.pru.co.uk/rz/localgov/>.

Administration

The administration of the Fund is carried out by the Pensions Section of Cardiff Council, based in County Hall, Cardiff.

Member records are held on the Altair system provided and hosted by Aquila Heywood. Monthly pensions are paid through the Council's SAP payroll system.

Investment Powers

The principal investment powers of the Fund are found in the Local Government Pension Scheme (Management & Investment of Funds) Regulations which were issued in 2016. The Regulations give the power for administering authorities to delegate investment decisions to external managers conditional upon proper consideration of a reasonable and sufficient diversification of managers. Periodic reviews of the appointment of, and investments made by, managers are also obligatory. Proper advice is required in determining suitable types of investment.

Investment Objective

The Fund's overall investment objective is to maximise investment returns and to minimise or at least stabilise future employer contributions over the long term within an acceptable level of risk.

The Fund prudently seeks to fulfil the regulatory requirement to secure the solvency of the Fund over a period of time (i.e. for the value of the Fund's assets to be equal to or greater than its accrued liabilities measured using 'ongoing' actuarial methods and assumptions.) This period together with the funding level is calculated every three years by the actuary following a review of the adequacy of the Fund's assets to meet its liabilities. The Pensions Committee takes the actuarial position and funding level into account in reviewing the Fund's investment strategy.

The 2019 actuarial valuation was completed in March 2020. The Valuation Report is available on the Fund's website here:

<https://www.cardiffandvalepensionfund.org.uk/about-the-fund/actuarial-valuation-reports/>

The Funding Strategy Statement (FFS) approved in January 2020 is included in this report as Appendix 2.

The funding ratio of assets against liabilities was calculated as 96%, an increase on the 2016 ratio of 85%. This was largely due to the growth in Fund assets over the three years, offset by an increase in liabilities due to changes in financial assumptions. The overall funding deficit was reduced from £300 million to £95 million and employer contributions have been set for the next three years with the aim of recovering deficits within 17 years. The contributions include an allowance for possible additional liabilities arising from the 'McCloud' judgement, which ruled that transitional protection arrangements for certain public sector pension schemes were illegal. The Fund Actuary has advised on suitable employer contribution rates to cover the 3 year period effective from 1 April 2020.

Fund Management

The Investment Advisory Panel aims to meet each manager with an actively managed portfolio annually. It also considers at its quarterly meetings:

- The overall Fund Objective and the level of investment risk
- Overall Fund and individual manager performance
- The Fund's investment management arrangements
- Strategic asset allocation over the major market sectors and geographical areas, including the split between passive and active management

The Pensions Committee reviews and approves the Fund's strategic investment documents and the formal responsibility for operational investment decisions lies with the Corporate Director Resources.

Fund management is structured on a specialist basis, with individual manager's allocated particular sectors or geographical areas (see above for a list of managers and their mandates). Where possible, each manager is given a clear performance target, but generally is also given considerable freedom in how this is achieved. The Fund employs a global custodian to ensure the safekeeping of all publicly traded securities, and to manage the settlement of trades and recovery of taxation. Custody of private equity, property unit trusts and cash is managed in-house as these assets are not publicly traded.

Management fees are the main form of investment expenditure and comprise a combination of ad valorem (varying with the value of funds managed) and performance fees. Custody fees vary with the number of investment transactions made by the fund managers. Fees for the Panel's advisers rise in line with Chief Officers' pay. Revised accounting guidelines from 2015/16 onwards require all management fees to be accounted for as investment expenses regardless of whether they are charged directly or offset against investment returns. Management and Custodian fees for 2019/20 were £6.4m.

Investment Strategy Statement

The LGPS (Management and Investment of Funds) Regulations 2009 required all LGPS funds to prepare and publish a Statement of Investment Principles (SIP). The SIP summarised the Fund's investment objectives and the policies it uses to manage investments. Under the revised Regulations issued during 2016/17 the SIP has been replaced by an Investment Strategy Statement (ISS). The Fund's ISS was approved by the Pensions Committee on 15 March 2017 and published on 31 March 2017. A revised ISS to commence from 2020/21 financial year was approved by the Pension Committee on 27 January 2020.

The Investment Strategy Statement effective during 2019/20 is included in this report as Appendix 3 and this document is available on the Fund's website via the following link:

<https://www.cardiffandvalepensionfund.org.uk/about-the-fund/key-governance-documents/>

The Fund's investment philosophy is also summarised in the 'Core Investment Beliefs' document which is available on the website.

Fund Benchmark and Strategic Asset Allocation

The Fund has agreed its own customised benchmark and Fund Objective, originally based around a 75/25 Equities/Bonds asset allocation split. This was set to ensure that the Fund's asset allocation policy reflected its own liability characteristics and not the average of a peer group. It is also designed to minimise, or at least stabilise, future employer contributions and to avoid large variations. The allocation was reviewed in September 2017 and on the advice of the Investment Advisory Panel, the Pensions Committee approved an amended strategy reallocating 9% of total assets from Equities to Bonds. The new strategy was implemented in November 2017.

Within Equities, the Investment Advisory Panel decided in 2011 to gradually shift the ratio of UK to overseas holdings from a 60/40 split to a more equally weighted position. In 2015 the Panel also agreed to equalise the passive and active equity target allocations, reflecting the expected long term outperformance from the active managers. These weightings have been maintained within the reduced allocation to Equities.

The Pension Committee has during 2019/20 made further amendments to the Strategic Asset Allocation which included an investment of 10% of the Fund's assets into a Low Carbon Tracker Fund.

A breakdown of the investment portfolio over the last five years is set out in Appendix 1. Changes in market values reflect both changes in investment policy and the relative performance of different markets.

During 2019/20 the overall Fund return (net of fees) was -7.4%, 0.2% below the Fund’s benchmark return of -7.2%. Market sentiment in 2019/20 was dominated by the global impact of coronavirus with the falls in the financial markets at a level not seen since the 2008/09 global financial crisis. The deterioration in the last quarter more than outweighed the positive gains achieved during the first nine months of 2019/20.

The performance of the manager portfolios during 2019/20 compared with their benchmarks and targets was as follows:

Manager	Mandate (target against benchmark)	Benchmark return (%)	Portfolio Target (%)	Portfolio Return (%)
Aberdeen Standard	Global bonds (+1%)	2.4	3.4	2.8
BlackRock	UK Equities (passive)	-4.2	-4.2	-4.3
BlackRock	US Equities (passive)	5.4	5.4	5.4
State Street	European Equities (+2%)	3.7	5.7	3.2
Nikko	Japanese Equities (+3%)	1.2	4.2	0.8
Schroders	Asia-Pacific Equities (+3%)	-0.7	2.3	1.4
Aberdeen Standard	Emerging Markets Equities (+3%)	-1.0	2.0	-3.4
Invesco	UK Equities (unconstrained)	-4.2	N/A	-13.6
Private Equity Funds (28)	Global Private Equity	-4.2	-4.2	7.8
UK Property Funds (4)	UK Property	4.8	4.8	2.3
CBRE	Global Property (10% absolute return)	N/A	10.0	6.2

The performance of the Fund’s quoted investments struggled with the difficult market environments as a result of the global impact of the coronavirus. As a consequence of the move to more “defensive” investments such as large capitalised companies and government bonds the global impact was not shared equally between the major financial markets and sectors. This is shown in the above table with the relatively better performance of US equities and global bonds compared with the other equity investment classes.

With the Fund’s less liquid assets the Private Equity and Global Property holdings continued to deliver improved returns compared to other asset classes. Returns from UK Property continued to disappoint compared to their benchmark. The individual property funds have issued statements outlining that there is a material valuation uncertainty in respect of pooled property investments managed on behalf of the Fund as at 31 March 2020.

Although it is useful to compare the performance of managers over the past year, the Investment Advisory Panel’s reviews focus on the average performance of active managers over three to five years to ensure that market fluctuations are taken into account.

Longer Term Fund Performance

The Pension Fund's overall return is best measured over the long term. Over the last ten years the Fund's total return has returned an average annualised 5.9% compared with a Retail Price Index (RPI) benchmark of 3.3%. In the table below the 5 Year average also compares Fund performance with RPI with the 3 year and 1 Year comparisons being against the specific fund benchmark. Using 2019/20 as the base year, comparative returns over different periods are as follows:

	Fund % p.a.	Benchmark % p.a.
1 Year (2019/20)	-7.4	-7.2
3 Year average (2017/20)	0.2	0.7
5 Year average (2015/20)	3.6	2.9
10 Year average (2010/20)	5.9	3.3

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 Cardiff and Vale of Glamorgan 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 2019 by Aon, in accordance with Regulation 62 of the Local Government Pension Scheme Regulations 2013.

Actuarial Position

1. The valuation as at 31 March 2019 showed that the funding ratio of the Fund had increased since the previous valuation with the market value of the Fund’s assets as at 31 March 2019 (of £2,178 million) covering 96% of the liabilities allowing, in the case of pre 1 April 2014 membership for current contributors to the Fund, for future increases in pensionable pay.
2. The valuation also showed that the aggregate level of contributions required to be paid by participating employers with effect from 1 April 2020 was:
 - 18.8% of pensionable pay. This is the rate calculated as being sufficient, together with contributions paid by members, to meet the liabilities arising in respect of service after the valuation date (the primary rate),

Plus

- an allowance of 0.9% of pay for McCloud and cost management – see paragraph 9 below,

Plus

- Monetary amounts to restore the assets to 100% of the liabilities in respect of service prior to the valuation date over a recovery period of 17 years from 1 April 2020, equivalent to 1.8% of pensionable pay (or £5.7 million in 2020/21, and increasing by 3.1% p.a. thereafter), which together with the allowance above comprises the secondary rate.
3. In practice, each individual employer's or group of employers' position is assessed separately and contributions are set out in Aon's report dated 30 March 2020 (the "actuarial valuation report"). In addition to the contributions certified, payments to cover additional liabilities arising from early retirements (other than ill-health retirements) will be made to the Fund by the Employers.

Total contributions payable by all employers over the three years to 31 March 2023 are estimated to be:

Year from 1 April	% of pensionable pay	Plus total contribution amount (£M)
2020	20.9%	1.6
2021	20.9%	1.8
2022	20.9%	2.0

4. The funding plan adopted in assessing the contributions for each employer is in accordance with the Funding Strategy Statement. Different approaches were adopted in relation to the calculation of the primary contribution rate, stepping of contribution increases and individual employers' recovery periods as agreed with the Administering Authority and reflected in the Funding Strategy Statement, reflecting the employers' circumstances.
5. The valuation was carried out using the projected unit actuarial method for most employers and the main financial actuarial assumptions used for assessing the funding target and the contribution rates were as follows:

Discount rate for periods in service	
Scheduled body employers *	4.3% p.a.
Ongoing Orphan employers	4.3% p.a.
Low risk funding target	1.3% p.a.
Discount rate for periods after leaving service	
Scheduled body employers *	4.3% p.a.
Ongoing Orphan employers	1.6% p.a.
Low risk funding target	1.3% p.a.
Rate of pay increases	3.1% p.a.
Rate of increase to pension accounts	2.1% p.a.
Rate of increases in pensions in payment (in excess of Guaranteed Minimum Pension)	2.1% p.a.

- *The scheduled body discount rate was also used for employers whose liabilities will be subsumed after exit by a scheduled body.*

In addition, the discount rate for already orphaned liabilities (i.e. where there is no scheme employer responsible for funding those liabilities and employer has exited the Fund) was 1.3% p.a.

The assets were valued at market value.

Further details of the assumptions adopted for the valuation, including the demographic assumptions, are set out in the actuarial valuation report.

6. The key demographic assumption was the allowance made for longevity. The post retirement mortality assumption adopted for the actuarial valuation was in line with standard self-administered pension scheme (SAPS) S2N mortality tables with appropriate scaling factors applied based on an analysis of the Fund's pensioner mortality experience and a Fund membership postcode analysis using Aon's Demographic Horizons™ longevity model, and included an allowance for improvements based on the 2018 Continuous Mortality Investigation (CMI) Projections Model (CMI2018) with s_k of 7.5 and parameter A of 0.0 assuming a long term annual rate of improvement in mortality rates of 1.5% p.a. The resulting average future life expectancies at age 65 (for normal health retirements) were:

	Men	Women
Current pensioners aged 65 at the valuation date	22.1	24.5
Future pensioners aged 45 at the valuation date	23.1	25.9

7. The valuation results summarised in paragraphs 1 and 2 above are based on the financial position and market levels at the valuation date, 31 March 2019. As such the results do not make allowance for changes which have occurred subsequent to the valuation date, although we comment on changes in market conditions to 31 March 2020 in paragraph 10 below.
8. The formal actuarial valuation report and the Rates and Adjustments Certificate setting out the employer contribution rates for the period from 1 April 2020 to 31 March 2023 were signed on 30 March 2020. Other than as agreed or otherwise permitted or required by the Regulations, employer contribution rates will be reviewed at the next actuarial valuation of the Fund as at 31 March 2022 in accordance with Regulation 62 of the Local Government Pension Scheme Regulations 2013.
9. There are a number of uncertainties regarding the Scheme benefits and hence liabilities:
 - **Increases to Guaranteed Minimum Pensions (GMPs):**

The 2019 valuation allows for the extension of the 'interim solution' for public service schemes to pay full inflationary increases on GMPs for those reaching State Pension Age (SPA) between 6 April 2016 and 5 April 2021. However, the Government is still exploring various options, including conversion of GMPs to Scheme benefits, in order to achieve equalisation for GMPs as required by the High Court judgement in the Lloyds Bank case.

The results of the 2019 valuation do not allow for the impact of potentially extending this interim solution indefinitely, providing full pension increases on GMPs for members reaching State Pension Age after 5 April 2021 nor for conversion of GMPs to Scheme benefits. Based on approximate calculations, at a whole of fund level, the impact of providing full pension increases on GMPs for those members reaching State Pension Age after 5 April 2021 is an increase in past service liabilities of between 0.1% to 0.2% across the Fund as a whole.
 - **Cost Management Process and McCloud judgement:**

Initial results from the Scheme Advisory Board cost management process indicated that benefit improvements / member contribution reductions equivalent to 0.9% of pay would be required. However, the cost management process was paused following the Court of Appeal ruling that the transitional arrangements in both the Judges' Pension Scheme (McCloud) and Firefighters' Pension Scheme (Sargeant) constituted illegal age discrimination. Government confirmed that the judgement would be treated as applying to all public service schemes including the LGPS (where the transitional arrangements were in the form of a final salary underpin) and a consultation on changes to the LGPS is expected in June 2020.
10. Since the valuation date, Fund asset returns have fallen short of the assumed return of around 4.3% over the year to 31 March 2020, on its own leading to a reduction in the funding level. In addition, reduced expectations of future asset returns and falls in gilt yields have led to a decrease in the discount rates, further reducing funding levels and increasing the primary rate. The Actuary, in conjunction with the Administering Authority, will monitor the position on a regular basis and the Administering Authority will take action where it deems it necessary.
11. This Statement has been prepared by the Actuary to the Fund, Aon, for inclusion in the accounts of the Fund. This Statement provides a summary of the results of the actuarial

valuation which was carried out as at 31 March 2019. 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 including any impact of Covid-19.

Aon does not accept any responsibility or liability to any party other than our client, Cardiff Council, the Administering Authority of the Fund, in respect of this Statement.

12. The report on the actuarial valuation as at 31 March 2019 is available on the Fund's website at the following address:

<https://www.cardiffandvalepensionfund.org.uk/about-the-fund/actuarial-valuation-reports/>

Aon Hewitt Limited

June 2020

Auditors Statement

The independent auditor's statement of the Auditor General for Wales to the members of the County Council of the City and County of Cardiff as the administering authority for the Cardiff and Vale of Glamorgan Pension Fund on the Annual Report

I have examined the pension fund accounts and related notes contained in the 2019-20 Annual Report of the Cardiff and Vale of Glamorgan Pension Fund to establish whether they are consistent, in all material respects, with the pension fund accounts and related notes included in the Statement of Accounts produced by Cardiff and Vale of Glamorgan Pension Fund for the year ended 31 March 2020 which were authorised for issue on 22 October 2020. The pension fund accounts comprise the Fund Account and the Net Assets Statement.

Opinion

In my opinion the pension fund accounts and related notes included in the Annual Report of the Cardiff and Vale of Glamorgan Pension Fund are consistent, in all material respects, with the pension fund accounts and related notes included in the Statement of Accounts produced by Cardiff and Vale of Glamorgan Pension Fund for the year ended 31 March 2020 which were authorised for issue on 22 October 2020 on which I issued an unqualified opinion.

My opinion on the Statement of Accounts included an Emphasis of Matter paragraph which highlights the effects of COVID-19 on the valuation of Pooled Property Funds. This described material valuation uncertainty clauses in property fund managers valuation reports for Pooled Property Funds, arising from circumstances caused by the pandemic.

My opinion was not modified in respect of this matter.

I have not considered the effects of any events between the date on which I issued my opinion on the pension fund accounts included in the pension fund's Statement of Accounts, 26 October 2020 and the date of this statement.

Respective responsibilities of the Administering Authority and the Auditor General for Wales

The Administering Authority, the County Council of the City and County of Cardiff, is responsible for preparing the Annual Report. My responsibility is to report my opinion on whether the pension fund accounts and related notes contained in the Annual Report are consistent, in all material respects, with the pension fund accounts and related notes included in the Statement of Accounts of the Pension Fund. I also read the other information contained in the Annual Report and consider the implications for my report if I become aware of any misstatements or material inconsistencies with the pension fund accounts. This other information comprises the Executive Summary; Foreword Narrative; Management and Administration Report; Fund Administration Report; Investment Policy and Performance Report; Investment Performance Report; and Actuarial Statement.

Adrian Crompton
Auditor General for Wales
November 2020

24 Cathedral Road
Cardiff
CF11 9LJ

2018/19 £000		Note	2019/20 £000
	Dealings with members, employers and others directly involved in the fund		
	Contributions		
(69,768)	From employers	7	(75,323)
(18,626)	From employees	7	(19,522)
(5,168)	Group transfers from other schemes or funds		0
(6,719)	Individual transfers from other schemes or funds		(8,864)
(2,825)	Other income (capitalised payments and interest on deficit funding)		(3,452)
(103,106)			(107,161)
	Benefits Payable		
65,790	Pensions	8	70,038
18,134	Lump sums, grants and other payments	8	19,166
	Payments to and on account of leavers		
188	Refunds of contributions		274
67	Group transfers to other schemes or funds		0
7,397	Individual transfers to other schemes or funds		6,621
91,576			96,099
(11,530)	Net (additions)/withdrawals from dealings with members of the Fund		(11,062)
8,083	Management expenses	9	8,429
(3,447)	Net (additions)/withdrawals including fund management expenses		(2,633)
	Returns on Investment		
(27,498)	Investment income	10	(27,397)
(80,299)	Change in market value of investments	11a	180,253
(107,797)	Net returns on investments		152,856
(111,244)	Net (increase)/decrease in the Fund during year		150,223
(2,066,584)	Opening net assets of the scheme		(2,177,828)
(2,177,828)	Closing net assets of the scheme		(2,027,605)

Net Assets Statement



2018/19		Note	2019/20
£000			£000
2,112,376	Investments at market value	11	1,975,769
51,029	Cash (including derivatives) and investment proceeds due	11	38,457
2,163,405	Total investments		2,014,226
42	UK & overseas tax		71
4,845	Contributions due from employers and deficit funding		4,599
443	Sundry debtors		839
2,177	Pension strain costs due within one year		1,642
7,507	Total current assets		7,151
6,947	Deficit funding (former employers)		4,654
2,560	Pension strain costs due after one year		3,688
9,507	Total non-current assets		8,342
(426)	Unpaid benefits		(163)
(1,358)	Sundry creditors		(1,214)
(105)	Provision - death grants	19	0
(1,889)	Total current liabilities		(1,377)
(702)	Provision - death grants	19	(737)
(702)	Total non-current liabilities		(737)
2,177,828	Net assets of the scheme		2,027,605

1. Basis of Preparation

The Statement of Accounts summarises the transactions and net assets of the Fund for the financial year 2019/20. The accounts have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom, 2019/20 which is based upon International Financial Reporting Standards (IFRS), as amended for the UK public sector.

