

Dorset County Pension Fund

Actuarial valuation as at 31 March 2016

Valuation report



Introduction

In accordance with Regulation 62 of the Local Government Pension Scheme (LGPS) Regulations 2013 (as amended), we have been asked by Dorset County Council to prepare an actuarial valuation of the Dorset County Pension Fund (the Fund) as at 31 March 2016 as part of their role as the Administering Authority to the Fund.

The purpose of the valuation is to review the financial position of the Fund and to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2017 to 31 March 2020. Contributions are set to cover any shortfall between the assumed cost of providing benefits built up by members at the valuation date and the assets held by the Fund and to also cover the cost of benefits that active members will build up in the future.

This report is provided further to earlier advice dated 10 January 2017 which set out the background to the valuation and explains the proposed underlying methods and assumptions derivation.

This report summarises the results of the valuation and is addressed to the Administering Authority of the Fund. It is not intended to assist any user other than the Administering Authority in making decisions or for any other purpose and neither we nor Barnett Waddingham LLP accept liability to third parties in relation to this advice.

This advice is subject to and complies with Technical Actuarial Standards (TASs) issued by the Financial Reporting Council (namely, the Pensions TAS and generic TASs relating to reporting, data and modelling).

We would be pleased to discuss any aspect of this report in more detail.

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1 Summary of results

A summary of the results of the valuation is as follows:

Funding position

Using the agreed assumptions, the Fund had assets sufficient to cover 83% of the accrued liabilities as at 31 March 2016.

This represents a small increase since 2013.

Changes since 2013

The Public Sector Pensions Act 2013 and updated guidance from CIPFA have introduced and reinforced requirements to focus on securing **solvency** of the pension fund and **long-term cost efficiency**.

Method and assumptions

The resulting method and assumptions are set out in Appendix 2 and we believe are appropriate for the 31 March 2016 valuation.

Employer contributions

Individual employer contributions are set out in Appendix 3 in the Rates and Adjustment certificate to cover the period from 1 April 2017 to 31 March 2020.

The next actuarial valuation should be carried out with an effective date of 31 March 2019 and the contributions payable by the participating employers will be reviewed as part of that valuation.

2 Background to valuation approach

The purpose of the 2016 actuarial valuation is to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2017 to 31 March 2020. This is required under regulation 62 of the LGPS Regulations. The Regulations for actuarial valuations have changed since the 2013 valuation and so has the context surrounding the valuation. Regulation 62 specifies four requirements that the actuary “must have regard to” and are detailed below:

- “the desirability of maintaining as nearly constant a primary rate as possible”;
- “the current version of the administering authority’s funding strategy statement”;
- “the requirement to secure the solvency of the pension fund”; and
- “the long-term cost efficiency of the Scheme (i.e. the LGPS for England and Wales as a whole), so far as relating to the pension fund”.

We have considered these changes when providing our advice and choosing the method and assumptions used and a number of reports and discussions have taken place with the Administering Authority before agreeing the final assumptions to calculate the results and set contribution rates. In particular:

- The initial results report dated 31 March 2016 which provides information and results on a whole fund basis as well as more detailed background to the method and derivation of the assumptions.
- The follow up report dated 10 January 2017 confirming the agreed actuarial assumptions following the meeting of 24 November 2016.
- The Funding Strategy Statement which will confirm the approach in setting employer contributions.

Note that not all these documents may be in the public domain.

The final assumptions have been agreed with the Administering Authority. We suggest that the Fund’s Funding Strategy Statement is reviewed to ensure that it is consistent with this approach as well as complying with the updated version of CIPFA’s Funding Strategy Statement guidance.

Membership data

A summary of the membership data used for the valuation is set out in Appendix 1.

The membership data has been checked for reasonableness and we have compared the membership data with information in the Fund accounts. Any missing or inconsistent data has been estimated where necessary. While this should not be seen as a full audit of the data, we are happy that the data is sufficiently accurate for the purposes of the valuation.

Benefits

Full details of the benefits being valued are as set out in the Regulations as amended and summarised on the LGPS [website](#) and the Fund’s membership booklet. We have made no allowance for discretionary benefits.

Assets

Assets have been valued at a six month smoothed market value straddling the valuation date.

We have been provided with the audited Fund accounts for the years ending 31 March 2014, 31 March 2015 and 31 March 2016.

The market asset valuation as at 31 March 2016 was £2,266m.

The Fund’s long-term investment strategy has been taken into consideration in the derivation of the assumptions used.

3 Results

Previous valuation

The previous valuation was carried out as at 31 March 2013 by Barnett Waddingham LLP. The results are summarised in the valuation report dated 31 March 2014 and show a funding level of 82% corresponding to a deficit of £413m.

The average employer contribution was calculated to be 13.3% of Pensionable Pay in order to cover the cost of future benefits being built up by active members.

In practice, each employer paid their own contribution rate which will have been a combination of contributions to cover the cost of future benefits (which will not necessarily have been the same as the average given above) and contributions towards a past service deficit.

Shortfall between assets and liabilities

Using the assumptions summarised in Appendix 2, the results of the valuation are set out in the tables below which show:

- The past service funding position which means how well funded the Fund was at the valuation date; and
- The primary rate for the whole Fund which is the weighted average (by payroll) of the individual employers' primary rates.