The accounts summarise the transactions of the scheme and deal with the net assets at the disposal of the administering Authority. They do not take account of obligations to pay pensions and benefits which fall due after the year end.

The accounts have been prepared on a going concern basis.

2. Summary of Significant Accounting Policies

Accounting standards that have been issued but not yet adopted

At the balance sheet date, no accounting standards issued but not yet adopted have been identified.

Income and Expenditure

Bond and dividend income has been taken into account on the contractual payment date. Property and private equity income is credited on receipt.

The Fund does not account for any benefits payable or receivable in respect of members wishing to transfer from one scheme to another until assets (either cash investments or other form) have been received by the receiving scheme.

All other income and expenditure has been accounted for on an accruals basis, except the liability to pay pensions and benefits in the future, which has been separately disclosed within the notes to the accounts.

Acquisition costs of Investments

Acquisition costs are included with the original book cost at the time of purchase. At the year end, however, investments on the balance sheet are valued at market value. The difference is recorded in the Accounts as "Change in Market Value of Investments".

Valuation of Investments

Investments are included in the financial statements on a fair value basis as at the reporting date. The values of investments as shown in the net assets statement have been determined in accordance with the requirements of the Code and IFRS 13. Valuation methods employed by the fund are detailed within Note 13c.

Foreign Currency Transactions

Overseas investments have been converted at WM/Reuters closing spot rates of exchange.

Cash and Cash Equivalents

Cash is represented by cash in hand, the net balance on all of the Council's bank accounts. It includes deposits with financial institutions, including investment managers and the custodian, that are repayable on notice of not more than 24 hours without significant penalty. It also includes investments maturing and interest received on the first working day of April.

Taxation

Taxation	Treatment
UK Income Tax UK Capital Gains Tax	The fund is an exempt approved fund able to recover UK Income Tax. No Capital Gains Tax is Chargeable.
Value Added Tax Overseas Withholding Tax	Accounts are shown exclusive of VAT. As the Council is the administering Authority, VAT is recoverable on all Fund activities. Foreign investment income usually suffers withholding tax in the country of origin, some of which may be recoverable. Irrecoverable tax is netted off against income.

3. Critical judgements in applying accounting policies

Unquoted private equity investments

These are inherently based on forward looking estimates and judgements valued by the investment managers using two main sets of valuation guidelines that apply to private equity; the Private Equity Valuation Guidelines (PEVG) in the US and the International Private Equity and Venture Capital Valuation Guidelines (IPEVCG) outside the US.

Pension Fund liability

This is calculated in accordance with IAS19 every three years by the actuary, with an annual statement in the intervening years. This estimate is subject to significant variances based on changes to the underlying assumptions which are agreed with the actuary.

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

The Statement of Accounts contains estimated figures based on assumptions made taking into account historical experience, current trends and other factors. As balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates.

Item	Uncertainties	Effect if actual results differ from assumptions
Actual present value of promised retirement benefits	Estimations of the liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries increase, changes in mortality rates and expected returns on pension fund assets. The actuary provides the fund with advice regarding the assumptions to be used.	The effects on the net pension liability of changes in individual assumptions can be measured. For instance, an increase in the discount rate assumption would result in a decrease in the pension liability. An increase in assumed earnings inflation or assumed life expectancy would increase the value of the liabilities.
Private Equity Valuations	Private equity investments are valued at fair value in accordance with international accounting standards. These investments are not publicly listed and as such there is a degree of estimation involved in the valuation.	The total private equity investments in the financial statements are £89 million. There is a risk that this investment may be under, or overstated in the accounts.
Pooled Property Funds	Valuation techniques are used to determine the carrying amount of pooled property funds. Market activity is being impacted in many sectors by Covid-19. At the March 2020 reporting date, property fund managers consider that they can attach less weight to previous market evidence for comparison purposes. They are faced with an unprecedented set of circumstances upon which to case a judgement. The fall in transactions and lack of clarity on pricing means that all major industry valuers have now added Material Uncertainty clauses to their property fund valuations.	Changes in the valuation assumptions used, together with significant changes in rental growth could affect (increase or decrease) the fair value of property-based investments. Indicative net asset statements for property funds are subject to uncertainty at the reporting date and the £165.2m valuation for pooled property funds is less reliable than usual. The 1 year expected volatility of 4.2% could increase the valuation to £172.2m or decrease it to £158.3m.

5. Titles of Ownership

Evidences of ownership for the property unit trusts and private equity holdings are held by Cardiff Council. All other evidences of ownership were held at 31 March 2020 by The Northern Trust Company for the benefit of the Council. Statements of holdings have been provided by Northern Trust.

6. Membership of the Fund

Fund membership at 31 March 2019 is as follows:

2018/19		2019/20
45	Contributing employers	48
16,193	Contributors	17,699
11,554	Pensioners	11,945
13,040	Deferred pensioners	13,608
40,787	Total membership	43,252

7. Employing Bodies – Contributions

2019/20	No. of contributors at 31/03/2020	Employers £000	Employees £000	Total £000	Additional lump sum (memo) £000
Administering Body:					
Cardiff Council	10,205	(45,650)	(12,074)	(57,724)	0
Scheduled Bodies:					
Vale of Glamorgan Council	3,832	(15,102)	(3,787)	(18,889)	(6)
Town and Community Councils	56	(275)	(62)	(337)	0
Education Bodies	1,473	(6,487)	(2,437)	(8,924)	(951)
Other Scheduled Bodies	10	(78)	(24)	(102)	0
Admitted Bodies:					
Admitted Bodies	826	(7,731)	(1,138)	(8,869)	(3,844)
Total	16,402	(75,323)	(19,522)	(94,845)	(4,801)

2018/19	No. of contributors at 31/03/2020	Employers £000	Employees £000	Total £000	Additional lump sum (memo) £000
Administering Body:					
Cardiff Council	10,036	(42,897)	(11,316)	(54,213)	0
Scheduled Bodies:					
Vale of Glamorgan Council	3,969	(14,127)	(3,809)	(17,936)	(4)
Town and Community Councils	58	(277)	(63)	(340)	0
Education Bodies	1,376	(6,071)	(2,245)	(8,316)	(1,006)
Other Scheduled Bodies	15	(114)	(33)	(147)	0
Admitted Bodies:					
Admitted Bodies	739	(6,282)	(1,160)	(7,442)	(2,420)
Total	16,193	(69,768)	(18,626)	(88,394)	(3,430)

*Memorandum account; totals included within Employers total.

Additional deficit funding

There was no additional deficit funding in 2019/20 (no additional deficit funding in 2018/19).

Note to Accounts



8. Employing Bodies - Benefits Payable

2019/20	Retirement Pensions £000	Lump Sums on Retirement £000	Death Grants £000	Commutation Payments £000
Administering Body:				
Cardiff Council	44,584	10,289	1,755	543
Scheduled Bodies:				
Vale of Glamorgan Council	13,659	3,142	456	131
Town and Community Councils	222	29	169	0
Education Bodies	3,231	459	334	19
Other Scheduled Bodies	2,676	301	78	10
Admitted Bodies:				
Admitted Bodies	5,666	1,189	191	71
Total	70,038	15,409	2,983	774

2018/19	Retirement Pensions £000	Lump Sums on Retirement £000	Death Grants £000	Commutation Payments £000
Administering Body:				
Cardiff Council	41,735	8,777	1,685	442
Scheduled Bodies:				
Vale of Glamorgan Council	12,801	3,689	554	173
Town and Community Councils	228	53	0	0
Education Bodies	3,037	882	332	58
Other Scheduled Bodies	2,604	212	0	0
Admitted Bodies:				
Admitted Bodies	5,385	1,060	212	5
Total	65,790	14,673	2,783	678

9. Management Expenses

Management Expenses fully charged to the Fund are:

2018/19 £000		2019/20 £000
1,120	Administration costs	1,880
32	Audit fees	32
1,152	Total administration costs	1,912
6,704	Management fees	6,221
126	Custody fees	151
6,830	Total investment management expenses	6,372
101	Oversight and governance costs	145
8,083	Total	8,429

10. Investment Income

2018/19 £000		2019/20 £000
(10,167)	UK fixed interest securities	(10,019)
(4,209)	Overseas fixed interest securities	(4,830)
(4,638)	UK equities and private equity funds	(4,209)
(1,650)	Pooled investments	(1,608)
(4,615)	Overseas equities	(5,445)
(1,922)	Pooled Property Unit Trust Income	(948)
(196)	Interest on UK cash	(218)
(101)	Securities lending	(120)
(27,498)	Total	(27,397)

11. Investments at Market Value

2018/19 £000		2019/20 £000
92,014	UK public sector fixed interest securities	105,875
286,132	UK other (pooled) fixed interest securities	289,045
186,911	Overseas public sector (pooled)	191,158
565,057	Total fixed interest	586,078
119,317	UK quoted equities & convertibles	0
179,868	Overseas quoted equities	164,067
299,185	Total quoted equities	164,067
425,357	UK unitised insurance policies (pooled)	209,032
96,964	UK other managed funds	228,080
411,205	Overseas unitised insurance policies (pooled)	294,639
76,440	Overseas other managed funds	239,958
1,009,966	Total pooled funds	971,709
155,944	Pooled property unit trusts (UK & Global)	165,246
82,224	Private equity	88,669
2,112,376	Subtotal	1,975,769
(1,243)	Derivatives: Forward currency contracts	3,212
(1,243)	Total derivatives	3,212
15,214	Fund manager's cash	6,730
34,355	Internal/custodian cash	26,051
2,703	Net investment proceeds due	2,464
52,272	Total cash	35,245
2,163,405	Total	2,014,226

The investments in UK quoted equities & convertibles were transferred to UK other managed funds during the year.

The Coronavirus (COVID-19) pandemic has impacted global financial and property markets. As a result of the volatility in market conditions, the year-end valuation reports provided to Cardiff and Vale of Glamorgan Pension Fund include a statement that there is a material valuation uncertainty in respect of pooled property investments managed on behalf of the Pension Fund as at 31 March 2020.

11a. Reconciliation in movement in investments

2019/20	Value at 31/03/19	Purchase at cost	Sale proceeds	Change in market value	Value at 31/03/20
	£000	£000	£000	£000	£000
Fixed interest securities	565,057	372,524	(377,841)	26,338	586,078
Equities	299,185	69,622	(203,202)	(1,538)	164,067
Pooled funds	1,009,966	478,788	(234,115)	(282,930)	971,709
Pooled property unit trusts	155,944	781	0	8,521	165,246
Private equity	82,224	8,860	(15,434)	13,019	88,669
Sub-total	2,112,376	930,575	(830,592)	(236,590)	1,975,769
Derivatives	(1,243)	2,921,655	(2,914,474)	(2,726)	3,212
Total derivatives	(1,243)	2,921,655	(2,914,474)	(2,726)	3,212
Managers' cash	15,214				6,730
Internal/custodian cash	34,355				26,051
Net investment proceeds due	2,703				2,464
Total cash	52,272				35,245
Sub-total	2,163,405			(239,316)	2,014,226
Net realised movement in cash				59,063	
Total	2,163,405			(180,253)	2,014,226

2018/19	Value at 31/03/18	Purchase at cost	Sale proceeds	Change in market value	Value at 31/03/19
	£000	£000	£000	£000	£000
Fixed interest securities	552,919	294,150	(292,012)	10,000	565,057
Equities	294,107	54,983	(47,302)	(2,603)	299,185
Pooled funds	951,339	920	0	57,707	1,009,966
Pooled property unit trusts	134,177	14,633	0	7,134	155,944
Private equity	79,302	7,268	(18,214)	13,868	82,224
Sub-total	2,011,844	371,954	(357,528)	86,106	2,112,376
Derivatives	1,237	2,813,437	(2,813,426)	(2,491)	(1,243)
Total derivatives	1,237	2,813,437	(2,813,426)	(2,491)	(1,243)
Managers' cash	7,683				15,214
Internal/custodian cash	26,729			(3,316)	34,355
Debtors	2,177				2,703
Total cash	36,589			(3,316)	52,272
Sub-total	2,049,670			83,615	2,163,405
Net realised movement in cash				(3,316)	
Total	2,049,670			80,299	2,163,405

Analysis of derivatives

Objectives and policies for holding derivatives

The holding in derivatives is to hedge liabilities or hedge exposures to reduce risk in the Fund. The use of derivatives is managed in line with the investment management agreement between the fund and the various investment managers.

Forward foreign currency

In order to maintain appropriate diversification and take advantage of overseas investment returns, a proportion of the Fund's quoted equity portfolio is in overseas stock markets. To reduce the volatility associated with fluctuating currency rates, the fund has a currency management overlay in place managed by Mesirow, which hedges significant long term currency movements to limit losses. The portfolio covers US dollar, Yen and Euro currencies.

12. Summary of manager's portfolio values

2018/19		Fund Manager	2019/20	
£000	% of Fund		£000	% of Fund
571,700	26.4	Aberdeen Asset Management	592,189	29.4
76,440	3.5	Aberdeen Emerging Markets	80,398	4.0
565,841	26.2	Blackrock Investment Management	503,671	25.0
96,964	4.5	Invesco Perpetual	64,256	3.2
88,835	4.1	JP Morgan	0	0.0
125,788	5.8	Majedie	0	0.0
91,782	4.2	Nikko	87,945	4.4
91,989	4.3	Schroder Investment Managers	82,417	4.1
181,886	8.4	State Street Global Advisers (SSGA)	159,560	7.9
0	0.0	Wales Pension Partnership - UK Opportunities	163,824	8.1
155,944	7.2	Property	165,246	8.2
82,224	3.8	Private Equity Managers	88,669	4.4
2,644	0.1	Mesirow currency overlay & cash with custodian	2,543	0.1
31,368	1.5	Internally managed (Cash)	23,508	1.2
2,163,405	100.0	Total	2,014,226	100.0

12a. Investments exceeding 5% of net assets

The following investments represent more than 5% of the net assets available to pay benefits (in either 2018/19, 2019/20 or both years).

2018/19		Fund Manager	2019/20	
£000	% of net assets		£000	% of net assets
336,522	15.5	BlackRock Aquila Life UK Equities Indexed Fund	209,032	10.3
229,320	10.5	BlackRock Aquila Life US Equities Indexed Fund	99,171	4.9
181,886	8.4	SSGA MPF Europe ex UK Equities Active Fund	159,560	7.9
174,416	8.0	Aberdeen Corporate Bond Fund	176,256	8.7
111,716	5.1	Aberdeen Target Return Bond Fund	112,789	5.5
107,749	4.9	Aberdeen Global Government Bond Fund	123,686	6.1
92,424	4.2	Aberdeen UK Fixed Interest Gilts	106,322	5.2
		Blackrock Low Carbon Tracker Fund	195,469	9.6
		Wales Pension Partnership UK Opportunities	163,824	8.1

13. Financial Instruments

13a. Classification of financial instruments

Value at 31/03/19				Value at 31/03/20		
Fair value through profit and loss	Loans and receivables	Financial liabilities at amortised costs		Fair value through profit and loss	Amortised Cost	Financial liabilities at amortised costs
£000	£000	£000		£000	£000	£000
565,057	0	0	Fixed interest securities	586,078	0	0
299,185	0	0	Equities	164,067	0	0
1,009,966	0	0	Pooled funds	971,709	0	0
155,944	0	0	Pooled property trusts	165,246	0	0
82,224	0	0	Private equity	88,669	0	0
137,741	0	0	Derivatives	130,993	0	0
0	52,272	0	Cash	0	35,245	0
0	17,014	0	Debtors	0	20,230	0
2,250,117	69,286	0	Total financial assets	2,106,762	55,475	0
(138,984)	0	0	Derivatives	(127,781)	0	0
0	0	(1,784)	Creditors	0	0	(1,377)
(138,984)	0	(1,784)	Total financial liabilities	(127,781)	0	(1,377)
2,111,133	69,286	(1,784)	Net financial assets	1,978,981	55,475	(1,377)

13b. Net gains and losses on financial instruments

31/03/19		31/03/20
£000		£000
86,803	Fair value through profit and loss	(169,457)
86,803	Total financial assets	(169,457)
(6,821)	Fair value through profit and loss	(11,203)
317	Amortised cost	407
(6,504)	Total financial liabilities	(10,796)
80,299	Net financial assets	(180,253)

13c. Fair value – Basis of valuation

Investment	Valuation Method	Observable and unobservable inputs	Key sensitivities affecting the valuations provided
Level 1			
Quoted prices for similar instruments.			
Quoted Bonds (Fixed Interest Securities)	Market value based on current yields	Not required	Not required
Market Quoted Investments	Published bid market price at close of business on the final working day of the accounting period	Not required	Not required
Level 2			
Traded in a market which is not considered to be active, or where valuation techniques are used to determine fair value which use inputs that are based significantly on observable market data.			
Pooled Investments - Quoted Equity	Closing bid price where bid and offer prices are published. Closing single price where single price published	Net Asset Value (NAV) based pricing set on a forward pricing basis	Not required
Derivatives - Forward Currency Contracts	Market forward exchange rates at the year-end date	Exchange rate risk	Not required
Level 3			
Inputs not based on observable market data			
Private Equity Funds	Valuations provided by the general partners to the private equity funds in accordance with International Private Equity and Venture Capital Valuation Guidelines (2012)	Earnings before interest, tax, depreciation and amortisation (EBITDA) multiple, revenue multiple, discount for lack of marketability and control premium	Valuations may be affected by material events occurring between the date of the financial statements provided and the pension fund's own reporting date (although updated to reflect calls/distributions made during this period), changes to expected cash flows and any differences between unaudited and audited accounts
Pooled Investments - Property Funds	Closing bid price where bid and offer prices are published. Closing single price where single price published	NAV-based pricing set on a forward pricing basis	Valuations may be affected by post balance sheet events, changes to expected cash flows and any differences between unaudited and audited accounts

13d. Fair Value Hierarchy

As detailed above, investments have been classified into three levels according to the quality and reliability of the information used to determine fair values. The following table provides an analysis of the assets and liabilities of the Pension Fund based on the level at which the fair value is observable.

Value at 31/03/20	Quoted market price	Using observable inputs	With significant unobservable inputs	Total
	Level 1	Level 2	Level 3	
	£000	£000	£000	£000
Financial assets at fair value	750,145	1,102,702	253,915	2,106,762
Amortised Cost	55,475	0	0	55,475
Total financial assets	805,620	1,102,702	253,915	2,162,237
Financial liabilities at fair value	0	(127,781)	0	(127,781)
Financial liabilities at amortised cost	(1,377)	0	0	(1,377)
Total financial liabilities	(1,377)	(127,781)	0	(129,158)
Net financial assets	804,243	974,921	253,915	2,033,079

Value at 31/03/19	Quoted market price	Using observable inputs	With significant unobservable inputs	Total
	Level 1	Level 2	Level 3	
	£000	£000	£000	£000
Financial assets at fair value	864,242	1,147,707	238,168	2,250,117
Loans and receivables	69,286	0	0	69,286
Total financial assets	933,528	1,147,707	238,168	2,319,403
Financial liabilities at fair value	0	(138,984)	0	(138,984)
Financial liabilities at amortised cost	(1,784)	0	0	(1,784)
Total financial liabilities	(1,784)	(138,984)	0	(140,768)
Net financial assets	931,744	1,008,723	238,168	2,178,635

13e. Reconciliation of fair value measurements within Level 3

2018/19	Market Value at 31/03/19	Transfers into level 3	Transfers out of level 3	Purchases	Sales	Unrealised gains/(losses)	Realised gains/(losses)	Market Value at 31/03/20
	£000	£000	£000	£000	£000	£000	£000	£000
Private equity	82,224	0	0	8,860	(15,434)	13,019	0	88,669
Pooled property unit trusts	155,944	0	0	781	0	8,521	0	165,246
Total	238,168	0	0	9,641	(15,434)	21,540	0	253,915

All transfers between levels are recognised at the end of the reporting period.