The primary and secondary rate of the individual employer contributions payable are set out in the Rates and Adjustment certificate in Appendix 3. These are either based on the employer's own membership and experience or they are the employer's share of the contributions payable within a pool of employers.

In Appendix 3 we also disclose the sum of the secondary rates for the whole Fund for each of the three years beginning with 1 April 2017. The secondary rate is an adjustment to the primary rate each employer is required to pay.

Active members pay contributions to the Fund as a condition of membership in line with the rates required under the Regulations.

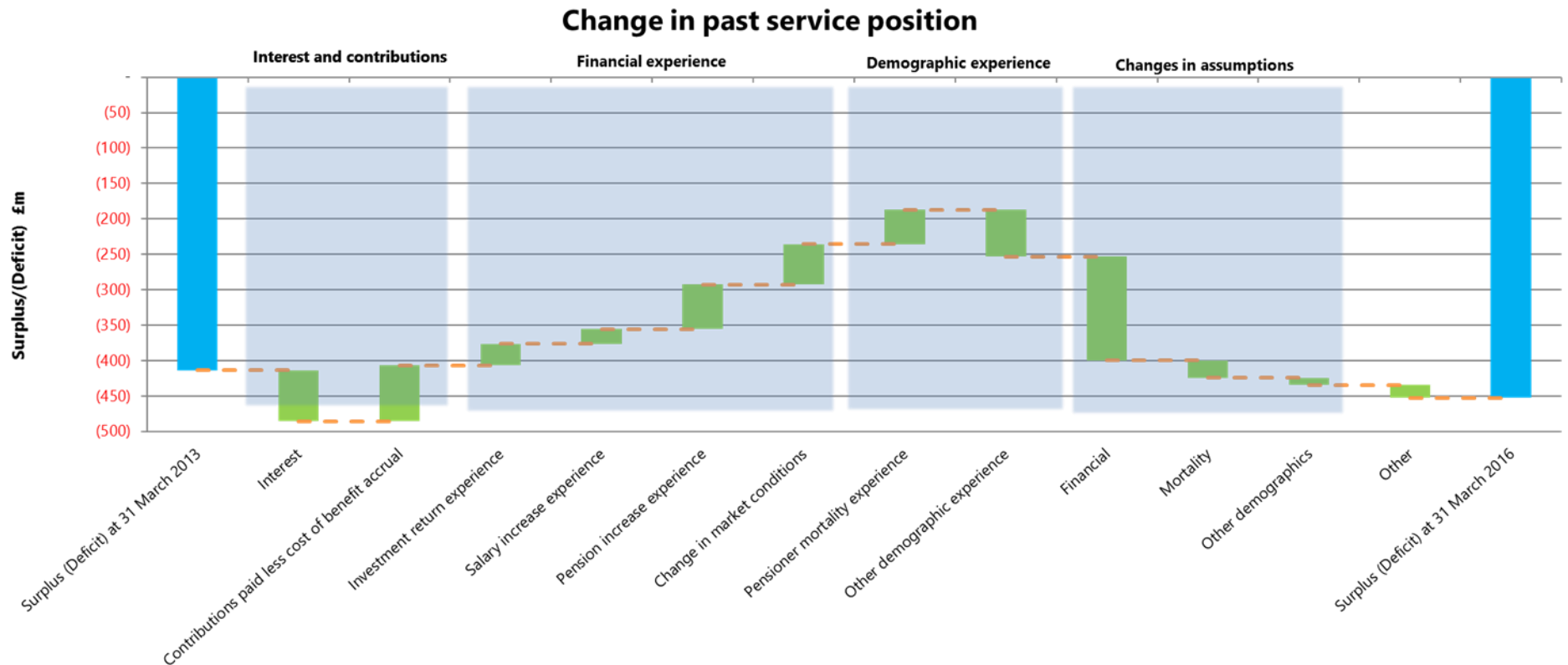
Past service funding position		31 March 2016
		£m
Smoothed asset value		2,249
Past service liabilities		
	Actives	992
	Deferred pensioners	458
	Pensioners	1,251
	Total	2,701
Surplus (Deficit)		(452)
Funding level		83%

Primary rate	% of payroll
Total future service rate	22.0%
less employee contribution rate	(6.4%)
Total primary rate	15.6%

There was a deficit of £452m in the Fund at the valuation date, and the Fund's assets were sufficient to cover 83% of its liabilities.

Reconciliation to previous valuation

The key factors that have influenced the funding level of the Fund over the intervaluation period are as follows:



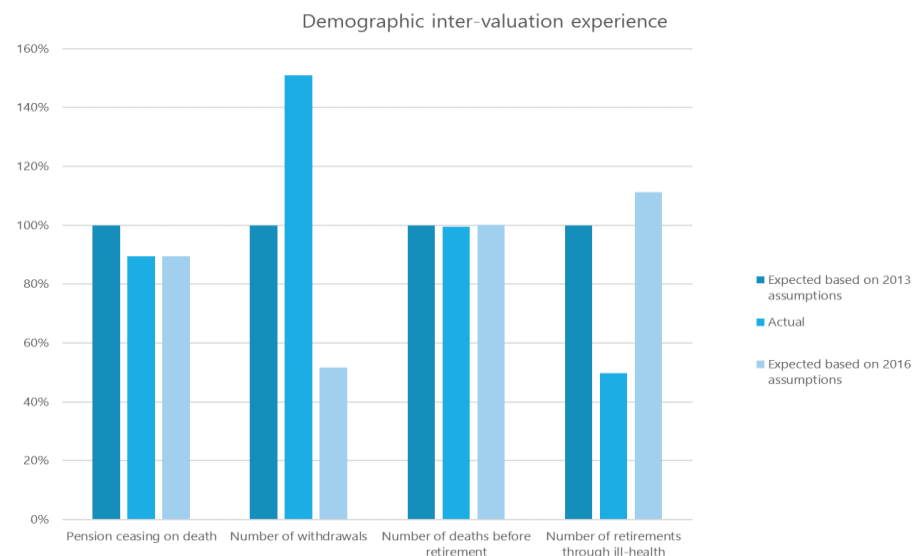
The funding level as a percentage has increased (due to good investment returns, employer contributions and pension increases being less than expected) although this has been partly offset by changes to the financial assumptions used.

The table below sets out the change in future service contribution rate over the intervaluation period.

Change in future service contribution rate		% of payroll
Average employer rate at 31 March 2013		13.3%
Change in market conditions		(0.5%)
Change in assumptions		
	Financial	1.7%
	Mortality	0.2%
	Other demographics	0.5%
Legislative changes		(0.3%)
Other		0.6%
Average employer rate at 31 March 2016		15.6%

Comparing experience with assumptions

A comparison of the actual demographic experience of members of the Fund over the intervaluation period, with that assumed by the assumptions adopted at the last valuation in 2013 is shown in the graph below. The graph also shows how the assumptions adopted for this valuation would have compared with those adopted at 2013.



Valuations on other bases

The liability value as set out in the previous section is known as the Fund’s “funding target” and should be consistent with the Administering Authority’s Funding Strategy Statement. However, as part of the valuation, we have also considered an estimate of the liabilities represented with all margins for prudence removed (the “neutral estimate”).

Neutral estimate

The neutral basis is set with the main purpose of providing the Administering authority an idea of the level of prudence contained within the funding basis. The neutral estimate represents our best estimate of the funding position, in other words, we believe that it is equally likely that the Fund will beat or miss the funding target based on the neutral assumptions derived.

For the assumptions used for the funding basis, it is appropriate to include a margin for prudence to protect against the risk of not meeting the funding target and to essentially build a cushion for future adverse experience.

The neutral estimate does not contain any margins for prudence.

The funding basis includes an allowance for prudence in the discount rate assumption only. The discount rate on the neutral basis is therefore 5.8% p.a. rather than 5.4% p.a. All other assumptions are the consistent with the ongoing funding basis.

The funding level on the neutral basis was 88%.

Projected future results

The progression of the funding level over time is influenced by a large number of factors, including the experience of the Fund's membership, the investment return achieved and the contributions paid.

We estimate that three years after the valuation date (i.e. at the next valuation) the funding position on a funding basis will be 85%. This allows for contributions to be paid as described in Appendix 3 and assumes that investment returns and other experience over the next three years is in line with the assumptions used for the valuation as set out in Appendix 2.

4 Sensitivity analysis

Sensitivities to the liabilities

The results set out in this report are based on a particular set of assumptions. The actual cost of providing the benefits will depend on the actual experience, which could be significantly better or worse than assumed. The sensitivity of the results to some of the key assumptions is set out in the table below.

Sensitivity analysis - Past service funding position		Discount Rate		CPI inflation		Long-term salaries		Mortality improvement rate	
		-0.1%	+0.1%	-0.1%	+0.1%	-0.1%	+0.1%	-0.25%	+0.25%
	£m	£m	£m	£m	£m	£m	£m	£m	£m
Smoothed asset value	2,249	2,249	2,249	2,249	2,249	2,249	2,249	2,249	2,249
Past service liabilities									
Actives	992	1,012	970	974	1,008	984	998	981	1,001
Deferred pensioners	458	464	445	445	464	454	454	450	459
Pensioners	1,251	1,263	1,236	1,237	1,262	1,250	1,250	1,239	1,259
Total	2,701	2,739	2,651	2,656	2,734	2,688	2,702	2,670	2,719
Surplus (Deficit)	(452)	(490)	(402)	(407)	(485)	(439)	(453)	(421)	(470)
Funding level	83%	82%	85%	85%	82%	84%	83%	84%	83%

Sensitivities to the primary rate

The calculated primary rate required to fund benefits as they are earned from year to year will also be affected by the particular set of assumptions chosen. The sensitivity of the primary rate to changes in some key assumptions is shown below.

Sensitivity analysis - Primary rate		Discount Rate		CPI inflation		Long-term salaries		Mortality improvement rate	
		-0.1%	+0.1%	-0.1%	+0.1%	-0.1%	+0.1%	-0.25%	+0.25%
	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll
Total future service rate	22.0%	22.5%	21.3%	21.4%	22.5%	21.8%	22.1%	21.6%	22.1%
less employee contribution rate	(6.4%)	(6.4%)	(6.4%)	(6.4%)	(6.4%)	(6.4%)	(6.4%)	(6.4%)	(6.4%)
Total primary rate	15.6%	16.1%	14.9%	15.0%	16.1%	15.4%	15.7%	15.2%	15.7%

5 Final comments

Funding Strategy Statement

The assumptions used for the valuation must be documented in a revised Funding Strategy Statement to be agreed between the Fund Actuary and the Administering Authority. We are able to help the Fund to prepare the Funding Strategy Statement using the latest guidance issued by CIPFA.