13f. Sensitivity of Assets Valued at Level 3

Having analysed historical data, current market trends, and consulted with independent investment advisors (Pensions and Investments Research Consultants Ltd (PIRC)), the fund has determined that the valuations methods described above for Level 3 investments are likely to be accurate to within the following ranges, and has set out the consequential impact below:

	Assessed valuation range (%)	Value at 31/03/20 £000	Value on increase £000	Value on decrease £000
Private Equity	7.5	88,669	95,319	82,019
Pooled Property Trusts	4.2	165,246	172,186	158,306
Total		253,915	267,505	240,325

14. Nature and extent of risks arising from financial instruments

The fund maintains positions in a variety of instruments, as dictated by the Statement of Investment principles (SIP), and is consequently exposed to credit and liquidity risk, as well as market risk including foreign exchange and interest rate risks.

The Fund's primary long-term risk is that the Fund's assets will fall short of its liabilities and will be unable to pay the promised benefits to members. 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 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 management of risk is a key objective of the Pension Fund. A policy of diversification of its asset classes and investment managers helps the Pension Fund to lower risk arising from financial instruments. Benchmarks for asset allocation and targets against which investment managers are expected to perform are further measures which are put in place in order to manage risk.

Market risk is the risk that the fair value or future cash flows of an institution will fluctuate because of a change in market price.

In order to manage risk, the Fund invests in a diversified pool of assets, split between a number of managers with different performance targets and investment strategies. In order to mitigate risk, the Fund regularly reviews the pension fund investment strategy together with regular monitoring of asset allocation and investment performance.

Interest rate risk is the risk to which the Pension Fund is exposed to fluctuations in interest rates and mainly relates to changes in bonds.

To mitigate the risk, the Fund holds a fixed interest portfolio managed by Aberdeen Asset Management, the appointed active bond manager.

Note to Accounts



Interest Rates can vary and can affect both income to the fund and the value of the net assets available to pay benefits. The analysis below shows the effect of a 100 basis point (1%) movement in interest rates on the net assets available to pay benefits:

Asset Type	Carrying Amount as at 31/03/20 £000	Change to the net assets available to pay benefits	
		+ 100bps £000	- 100bps £000
Cash and cash equivalents	38,456	385	(385)
Fixed interest securities	586,079	5,861	(5,861)
Total	624,535	6,246	(6,246)

Asset Type	Carrying Amount as at 31/03/19 £000	Change to the net assets available to pay benefits	
		+ 100bps £000	- 100bps £000
Cash	51,029	510	(510)
Fixed interest securities	565,057	5,651	(5,651)
Total	616,086	6,161	(6,161)

Currency risk is the risk to which the Pension Fund is exposed to fluctuations in foreign currency exchange rates. The Fund's Global Bonds and North American, European and Japanese Equities portfolios are covered by currency hedging arrangements. Fund managers will also take account of currency risk in their investment decisions.

Following analysis of historical data and consulted with independent investment advisors Pensions and Investments Research Consultants Ltd (PIRC), the Fund's aggregate currency change has been calculated as 7.35%. A 7.35% 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:

Currency exposure – asset type	Asset Value as at 31/03/20 £000	Change to net assets available to pay benefits	
		+ 7.35% £000	- 7.35% £000
Overseas quoted securities	164,067	12,059	(12,059)
Overseas pooled funds	534,597	39,293	(39,293)
Overseas pooled property	58,499	4,300	(4,300)
Total change in assets available	757,163	55,652	(55,652)

Currency exposure – asset type	Asset Value as at 31/03/19 £000	Change to net assets available to pay benefits	
		+ 6.1% £000	- 6.1% £000
Overseas quoted securities	179,868	10,972	(10,972)
Overseas pooled funds	487,645	29,746	(29,746)
Overseas pooled property	52,325	3,192	(3,192)
Total change in assets available	719,838	43,910	(43,910)

Price risk is the risk of losses associated with the movement in prices of the underlying assets. By diversifying investments across asset classes and managers, the Pension Fund aims to reduce the exposure to price risk. Diversification of asset classes seeks to reduce correlation of price movements, whilst employing specialist managers enables the Fund to benefit from investment expertise.

Potential price changes are determined based on the observed historical volatility of asset class returns. The potential volatilities are consistent with a one standard deviation movement in the change in value of assets over the last three years, applied to the period end asset mix. The total volatility shown below for total assets incorporates the impact of correlation across currencies, which dampens volatility, therefore the value on increase and value on decrease figures for the currencies will not sum to the total figure.

Asset type	Value at 31/03/20 £000	Percentage change %	Value on increase £000	Value on Decrease £000
UK Equities	437,112	16.30	508,361	365,863
Overseas Equities	698,664	12.32	784,739	612,589
Fixed Interest (Bonds)	586,078	4.28	611,162	560,994
Cash and Cash Equivalents	38,457	0.15	38,515	38,399
Private Equity	88,669	7.52	95,337	82,001
Property	165,246	4.18	172,153	158,339
Total Assets	2,014,226	8.59	2,187,248	1,841,204

Asset type	Value at 31/03/19 £000	Percentage change %	Value on increase £000	Value on Decrease £000
UK Equities	641,638	8.95	699,065	584,211
Overseas Equities	667,513	10.13	735,132	599,894
Fixed Interest (Bonds)	565,057	3.64	585,625	544,489
Cash	51,029	0.13	51,095	50,963
Private Equity	82,224	10.48	90,841	73,607
Property	155,944	4.12	162,369	149,519
Total Assets	2,163,405	6.09	2,295,156	2,031,654

Credit risk is the risk that a counterparty to a financial instrument will fail to discharge an obligation and cause the Fund to incur a financial loss. The Fund reviews its exposure to credit and counterparty risk through its external investment managers. The Fund is also exposed to credit risk through its securities lending programme run by the Fund's custodian, Northern Trust who manages and monitors the counterparty risk, collateral risk and the overall lending programme.

The Pension Fund's bank accounts are held with Lloyds Bank and NatWest. Surplus cash is not invested with these but is placed with a selection of AAA Money Market institutions. The Fund's internally managed cash holding under its treasury management arrangements is held with the following institutions:

	Fitch Rating	31/03/19 £000	31/03/20 £000
Money market funds			
Aberdeen Standard Liquidity - Sterling Fund	AAA	12,000	11,750
Blackrock ICS Sterling Liquidity Fund	AAA	12,000	11,230
Deutsche Global Liquidity - Sterling Fund	AAA	7,650	0
Bank current account			
Lloyds Bank	A	(282)	479
NatWest	A		49
Total		31,368	23,508

The Pension Fund has experienced no defaults from fund managers, brokers or bank accounts over the past ten years, therefore no expected credit loss provision is required.

Liquidity risk represents the possibility that the Fund may not have funds available to meet its financial obligations. The current position of the Fund is that it is cash positive, which reflects the fact that contributions into the Fund exceed benefits being paid out. The Fund's cash is kept in a separate bank account and the cash position is monitored on a daily basis. Surplus funds are deposited in money market funds on a short term basis. At an investment level, the Funds' investments are substantially made up of listed securities which are considered readily realisable.

15. Actuarial Present Value of Promised Retirement Benefits

CIPFA's Code of Practice requires the disclosure of the actuarial present value of promised retirement benefits calculated on an IAS 19 basis, as set out in IAS 26.

Therefore, in addition to the triennial funding valuation, the Fund's actuary undertakes a valuation of the Pension Fund liabilities on an IAS 19 basis at the same date. The IAS 19 valuation is carried out using updated actuarial assumptions from those used for setting fund contribution rates and the fund accounts do not take account of liabilities to pay pensions and other benefits in the future.

The most recent actuarial valuation based on IAS 19 is shown below:

31/03/2016 £m		31/03/2019 £m
2,274	Actuarial Present Value of Promised Retirement Benefits	3,168

The estimated future Pension Fund liabilities will also be subject to the consideration of the McCloud judgement and GMP equalisation. The impact will be considered by the actuary within the triennial valuation, which took place in 2019/20 (see Actuarial Statement on pages 14-17 of this document). Following a Government consultation on changes to the LGPS which concluded in June 2020, the Actuary confirmed that no further adjustments were to be made to the valuation.

16. Additional Voluntary Contributions (AVC)

Scheme members may elect to make additional voluntary contributions to enhance their pension benefits. Contributions are made directly from scheme members to the AVC provider and are therefore not represented in these accounts in accordance with section 4(2)b of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (SI 2009/3093). However, as the administering authority, we oversee the following AVC arrangements:

2018/19 £000		2019/20 £000
648	AVC paid during the year	577
3,902	Market Value of separately invested AVC's	3,724

17. Contractual Commitments

As at 31 March 2020 the Fund had outstanding private equity commitments of a maximum of £53.446 million (£44.264 million at 31 March 2019).

As at 31 March 2020 the Fund had forward currency contracts amounting to £130.993 million of purchases and £127.781 million of sales, showing an unrealised profit of £3.212 million.

18. Securities Lending

At the year end the value of quoted equities on loan was £311.147 million (£68.619 million at March 2019) in exchange for which the custodian held collateral of £329.301 million (£72.760 million at March 2019). For the year ending 31 March 2020, the Fund received income of £120,000 from the lending of stock (£101,000 in 2018/19).

19. Provisions and Contingent Liabilities

A number of death grants have been identified where the Fund has been unable to trace the next of kin meaning no payment has been made to date. In all of the outstanding cases, there has been difficulty in making contact, meaning that the payments are not likely to be settled within the next financial year.

Due to the uncertainty surrounding the timing of these payments and final amounts payable, a long term provision for £0.737 million has been included in the accounts, which consists of £0.591 million death grants payable and £0.146 million of estimated interest.

The Fund has no material contingent liabilities.

20. Related Party Transactions

The relationship between the employers and the Pension Fund is, by its very nature, close. Therefore, each participating employer is considered a related party.

Other related party transactions with the Council are:

- Cash invested internally by the Council (for working capital purposes) – see Note 12 Summary of manager’s portfolio values
- Administration expenses charged to the Fund by the Council are shown in Note 9 Management Expenses
- Paragraph 3.9.4.3 of the Code of Practice exempts Local Authorities from the key management personnel disclosure requirements of IAS24 on the basis that requirements for officer remuneration and members’ allowances is detailed in section 3.4 of the Code and can be found in the Cardiff Council Statement of Accounts.

Three members of the pension fund committee and three members of the pension fund board are active members of the Pension Fund. One of the active members on the pension fund board was also in receipt of pension fund benefits from the Cardiff and Vale of Glamorgan Pension Fund.

21. Contributing Employers

The active contributing employers as at 31 March 2020 are detailed below:

Administering Body	
Cardiff Council	
Scheduled Bodies	
Councils Vale of Glamorgan Council	Town and Community Councils Barry Town Council Cowbridge Town Council Lisvane Community Council Llantwit Major Council Penarth Town Council Penllyn Community Council Pentyrch Community Council Radyr & Morganstown Community Council Wenvoe Community Council
Education Bodies Cardiff And Vale College Cardiff Metropolitan University St David's Sixth Form College Stanwell Comprehensive	
Other Scheduled Bodies Cardiff Bus Public Services Ombudsman For Wales	
Admitted Bodies	
A and R Cleaning Gabalfa A and R Cleaning Greenway A and R Cleaning High Street* A and R Cleaning Lansdowne A and R Cleaning Trowbridge A and R Cleaning Whitchurch Adult Learning Wales Big Fresh Cleaning* Cardiff Business Technology Centre Cardiff University Careers Wales (Cardiff And Vale) Children In Wales Circle IT (Cowbridge Comprehensive)	Eisteddfod Genedlaethol Cymru Glen Cleaning (Barry Comprehensive) Glen Cleaning (Eastern High) Glen Cleaning (Gladstone Primary) Glen Cleaning (Llandough) Greenwich Leisure Limited (GLL) Grangetown Primary Cleaning (APP) Mirus Wales National Trust (Dyffryn) One Voice Wales Play Wales Sports Council for Wales St Teilo's Cleaning (APP)
Circle IT (Eastern High) Colegau Cymru - Colleges Wales Design Commission For Wales	Wales & West Housing Association* Wales Council For Voluntary Action

*Employers contributing to the Fund in 2019/20 that were not contributing to the Fund in 2018/19.

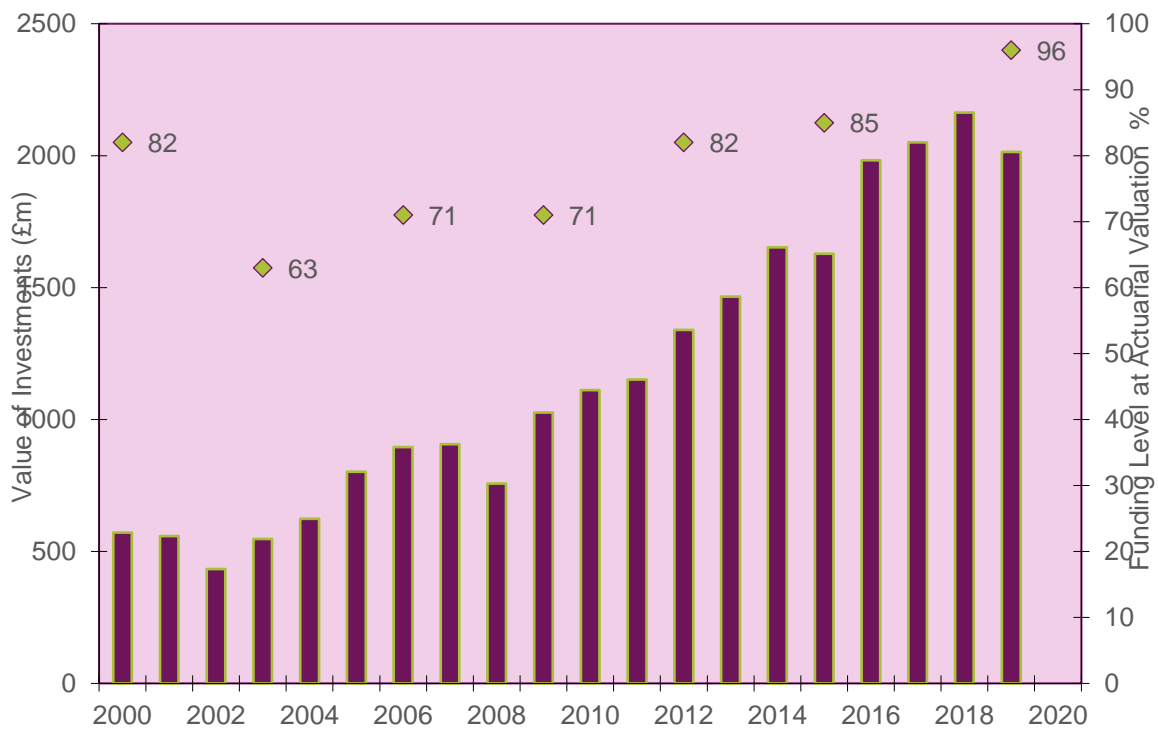
22. Events After the Reporting Period

There are no events after the reporting period to report.

23. Date of Authorisation of the Accounts for Issue

This Statement of Accounts was authorised for issue on 22 October 2020 by the Corporate Director Resources. Post balance sheet events have been considered up to this date.

20 YEAR INVESTMENT MARKET VALUES



INVESTMENT ASSET ALLOCATION (BY ASSET CLASS)

Year Ended 31 March		2015	2016	2017	2018	2019	2020
UK Equities	£m	588.4	568.5	685.8	620.2	641.6	437.1
	%	35.6	34.9	34.6	30.3	29.7	21.7
Overseas Equities	£m	602.9	588.8	771.1	633.8	667.5	698.7
	%	36.5	36.2	38.9	30.9	30.9	34.7
Global Bonds	£m	244.1	247.9	279.7	555.6	565.1	586.1
	%	14.8	15.2	14.1	27.1	26.1	29.1
Private Equity	£m	87.4	83.1	88.3	79.3	82.2	88.7
	%	5.3	5.1	4.5	3.9	3.8	4.4
Property	£m	99.2	116.2	126.1	134.2	155.9	165.2
	%	6.0	7.1	6.4	6.5	7.2	8.2
Cash	£m	31.2	22.9	30.8	26.8	51.0	38.5
	%	1.9	1.4	1.6	1.3	2.4	1.9

Appendix 1: Investment Data

Total Value	£m	1653.2	1627.4	1982.0	2049.7	2163.4	2014.2
	%	100	100	100	100	100	100

TEN LARGEST HOLDINGS BY MARKET VALUE AS AT 31 MARCH 2020

	Country	Value £m	% of the Fund
EQUITIES (DIRECTLY OWNED)			
Tencent Holdings	China	6.2	0.3
Alibaba	China	6.0	0.3
Taiwan Semiconductor Manufacturing Co	Taiwan	4.9	0.2
Samsung Electronics	South Korea	4.9	0.2
Nintendo	Japan	4.1	0.2
Sony Corporation	Japan	4.1	0.2
AIA Group	Hong Kong	3.6	0.2
Toyota Motor Corporation	Japan	2.9	0.1
CSL	Australia	2.6	0.1
BHP Group	Australia	2.2	0.1
POOLED FUNDS			
BlackRock Aquila Life UK Equities Indexed	UK	209.0	10.3
BlackRock Low Carbon Tracker Indexed	Global	195.5	9.6
Aberdeen Corporate Bond Fund	UK	176.3	8.7
Link WPP UK Opportunities Fund	UK	163.8	8.1
SSGA MPF Europe ex UK Equities Active	Europe ex UK	159.6	7.9
Aberdeen Global Government Bond Fund	Global	123.7	6.1
Aberdeen Target Return Bond Fund	Global	112.8	5.6
Aberdeen UK Fixed Interest Gilts	UK	106.3	5.2
BlackRock Aquila Life US Equities Indexed	US	99.2	4.9
Aberdeen Emerging Markets Equity Fund	Global	80.4	4.0

THE CARDIFF & VALE OF GLAMORGAN PENSION FUND

FUNDING STRATEGY STATEMENT

JANUARY 2020

Overview

This Statement has been prepared in accordance with Regulation 58 of the Local Government Pension Scheme Regulations 2013 (the Regulations). It describes Cardiff Council's strategy, in its capacity as Administering Authority (the Administering Authority), for the funding of the Cardiff and Vale of Glamorgan Pension Fund (the Fund).

As required by Regulation 58(4)(a), the Statement has been reviewed (and where appropriate revised) having regard to guidance published by CIPFA in September 2016.

Consultation

In accordance with Regulation 58(3), all appropriate persons (including Fund employers) have been consulted on the contents of this Statement and their views have been considered in formulating it. However, the Statement describes a single strategy for the Fund as a whole.

The Fund Actuary, Aon Hewitt Limited, has also been consulted on the content of this Statement.

In addition, the Administering Authority has had regard to the Fund's Statement of Investment Principles / Investment Strategy Statement (ISS) published under Regulation 12 of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 (the Investment Regulations).

Purpose of this Statement

The purposes of this Funding Strategy Statement are to set out the processes by which the Administering Authority:

- Establishes a clear and transparent funding strategy, specific to the Fund, to meet employer's pension liabilities going forward.
- Aims to meet the regulatory requirement in relation to the desirability of maintaining as nearly constant a primary contribution rate as possible.
- Ensures the regulatory requirement to set contributions so as to ensure the solvency and long-term cost efficiency of the Fund are met.
- Takes a prudent longer-term view of funding the Fund's liabilities.

noting that whilst the funding strategy applicable to individual employers or categories of employers must be reflected in the Funding Strategy Statement its focus should at all times be on those actions which are in the best long term interests of the Fund.

Well-being of Future Generations (Wales) Act 2015

The Well-being of Future Generations (Wales) Act 2015 requires each public body (including local authorities) in Wales to act "in accordance with the sustainable development principle". This means acting in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. The obligations under the Act of Cardiff Council, Vale of Glamorgan Council and the other scheme employers to which the Act applies have been recognised in this statement by giving priority to the long-term cost efficiency of the Fund.