Risks

There are many factors that affect the Fund's funding position and could lead to the Fund's funding objectives not being met within the timescales expected. Some of the key risks that could have a material impact on the Fund are:

- Employer covenant risk
- Investment risk
- Inflation risk
- Mortality risk
- Member options risk
- Legislative risk

Sensitivity to some of these risks were set out in section 4. Please note that this is not an exhaustive list. Further information on these risks and more can be found in our initial results report and will be set out in greater detail in the Funding Strategy Statement.

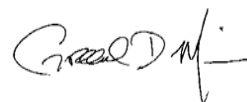
Rates and Adjustment Certificate

The contributions payable in respect of benefit accrual, expenses and any deficit contributions under each employer's recovery period have been set out in Appendix 3 in the Rates and Adjustments Certificate in accordance with Regulation 62 of the Regulations. In this certificate no allowance will be made for additional costs arising which need to be met by additional contributions by the employer such as non-ill health early retirements.

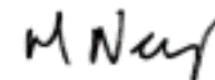
The contributions as set out in Appendix 3 in the Rates and Adjustments Certificate are set so that each employer's assets (including future contributions) are projected to be sufficient to cover the benefit payments for their members, on the assumptions set out in this report. Where there is currently a deficit for an individual employer, this is targeted in line with the Fund's Funding Strategy Statement and all employers are projected to be fully funded in 22 years.

This document has been agreed between the Administering Authority and the Fund Actuary. Contributions have been set that in our opinion meet the regulatory requirements and the funding objectives set out in the Fund's Funding Strategy Statement.

The next formal valuation is due to be carried out as at 31 March 2019 however we would recommend that the financial position of the Fund is monitored regularly during the period leading up to the next formal valuation. We would be happy to give more detail about the ways that this can be achieved.



Graeme Muir FFA



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Appendix 1 Summary of membership data

A summary of the membership data used in the valuation is as follows. The membership data from the previous valuation is also shown for comparison.

	Number		Pensionable pay				Average age	
	2016	2013	Total £000		Average £		2016	2013
			2016	2013	2016	2013		
Males	6,472	5,999	149,035	140,636	23,028	23,443	45.5	46.5
Females	19,930	17,370	270,294	242,216	13,562	13,944	46.0	46.4
Total	26,402	23,369	419,329	382,852	15,882	16,383	45.9	46.4

	Number		Annual pensions current				Average age	
	2016	2013	Total £000		Average £		2016	2013
			2016	2013	2016	2013		
Males	7,395	6,482	11,012	9,907	1,489	1,528	44.2	44.4
Females	20,354	17,971	19,914	15,855	978	882	46.1	45.2
Total	27,749	24,453	30,926	25,762	1,114	1,054	45.6	45.0

	Number		Annual pensions current				Average age	
	2016	2013	Total £000		Average £		2016	2013
			2016	2013	2016	2013		
Males	6,437	6,293	48,172	45,043	7,484	7,158	71.5	72.0
Females	9,678	8,151	29,655	24,158	3,064	2,964	69.6	69.6
Dependants	2,558	2,301	7,772	6,466	3,038	2,810	71.9	72.8
Total	18,673	16,745	85,599	75,667	4,584	4,519	70.6	70.9

- The numbers relate to the number of records and so will include members in receipt of, or potentially in receipt of, more than one benefit.
- Annual pensions are funded items only and include pension increases up to and including the 2016 pension increase order.
- Pensionable Pay is actual earnings.

In the table below we have set out the number of members who are assumed to reach retirement age over the period from 1 April 2016 to 31 March 2020 as required under the Rates and Adjustment Certificate.

Members may retire for a number of reasons including reaching normal retirement age, retiring through ill health or redundancy. The amounts set out in the table below are the new retirement benefit amounts, as at the current valuation date that are assumed to come into payment in each of the intervaluation years.

Year to	Number of members	Retirement benefits £m's
31/03/2017	1,145	13
31/03/2018	1,263	14
31/03/2019	1,458	14
31/03/2020	1,317	14

Appendix 2 Actuarial assumptions

A summary of the assumptions adopted in the valuation is set out below:

Asset class	Percentage of Fund	Return assumption (% p.a.)	Real (relative to CPI)
Gilts	13%	2.4%	0.0%
Other bonds	12%	3.3%	0.9%
Cash/temporary investments	0%	1.8%	-0.6%
Equities	57%	7.4%	5.0%
Property	14%	5.9%	3.5%
Absolute return fund – LIBOR plus 3%	5%	4.8%	2.4%
Expenses (deduction)		-0.2%	
Neutral estimate of discount rate based on long-term investment strategy		5.8%	3.4%
Prudence allowance		0.4%	
Final discount rate assumption		5.4%	3.0%

Financial assumptions			
		31 March 2016	31 March 2013
		% p.a.	% p.a.
Discount rate		5.4%	6.0%
Pay increases	Long-term	3.9%	4.2%
	Short-term	CPI for period from 1 April 2016 to 31 March 2020	CPI for period from 1 April 2013 to 31 March 2015
Pension increases (CPI)		2.4%	2.7%
Pension increases on GMP		Funds will pay limited increases for members that have reached SPA by 6 April 2016, with the Government providing the remainder of the inflationary increase. For members that reach SPA after this date, we have assumed that Funds will be required to pay the entire inflationary increases.	No allowance for limit in increases for any members.