Link to investment policy set out in the Investment Strategy Statement

The Investment Strategy Statement (ISS) is a statement of the principles governing the Fund's investment decisions. Among other things, it covers policy on the types of investments to be held, the balance between different types of investments, risk and the expected return on investments.

In keeping with the contents of this Statement, the ISS states that the policy of the Fund is to ensure that all payments made are at minimal cost to employing bodies. The investment objective is to maximise returns and minimise or at least stabilise employer contributions over the long term within an acceptable level of risk.

The Administering Authority has produced this Statement having taken an overall view of the level of risk inherent in the investment policy set out in the ISS and the funding strategy set out in this Statement. The assets that most closely match the cashflows of the Fund are fixed interest and index-linked Government bonds of appropriate term relative to the liabilities. The Fund's asset allocation as set out in the ISS invests a significant proportion of the Fund in assets such as equities which are expected, but not guaranteed, to produce higher returns than Government bonds in the long term. The Administering Authority has agreed with the Fund Actuary that the Funding Target on the ongoing basis will be set after making some allowance for this higher anticipated return. However, the Administering Authority recognises that outperformance is not guaranteed and that, in the absence of any other effects, if the higher expected returns are not achieved, the solvency position of the Fund may deteriorate, particularly where the liabilities are being measured by reference to prevailing gilt yields, as is the case for orphan liabilities

The investment returns required to meet the funding strategy are compatible with the investment policy set out in the ISS.

An Investment Advisory Panel reviews overall Fund risk. Priority is given to strategic asset allocation based on consideration of the full range of investment opportunities, and having regard to the diversification and suitability of investments. Within individual asset classes the Panel has adopted a specialist structure with a mixture of management approaches. Managers have clear targets and maximum accountability for performance.

The Fund's solvency objective is thus embedded in its strategic asset allocation policy and linked directly to the ISS, and the risks of different strategies. The Administering Authority has produced this Statement having taken an overall view of the level of risk inherent in the investment policy set out in the ISS and the funding strategy set out in this Statement.

The funding strategy recognises the investment targets and the inherent volatility arising from the investment strategy, by being based on financial assumptions which are consistent with the expected return on the investments held by the Fund, and by including measures that can be used to smooth out the impact of such volatility.

The Administering Authority will continue to review both documents, to ensure that the overall risk profile remains appropriate including, where appropriate, commissioning asset liability modelling or other analysis techniques.

Review of this Statement

The Administering Authority undertook its latest substantive review of this Statement in January 2020.

The Administering Authority plans to formally review this Statement as part of each triennial valuation of the Fund unless circumstances arise which require earlier action.

The Administering Authority will monitor the funding position of the Fund on an approximate basis at regular intervals between actuarial valuations and will discuss with the Fund Actuary whether any significant changes have arisen that require action.

Aims and Purpose of the Fund

The main aims of the Fund in relation to the funding strategy are:

1. To manage employers' liabilities effectively

The Administering Authority seeks to ensure that all employers' liabilities are managed effectively. In a funding context, this is achieved by:

- seeking regular actuarial advice
- ensuring that employers are properly informed and consulted
- through regular monitoring of the funding position and the outlook for employers' contributions, and
- appropriate segregation of employers for funding purposes

2. To ensure that sufficient resources are available to meet all liabilities as they fall due

The Administering Authority recognises the need to ensure that the Fund has, at all times, sufficient liquid assets to be able to pay pensions, transfer values, costs, charges and other expenses. It is the Administering Authority's policy that such expenditure is met, in the first instance, from incoming employer and employee contributions to avoid the expense of disinvesting assets. The Administering Authority monitors the position monthly to ensure that all cash requirements can be met.

3. Enable primary contribution rates to be kept as nearly constant as possible and (subject to the Administering Authority not taking undue risks) at reasonable cost to the taxpayers, scheduled, resolution and admitted bodies, while achieving and maintaining fund solvency and long-term cost efficiency, which should be assessed in light of the risk profile of the Fund and employers, and the risk appetite of the Administering Authority and employers alike.

Producing low volatility in employer contribution rates may require investment in assets which 'match' the employer's liabilities. In this context, 'match' means assets which behave in a similar manner to the liabilities as economic conditions alter. For the liabilities represented by benefits payable by the Local Government Pension Scheme, such assets would tend to comprise fixed interest and index linked gilt edged investments, where the liabilities are being measured by reference to prevailing gilt yields as is the case for orphan liabilities.

Other classes of assets, such as shares and property, are perceived to offer higher long term rates of return, on average, and consistent with the aim to seek returns from investments within reasonable risk parameters, the Administering Authority invests a substantial proportion of the Fund in such assets. However, these assets are more risky in nature, and that risk can manifest itself in volatile returns over short term periods, and a failure to deliver the anticipated returns in the long term.

This short term volatility in returns can produce volatility in the measured funding position of the Fund at successive actuarial valuations, with knock on effects on employer contribution rates. The impact on employer rates can be mitigated by use of smoothing adjustments at each valuation.

The Administering Authority recognises that there is a balance to be struck between the investment policy adopted, the smoothing mechanisms used at valuations, and the resultant stability of employer contribution rates from one valuation period to the next.

The Administering Authority also recognises that the position would be potentially more volatile for Admission Bodies with short term contracts where utilisation of smoothing mechanisms is less appropriate.

4. To seek returns from investments within reasonable risk parameters

The Administering Authority recognises the desirability of seeking investment returns within reasonable risk parameters through investment in unmatched investments. Investment returns higher than those available on Government stocks are sought through investment in other asset classes such as equities and property. The Administering Authority ensures that risk parameters are reasonable by:

- restricting investment to the levels permitted by the Investment Regulations
- limiting default risk by restricting investment to asset classes generally recognised as appropriate for UK pension funds
- analysing the volatility and absolute return risks represented by those asset classes in collaboration with the Investment Adviser and Fund Managers, and ensuring that they remain consistent with the risk and return profiles anticipated in the funding strategy
- limiting concentration risk by developing a diversified investment strategy, and
- monitoring the mis-matching risk: that the investments do not move in line with the Fund's liabilities.

Purpose of the Fund

The purpose of the Fund is to:

- receive monies in respect of contributions, transfer values and investment income, and
- pay out monies in respect of scheme benefits, transfer values, costs, charges and expenses as defined in the Regulations and in the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016

Responsibilities of the key parties

The three parties whose responsibilities to the Fund are of particular relevance are the Administering Authority, the individual employers and the Fund Actuary.

Their key responsibilities are as follows:

Administering Authority

The Administering Authority's key responsibilities are:

1. *To operate a pension fund*
2. *To collect investment income and other amounts due to the Fund as set out in the Regulations including employer and employee contributions and, as far as the Administering Authority is able to, ensure these contributions are paid by the due date*

Individual employers must pay contributions in accordance with Regulations 67 to 71. The Administering Authority will ensure that all employers are aware of these requirements and also the requirements of the Pensions Act 1995.

The Administering Authority will monitor the receipt of contributions to ensure they are received in accordance with agreed arrangements. The Administering Authority also has an absolute discretion on the timing of payments relating to bulk transfers or early retirements. Where employers are not adhering to any arrangements this will be brought to their attention. Outstanding contributions or other monies not received by due date may be charged interest in accordance with the Regulations at Base Rate + 1%.

The Administering Authority will ensure, where appropriate, that action is taken to recover assets from Admission Bodies whose Admission Agreement has ceased (and from other employers whose participation in the Fund has ceased) by

- requesting that the Fund Actuary calculates any deficiency at the date of exit from the Fund
- notifying the body that it must meet any deficiency at exit. The Administering Authority's policy is set out later in this Statement

3. *Invest surplus monies in accordance with the Regulations*

The Administering Authority will comply with the Investment Regulations.

4. *Pay from the Fund the relevant entitlements as set out by the Regulations.*
5. *Ensure that cash is available to meet liabilities as and when they fall due*
The Administering Authority discharges this duty in the manner set out in the Aims of the Fund above.
6. *Take measures as set out in the Regulations to safeguard the Fund against the consequences of employer default...*
7. *Manage the valuation process in consultation with the Fund Actuary*
The Administering Authority ensures it communicates effectively with the Fund Actuary to:

- agree timescales for the provision of information and of valuation results
- ensure provision of data of suitable accuracy
- ensure that the Fund Actuary is clear about the content of the Funding Strategy Statement
- ensure that participating employers receive appropriate communication throughout the process
- ensure that reports are made available as required by relevant Guidance and Regulations

8. *Prepare and maintain an ISS and a Funding Strategy Statement after due consultation with interested parties*

The Administering Authority will ensure that both documents are prepared and maintained in the required manner.

9. *Monitor all aspects of the Fund's performance and funding, and amend these two documents if required*

The Administering Authority monitors investment performance and the funding position of the Fund quarterly. The ISS will be formally reviewed annually, and the Funding Strategy Statement every three years, as part of the valuation cycle, unless circumstances dictate earlier amendment.

10. *Effectively manage any potential conflicts of interest arising from its dual role as both Administering Authority and as a Scheme Employer.*

11. *Enable the local pension board to review the valuation process as set out in their terms of reference.*

Individual Employers

The individual employers will:

- Deduct contributions from employees' pay
- Pay all ongoing members' and employer's contributions (both percentage of pay and monetary shortfall recovery contributions which are due) as determined by the Fund Actuary, promptly by the 19th day of the month
- Develop a policy on certain discretions and exercise discretions within the regulatory framework, ensuring that the Administering Authority has copies of current policies covering those discretions
- Pay for additional membership or pension, augmentation, early release of benefits or other one off strain costs in accordance with agreed arrangements
- Notify the Administering Authority promptly of all changes to membership, or other changes which affect future funding
- Note and if desired respond to any consultation regarding the Funding Strategy Statement, the ISS, or other policies
- Pay any exit payments on ceasing participation in the Fund

The Fund Actuary

The Fund Actuary will prepare advice and calculations and provide advice on:

- Funding strategy and the preparation of the Funding Strategy Statement and will prepare actuarial valuations, including the setting of employers' contribution rates at a level to ensure fund solvency and long-term cost efficiency and issue of a Rates and Adjustments Certificate, after agreeing assumptions with the Administering Authority and having regard to the Funding Strategy Statement.
- Prepare advice and calculations in connection with bulk transfers and the funding aspects of individual benefit-related matters such as pension strain costs, ill health retirement costs, compensatory added years cost, etc.
- Assist the Administering Authority in assessing whether employer contributions need to be revised between valuation as permitted or required by the Regulations
- Provide advice and valuations on the exiting of employers from the Fund.
- Provide advice to the Administering Authority on bonds and other forms of security against the financial effect on the Fund of employer default
- Ensure that the Administering Authority is aware of any professional guidance or other professional requirements that may be of relevance to his or her role in advising the Fund.

Such advice will take account of the funding position and Funding Strategy Statement, as well as other relevant matters when instructed to do so.

The Fund Actuary will assist the Administering Authority in assessing whether employer contributions need to be revised between actuarial valuations as required by the Regulations.

Funding Strategy

Risk based approach

The Fund utilises a risk based approach to funding strategy.

A risk based approach entails carrying out the actuarial valuation on the basis of the assessed likelihood of meeting the funding objectives. In practice, three key decisions are required for the risk based approach:

- what the Solvency Target should be (the funding objective - where the Administering Authority wants the Fund to get to),
- the Trajectory Period (how quickly the Administering Authority wants the Fund to get there), and
- the Probability of Funding Success (how likely the Administering Authority wants it to be now that the Fund will actually achieve the Solvency Target by the end of the Trajectory Period).

These three choices, supported by complex risk modelling carried out by the Fund Actuary, define the discount rate (investment return assumption) to be adopted and, by extension, the appropriate employer contributions payable. Together they measure the riskiness of the funding strategy.

Further details of these three terms are set out in Appendix 1.

Application to different types of body

Some comments on the principles used to derive the Solvency and Funding Targets for different bodies in the Fund are set out below.

- **Scheduled Bodies and certain other bodies of sound covenant**
The Administering Authority will adopt a general approach in this regard of assuming indefinite investment in a broad range of assets of higher risk than low risk assets for Scheduled Bodies and certain other bodies which are long term in nature.
- **Admission Bodies and certain other bodies whose participation is limited**
For Admission Bodies, bodies closed to new entrants and other bodies whose participation in the Fund is believed to be of limited duration through known constraints or reduced covenant, and for which no access to further funding would be available to the Fund after exit the Administering Authority will have specific regard to the potential for participation to cease (or to have no contributing members), the potential timing of such exit, and any likely change in notional or actual investment strategy as regards the assets held in respect of the body's liabilities at the date of exit (i.e. whether the liabilities will become 'orphaned' or whether a guarantor exists to subsume the notional assets and liabilities).

Recovery Periods

Where a valuation reveals that the Fund is in surplus or deficiency against the Funding Target, employers' contributions will be adjusted to target restoration of full funding over a period of years.

The Recovery Period applicable for each employer is set by the Fund Actuary in consultation with the Administering Authority and the employer, with a view to balancing the various funding requirements against the risks involved due to such issues as the financial strength of the employer and the nature of its participation in the Fund.

The Administering Authority recognises that a large proportion of the Fund's liabilities are expected to arise as benefit payments over long periods of time. For employers of sound covenant, the Administering Authority is prepared to agree to Recovery Periods longer than the average future working lifetime of the membership of that employer. The Administering Authority recognises that such an approach is consistent with the aim of keeping employer contribution rates as nearly constant as possible. However, the Administering Authority also recognises the risk in relying on long Recovery Periods and has agreed with the Fund Actuary a limit of 30 years for employers which are assessed by the Administering Authority as being a long term secure employer.

The Administering Authority's policy is to agree Recovery Periods with each employer which are as short as possible within this framework. For employers whose participation in the Fund is for a fixed period it is unlikely that the Administering Authority and Fund Actuary would agree to a Recovery Period longer than the remaining term of participation.

Stepping

Consistent with the requirement to keep employer contribution rates as nearly constant as possible, the Administering Authority will consider, at each valuation, whether new contribution rates should be payable immediately, or reached by a series of steps over future years (this could be an increase or decrease in employer contribution rates). The Administering Authority will discuss with the Fund Actuary the risks inherent in such an approach, and will examine the financial impact and risks associated with each employer. The Administering Authority's policy is that in the normal course of events no more than three equal annual steps (i.e. the valuation period) will be permitted. Further steps may be permitted in extreme cases, but the total number of steps is unlikely to exceed six steps.

Grouping or Pooling

In some circumstances it may be desirable to group or pool employers within the Fund together for funding purposes (i.e. to calculate employer contribution rates). Reasons might include:

- reduction of volatility of contribution rates for small employers, facilitating situations where employers have a common source of funding or accommodating employers who wish to share the risks related to their participation in the Fund, or
- small outsourcings which have been undertaken on a pass-through approach where it makes sense for the service provider / contractor to be given either the same contribution rate as the outsourcing body or the fixed contribution rate agreed contractually, or
- employers have been grouped for practical or commercial reasons.

The Administering Authority recognises that grouping can give rise to cross subsidies from one employer to another over time. The Administering Authority's policy is to consider the position carefully at each valuation and to notify each employer that is grouped that this is the case, and which other employers it is grouped with. If the employer objects, it will be set its own contribution rate. For employers with more than 50 contributing members, the Administering Authority would look for evidence of homogeneity between employers before considering grouping. For employers

whose participation is for a fixed period (e.g. certain admission bodies) grouping is unlikely to be permitted.

Employers may be grouped entirely, such that all of the risks of participation are shared, or only partially grouped such that only specified risks are shared.

Where employers are grouped together entirely for funding purposes, this will only occur with the consent of the employers involved.

All employers in the Fund are grouped together in respect of the risks associated with payment of lump sum and dependants' pension benefits on death in service and for benefits payable in ill health retirement – in other words, the cost of such benefits is shared across all the employers in the Fund. Such benefits can cause funding strains which could be significant for some of the smaller employers without insurance or sharing of risks. The Fund, in view of its size, does not see it as cost effective or necessary to insure these benefits externally and this is seen as a pragmatic and low cost approach to spreading the risk.

There are two groups of employers in the Fund pooled together for funding and contribution purposes.

1. The Town and Community Councils Group

Currently all the employers within the group pay the same percentage of pay contribution rate.

2. The Colleges Group.

Currently the employers within the group pay a common primary (future service) contribution rate and a deficit contribution amount equal to a proportion of the group's total monetary deficit contributions.

In addition, there are a number of service providers or other employers pooled with either Cardiff Council or Vale of Glamorgan Council for contractual or commercial reasons.

Full details of the groups / pools, the participants at the date of writing this Statement and the way they operate is set out in Appendix 3.

Inter-valuation funding calculations

In order to monitor developments, the Administering Authority may from time to time request informal valuations or other calculations. Generally, in such cases the calculations will be based on an approximate roll forward of asset and liability values, and liabilities calculated by reference to assumptions consistent with the most recent preceding valuation. Specifically, it is unlikely that the liabilities would be calculated using individual membership data, and nor would the assumptions be subject to review as occurs at formal triennial valuations.

Notional Sub-Funds for individual employers

In order to establish contribution rates for individual employers or groups of employers it is convenient to notionally subdivide the Fund as a whole between the employers, as if each employer had its own notional sub-fund within the Fund.

This subdivision is for funding purposes only. It is purely notional in nature and does not imply any formal subdivision of assets, nor ownership of any particular assets or groups of assets by any individual employer or group.

Details of how the sub-funds are rolled forward are set out in Appendix 2.

Fund maturity

To protect the Fund, and individual employers, from the risk of increasing maturity and declining payrolls producing unacceptably volatile contribution adjustments as a percentage of pay the Administering Authority will normally require monetary contributions from employers in respect of any disclosed funding surplus or deficiency.

In certain circumstances, for secure employers considered by the Administering Authority as being long term in nature, contribution adjustments to correct for any disclosed surplus or deficiency may be set as a percentage of payroll but may have regard for assumed projected payroll provided by the employer. Such an approach carries an implicit assumption that the employer's payroll will increase at an assumed rate. If payroll fails to grow at this rate, or declines, insufficient corrective action will have been taken. To protect the Fund against this risk, the Administering Authority will monitor payrolls and where evidence is revealed of payrolls not increasing at the anticipated rate, the Administering Authority will consider requiring monetary contributions rather than percentages of payroll.

Where an employer is assessed to be in surplus and contributions are to be set below the cost of future accrual this will be implemented via a reduction in the percentage of pensionable pay rate rather than via a negative monetary amount (subject to a minimum overall contribution rate of zero).

Special Circumstances related to certain employers

Interim reviews

Regulation 64(4) of the Regulations provides the Administering Authority with a power to carry out valuations in respect of employers which are expected to exit the Fund at some point in the future, and for the Fund Actuary to certify revised contribution rates between triennial valuation dates.

The Administering Authority's overriding objective at all times is that, where possible, there is clarity over the Funding Target for that body, and that contribution rates payable are appropriate for that Funding Target. However, this is not always possible as any date of exit may be unknown (for example, participation may be assumed at present to be indefinite), and also because market conditions change daily.

The Administering Authority's general approach in this area is as follows:

- Where the date of exit is known, and is more than three years hence, or is unknown and assumed to be indefinite, interim valuations will generally not be carried out at the behest of the Administering Authority

- For Admission Bodies falling into the above category, the Administering Authority sees it as the responsibility of the relevant Scheme Employer to instruct it if an interim valuation is required. Such an exercise would be at the expense of the relevant Scheme Employer unless otherwise agreed
- A material change in circumstances, such as the date of exit becoming known, material membership movements or material financial information coming to light may cause the Administering Authority to informally review the situation and subsequently formally request an interim valuation
- For an employer that is likely to exit within the next three years, the Administering Authority will keep an eye on developments and may see fit to request an interim valuation at any time

Notwithstanding the above guidelines, the Administering Authority reserves the right to request an interim valuation of any employer at any time if Regulation 64(4) applies.