Demographic assumptions		
	31 March 2016	31 March 2013
Pre-retirement mortality - base table	GAD tables (updated)	GAD tables
Post-retirement mortality (member) - base table	85% of the S2PA tables	S1PA tables
Post-retirement mortality (dependant) - base table	100% of the S2DA tables for female dependants and 115% of the S2PA tables for male dependants	S1PA tables
Allowance for improvements in life expectancy	2015 CMI Model with a long-term rate of improvement of 1.5% p.a.	2012 CMI Model with a long-term rate of improvement of 1.5% p.a.
Promotional salary scale	GAD tables (updated)	GAD tables
Allowance for early retirements (ill health)	GAD tables (updated)	GAD tables
Allowance for withdrawals	GAD tables (updated)	GAD tables
Allowance for cash commutation	Members will commute pension at retirement to provide a lump sum of 50% of the maximum allowed under HMRC rules and this will be at a rate of £12 lump sum for £1 of pension	Members will commute pension at retirement to provide a lump sum of 50% of the maximum allowed under HMRC rules and this will be at a rate of £12 lump sum for £1 of pension
Allowance for 50:50 membership	Based on members' current section	10% of active members will opt to pay 50% of contributions for 50% of benefits under the new scheme
Partner age difference	Males are three years older than their spouse and females are three years younger than their spouse	Males are three years older than their spouse and females are three years younger than their spouse
Proportion married	There is a 75%/70% chance that male/female members will, at retirement or earlier death, have a dependant who is eligible for death benefits	There is an 80%/70% chance that male/female members will, at retirement or earlier death, have a dependant who is eligible for death benefits
Retirement age	For each tranche of benefit, the "tranche retirement age" is the earliest age a member could retire with unreduced benefits. Each member is assumed to retire at the weighted average of these for all tranches of benefit.	For each tranche of benefit, the "tranche retirement age" is the earliest age a member could retire with unreduced benefits. Each member is assumed to retire at the weighted average of these for all tranches of benefit.

Demographic assumptions – sample rates

The following tables set out some sample rates of the demographic assumptions used in the calculations. These are the same as those used by the Government Actuary's Department when LGPS reforms were designed and are based on analysis of incidence of death, retirement and withdrawal for Local Authority Funds, details of which are saved here: <http://www.lgpsregs.org/index.php/dclg-publications/dclg-other>

Allowance for ill health early retirements (GAD table b6.1)

A small proportion of members are assumed to retire early due to ill health. In the table below we set out an extract of some sample rates from our decrement table used:

Age	Leaving p.a. (M)	Leaving p.a. (F)
25	0.01%	0.00%
30	0.01%	0.01%
35	0.02%	0.02%
40	0.05%	0.03%
45	0.10%	0.07%
50	0.20%	0.15%
55	0.41%	0.33%
60	0.84%	0.71%
65	1.72%	1.53%

The proportion of ill health early retirements falling into each tier category has been assumed to be as follows for both males and females:

Tier 1	Tier 2	Tier 3
75%	15%	10%

Death before retirement for all members (GAD table b8)

A small number of members are assumed to die before reaching retirement age. In the table below we set out an extract of some sample rates from our decrement table used:

Age	Males	Females
25	0.03%	0.01%
30	0.04%	0.02%
35	0.05%	0.02%
40	0.06%	0.03%
45	0.09%	0.05%
50	0.13%	0.08%
55	0.21%	0.13%
60	0.32%	0.20%
65	0.51%	0.30%

Allowance for withdrawals (GAD table b7)

This assumption is regarding active members who leave service to move to deferred member status or take a transfer out but do not yet retire. Active members are assumed to leave service at the following sample rates:

Age	Leaving p.a. (M)	Leaving p.a. (F)
25	8.10%	9.08%
30	6.38%	7.20%
35	5.02%	5.71%
40	3.95%	4.53%
45	3.11%	3.59%
50	2.44%	2.85%
55	1.92%	2.26%
60	1.51%	1.79%
65	1.19%	1.42%

Promotional salary scale (using GAD table b9)

In addition to the assumption made about annual salary increases, we have also included an allowance for a promotional salary scale which applies at each age and some sample rates are set out in the table below:

Age	Males	Females
25	1.0368	1.0165
30	1.1177	1.0526
35	1.1741	1.0820
40	1.2137	1.1033
45	1.2472	1.1040
50	1.2715	1.1043
55	1.2716	1.1044
60	1.2717	1.1045

Appendix 3 Rates and Adjustment Certificate

Regulatory background

In accordance with Regulation 62 of the Local Government Pension Scheme Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2017 to 31 March 2020.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments certificate are detailed in the Funding Strategy Statement and in this report.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2017 to 31 March 2020 is set out in the table overleaf. The primary rate is the employer's share of the cost of benefits accruing in each of the three years beginning 1 April 2017. In addition each employer pays a secondary contribution as required under Regulation 62(7) that when combined with the primary rate results in the minimum total contributions as set out below. This secondary rate is based on their particular circumstances and so individual adjustments are made for each employer.