Guarantors

Some employers may participate in the Fund by virtue of the existence of a Guarantor. The Administering Authority maintains a list of employers and their associated Guarantors. The Administering Authority, unless notified otherwise, sees the duty of a Guarantor to include the following:

- If an employer exits the Fund and defaults on any of its financial obligations to the Fund, the Guarantor is expected to provide finance to the Fund such that the Fund receives the amount certified by the Fund Actuary as due, including any interest payable thereon.
- If the Guarantor is an employer in the Fund and is judged to be of suitable covenant by the Administering Authority, the Guarantor may defray some of the financial liability by subsuming the residual liabilities into its own pool of Fund liabilities. In other words, it agrees to be a source of future funding in respect of those liabilities should future deficiencies emerge.
- During the period of participation of the employer a Guarantor can at any time agree to the future subsumption of any residual liabilities of an employer. The effect of that action would be to reduce the Funding and Solvency Targets for the employer, which would probably lead to reduced contribution requirements.

Bonds and other securitization

Schedule 2 Part 3 Para. 6 of the Regulations creates a requirement for a new admission body to carry out to the satisfaction of the Administering Authority (and the Scheme Employer in the case of a body admitted under Schedule 2 Part 3 Para. 1(d)(i) of the Regulations) an assessment taking account of actuarial advice of the level of risk on premature termination by reason of insolvency, winding up or liquidation.

Where the level of risk identified by the assessment is such as to require it the admission body shall enter into an indemnity or bond with an appropriate party. Where it is not desirable for an admission body to enter into an indemnity or bond, the body is required to secure a guarantee in a form satisfactory to the Administering Authority from an organisation who either funds, owns or controls the functions of the admission body.

The Administering Authority's approach in this area is as follows:

- In the case of admission bodies admitted under Schedule 2 Part 3 Para. 1(d) of the Regulations and other admission bodies with a Guarantor, and so long as the Administering Authority judges the relevant Scheme Employer or Guarantor to be of sufficiently sound covenant, any bond exists purely to protect the relevant Scheme Employer on default of the admission body. As such, it is entirely the responsibility of the relevant Scheme Employer or Guarantor to arrange any risk assessments and decide the level of required bond. The Administering Authority will supply some standard calculations provided by the Fund Actuary to aid the relevant Scheme Employer, but this should not be construed as advice to the relevant Scheme Employer on this matter.
- In the case of admission bodies admitted under Schedule 2 Part 3 Para 1(e) of the Regulations, or under Para 1(d) where the Administering Authority does not judge the relevant Scheme Employer to be of sufficiently strong covenant, and other Admission Bodies with no Guarantor or where the Administering Authority does not judge the Guarantor to be of sufficiently strong covenant, the Administering Authority must be involved in the assessment of the required level of bond to protect the Fund. The admission will only be able to proceed once the Administering Authority has agreed the level of bond cover. The Administering Authority will supply some standard calculations provided by the Fund Actuary to aid the relevant Scheme Employer form a view on what level of bond would be satisfactory. The Administering Authority will also on request supply this to the Admission Body or Guarantor. This should not be construed as advice to the Scheme Employer, Guarantor or Admission Body.
- The Administering Authority notes that levels of required bond cover can fluctuate and will review, or recommends the Scheme Employer reviews, the required cover at least once a year.

Subsumed liabilities

Where an employer is exiting the Fund, it is possible that another employer in the Fund agrees to provide a source of future funding in respect of any emerging deficiencies in respect of those liabilities.

In such circumstances the liabilities are known as subsumed liabilities (in that responsibility for them is subsumed by the accepting employer). For such liabilities the Administering Authority will assume that the investments held in respect of those liabilities will be the same as those held for the rest of the liabilities of the accepting employer. Generally this will mean assuming continued investment in more risky investments than Government bonds.

Orphan liabilities

Where an employer is exiting the Fund, unless any residual liabilities are to become subsumed liabilities, the Administering Authority will act on the basis that it will have no further access for funding from that employer once any exit valuation, carried out in accordance with Regulation 64, has been completed and any sums due have been paid. Residual liabilities of employers from whom no further funding can be obtained are known as orphan liabilities.

The Administering Authority will seek to minimise the risk to other employers in the Fund that any deficiency arises on the orphan liabilities such that this creates a cost for those other employers to make good the deficiency. To give effect to this, the Administering Authority will seek funding from

the outgoing employer sufficient to enable it to match the liabilities with low risk investments, generally Government fixed interest and index linked bonds.

To the extent that the Administering Authority decides not to match these liabilities with Government bonds of appropriate term then any excess or deficient returns will be added to or deducted from the investment return to be attributed to the employer's notional assets.

Exit of an employer from the Fund

Where an employer exits the Fund, an exit valuation will be carried out in accordance with Regulation 64. That valuation will take account of any activity as a consequence of any existing contributing members (for example any bulk transfer payments due) and the status of any liabilities that will remain in the Fund.

In particular, the exit valuation will distinguish between residual liabilities which will become orphan liabilities, and liabilities which will be subsumed by other employers. For orphan liabilities the Funding Target in the exit valuation will anticipate investment in low risk investments such as Government bonds. For subsumed liabilities the exit valuation will anticipate continued investment in assets similar to those held in respect of the subsuming employer's liabilities.

Regardless of whether the residual liabilities are orphan liabilities or subsumed liabilities, the departing employer will be expected to make good the funding position revealed in the exit valuation. In other words, the fact that liabilities may become subsumed liabilities does not remove the possibility of an exit payment being required.

The Administering Authority's policy is that in the normal course of events any deficiency that exists at exit of an admission body will be payable immediately as a single payment. In extreme cases the Administering Authority may be prepared to agree payment over a period of years. However this period is very unlikely to exceed five years and any decision will be at the Administering Authority's discretion.

Exit Credits

Where an exit valuation discloses that there is a surplus in the Fund in respect of the exiting employer, and this surplus is due to be paid to the exiting employer, the Administering Authority will, unless otherwise agreed with the employer, pay the exit credit to the employer within 3 months of the later of the exit date and the date when the employer has provided all the necessary information required by the Administering Authority to enable the Fund Actuary to calculate the final liabilities on exit.

In relation to employers exiting on or after 14 May 2018, where there is an agreement between the departing employer and its subsuming body that a condition of the subsumption commitment is there is no return of surplus to the departing employer on exit, and the Administering Authority is provided with written instruction to this effect, all of the former employer's assets and liabilities in the Fund will be transferred to the subsuming body, without an exit credit being paid to the departing employer. In the absence of satisfactory evidence of such an arrangement being in place, the Administering Authority will pay any exit credit to the departing employer as required by the Regulations.

Identification of risks and counter measures

Approach

The Administering Authority seeks to identify all risks to the Fund and to consider the position both in aggregate and at an individual risk level. The Administering Authority will monitor the risks to the Fund, and will take appropriate action to limit the impact of these wherever possible. The main risks to the Fund are:

Investment risk

This covers items such as the performance of financial markets and the Fund's investment managers, asset reallocation in volatile markets, leading to the risk of investments not performing (income) or increasing in value (growth) as forecast. Examples of specific risks would be:

- assets not delivering the required return (for whatever reason, including manager underperformance)
- systemic risk with the possibility of interlinked and simultaneous financial market volatility
- insufficient funds to meet liabilities as they fall due
- inadequate, inappropriate or incomplete investment and actuarial advice is taken and acted upon
- counterparty failure

The specific risks associated with assets and asset classes are:

- equities – industry, country, size and stock risks
- fixed income - yield curve, credit risks, duration risks and market risks
- alternative assets – liquidity risks, property risk, alpha risk
- money market – credit risk and liquidity risk
- currency risk
- macroeconomic risks

The Administering Authority reviews each investment manager's performance quarterly and annually considers the asset allocation of the Fund by carrying out an annual review meeting with its Investment Advisors, Fund Managers and Fund Actuary. The Administering Authority also annually reviews the effect of market movements on the Fund's overall funding position.

Employer risk

These risks arise from the ever-changing mix of employers, from short-term and ceasing employers, and the potential for a shortfall in payments and/or orphaned liabilities.

The Administering Authority will put in place a Funding Strategy Statement which contains sufficient detail on how funding risks are managed in respect of the main categories of employer (e.g. scheduled and admission bodies) and other pension fund stakeholders.

The Administering Authority will maintain a knowledge base on employers, their basis of participation and their legal status (e.g., charities, companies limited by guarantee,

group/subsidiary arrangements) and will use this information to inform the Funding Strategy Statement.

Liability risk

The main risks include interest rates, pay and price inflation, life expectancy, changing retirement patterns and other demographic risks. The Administering Authority will ensure that the Fund Actuary investigates these matters at each valuation or, if appropriate, more frequently, and reports on developments. The Administering Authority will agree with the Fund Actuary any changes necessary to the assumptions underlying the measure of solvency to allow for observed or anticipated changes.

If significant liability changes become apparent between valuations, the Administering Authority will notify all participating employers of the anticipated impact on costs that will emerge at the next valuation and consider whether any bonds in place for Admission Bodies require review.

Regulatory risk

The risks relate to changes to general and LGPS specific regulations, national pension requirements or HM Revenue and Customs' rules.

The Administering Authority will keep abreast of all proposed changes. If any change potentially affects the costs of the Fund, the Administering Authority will ask the Fund Actuary to assess the possible impact on costs of the change. Where significant, the Administering Authority will notify Employers of the possible impact and the timing of any change.

There are a number of uncertainties associated with the benefit structure at the current time including:

- How Government will address the issues of GMP indexation and equalisation for the LGPS beyond expiry of the current interim solution from 6 April 2021
- The remedy to compensate members for illegal age discrimination following the outcome of the McCloud/Sargeant cases. Whilst the Government's application for leave to appeal has been denied there is currently still uncertainty relating to the remedy and exactly how this will apply to the LGPS
- The outcome of the cost management process and whether the agreement reached in relation to the Scheme Advisory Board (SAB) process for member contributions to be reduced and benefits enhanced to achieve an additional cost of 0.9% of pay will change as a result of the McCloud/Sargeant ruling

In determining how these uncertainties should be allowed for in employer contributions from 1 April 2020 the Administering Authority will have regard to guidance issued by the SAB, taking account of the Fund Actuary's advice. At present the Administering Authority considers an appropriate course of action for the 2019 valuation is to include a loading equal to 0.9% of pay within the employer contribution rates for all employers certified by the Fund Actuary that reflects the possible overall extra costs to the Fund for McCloud / Cost Cap as advised by the Fund Actuary. It is possible that the allowance within contribution rates might be revisited by the Administering Authority and Fund Actuary at future valuations (or, if legislation permits, before future valuations) once the implications for Scheme benefits and employee contributions are clearer.

In addition, a consultation document was issued by MHCLG entitled "Local Government Pension

Scheme: Changes to the Local Valuation Cycle and the Management of Employer Risk" dated May 2019. This included a proposal to change the LGPS local fund valuations to quadrennial cycles. The Administering Authority will have regard to any changes in the Regulations as a result of this consultation and consider any actions required at the 2019 valuation, taking account of the Fund Actuary's advice.

Liquidity and maturity risk

The LGPS is going through a series of changes, each of which will impact upon the maturity profile of the LGPS and have potential cash flow implications. The increased emphasis on outsourcing and other alternative models for service delivery may result in the following:

- active members leaving the LGPS
- transfer of responsibility between different public sector bodies
- scheme changes which might lead to increased opt-outs
- spending cuts and their implications

All of these may result in workforce reductions that would reduce membership, reduce contributions and prematurely increase retirements in ways that may not been taken into account in previous forecasts.

The Administering Authority's policy is to require regular communication between itself and employers and to ensure reviews of maturity at overall Fund and employer level where material issues are identified.

Governance risk

This covers the risk of unexpected structural changes in Fund membership (for example the closure of an employer to new entrants or the large scale withdrawal or retirement of groups of staff), and the related risk of the Administering Authority not being made aware of such changes in a timely manner.

The policy is to require regular communication between itself and employers and to ensure regular reviews of such items as bond arrangements, financial standing of non-tax raising employers and funding levels.

Christopher Lee
Corporate Director Resources

January 2020

Appendix 1 of FSS:

Method and assumptions used in calculating the funding target

Solvency Target

The Administering Authority's primary aim is the long-term solvency of the Fund. Accordingly, employers' contributions will be set to ensure that 100% of the liabilities can be met over the long term using appropriate actuarial assumptions.

The Fund is deemed to be solvent when the assets held are equal to or greater than the value of the Fund's liabilities assessed using appropriate actuarial methods and assumptions. The Administering Authority believes that its funding strategy will ensure the solvency of the Fund because employers collectively have the financial capacity to increase employer contributions should future circumstances require, in order to continue to target a funding level of 100%.

For Scheduled Bodies, and certain other bodies where a Scheme Employer of sound covenant has agreed to subsume its assets and liabilities following the exit of the employer from the Fund, the Solvency Target is set at a level advised by the Fund Actuary as a prudent long-term funding objective for the Fund to achieve at the end of the Trajectory Period, based on continued investment in a mix of growth and matching assets intended to deliver a return above the rate of increases to pensions and pension accounts (CPI).

This then defines the Solvency Target.

For certain Admission Bodies, bodies closed to new entrants and other bodies whose participation in the Fund is believed to be of limited duration through known constraints or reduced covenant, and for which no access to further funding would be available to the Fund after exit from the Fund the Solvency Target will be set by considering the valuation basis which would be adopted should the employer leave the Fund.. For most such bodies, the Solvency Target will be set commensurate with assumed investment in an appropriate portfolio of Government bonds after the employer has exited the Fund.

Probability of Funding Success

The Administering Authority deems funding success to have been achieved if the Fund, at the end of the Trajectory Period, has achieved the Solvency Target. The Probability of Funding Success is the assessed chance of this happening based on asset-liability modelling carried out by the Fund Actuary.

The Administering Authority will not permit contributions to be set following a valuation that have an unacceptably low chance of achieving the Solvency Target at the end of the relevant Trajectory Period.

Funding Target

The Funding Target is the amount of assets which the Fund needs to hold at the valuation date to pay the liabilities at that date as indicated by the chosen valuation method and assumptions and the valuation data. The valuation calculations, including future service contributions and any

adjustment for surplus or deficiency, set the level of contributions payable and dictate the chance of achieving the Solvency Target at the end of the Trajectory Period (defined below).

Consistent with the aim of enabling the primary rate of employers' contributions to be kept as nearly constant as possible:

- Contribution rates are set by use of the Projected Unit valuation method for most employers. The Projected Unit method is used in the actuarial valuation to determine the cost of benefits accruing to the Fund as a whole and for employers who continue to admit new members. This means that the future service contribution rate is derived as the cost of benefits accruing to employee members over the year following the valuation date expressed as a percentage of members' pensionable pay over that period.
- For employers who no longer admit new members, the Attained Age valuation method is normally used. This means that the contribution rate is derived as the average cost of benefits accruing to members over the period until they die, leave the Fund or retire.

Full Funding and Solvency

The Fund is deemed to be fully funded when the assets held are equal to 100% of the Funding Target. When assets held are greater than this amount the Fund is deemed to be in surplus, and when assets held are less than this amount the Fund is deemed to be in deficiency.

The Fund is deemed to be solvent when the assets held are equal to or greater than 100% of the Solvency Target.

Trajectory Periods

The Trajectory Period in relation to an employer is the period between the valuation date and the date on which solvency is targeted to be achieved.

Appendix 2 of FSS: Notional Sub-Funds for individual employers

Roll-forward of sub-funds

The notional sub-fund allocated to each employer will be rolled forward allowing for all cashflows associated with that employer's membership, including contribution income, benefit outgo, transfers in and out and investment income allocated as set out below. In general no allowance is made for the timing of contributions and cashflows for each year are assumed to be made half way through the year with investment returns assumed to be uniformly earned over that year.

Further adjustments are made for:

- A notional deduction to meet the expenses paid from the Fund in line with the assumption used at the previous valuation.
- Allowance for any known material internal transfers in the Fund (cashflows will not exist for these transfers). The Fund Actuary will assume an estimated cashflow equal to the value of the cash equivalent transfer value based on appropriate factors set by the Government Actuary's Department.
- Allowance for lump sum death in service and other benefits shared across all employers in the Fund (see earlier)
- An overall adjustment to ensure the notional assets attributed to each employer is equal to the total assets of the Fund which will take into account any gains or losses related to the orphan liabilities.

In some cases information available will not allow for such cashflow calculations. In such a circumstance:

- Where, in the opinion of the Fund Actuary, the cashflow data which is unavailable is of low materiality, estimated cashflows will be used
- Where, in the opinion of the Fund Actuary, the cashflow data which is unavailable is material, the Fund Actuary will instead use an analysis of gains and losses to roll forward the notional sub-fund. Analysis of gains and losses methods are less precise than use of cashflows and involve calculation of gains and losses relative to the surplus or deficiency exhibited at the previous valuation. Having established an expected surplus or deficiency at this valuation, comparison of this with the liabilities evaluated at this valuation leads to an implied notional asset holding.
- Analysis of gains and losses methods will also be used where the results of the cashflow approach appears to give unreliable results perhaps because of unknown internal transfers.

Attribution of investment income

Where the Administering Authority has agreed with an employer that it will have a tailored asset portfolio notionally allocated to it, the assets notionally allocated to that employer will be credited with a rate of return appropriate to the agreed notional asset portfolio.

Where the employer has not been allocated a tailored notional portfolio of assets, the assets notionally allocated to that employer will be credited with the rate of return earned by the Fund assets as a whole, adjusted for any return credited to those employers for whom a tailored notional asset portfolio exists.

Appendix 3 of FSS: Groups / Pooling

Town and Community Councils Group

The active participants of the Group, at the date of writing this Statement, are:

- Cowbridge Town Council
- Llantwit Major Town Council
- Penarth Town Council
- Barry Town Council
- Radyr & Morganstown Community Council
- Lisvane Community Council
- Wenvoe Community Council
- Penllyn Community Council
- Pentyrch Community Council

In addition, there are liabilities related to the following bodies which currently have no active members. These liabilities remain part of the liabilities of the group:

Barry Memorial Hall
Dinas Powys Community Council
Sully Community Council

Currently the active participants of the group pay the same percentage of pay contribution rate which includes a contribution towards the deficiency of the group.

If a Town or Community Council has no contributing members it will become an exiting employer under Regulation 64(1) unless a suspension notice has been issued (a suspension notice can be issued for a period of up to three years if there is a reasonable likelihood an active member will join the Fund within the suspension period (Regulations 64(2A) to 64(2C)).

Given the liabilities are generally small the Administering Authority will not expect an exiting employer to make an exit payment or receive any exit credit unless the exiting employer has a material impact on other employers in the Group. The assets and liabilities relating to the exiting employer will remain part of the Group.

Similarly, there will not be an expectation that an employer with a suspension notice will make any contributions during the suspension period unless it has a material impact on other employers in the Group.

Colleges Group

The active participants, at the date of writing this Statement, are:

- St David Catholic College
- Cardiff and Vale College (including former liabilities relating to Coleg Glan Hafren and Barry College)
- Cardiff Metropolitan University (including former liabilities relating to University of Wales Institute, Cardiff)

The contribution rate is a common primary (future service) contribution rate and a contribution to the group's deficiency expressed as a monetary amount (generally calculated in proportion to the employer's payroll at the valuation date but another approach could be used in the future if the Administering Authority felt it was appropriate).

If a College or University has no contributing members it will become an exiting employer under Regulation 64(1) unless a suspension notice has been issued (a suspension notice can be issued for a period of up to three years if there is a reasonable likelihood an active member will join the Fund within the suspension period (Regulations 64(2A) to 64(2C)).

An exit valuation will be calculated for an exiting employer based on its share of the group's assets (as determined by the Administering Authority based on advice provided by the Fund Actuary).

Cardiff Council Pooling Group

The Cardiff Council Group, at the date of writing this Statement, contains liabilities in respect of:

- Current and former employees of Cardiff Council
- Former employees of:
 - Cardiff Corporation
 - Cardiff City Council and
 - South Glamorgan County Council (72.37% only)
- Employers who have been pooled with as a result of, or subsumed following cessation of, outsourcing of services or restructuring exercises:
 - Cardiff Bus (liabilities attributable to service prior to 26 October 1986) (potentially all the liabilities – currently being considered)
 - Race Equality First
 - Cardiff & Co
 - App Cleaning Limited (St Teilo's School)
 - GLL
 - A&R Cleaning (Lansdowne School)
 - Grangetown Prim Cleaning (App)
 - Circle IT (Eastern High School)
 - Glen Cleaning (Eastern High School)
 - A&R Cleaning (Gabalfa Primary School)
 - A&R Cleaning (Greenway Primary School)
 - A&R Cleaning (Trowbridge Primary School)

Vale of Glamorgan Council Pooling Group

The Vale of Glamorgan Council Group, at the date of writing this Statement, contains liabilities in respect of:

- Current and former employees of Vale of Glamorgan Council
- Former employees of South Glamorgan County Council (27.63% only)
- Employers who have been pooled with as a result of, or subsumed following cessation of, outsourcing of services or restructuring exercises:
 - St Cyres School
 - National Trust (employer as part of pooling arrangement has been given a fixed contribution rate of 20.7% of pensionable pay)
 - Glen Cleaning Barry Comp
 - Glen Cleaning (Llandough Primary)
 - Circle IT (Cowbridge)
 - Glen Cleaning (Gladstone Primary School)
 - A&R Cleaning (High Street School Barry)

THE CARDIFF & VALE OF GLAMORGAN
PENSION FUND

INVESTMENT STRATEGY STATEMENT

MARCH 2017

The Pension Committee at its meeting on 27 January 2020 approved an updated Investment Strategy Statement for the 2020/21 financial year. During 2019/20 the Investment Panel and the Pension Committee considered investment matters including changes to the Strategic Asset Allocation for example the decision to invest 10% of the Fund value into the Low Carbon Equity Tracker fund.

Introduction

The Cardiff Council ('the Council') is the administering authority for the Cardiff & Vale of Glamorgan Pension Fund ('the Fund').

The Local Government Pension Scheme (Management & Investment of Funds) Regulations 2016 ("the Investment Regulations") require administering authorities to formulate and publish an investment strategy.

The Investment Strategy Statement (ISS) required by Regulation 7 of the Regulations must include:

- (a) A requirement to invest money in a wide variety of investments;
- (b) The authority's assessment of the suitability of particular investments and types of investments;
- (c) The authority's approach to risk, including the ways in which risks are to be measured and managed;
- (d) The authority's approach to pooling investments, including the use of collective investment vehicles and shared services;
- (e) The authority's policy on how social, environmental or corporate governance considerations are taken into account in the selection, non-selection, retention and realisation of investments; and
- (f) The authority's policy on the exercise of rights (including voting rights) attaching to investments.

The ISS must also set out the maximum percentage of the total value of all investments of fund money that it will invest in particular investments or classes of investment.

The ISS must comply with guidance issued from time to time by the Secretary of State, currently the guidance issued in September 2016.

The Terms of Reference of City of Cardiff Council's Pensions Committee ('the Committee') include determining the authority's investment strategy. This statement sets out the strategy for the 2017-18 financial year and has been prepared in consultation with the Fund's Investment Advisory Panel ('the Panel')

A) Investment of money in a wide variety of investments

A properly diversified portfolio of assets should include a range of asset classes to help reduce overall portfolio risk. If a single investment class is not performing well, performance should be balanced by other investments which are doing better at that time. A diversified portfolio also helps reduce volatility.

The Committee aims to meet the requirement for a diversified portfolio by reviewing its Strategic Asset Allocation on an annual basis. The Asset Allocation is approved by the Committee on the advice of the Panel. The Panel considers a wide range of investment opportunities before making its recommendations.

Current asset classes included in the allocation are:

- Conventional & Index Linked Fixed Interest - UK & Overseas
- Equities - UK & Overseas (USA, Europe, Far East, Emerging Markets)
- Private Equity (via pooled funds of funds)
- Property funds – UK & Global

The following investment related activities are also permitted:

- Derivatives and other financial instruments within pre-agreed limits for the purpose of efficient portfolio management or for specific purposes such as currency hedging
- Underwriting, provided the underlying stock is suitable on investment grounds and complies with existing investment criteria
- Stock lending

The Asset Allocation targets and variance limits agreed for 2017-18 are summarised below.

Asset class	Target Allocation %	Variance Limits %
UK Equities	34.0	+/- 5
Overseas Equities	35.0	+/- 5
Bonds & Cash	18.5	+/- 5
Property	7.5	+/- 5
Private Equity	5.0	+/- 2.5
Total	100.0	

Investment Limits

The Investment Regulations in force between 2009 and 2016 set statutory limits for different types of investments. The 2016 Investment Regulations removed these limits but the Fund will continue to operate within the limits in column 2 of Schedule 1 to the 2009 Regulations in respect of any assets not yet transitioned to the Wales Investment Pool.

B Suitability of particular investments and types of investments

The investment policy of the Fund is intended to ensure that all statutory payments made from the Fund are at minimal cost to employing bodies.

The overall investment objective is to maximise investment returns and to minimise or at least stabilise future employer contributions over the long term within an acceptable level of risk. Investment returns are defined as the overall rates of return (capital growth and income combined). It is also recognised that investments are intended to preserve and enhance the Fund's value.

Appendix 3: Investment Strategy Statement



The statutory requirement is to move towards 100% funding of the Fund's accrued liabilities over a period of time. This period together with the funding level is calculated every three years and agreed with the Actuary following a review that assesses the adequacy of the Fund's assets to meet its liabilities. The Panel takes the actuarial position and funding level into account in formulating its advice.

The Fund sets its own customised benchmark to ensure that the Fund's asset allocation policy reflects its own characteristics and not the average of a peer group. The benchmark is set in line with a long term Fund Objective of a 75/25 Equities/Bonds asset allocation split. The split was set in 2004, following an asset/liability study, with the aim of minimising, or at least stabilising, future employer contributions and to avoid large variations. The Panel will regularly review the overall asset allocation and consider appropriate opportunities for a further asset-liability study.

Expected Return on Investments

The investment method is to appoint expert specialist fund managers with clear targets and maximum accountability for performance. The current targets for each mandate are as follows:

Portfolio	Portfolio Benchmark Index	Portfolio Target
Cash	L Authority 7 day	Index
Global Bonds	20% FTSE UK Gilts 30% iBoxx £ Corporate Bonds 20% Citigroup World Govt Bond (£ hedged) 20% £ LIBOR 3 months 10% JPM Emerging Markets Bonds (£ hedged)	Composite Index +1% p.a. over rolling 3 yr. periods
UK Equities (Active)	FTSE All Share	Index + 2%, over rolling 3 year periods
UK Equities (Passive)	FTSE All Share	Index +/- 0.25-0.3% p.a.
USA Equities (Passive)	FTSE USA	Index +/- 0.25% p.a.
Europe Equities (Active)	FTSE Europe ex UK	Index + 2%, over rolling 3 year periods
Japan Equities (Active)	TOPIX	Index + 3%, over rolling 3 yr. periods
Asia Pacific Equities (Active)	FT AW Asia ex-Japan	Index + 3% over rolling 3 yr. periods
Emerging Market Equities (Active)	MSCI Emerging Markets	Index + 3% p.a. over rolling 4 yr. periods
UK Property	Various (balanced PUT indices)	Various
Global Property	N/A	Absolute Return of 10% p.a.
Private Equity	N/A	None set *

* Though no formal target has been set, the rationale for private equity is that it should outperform quoted equities over an equivalent period.

C Risk

A detailed schedule of the main risks to the Fund is set out in the Funding Strategy Statement. Risks arising from investments are monitored by the Investment Advisory Panel. The Fund recognises the risks arising from holding a higher proportion of equities and other return seeking assets than would be held under a liability-driven strategy but considers that these risks are mitigated by the strong covenant of the Fund's principal employers and the stable maturity profile of its membership.

Investment Risk is the risk that the Fund's managers fail to achieve the rate of investment return assumed in setting their mandates. The primary control over investment risk is the diversification of assets across markets and asset classes. Correlations amongst these will vary over time, but the underlying risk of exposure to a specific capital market is mitigated to some extent by a diversifying strategy such as that followed by the Fund.

While currency risk is inherent in a diversified strategy, it is addressed to a degree through the use of a specialist manager to hedge exposures where currencies in which the fund is invested appear to have reached extreme valuations.

The individual specialist fund managers manage the risk of variation from benchmarks consistent with the targets they have been given. Current risk measures/targets for the segregated active mandates, based on the industry standard risk methodology, are as follows:

Portfolio	Tracking Error
UK active equities	3 - 6%
Japan equities	Target 4%
Asia Pacific equities	3 – 6%
Emerging Market equities	Target 8%
Global Bonds	0 - 3%

Relative risk levels for active managers are reported quarterly and discussed annually by the Panel. For pooled vehicles (including passive investments) the manager reports the risk of the pooled vehicle as a whole. The Panel recognises that tracking error itself can be a volatile measure of the risks being taken by a manager and that ex post statistics may vary considerably from ex ante estimates. As such, its predictive value needs to be treated with care. The tracking error is therefore used as a guide when considering overall manager performance.

Liquidity Risk is the risk that the Fund cannot meet its immediate liabilities because it has insufficient assets. The Fund monitors its liquidity position carefully to ensure that it is not a seller of long term assets to make benefit payments. At least 80% of the Fund's assets are highly liquid. The Equity and Global Bond managers are required to hold only assets readily realisable at the time of purchase. Any material investment with an in-house or pooled fund, which is not readily tradable, would require specific approval.

Private equity is not normally easily realisable. Higher investment returns relative to conventional equities are expected, reflecting the greater risk inherent in this fact.

Operational risks arise through the implementation of the Fund's investment strategy. These risks are set out below:

- Transition risk – the Fund may incur unexpected costs in relation to the transition of assets between managers and/or asset classes. When carrying out significant transitions, the fund takes professional advice and considers the use of specialist transition managers in order to mitigate this risk when it is cost effective to do so.
- Custody risk – the Fund must ensure that it retains the economic rights to all Fund assets, when held in custody or being traded. It does this through the use of a global custodian (Northern Trust) for custody of assets, the use of formal contractual arrangements for all investments and by maintaining independent investment accounting records.
- Credit default risk – a counterparty related to a Fund investment could fail to meet its obligations. The Fund's investment managers are required under their asset management contracts to manage counterparty risk on behalf of the Fund.
- Stock-lending risk – the possibility of default and loss of economic rights to Fund assets. Stock lending is managed by the Fund's custodian and appropriate counterparty and collateral controls are in place.

D Pooling of Investments

The Cardiff & Vale of Glamorgan Pension Fund is one of the eight funds participating in the Wales Investment Pool ('the Pool'). The proposed structure and basis on which the Pool will operate was set out in the July 2016 submission to the Department for Communities and Local Government. The proposals were approved by the Minister for Local Government in November 2016.

Assets to be invested in the Pool

The Council's intention is to invest the Fund's assets through the Pool as and when suitable Pool investment solutions become available. An indicative timetable for investing through the Pool was set out in the July 2016 submission. The key criteria for assessment of Pool solutions will be as follows:

- That the Pool enables access to an appropriate solution that meets the objectives and benchmark criteria set by the Fund
- That there is a clear financial benefit to the Fund in investing in the solution offered by the Pool

At the time of preparing this statement, the Fund has already invested the following assets through a collaborative procurement carried out in 2016 with the other seven funds in Wales:

Asset class	Manager	% of Fund assets (allocation target)	Benchmark	Performance Objective
Passive UK Equities	BlackRock	19.0	FTSE All-Share	Benchmark
Passive US Equities	BlackRock	10.0	FTSE All-World USA	Benchmark

It is anticipated that the Fund's existing private equity investments will not be transitioned into the Pool but will be replaced by suitable pooled or collaborative investments as they mature over the next 10-15 years. It is intended that all other asset classes will be transitioned to the Pool as soon as practicable.

Structure and governance of the Wales Investment Pool

The Pool will appoint a third-party Operator authorised by the FCA to provide a range of investment sub-funds in which the assets of the eight participating funds will be invested.

A Joint Governance Committee (JGC) will be established to oversee the Operator. The JGC will comprise one elected member from each constituent administering authority and will be supported by an Officer Working Group. One of the eight funds will act as Host Authority to provide administrative and secretarial support to the Pool.

The Terms of Reference of the JGC and the roles of the Officer Working Group and Host Authority will be set out in a legally binding Inter Authority Agreement to be approved and signed by the eight administering authorities. The responsibilities of the JGC will include:

- Monitoring the performance of the Pool Operator
- Making decisions on asset class sub-funds to be made available by the Operator to implement the individual investment strategies of the eight funds
- Providing accountability to the participating funds on the management of the Pool
- Having responsibility for reporting on the Pool to the UK Government and other stakeholders
- Having oversight of the Officer Working Group

The eight administering authorities will continue to retain control over setting their investment strategy and asset allocation.

E How social, environmental or corporate governance considerations are taken into account

The Fund seeks to identify investment opportunities which do not conflict with its fiduciary duties to seek an optimum return, whilst wishing at the same time to take account of social, environmental and ethical concerns and issues. The Fund also directly supports the development of clean technology through its private equity portfolio.

Annual reports will be provided on managers' corporate governance policies and practices, and annual presentations from equity managers will include a reference to their corporate governance actions where appropriate (e.g. segregated mandates). All of the Fund's assets are held through fund managers that have adopted the UN Principles for Responsible Investing, or the equivalent UK Stewardship Code, and future equity tenders will refer to these criteria.

F The exercise of rights (including voting rights) attaching to investments

Where relevant, IMAs will incorporate the Institutional Shareholders Committee (ISC) principles on the responsibilities of institutional shareholders and agents to ensure managers have an explicit strategy elucidating the circumstances in which they will intervene in a company, the approach to be used, and how to measure the effectiveness of this strategy.

Currently, the passive funds and the UK active managers all use the ISC principles, including actively engaging with investee companies. The overseas managers engage via normal contacts between companies and analysts or discussions on specific concerns.

Regarding voting, all passive and active funds vote where practicable according to principles provided to the Corporate Director Resources, reporting periodically on action taken. In the case of segregated mandates, however, care will be taken to ensure that, where applicable, the Fund's policies are not overridden, negated or diluted by the general policy of a manager. In any case the Fund retains the ultimate right to override the managers' decisions at any time, and to vote according to its own wishes.

The Fund is a member of the Local Authorities Pension Fund Forum (LAPFF) to enable it to act collectively with other LGPS funds on corporate governance issues.

CARDIFF AND VALE OF GLAMORGAN PENSION FUND COMMUNICATION POLICY STATEMENT

This Statement has been prepared and published by the City of Cardiff Council as Administering Authority of the Cardiff & Vale of Glamorgan Pension Fund, in compliance with regulation 61 of the Local Government Pension Scheme Regulations 2013 (the “LGPS Regulations”).

Objectives of the Fund’s Communication Strategy

- To improve awareness and appreciation of the benefits provided by the pension scheme
- To encourage take up of the scheme amongst new and existing employees
- To answer any queries from members on their LGPS pension entitlements
- To develop the partnership between the Pension Fund’s administration team and the employing bodies
- To liaise with a range of other groups who have an interest in the scheme

Scheme Members & Prospective Members

1. Individual members receive a range of communications from the Fund depending on their pension status i.e. active, deferred or pensioner.
2. All active and deferred members receive an annual benefits statement showing the membership data held by the Fund, the benefits earned as at the end of the previous financial year, and an estimate of the benefits to which the individual will be entitled when they reach retirement age. This is sent directly to the individual by the Fund’s administration section.
3. Deferred members will be contacted as they approach their normal pension age. Pensioners will receive an annual notice of the inflation-linked increase to the pension. Deferred members and pensioners may also need to be contacted as part of membership validation checks which include a monthly matching exercise with the national register of deaths.
4. If active scheme members have any pension related queries they should initially contact their employer. The employing body can then direct members to the pension section if necessary. The pension section will give relevant information to members regarding their LGPS benefits but they cannot give advice on state benefits or general financial advice. They cannot be responsible for any issues which are a matter for the member’s employer (e.g. correcting errors relating to length of service or deducting contributions from pay).
5. Most general communication with members is currently in paper form. The scheme aims to issue newsletters once a year to provide a summary of current issues within the LGPS. Significant changes to the scheme will also be notified to active members through their employers within 3 months of any change.
6. The City of Cardiff Council website gives basic information about the scheme for current and prospective members. Members can access the Fund’s annual reports (including a two page summary) and the key governance documents. There is a link to the national LGPS website for further information. The feasibility of introducing facilities for members to access their personal data via the internet will be investigated during the next twelve months.
7. The pension section aims to deal promptly with queries from members and prospective members. The section can be contacted in writing, via e-mail or by telephone during normal office hours.

Representatives of Members

8. A Trade Union Forum is held annually. Representatives of the local trade union branches receive presentations on the Fund's annual report, the performance of its investments and other current issues.
9. The Fund's Local Pension Board was established from 1st April 2015. The Board includes three scheme member representatives who participate in the Board's role of assisting the Scheme Manager. Each Board member has received appropriate induction and training and will be kept up to date with national and local developments in the LGPS. The names and contact details of the scheme member representatives will be published on the Pension Fund web page.

Scheme Employers

10. All employers within the scheme, and their Human Resource functions, play a key role in informing the pension team of new starters, leavers, retirements etc. Employers are also responsible for providing information on the pension scheme to their employees. The pension section will supply copies of relevant forms, booklets and newsletters for employers. It is therefore important for scheme employers to nominate a principal point of contact with whom the section can liaise.
11. The Finance function of an employer must supply accurate pay and contribution data to the pension scheme, in accordance with deadlines and data formats specified by the pension section. Accuracy and timeliness of this data is more critical following the introduction of the Career Average scheme from 1st April 2014.
12. The pension section will forward a copy of the Pension Fund's annual report and accounts to employers. All employers will be invited to the annual Employers' Forum to receive updates on legislation, administration matters and actuarial valuations. Employers may also ask the pension section to give presentations to staff on topics of interest.
13. The Local Pension Board includes three employer representatives. The employer representatives receive the same induction and training as the scheme member representatives. All Fund employers will be advised of the names and contact details of the employer representatives.

Other Bodies

14. The pension section are also actively involved with various groups with an interest in the LGPS. The UK Government's Department for Communities and Local Government (DCLG) is responsible for amending the scheme regulations following consultation with local authorities and other employers. The Fund takes part in these exercises when appropriate. The pension section also liaise with bodies such as the Local Government Association (LGA) and National Association of Pension Funds (NAPF) on their own consultation exercises. The Fund is also a member of the Local Authority Pension Fund Forum (LAPFF).
15. Members of the pension section frequently liaise with officers from other LGPS funds at informal working groups and seminars. The section uses these meetings to understand the issues being faced by other funds and to ensure consistency in the interpretation of the LGPS regulations.

CHRISTINE SALTER
CORPORATE DIRECTOR RESOURCES
September 2016

CARDIFF & VALE OF GLAMORGAN PENSION FUND GOVERNANCE COMPLIANCE STATEMENT

This Statement has been prepared and published by the City of Cardiff Council as Administering Authority of the Cardiff & Vale of Glamorgan Pension Fund, in compliance with regulation 55 of the Local Government Pension Scheme Regulations 2013 (as amended) (the “LGPS Regulations”).