Primary and secondary rate summary

The primary rate for the whole Fund is the weighted average (by payroll) of the individual employers' primary rates, and is 15.6% of payroll.

The secondary rates across the entire Fund (as a percentage of projected payroll and as an equivalent monetary amount) in each of the three years in the period 1 April 2017 to 31 March 2020 is set out in the table below.

Secondary contributions	2017/18	2018/19	2019/20
Average as a % of payroll	4.4%	5.1%	5.8%
Total monetary amounts	£18,780,000	£22,625,000	£25,984,000

General notes

Employers may pay further amounts at any time and future periodic contributions, or the timing of contributions, may be adjusted on a basis approved by us as the Fund Actuary. The administering authority, with advice from us as the Fund Actuary may allow some or all of these contributions to be treated as a prepayment and offset against future certified contributions.

The certified contributions include an allowance for expenses and the expected cost of lump sum death benefits but exclude early retirement strain and augmentation costs which are payable by participating employers in addition.

The monetary amounts are payable in 12 monthly instalments throughout the relevant year unless agreed by the Administering Authority and an individual employer.

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
Dorset County Council								
993	Dorset County Council	16.0%	£6,255,000	£7,569,000	£8,943,000	16.0% plus £6,255,000	16.0% plus £7,569,000	16.0% plus £8,943,000
814	Lytchett Minster School	16.0%	5.5%	6.5%	7.5%	21.5%	22.5%	23.5%
924	Woodroffe School	16.0%	5.5%	6.5%	7.5%	21.5%	22.5%	23.5%
930	Budmouth Technology College	16.0%	5.5%	6.5%	7.5%	21.5%	22.5%	23.5%
968	Westfield School	16.0%	5.5%	6.5%	7.5%	21.5%	22.5%	23.5%
974	Shillingstone Primary School	16.0%	5.5%	6.5%	7.5%	21.5%	22.5%	23.5%
Bournemouth Borough Council								
900	Bournemouth Borough Council	15.2%	£3,785,000	£4,863,000	£5,941,000	15.2% plus £3,785,000	15.2% plus £4,863,000	15.2% plus £5,941,000
857	Malmesbury Park School	15.2%	9.0%	9.9%	10.8%	24.2%	25.1%	26.0%
858	Kinson Primary School	15.2%	9.0%	9.9%	10.8%	24.2%	25.1%	26.0%
872	St Michael's Primary School	15.2%	9.0%	9.9%	10.8%	24.2%	25.1%	26.0%
Borough of Poole								
903	Borough of Poole Council (non-education)	15.9%	£1,988,000	£2,193,000	£2,193,000	15.9% plus £1,988,000	15.9% plus £2,193,000	15.9% plus £2,193,000
	Borough of Poole Council (education)	15.9%	4.3%	5.1%	5.1%	20.2%	21.0%	21.0%
927	Poole High School	15.9%	4.3%	5.1%	5.1%	20.2%	21.0%	21.0%
Other major employers								
901	Christchurch Borough Council	15.2%	£263,000	£260,000	£266,000	15.2% plus £263,000	15.2% plus £260,000	15.2% plus £266,000
902	North Dorset District Council	15.3%	£148,000	£154,000	£159,000	15.3% plus £148,000	15.3% plus £154,000	15.3% plus £159,000
904	Purbeck District Council	15.3%	£240,000	£258,000	£265,000	15.3% plus £240,000	15.3% plus £258,000	15.3% plus £265,000
905	West Dorset District Council	15.3%	£403,000	£419,000	£434,000	15.3% plus £403,000	15.3% plus £419,000	15.3% plus £434,000