Delegation of Functions

City of Cardiff Council has established a Pensions Committee to discharge its functions under the LGPS Regulations and has delegated operational management of the Pension Fund to the Corporate Director Resources. The relevant sections in the Council’s Constitution are:

Terms of Reference for Committees:

Pensions Committee

To discharge the functions of the authority as Administering Authority of the Cardiff & Vale of Glamorgan Pension Fund (‘the Fund’) as described in the Local Government Pension Scheme (LGPS) Regulations made under the Superannuation Act 1972 (sections 7,12 or 24) and Section 18(3A) of the Local Government and Housing Act 1989; and

To discharge the following specific strategic functions with regards to the Fund, taking account of advice from the Corporate Director Resources and the Fund's professional advisers:-

- a) Determining the Fund’s aims and objectives, strategies, statutory compliance statements, policies and procedures for the overall management of the Fund, including in relation to the following areas:
 - i) Governance – approving the Governance Policy and Compliance Statement for the Fund;
 - ii) Funding Strategy – approving the Fund's Funding Strategy Statement including ongoing monitoring and management of the liabilities, giving due consideration to the results and impact of the triennial actuarial valuation and interim reports;
 - iii) Investment strategy - approving the Fund's investment strategy, Statement of Investment Principles and Myners Compliance Statement including setting investment targets and ensuring these are aligned with the Fund's specific liability profile and risk appetite;
 - iv) Communications Strategy – approving the Fund's Communication Strategy;
 - v) Discretions – determining how the various administering authority discretions are operated for the Fund; and

- vi) Internal Dispute Resolution Procedure – determining how the Scheme Member disputes are administered.
- b) Monitoring the implementation of these policies and strategies as outlined in a) above on an ongoing basis.
- c) Considering the Fund's financial statements as part of the approval process and agreeing the Fund's Annual Report. Receive internal and external audit reports on the same.
- d) Receiving ongoing reports from the Corporate Director Resources in relation to the delegated operational functions.
- e) To provide independent assurance to members of the Fund of the adequacy of the risk management and associated control environment, responsible for the Fund's financial and non-financial performance.
- f) To adhere to the principles set out in the Pensions Regulator Code of Practice and undertake its duties in compliance with the obligations imposed on it.
- g) To receive regular training to enable Committee Members to make effective decisions and be fully aware of their statutory and fiduciary responsibilities and their stewardship role.
- h) Consider any pension compliance matters raised by the Fund's Local Pension Board.

Specific Delegations to Statutory Officers:

FS28

In accordance with any policy or strategy decided by the Pensions Committee to approve decisions relating to the operational management of the pension fund and the administration of pension benefits.

FS51

To carry out functions relating to local government pensions etc pursuant to Regulations under Section 7, 12 or 24 or the Superannuation Act 1972; and functions relating to pensions, allowances and gratuities pursuant to Regulations under Section 18(3A) of the Local Government and Housing Act 1989.

The administration of the Pension Fund is carried out by the Pensions Section based in County Hall. All significant decisions e.g. the exercise of discretions granted to the administering authority under the LGPS regulations, are made and recorded in accordance with the Council's scheme for delegated decision making. As part of the Resources Directorate, the Section is subject to the Council's policies, procedures and internal controls.

The Pension Committee and Corporate Director Resources are advised on investment matters by an Investment Advisory Panel. The role of the panel is detailed in the Fund's Statement of Investment Principles.

The panel comprises:

- Corporate Director Resources
- Three elected members of City of Cardiff Council
- One elected member of Vale of Glamorgan Council
- Two independent advisers

The panel normally meets four times a year to review the performance of the Fund's investments and to advise on investment strategy. The panel also considers other aspects of the administration of the LGPS which may have implications for investments e.g. the triennial actuarial valuation. The

Appendix 5: Governance Compliance Statement



panel receives presentations from each active investment manager annually and also interviews shortlisted managers when new mandates are awarded.

An Employers' Forum is held annually to which all contributing employers of the Fund are invited. The Forum considers the Fund's Annual Report and Accounts and receives presentations on matters such as changes in regulations and actuarial valuations.

A Trade Union Forum is also held annually and considers similar issues with trade union representatives of the main employers.

Compliance with Statutory Guidance

Compliance Standard	Arrangements in Place/Action Taken	Action Complies with Principle? Yes/No/Partial	Reason for non-Compliance (if applicable)
Principle A – Structure			
<i>The management of the administration of benefits and strategic management of fund assets clearly rests with the main committee established by the appointing council.</i>	The Committee's Terms of Reference and Officer Delegations are clearly set out in the Council's Constitution	Yes	
<i>That representatives of participating LGPS employers, admitted bodies and scheme members (including pensioner and deferred members) are members of either the main or secondary committee established to underpin the work of the main committee.</i>	<p>The two main employers are represented on the Investment Advisory Panel.</p> <p>Other employers attend the annual Employers' Forum and are represented on the Local Pension Board</p> <p>Scheme members are not represented on the Committee or Panel but are represented at the Trade Union Forum and Local Pension Board.</p>	Partial	
<i>That where a secondary committee or panel has been established, the structure ensures effective communication across both levels.</i>	Yes	Yes	

Appendix 5: Governance Compliance Statement



Compliance Standard	Arrangements in Place/Action Taken	Action Complies with Principle? Yes/No/Partial	Reason for non-Compliance (if applicable)
<i>That where a secondary committee or panel has been established, at least one seat on the main committee is allocated for a member from the secondary committee or panel.</i>	No – the Committee is a committee of the administering authority.		
Principle B – Representation			
<i>That all key stakeholders are afforded the opportunity to be represented within the main or secondary committee structure. These include :-</i>	<p>The Committee is a committee of the administering authority.</p> <p>The two unitary authorities employ over 85% of active members and are represented on the Panel. Other employers are not currently represented</p> <p>Scheme members are not currently represented</p> <p>Two independent advisors attend every Panel meeting</p>	Partial	
<i>i) employing authorities (including non-scheme employers, eg, admitted bodies);</i>			
<i>ii) scheme members (including deferred and pensioner scheme members);</i>			
<i>iii) independent professional observers; and</i>			
<i>iv) expert advisors (on an ad-hoc basis).</i>			
<i>That where lay members sit on a main or secondary committee, they are treated equally in terms of access to papers and meetings, training and are given full opportunity to contribute to the</i>	All Committee and Panel members have the same access to papers and training opportunities.	Yes	

Appendix 5: Governance Compliance Statement



Compliance Standard	Arrangements in Place/Action Taken	Action Complies with Principle? Yes/No/Partial	Reason for non-Compliance (if applicable)
<i>decision making process, with or without voting rights.</i>			
Principle C - Selection and Role of Lay Members			
<i>That committee or panel members are made fully aware of the status, role and function they are required to perform on either a main or secondary committee.</i>	<p>The functions of the Committee are set out in the Council's Constitution.</p> <p>The role of the Investment Advisory Panel is clearly set out in the SIP and other key documents</p>	Yes	
Principle D – Voting			
<i>The policy of individual administering authorities on voting rights is clear and transparent, including the justification for not extending voting rights to each body or group represented on main LGPS committees.</i>			
Principle E - Training/Facility Time/Expenses			
<i>That in relation to the way in which statutory and related decisions are taken by the administering authority, there is a clear policy on training, facility time and reimbursement of expenses in respect of members involved in the decision-making process.</i>	Committee and Panel members are advised of training opportunities.	Yes	
<i>That where such a policy exists, it applies equally to all members of committees, sub-committees, advisory</i>	Yes	Yes	

Appendix 5: Governance Compliance Statement



Compliance Standard	Arrangements in Place/Action Taken	Action Complies with Principle? Yes/No/Partial	Reason for non-Compliance (if applicable)
<i>panels or any other form of secondary forum.</i>			
Principle F - Meetings (frequency/quorum)			
<i>That an administering authority's main committee or committees meet at least quarterly.</i>	The Committee meets at least quarterly.	Yes	
<i>That an administering authority's secondary committee or panel meet at least twice a year and is synchronised with the dates when the main committee sits.</i>	The Investment Advisory Panel meets quarterly	Yes	
<i>That administering authorities who do not include lay members in their formal governance arrangements, provide a forum outside of those arrangements by which the interests of key stakeholders can be represented.</i>	Employers' Forum and Trade Union Forum are held annually	Yes	
Principle G - Access			
<i>That subject to any rules in the council's constitution, all members of main and secondary committees or panels have equal access to committee papers, documents and advice that falls to be considered at meetings of the main committee.</i>	Papers are circulated to all Committee and Panel members in advance of meetings.	Yes	

Appendix 5: Governance Compliance Statement



Compliance Standard	Arrangements in Place/Action Taken	Action Complies with Principle? Yes/No/Partial	Reason for non-Compliance (if applicable)
Principle H - Scope			
<i>That administering authorities have taken steps to bring wider scheme issues within the scope of their governance arrangements.</i>	<p>The Committee's role is to consider all strategic issues.</p> <p>The Investment Advisory Panel considers all issues relevant to investment matters.</p> <p>Wider issues are also discussed at the Employers' and TU Forums.</p>	Yes	
Principle I - Publicity			
<i>That administering authorities have published details of their governance arrangements in such a way that stakeholders with an interest in the way in which the scheme is governed, can express an interest in wanting to be part of those arrangements.</i>	All governance documents are published on the Council's website	Yes	

Local Pension Board

The Terms of Reference for the Local Pension Board of the Cardiff & Vale of Glamorgan Pension Fund have been published on the Fund's website:

www.cardiff.gov.uk/pensions/

CHRISTINE SALTER
CORPORATE DIRECTOR RESOURCES
September 2016

Glossary

Knowledge of basic accountancy terminology is assumed. However, there are certain specialist terms related to local government finance, which are described below:

Accruals Basis

The accruals principle is that income is recorded when it is earned rather than when it is received, and expenses are recorded when goods or services are received rather than when the payment is made.

Active / Passive Management

Active management is the traditional form of investment management involving a series of individual investment decisions that seek to maximise returns by exploiting price inefficiencies i.e. 'beat the market'.

Passive management is a low cost alternative where managers normally hold stocks in line with a published index, such as the FTSE All-Share, not seeking to outperform but to keep pace with the index being tracked.

Actuary

An independent consultant who advises on the long-term viability of the Fund. Every three years the Fund actuaries review the assets and liabilities of the Fund and report to the Council on the financial position and recommended employer contribution rates. This is known as the actuarial valuation.

Actuarial Gains and Losses

For a defined benefit pensions scheme, the changes in actuarial deficits or surpluses that arise because events have not coincided with the actuarial assumptions made for the last valuation, or the actuarial assumptions have changed.

Active Member

Current employee who is contributing to a pension scheme

Admitted Body

An organisation, whose staff can become members of the Fund by virtue of an admission agreement made between the Council and the organisation. It enables contractors who take on the Council's services with employees transferring, to offer those staff continued membership of the Fund.

Asset Allocation

Apportionment of investment funds among categories of assets, such as Bonds, Equities, Cash, Property, Derivatives, and Private Equity. Asset allocation affects both risk and return.

Benchmark

A measure against which the investment policy or performance of an investment manager can be compared.

Bonds

Investments, mainly in government stocks, which guarantee a fixed rate of interest. The securities represent loans which are repayable at a future date but which can be traded on a recognised stock exchange in the meantime.

Cash and Cash Equivalents

The percentage of the salary of employees that employers pay as a contribution towards the employees' pension.

The Investment Strategy Statement which each LGPS fund is required to prepare and keep under review.

Liabilities

These are amounts due to individuals or organisations which will have to be paid at some time in the future. Current liabilities are usually payable within one year of the Balance Sheet date.

LGPS

The Local Government Pension Scheme, governed by regulations issued by the Department for Communities and Local Government.

Materiality

Information is material if omitting it or misstating it could influence the decisions that users make on the basis of financial information about a specific reporting authority.

MHCLG

The Ministry of Housing, Communities and Local Government, the department of the UK Government responsible for the LGPS in England and Wales.

Myners Principles

The six principles which a LGPS Fund must comply with:

1. Effective decision making
2. Clear objectives
3. Risk and liabilities
4. Performance assessment
5. Responsible ownership
6. Transparency and reporting

Pension Fund

A fund built up from deductions from employees' pay, contributions from employers and investment income from which pension benefits are paid.

Pensioner

A scheme member who received a pension from the Fund.

Pooled Funds

Pooled investment vehicles issue units to a range of investors. Unit's prices move in response to changes in the value of the underlying portfolio, and investors do not own directly the assets in the fund. The main types are: unit trusts, open-ended investment companies (OEICs), insurance linked vehicles and investment trusts.

Portfolio

A collective term for all the investments held in a fund, market or sector. A segregated portfolio is a portfolio of investments of a specific type held directly in the name of the investor e.g. Global Bonds, or a specific market e.g. UK Equities, Far East Equities.

Prior Period Adjustments

These are material adjustments which are applicable to an earlier period arising from changes in accounting policies or for the correction of fundamental errors.

Private Equity

Investments made by specialist managers in all types of unlisted companies rather than through publicly tradable shares.

Information about the Fund is available on the Fund's website:

<https://www.cardiffandvalepensionfund.org.uk/>

Further information regarding the scheme can also be found on the LGPS website (<https://lgpsmember.org/>). Any significant changes to the scheme are communicated to members by newsletter.

A statement of each individual's benefits is currently provided automatically on retirement. Annual benefit statements are sent to all active and deferred Fund members based on the benefits accrued to 31 March each year.

Copies of this report are sent to all employers and recognised Trade Unions, and are available to all interested parties on request. Copies of the rules currently governing local government pension funds may also be inspected on request.

Further information on the Pension Fund or any pension matters may be obtained from:

Corporate Director Resources
Cardiff Council
County Hall
Atlantic Wharf
Cardiff
CF10 4UW

Telephone: 029 2087 2311

E-mail enquiries should be sent to: Pensions@cardiff.gov.uk

Email enquiries should be directed as follows:

Scheme Management and Investment Pensions		
Marc Falconer	Pensions Manager	M.Falconer@cardiff.gov.uk
Pension Administration		
Karen O'Donoghue-Harris	Principal Pensions Officer	KODonoghue-Harris@cardiff.gov.uk
Nicola Cumper	Senior pensions Officer	NCumper@cardiff.gov.uk
Wendy Herbert	Senior pensions Officer	WHerbert@cardiff.gov.uk
Jayne Newton	Communications & Training Officer	Jayne.Newton@cardiff.gov.uk
Hywel Tutton	Senior Technical Officer	Hywel.Tutton@cardiff.gov.uk
Fund Accounting		
Sally Ormiston		SOrmiston@cardiff.gov.uk

Mae'r ddogfen hon ar gael yn Gymraeg / This document is available in Welsh

**CARDIFF COUNCIL
CYNGOR CAERDYDD****PENSIONS COMMITTEE: 23 NOVEMBER 2020****REPORT OF CORPORATE DIRECTOR RESOURCES****AGENDA ITEM : 4**

EXIT PAYMENT CAP**Reason for this Report**

1. The Pension Committee Terms of Reference set out the Committee's responsibility for the strategic governance of the Cardiff & Vale of Glamorgan Pension Fund.
2. The Terms of Reference include determining policies and procedures for the overall management of the Fund.

Background

3. The Government announced plans to cap exit payments in the Public sector in 2015. The cap applies to the total amount payable when someone exits and so applies to the total of severance payments and any pension strain costs. On 10th April 2019, HM Treasury (HMT) launched a consultation on draft regulations, guidance and directions to implement the cap. HMT published its response to the consultation on 21st July 2020. The regulations came into effect from 4th November 2020.
4. The Ministry of Housing, Communities and Local Government (MHCLG) also launched a consultation on changes to the LGPS & Discretionary Compensation Regulations, which closed on 9th November 2020. It covered the required changes to implement both the £95k exit payment cap and the Public sector exit further reform proposals issued by HMT
5. We are now in a position where the Restriction of Public Sector Exit Payments Regulations 2020 (the Cap Regulations) are live but MHCLG Regs are not likely to be amended until early 2021. This leaves the possibility that members retiring under voluntary severance/redundancy are subject to a £95k cap for employer payments but retain the right under the existing LGPS regulations to an unreduced pension even if it's worth more than the £95k cap.

Issues

6. There is a conflict between the Cap Regulations and the LGPS regulations if the cap is breached when an LGPS member age 55 or over exits. The LGPS regulations still require the member to take payment of an unreduced pension, but the Cap Regulations prevent the employer from paying the full strain cost.
7. The Administering Authority will need to decide whether to pay an unreduced pension in line with regulation 30(7) or provide the option of either a deferred pension under regulation 6(1) or an immediate reduced pension under regulation 30(5) in line with the Government's recommendations.
8. In the last 12 months there have been 104 VS/Redundancies of which 10 exceeded the cap.

Risks

9. If the Fund decides to pay an unreduced pension, there is a risk the Fund could end up in the position of having to try and recover monies from the employer and/or the member.
10. The Fund will not be able to obtain the whole strain cost from the employer. The employer will be restricted to a maximum of £95k for all exit payments including the strain cost. If the employer has paid a cash alternative, they are unlikely to be able to pay the strain cost.
11. If the Fund cannot obtain a strain cost at the time of the exit, there is a serious risk that the Fund will not be able easily or quickly to make good the absence of the strain cost and alternatives will need to be looked at to ensure benefits are fully funded in the future.
12. The Fund may also be at risk of challenge under the doctrine of implied repeal which, if proven, would result in the Fund having to seek repayment of the overpaid element of the pension. The doctrine of implied repeal provides that where a piece of legislation conflicts with an earlier one, the later legislation takes precedence.
13. Offering a deferred or reduced pension also risks challenge, this time from the member seeking to enforce their rights under regulation 30(7). Regardless of the outcome of any challenge, this approach should result in the member receiving additional monies as:
 - An unreduced pension, or
 - A cash alternative payment to the member, or
 - A cash alternative paid to the Fund to provide additional pension under regulation 31 or waive reductions under regulation 30(8).

Other Considerations

14. Currently the strain cost for an early payment of pension is calculated by each LGPS fund. This is of no concern to employees at present as a full pension is paid regardless of any differential in cost. Under the new proposals, strain costs that are capped result in reduced pension and therefore any differential in strain costs across funds would lead to different outcomes for scheme members.
15. The MHCLG consultation proposes that a standard methodology is to be used to calculate strain cost across all funds in respect of capped employers, but some flexibility will be available when calculating strain costs for non-capped employers. Use of the standard strain cost may have implications for employer contributions at the following valuation depending on its relationship to the actual liability impact on the particular employer as calculated by the fund actuary.
16. There are circumstances where the cap may be relaxed. For Welsh councils, consent for a waiver will come from Welsh ministers rather than Westminster. The Welsh Government have the ability to determine what elements are included in the £95k cap, the most important element being as to whether pension strain is included, as it is in England, or not as it is in Scotland. A significant amount of information has been provided from Cardiff Council (the Schemes largest employer) to the WLGA who are leading on the discussions with Welsh Government. A decision has yet to be made however if Welsh Government follow that of Scotland and exclude the pension strain cost the position will be simplified and remove the conflict in the regulations. Discussions with the Welsh Government are currently on-going and the latest advice received from Welsh Government Ministers is included as Appendix A

Legal Implications

17. The report notes an apparent conflict between 2 regulations; namely the Restriction of Public Sector Exit Payments Regulations 2020 (the Cap Regulations) and the Local Government Pension Scheme Regulations 2013 (the LGPS Regs).
18. The law in this area is developing and we understand that the Cap Regulations are subject to challenge. For this reason, a further report will be present to the Pensions Committee once the law in this area is more certain. In the interim detailed legal advice will be provided as regards the calculation of any benefits during this period.

General Legal Advice

19. Any decision must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council eg. standing orders and financial regulations; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the

Council's fiduciary duty to its tax payers; and (h) be reasonable and proper in all the circumstances and comply with any equalities legislation.