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
906	Weymouth and Portland Borough Council	15.3%	£451,000	£469,000	£486,000	15.3% plus £451,000	15.3% plus £469,000	15.3% plus £486,000
907	East Dorset District Council	15.2%	£276,000	£280,000	£286,000	15.2% plus £276,000	15.2% plus £280,000	15.2% plus £286,000
890	Dorset Police Authority	14.7%	-1.45% plus £150,000	-0.35% plus £350,000	0.8% plus £550,000	13.25% plus £150,000	14.35% plus £350,000	15.50% plus £550,000
976	Dorset Fire Authority	n/a	£188,000	£192,000	£197,000	£188,000	£192,000	£197,000
487	Dorset & Wiltshire FRA	17.1%	-	-	-	17.1%	17.1%	17.1%
Small scheduled bodies								
419	Stalbridge Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
420	Osmington Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
423	Bere Regis Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
456	Crossways Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
808	West Moors Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
811	Alderholt Parish	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
819	Wool Parish	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
824	Chickerell Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
831	West Parley Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
855	Milborne St Andrew Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
910	Blandford Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
911	Bridport Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
912	Dorchester Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
913	Lyme Regis Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
914	Portland Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
915	Shaftesbury Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
916	Sherborne Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
917	Swanage Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
918	Wareham Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
919	Wimborne Minster Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
920	Gillingham Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
926	Corfe Mullen Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
932	Ferndown Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
934	Lytchett Minster Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
937	Colehill Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
983	Verwood Town Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%
Small admitted bodies								
925	Age Concern Bournemouth	16.8%	6.8%	6.8%	6.8%	23.6%	23.6%	23.6%
948	Dorset Association of Town and Parish Councils	16.8%	6.8%	6.8%	6.8%	23.6%	23.6%	23.6%
952	Dorset County Museum	16.8%	6.8%	6.8%	6.8%	23.6%	23.6%	23.6%
953	Weymouth Port Health Authority	16.8%	6.8%	6.8%	6.8%	23.6%	23.6%	23.6%
985	Dorset Community Action	16.8%	6.8%	6.8%	6.8%	23.6%	23.6%	23.6%
Academies								
400	Queen Elizabeth's School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
401	Longspee Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
403	Magna Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
404	Beaminster St Marys Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
405	Dunbury Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
406	Parkfield School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
410	Winton Media College	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
411	Glenmoor Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
412	Jewell Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
414	Stanley Green Infants Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
416	Plymouth CAST Dorset	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
417	Portsmouth & Winchester Diocesan Academies Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
418	Southern Academy Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
421	Plymouth CAST Poole	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
422	Plymouth CAST - Bournemouth	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
426	Blandford Education Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
428	Dorset Studio School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
429	Broadstone Middle School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
430	Broadstone First School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
431	Castleman Academy Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
432	Ambitions Academy Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
433	Marshwood Primary School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
435	Manorside Primary Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
436	Kings Park Primary Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
441	Allenbourn Middle School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
442	Colehill First School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
443	St John's First School Wimborne	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
444	Hayeswood School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
445	Witchampton School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
446	St Michaels Middle School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
447	Merley First School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
448	Haymoor Junior School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
449	Ad Astra Infant School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
450	Canford Heath Junior School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
451	Canford Heath Infant School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
457	Wareham St Mary (Saturn Educational Trust)	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
458	St Marks Swanage (Saturn Educational Trust)	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
459	Corfe Castle Primary (Saturn Educational Trust)	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
460	St Clement's and St John's CE Infant School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
461	Bethany CE Junior School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
462	St Luke's CE Primary School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
463	Heathlands Primary School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
464	Wimborne MAT	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
465	The Saturn Educational Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
466	Ocean Learning Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
467	Greenwood Tree Academy Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
468	Bournemouth Primary MAT	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
475	Heath Multi-academy Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
476	Ocean Academy Poole	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
477	Moordown St Johns CofE Primary - Septenary Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
478	Kinson Primary School - Septenary Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
479	Kingsleigh Primary School - Septenary Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
481	Muscliff Primary School - Septenary Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
482	St Michael's Primary (Septenary Trust)	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
483	St Marks CofE Primary - Septenary Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
488	Winton Primary Academy (Septenary Trust)	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
838	Queens Park Infant Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
842	St Aldhelms	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
843	Bourne Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
844	Bishop of Winchester	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
848	Twynham School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
850	Parkstone Grammar School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
851	Thomas Hardye School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
852	Corfe Hills School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
859	St Peters	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
860	Bournemouth School for Boys	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
861	Montacute Grammar School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
862	Poole Grammar	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
863	Highcliffe Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
867	Bournemouth School for Girls	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
869	Dorchester Middle School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
871	St Osmund's Middle School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
873	Avonbourne Academy Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
875	Epiphany Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
876	Tregonwell	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
877	The Wey Valley	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
878	Gryphon School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
880	IPACA Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
881	Stourfield Infant Academy Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
882	Wyvern School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
883	Queens Park Junior School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
885	Chickerell Primary School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
886	Elmrise Primary School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
887	Oakmead College of Technology	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
888	The Studio Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
893	Pokesdown	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
894	The Quay Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
895	Carter Community Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
896	Education Swanage Ltd	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
897	Minerva Learning Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%
SLM Poole								
815	SLM Food & Beverage (Poole)	16.0%	£1,000	£1,000	£1,000	16.0% plus £1,000	16.0% plus £1,000	16.0% plus £1,000
817	SLM Community & Leisure Ltd (Poole)	16.0%	£24,000	£25,000	£25,000	16.0% plus £24,000	16.0% plus £25,000	16.0% plus £25,000
Individual								
321	Edwards and Ward Ltd	25.9%	-	-	-	25.9%	25.9%	25.9%
402	Wessex Education Shared Services Ltd (WESS)	19.4%	-	-	-	19.4%	19.4%	19.4%
408	The Children's Society	16.7%	-0.5%	-0.5%	-0.5%	16.2%	16.2%	16.2%
413	Stour Valley and Poole Partnership	15.8%	£38,000	£39,000	£40,000	15.8% plus £38,000	15.8% plus £39,000	15.8% plus £40,000
415	East Boro Housing Trust	17.7%	£15,000	£16,000	£16,000	17.7% plus £15,000	17.7% plus £16,000	17.7% plus £16,000
424	Colliton Club	15.9%	£1,000	£1,000	£1,000	15.9% plus £1,000	15.9% plus £1,000	15.9% plus £1,000
434	Dorset Arts Development	19.8%	£3,000	£3,000	£3,000	19.8% plus £3,000	19.8% plus £3,000	19.8% plus £3,000
438	Millbrook Healthcare	16.8%	£2,000	£2,000	£2,000	16.8% plus £2,000	16.8% plus £2,000	16.8% plus £2,000
440	Tricuro	17.7%	-	-	-	17.7%	17.7%	17.7%
486	Nviro	21.9%	£140	£150	£150	21.9% plus £140	21.9% plus £150	21.9% plus £150
800	Bournemouth Transport	23.2%	£275,000	£286,000	£297,000	23.2% plus £275,000	23.2% plus £286,000	23.2% plus £297,000

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
805	Spectrum Housing Group	17.3%	£241,000	£246,000	£252,000	17.3% plus £241,000	17.3% plus £246,000	17.3% plus £252,000
813	Care UK Ltd	20.9%	-3.5%	-3.5%	-3.5%	17.4%	17.4%	17.4%
820	Weyco Services	15.3%	£3,000	£3,000	£4,000	15.3% plus £3,000	15.3% plus £3,000	15.3% plus £4,000
825	Mack Trading	18.1%	£1,000	£1,000	£1,000	18.1% plus £1,000	18.1% plus £1,000	18.1% plus £1,000
826	SLM Community & Leisure (Weymouth)	13.0%	-	-	-	13.0%	13.0%	13.0%
828	South Dorset Community Sports Trust	26.6%	-	-	-	26.6%	26.6%	26.6%
837	Care Quality Commission	14.4%	£26,000	£27,000	£28,000	14.4% plus £26,000	14.4% plus £27,000	14.4% plus £28,000
840	BH Live	15.4%	-	-	-	15.4%	15.4%	15.4%
847	SLM (Blanford Leisure Centre)	13.0%	-1.0%	-1.0%	-1.0%	12.0%	12.0%	12.0%
864	Dorset, Poole & Bournemouth Adult Learning	19.6%	£115,000	£118,000	£120,000	19.6% plus £115,000	19.6% plus £118,000	19.6% plus £120,000
865	Action for Children	20.9%	0.1%	0.1%	0.1%	21.0%	21.0%	21.0%
874	1610 Ltd	11.0%	3.2%	3.2%	3.2%	14.2%	14.2%	14.2%
891	Places For People	17.7%	-	-	-	17.7%	17.7%	17.7%
922	Bournemouth University	13.1%	£572,000	£585,000	£599,000	13.1% plus £572,000	13.1% plus £585,000	13.1% plus £599,000
933	Stonewater Ltd	14.7%	£98,000	£100,000	£102,000	14.7% plus £98,000	14.7% plus £100,000	14.7% plus £102,000
941	Arts University College at Bournemouth	13.0%	£90,000	£92,000	£95,000	13.0% plus £90,000	13.0% plus £92,000	13.0% plus £95,000
942	Bournemouth & Poole College of Further Education	15.5%	£356,000	£551,000	£566,000	15.5% plus £356,000	15.5% plus £551,000	15.5% plus £566,000
943	Kingston Maurward College	15.1%	£5,000	£5,000	£5,000	15.1% plus £5,000	15.1% plus £5,000	15.1% plus £5,000

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
944	Weymouth College	15.3%	£183,000	£188,000	£192,000	15.3% plus £183,000	15.3% plus £188,000	15.3% plus £192,000
957	Sovereign Housing Association	16.3%	£147,000	£150,000	£154,000	16.3% plus £147,000	16.3% plus £150,000	16.3% plus £154,000
958	Care South	21.1%	£183,000	£187,000	£192,000	21.1% plus £183,000	21.1% plus £187,000	21.1% plus £192,000
959	Magna Housing Association	17.2%	£227,000	£232,000	£238,000	17.2% plus £227,000	17.2% plus £232,000	17.2% plus £238,000
961	Ansbury	16.0%	-1.0% plus £33,000	£33,000	£35,000	15.0% plus £33,000	16.0% plus £33,000	16.0% plus £35,000
970	Anglo-European College of Chiropractic	18.0%	2.5%	2.5%	2.5%	20.5%	20.5%	20.5%
982	Magna Housing Group	16.6%	£80,000	£82,000	£84,000	16.6% plus £80,000	16.6% plus £82,000	16.6% plus £84,000
996	Poole Housing Partnership	15.3%	-0.9%	-0.9%	-0.9%	14.4%	14.4%	14.4%
998	Synergy Housing Group	17.1%	£148,000	£151,000	£155,000	17.1% plus £148,000	17.1% plus £151,000	17.1% plus £155,000

Post valuation employers

A number of employers joined the Fund on or after 1 April 2016 and their rates were certified at their date of joining and have been reviewed as part of the 2016 valuation process. The table summarises the start dates and contributions required from these employers where known.

Employer Code	Employer Name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Start date
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
301	Hilary Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/09/2016
320	Diocese of Salisbury Academy	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/09/2016
323	Loders Primary Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/04/2016
324	Arne Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%	01/01/2017
489	Baden Powell & St Peter School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/07/2016
490	Longfleet CE VC Primary School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/07/2016
491	Oakdale Junior School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/07/2016
492	Court Hills Infants School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/07/2016
493	Lilliput CE CV Infants School	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/07/2016
494	Old Town Infant School & Nursery	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/07/2016
495	Sturminster Marshall Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%	01/06/2016
496	Teach Trust	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/08/2016
497	Harbourside Learning	15.9%	2.9%	2.9%	2.9%	18.8%	18.8%	18.8%	01/09/2016
498	East Stoke Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%	TBC
499	Lytchett Matravers Parish Council	17.7%	4.3%	4.3%	4.3%	22.0%	22.0%	22.0%	01/08/2016

Any employer that joined the Fund after 31 March 2016 and is not listed above will be advised of their contribution rates separately.