20. The Council also has to satisfy its public sector duties under the Equality Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties, Councils must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. The Protected characteristics are: age, gender reassignment, sex, race – including ethnic or national origin, colour or nationality, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion or belief – including lack of belief.
21. The Well-Being of Future Generations (Wales) Act 2015 (“the Act”) places a ‘well-being duty’ on public bodies aimed at achieving 7 national well-being goals for Wales – a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible.
22. In discharging its duties under the Act, the Council has set and published well-being objectives designed to maximise its contribution to achieving the national well-being goals. The well-being objectives are set out in Cardiff’s Corporate Plan 2020-23: <https://www.cardiff.gov.uk/ENG/Your-Council/Strategies-plans-and-policies/Corporate-Plan/Documents/Designed%20Corporate%20Plan%202020-23%20Final%20ENG.pdf>
23. The well-being duty also requires the Council to act in accordance with ‘sustainable development principle’. This principle requires the Council to act in a way, which seeks to ensure that the needs of the present are met without comprising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must:
 - Look to the long term
 - Focus on prevention by understanding the root causes of problems
 - Deliver an integrates approach to achieving the 7 national well-being goals
 - Work in collaboration with others to find shared sustainable solutions
 - Involve people from all sections of the community in the decisions which affect them
24. The decision maker must be satisfied that the proposed decision accords with the principles above; and due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using the link below: <http://gov.wales/topics/people-and-communities/people/future-generations-act/statutory-guidance/?lang=en>

25. The Council has to be mindful of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards when making any policy decisions and consider the impact upon the Welsh language, the report and Equality Impact Assessment deals with all these obligations. The Council has to consider the Well-being of Future Generations (Wales) Act 2015 and how this strategy may improve the social, economic, environmental and cultural well-being of Wales.

Recommendations

That the Committee notes:

- a) The issues raised in this report. A further update report is to be provided, as relevant regulations are amended and/or further guidance issued.

- b) The Corporate Director Resources, pursuant to his delegated authority (FS28), and following the taking of legal advice and consideration of guidance issued, will determine the level of benefits to be paid pending the resolution of the apparent discrepancies in the various regulations mentioned in this report.

CHRISTOPHER LEE
CORPORATE DIRECTOR RESOURCES

Mae'r dudalen hon yn wag yn fwriadol

Rebecca Evans AS/MS
Y Gweinidog Cyllid a'r Trefnydd
Minister for Finance and Trefnydd

Julie James AS/MS
Y Gweinidog Tai a Llywodraeth
Leol
Minister for Housing and
Local Government



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref: MA/RE/3690/20

To:

Leaders and Chief Executives, County and County Borough Councils
Chairs of Boards and Chief Executives, Local Health Boards
Chairs of Boards and Chief Executives, NHS Trusts
Chairs of Boards and Chief Executives, Special Health Authorities
Chairs of Boards and Chief Executives, Welsh Government Arm's Length Bodies
Chairs of Governors, Foundation and Voluntary Aided Schools
Welsh Commissioners
HM Chief Inspector for Education and Training
Auditor General for Wales

2 November 2020

RESTRICTION OF PUBLIC SECTOR EXIT PAYMENTS REGULATIONS

The Welsh Government greatly values the work being done by staff at all levels in the Welsh public service, wherever they are and whatever their role in providing vital services to the people of Wales. That has been reinforced by the way that the public sector has responded to the challenges that this year has brought and continues to bring, with public servants putting themselves at risk in order to help the people of Wales and in some cases losing their lives in doing so. Welsh Ministers do not believe that this is the right time to put restrictions on the benefits received by public sector workers, especially when they leave their employer.

However, following a decision by the UK Parliament and HM Treasury, the Restriction of Public Sector Exit Payments Regulations 2020 (SI 2020/1122) will come into force across the United Kingdom on 4 November 2020. This puts a cap of £95,000 on all exit payments and means that all local authorities, health bodies, Voluntary-Aided and Foundation schools, and other public bodies must ensure that no exit payment is made to any employee or office holder that exceeds the £95,000 limit without Welsh Ministers' approval. This includes taking into account any employer funded payment or adjustment to enhance or protect an individual's pension, known as 'pension strain' or 'pension top-up', and any payment agreed before 4 November but departure is on or after that date. This is separate to UK Government proposals to change the terms of the Local Government Pension Scheme or any other public sector pension or compensation scheme.

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Welsh Ministers do not want to see workers' hard-won benefits on leaving the public sector to be unnecessarily restricted. We are particularly concerned about the effect that this UK legislation will have on staff who are on relatively low pay and who have served the public for many years, with an expectation that their pension scheme would provide compensation at the right time. As a result, and subject to legal advice and further consideration of evidence, Welsh Ministers are considering introducing a waiver that, where legally possible, removes 'pension strain' costs from the exit payment cap calculation. They will also reflect on whether other issues should be considered as reasons for waiver in order to protect our public sector workers further. This is additional to the areas that the UK Treasury has proposed where waivers might be considered:

- where an obligation to pay an exit payment arises as a result of the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE);
- where a payment is made to avoid employment tribunal litigation in relation to whistleblowing;
- where a payment is made to avoid employment tribunal litigation in relation to a complaint of discrimination under the Equality Act 2010;
- where not exercising the power would cause undue hardship;
- where not exercising the power would significantly inhibit workforce reform;
- where an arrangement to exit was entered into before the regulations came into force, but the exit was delayed until after that date.

Before the wider process for approval of waivers is in place, all public bodies should continue to consider potential exit payments through their existing approval processes and refer any requests for a waiver for payments to be made on or after 4 November 2020 to your partnership team within Welsh Government for consideration.

Yours sincerely,



Rebecca Evans AS/MS
Y Gweinidog Cyllid a'r Trefnydd
Minister for Finance and Trefnydd



Julie James AS/MS
Y Gweinidog Tai a Llywodraeth Leol
Minister for Housing and Local Government

LOW CARBON TRACKER FUND EVOLUTION**Reason for this Report**

1. This report has been prepared to present to the Committee the latest position in the proposed evolution of the Low Carbon Tracker Fund and to seek approval to include these developments.

Background

2. The Council, as Administering Authority of the Fund, has a fiduciary duty to manage the assets of the Fund responsibly on behalf of its beneficiaries and other stakeholders. LGPS Funds are required to set out how Environmental, Social and Governance (ESG) considerations are taken into account in preparing their Investment Strategy Statements. They may incorporate non-financial factors into the investment process provided that doing so would not involve significant risk of financial detriment.
3. At its meeting on 30 May 2019, the Pensions Committee approved the recommendation of the Investment Advisory Panel to make an initial allocation of 10% of the Fund assets to a fund tracking a Global Low Carbon index. The investment of £235m into the BlackRock Low Carbon Tracker Fund was completed in February 2020.
4. At its meeting on 18 July 2019 Cardiff Council passed a motion calling on the Pension Fund to continue to work to apply the principle of divestment in companies engaged in fossil fuel extraction and to have completed the divestment within a period of five years.

Issues

5. The Investment Advisory Panel at its meeting on 22 September 2020 received a presentation from BlackRock which included proposals for the evolution of the Low Carbon Tracker Fund. BlackRock introduced these proposals as being a response to the UN proposals to restrict climate increase to 1.5⁰C and the increasing number of Climate Emergencies being declared.
6. The benchmark for the Low Carbon Tracker Fund is the MSCI World Low Carbon Target Index and compared to the MSCI World index delivers an estimated 52% reduction in Carbon Emissions intensity, which measures total carbon emissions divided by total sales.

7. The current Low Carbon Tracker Fund does not operate with any screens but the proposal would now introduce screens across a number of carbon intensive areas, if a 5% revenue threshold were exceeded unless this was offset with a 40% revenue contribution from renewable energy. The carbon intensive areas that would be screened are :-
 - i. Fossil Fuel Reserves
 - ii. Thermal Coal
 - iii. Conventional and unconventional oil and gas
 - iv. Oil and gas based power generation
8. The projected impact of the screens is a reduction in the number of stocks included in the revised index of over 500. The impact on Carbon Emission intensity is an estimated 44% reduction compared with the current Fund and a reduction of 73% compared to the MSCI World index.
9. One consequence of the introduction of the exclusion screens would be an increase in the tracking error which would increase to 50 basis points (bps) compared to the 30 bps with the current Fund. There would also be some one-off transition costs as the Fund is rebalanced following the exclusions. Otherwise the risk and return from the Fund would remain unchanged.
10. Subject to sufficient interest BlackRock's intention is to progress the evolution of the low Carbon Fund early in 2021 although there is no obligation to move. The Investment Advisory Panel were supportive of BlackRock's evolution proposals.

Legal Implications

11. The body of the report (fiduciary duty) refers to the main legal duties governing this matter. The decision maker will need to be satisfied that the proposed investment accords with the Fund's approved investment strategy and any relevant guidance issued. It is understood that relevant professional advice has been undertaken in relation to the appropriateness of the investment and the decision maker should have regard to the same.

General Legal Advice

Any decision must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council eg. standing orders and financial regulations; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its tax payers; and (h) be reasonable and proper in all the circumstances and comply with any equalities legislation.

The Council also has to satisfy its public sector duties under the Equality Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties, Councils must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. The Protected characteristics are: age, gender reassignment, sex, race – including ethnic or national origin, colour or nationality, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion or belief – including lack of belief.

The Well-Being of Future Generations (Wales) Act 2015 (“the Act”) places a ‘well-being duty’ on public bodies aimed at achieving 7 national well-being goals for Wales – a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible.

In discharging its duties under the Act, the Council has set and published well-being objectives designed to maximise its contribution to achieving the national well-being goals. The well-being objectives are set out in Cardiff’s Corporate Plan 2019-22: <http://cmsprd.cardiff.gov.uk/ENG/Your-Council/Strategies-plans-and-policies/Corporate-Plan/Documents/Corporate%20Plan%202018-21.pdf>

The well-being duty also requires the Council to act in accordance with ‘sustainable development principle’. This principle requires the Council to act in a way, which seeks to ensure that the needs of the present are met without comprising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must:

- Look to the long term
- Focus on prevention by understanding the root causes of problems
- Deliver an integrates approach to achieving the 7 national well-being goals
- Work in collaboration with others to find shared sustainable solutions
- Involve people from all sections of the community in the decisions which affect them

The decision maker must be satisfied that the proposed decision accords with the principles above; and due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using the link below: <http://gov.wales/topics/people-and-communities/people/future-generations-act/statutory-guidance/?lang=en>

The Council has to be mindful of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards when making any policy decisions and consider the impact upon the Welsh language, the report and Equality Impact Assessment deals with all these obligations. The Council has to consider the Well-being of Future Guidance (Wales) Act 2015 and how this strategy may improve the social, economic, environmental and cultural well-being of Wales.

Financial Implications

12. The one-off costs of implementing the evolution changes and on-going costs will be charged to the Pension Fund.

Recommendations

13. That the Committee:
 - (1) notes the evolution of the Low Carbon Tracker Fund proposed by BlackRock.
 - (2) determines whether to adopt the proposed changes to introduce the Fossil Fuel exclusions.

**CHRISTOPHER LEE
CORPORATE DIRECTOR RESOURCES**



**CARDIFF & VALE OF GLAMORGAN PENSION FUND
LOCAL PENSION BOARD
5 NOVEMBER 2019**

Present: Mr Michael Prior (Independent Chair)

Employers Representatives:
Carys Lord (Vale of Glamorgan)

Scheme Member Representatives:
Mr Peter King (Unison Nominee)
Sheelagh Doolan-Pitt (GMB Nominee)
Ms H Williams (Unison Nominee)
David Llewellyn (Finance Director, Cardiff Met)

In Attendance: Chris Lee, Corporate Director Resources
Gary Watkins (OM Revenues)
Gareth Henson, Pensions Manager
Karen O'Donoghue-Harris, Principal Pensions Officer
Hwyel Tutton, Senior Technical Officer
Jayne Newton, Communications and Training Officer
Graham Porter, Democratic Services

Apologies: David Llewellyn (Finance Director, Cardiff Met. University)

1: Membership of the Board

The Chairperson advised that Christine Priday has resigned from her position as a Community Councillor in Pentyrch in December 2019. Accordingly, she has also resigned as a member of the Local Pension Board. Gareth Henson advised that he would write to Board members inviting nominations.

The Chairperson asked that Christine Priday be thanked for her commitment as a Member of the Board.

2: Declarations of Interest

No declarations of interest were received.

3: Minutes of previous meeting and Matters arising

The minutes of the meeting held on 5 November were agreed as a correct record and signed by the Chairperson, subject to the following amendments:

Page 5 – 7th paragraph – change ‘reference’ to ‘**referenced**’

Page 6 – final paragraph – 2nd sentence – delete ‘range and asked for advice’ replace with ‘**sought**’. Insert ‘**only**’ before ‘received’.

Matters arising:

The Chairperson asked officers to seek clarification from the Pensions Advisory Board regarding breaches in law.

4: Wales Pension Partnership

The Board received a report providing an update on developments since the last meeting. Board Members were asked to note the following:

- At 31 December 2019 holdings in the WPP UK equities fund totalled £234 million. The total assets held across the three WPP funds totalled £5.3 billion.
- Five fixed income sub funds have been approved by the JGC and will be launched during the first half of 2020. The Cardiff & Vale of Glamorgan Fund currently holds assets totalling £601 million in fixed income. In July the Pensions Committee approved changes to the Strategic Asset Allocation to enable the Pension Fund to invest in three of the five WPP sub funds.
- The Pensions Committee approved the transfer of 30% of investment assets (approximately £710 million) into the WPP Global Growth Equity Fund. The transfer will be implemented early in 2020. It is anticipated that by 31 May 2020 around two-thirds of the Fund’s investments (approximately £1.6 billion) will have been transferred to the WPP.
- Work is ongoing to develop pooling solutions for further asset classes. Initial proposals for an Emerging Markets sub fund were presented to the OWG in November. A sub-group of the OWG has been established to explore options for Private Markets including property, private equities and infrastructure. The group’s initial focus will be on property and “impact” investments (investments which are intended to have positive environmental or social outcomes in addition to returns on capital invested). The Cardiff & Vale of Glamorgan Fund currently holds assets totalling £103 million in Emerging Markets, £160 million in property and £85 million in private equity.
- Following the approval of the WPP’s Responsible Investment Policy, further work is being undertaken to review the approaches of the eight fund authorities to addressing climate change and fossil fuel investment issues. The review will assist in the development of WPP policy objectives to facilitate the implementation of individual authorities’ requirements through the WPP where possible.
- The WPP has decided to hold twice yearly meetings with the Chairs of the eight Local Pension Boards as a means of engaging with the funds’ stakeholders. The next meeting will be in Cardiff on 2 April 2020.

- The next meeting of the JGC is scheduled for 12 March 2020 in Powys Council Offices, Llandrindod. Papers will be published on Carmarthenshire Council's public website with the exception of any restricted items.

Officers advised that the Pension Committee had approved the transfer of 10% to a low carbon tracker fund from Black Rock. It was anticipated that there would be further opportunities to divest from fossil fuels in the future as the topic was gaining momentum. However, the Cardiff and Vale Pension fund are adopting a steady, cautious approach.

The Chairperson asked if Cardiff Council passed a resolution for divestment in fossil fuels whether that would be reported to the WPP. The Corporate Director advised that whilst Cardiff has separate governance arrangements, but WPP would clearly be made aware of that view. Furthermore, the Cabinet Member for Finance is also the Chair of the Pension Committee. Individual funds set their strategies not the WPP. Swansea Council has transferred to low carbon options, followed by Cardiff. More products would be made available in the next 5 years.

Members were advised that partners are looking at the WPP to find products that meet their strategies. If other funds are moving in that direction also then it was hoped partners would realise benefits in terms of pooling resources. Members asked whether the Pension Committee has made a statement on this issue. Officers indicated that a paragraph is included in the newly published Pension Strategy which is publicly available.

The Board agreed that all parties would benefit from a detailed discussion regarding this issue and also to receive an update on what the WPP are doing to address this issue. The Chairperson requested that an item on low-carbon investment options be included on the next Joint Committee agenda.

RESOLVED – That

- (1) the report be noted
- (2) an agenda item on low carbon investment options be included on the next Joint Committee agenda.

5: Administration Update

The Board received a report providing an update on the work being undertaken by the Pension Section. The Chairperson considered that it would be useful if Members were provided with a copy of the questions asked by the Regulators. Officers agreed to circulate these.

Statistics for the numbers of cases processed by the Administration teams during the 18 months up to September 2019 were presented to the Board in November. A total of 7,945 measured "tasks" were completed during October – December 2019, compared to 9,429 in the same period in 2018-19. A month-by-month comparison of the completed tasks for 2017-18, 2018-19 and 2019-20 to date is summarised in the chart below:

A Member asked officers to comment on the delays in transfers into the fund. Officers stated that there are two parties involved in transfers. Transfers should be concluded within 12 months but during that period Members are not disadvantaged by not transferring. However, it does mean that records are not being kept up to date. Officers also confirmed that priority is given to providing the calculation of figures for those retiring.

Responding to a question from the Board, officers stated that the target date has changed following changes to the CIPFA national standards guidelines.

The report also provided a summary of Actuarial Variation. The Chairperson advised that a report on actuaries was received by the Joint Committee. The positive news set out in the report was welcomed.

The Panel received a verbal update on the introduction of the i-connect self-serve platform. The Panel was advised that there have been some 'teething problems' which were commonly experienced by those introducing i-connect. However, those issues are being overcome and experiences are being shared. It was confirmed that the Vale of Glamorgan Council has now fully implemented i-connect.

Officers stated the Vale of Glamorgan has provided data until end of August. The Vale of Glamorgan representative agreed to contact colleagues with a view to providing any outstanding data.

It was confirmed that in Cardiff Metropolitan University tested files have been generated but there are still some outstanding issues to resolve. At GLL – the issue was escalated through the contract management arrangements and software amendments have been carried out but the payroll system is unable to generate extracts retrospectively to the start of the 2019/20 financial year. It is anticipated that the interface will go live in April 2020.

The Board also received updates on GMP reconciliation and the Overpayment/Underpayment Policy. The Chairperson asked for further details of how write-offs are reported. The Board considered that it would be appropriate for this to be reported to the Board on an annual basis. The Corporate Director advised that Pension Committee has asked for this matter to be brought forward also.

RESOLVED – That

- (1) the report be noted;
- (2) a report on the reporting of write offs be brought to a future meeting.

6: Presentation on Member Self Service

The Committee received a brief presentation of the progress of the Member Self Service project. Members were advised that the self-service software should be functional by March 2020. The roll out of the software will be undertaken during the first 6 months of the next financial year.

7: Board Member Training

The representative from Cardiff Met University advised that he has attended Fundamentals 3 Training.

The Chairperson recommended refresher training for all Board Members. Links to the training portal are to be circulated to all non-Cardiff Board Members.

8: Risk Register

Officers advised that work was being undertaken to reallocate lead officer responsibility for Risk Register items. A report will be brought forward to the June meeting of the Board.

9: Any Other Business

The Panel discussed a complaint received from a Member who was provided with misleading information. Officers explained that the figures provided were estimated. The Pension Team have changed their documentation as a result. HR have also agreed to change their processes to ensure this doesn't happen again.

Board Members agreed that Joint Meeting will take place at 4.30pm on 28 April 2020 in City Hall.

Officers agreed to circulate the agenda and reports for Board meetings no less than 3 clear days prior to the date of the meeting.

Date of next meeting

The date of the next Local Pension Board is 30 June 2020.

There will be a Joint Meeting with the Pensions Committee on 28 April 2020.

Mae'r dudalen hon yn wag yn fwriadol

Yn rhinwedd paragraff (au) 14, 21 Rhan (nau) 4 a 5 o Atodlen 12A
o Ddeddf Llywodraeth Leol 1972.

Mynediad Cyfyngedig i'r Ddogfen

Mae'r dudalen hon yn wag yn fwriadol

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APPENDIX A : WALES PENSION PARTNERSHIP GLOBAL EQUITY FUNDS

	GLOBAL OPPORTUNITY			GLOBAL GROWTH		
	MANAGER	FOCUS	%	MANAGER	FOCUS	%
Manager Mix	Numeric	Global, low volatility	19%	Ballie Gifford	Growth	40%
	Sanders	Global, deep value	19%	Pzena	Value	35%
	Oaktree	Emerging Markets, opportunistic value	16%	Veritas	Quality	25%
	NWQ	Japan, quality value	15%			
	Jacobs Levy	US, multi-factor	14%			
	Morgan Stanley	Global, quality growth	9%			
	SW Mitchell	Europe, dynamic growth	8%			
Benchmark	MSCI ACWI			MSCI ACWI		
Excess Return Target	+2% gross			+2% gross		
Fees	0.28% pa			0.35% pa		

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