Pension Fund
Annual Report & Accounts
for the year to 31 March 2010

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PART A – MANAGEMENT AND FINANCIAL PERFORMANCE REPORT

1. Scheme Management and Advisers as at 31 March 2010

Administering Authority	London Borough of Hillingdon
Pension Fund Committee Members as at 31 March 2010	Cllr Philip Corthorne (Chairman) Cllr Michael Markham (Vice-Chairman) Cllr George Cooper Cllr Paul Harmsworth Cllr Mike Cox John Thomas (UNISON) John Holroyd (Pensioner/Deferred Member Rep) Nick Manthorpe (Active Member Rep)
Director of Finance & Resources	Christopher Neale
Investment Consultant	Hymans Robertson LLP
Investment Advisers	Valentine Furniss Scott Jamieson
Fund Managers	UBS Alliance Bernstein State Street Global Advisors Goldman Sachs Asset Management LGT Capital Partners Adam Street Partners
Actuary	Hymans Robertson LLP
Legal Services	Raj Alagh, Borough Solicitor LBH
Auditor	Deloitte LLP
Banker	HSBC
Custodian for Fund Assets: (+ fund accounting and performance measurement)	Northern Trust
AVC Provider	Prudential Assurance Company
Officer Support	Nancy Leroux, Senior Finance Manager Ken Chisholm, Pensions Manager James Lake, Investment Manager Tunde Adekoya, Pension Fund Accountant

2. Management Report

(a) Introduction

London Borough of Hillingdon is the administering authority for the London Borough of Hillingdon Pension Fund, which is part of the Local Government Pension Scheme (LGPS). All aspects of the fund's management and administration, including investment matters, are overseen by the Pensions Committee.

The Pensions Team, within the Human Resources Service of the Deputy Chief Executive's Office, administers all aspects of the benefits regulations and the maintenance of membership records. The Pensions Investment team, within the Accountancy Service of the Finance & Resources Directorate, oversee the accounting and management information requirements of the fund. Day to day management of the investment of the funds is undertaken by independent fund managers.

During the year Pensions Committee meet formally on four occasions and in addition have regular meetings with Fund Managers to review performance.

(b) Membership

The London Borough of Hillingdon Pension Fund is open to employees of the council, non-teaching staff of local authority schools and certain other bodies eligible to join the Fund. Those other bodies are listed in section (e) below.

Membership of the LGPS is not compulsory, although employees are automatically admitted to the fund unless they elect otherwise. Within Hillingdon council, of the 7,289 employees who were eligible to join the scheme as at 31 March 2010, 4,508 were scheme members, which equates to 62% of the workforce.

Over the last few years active membership of the fund has grown steadily as shown in the table below.

5 Year Analysis of Fund Membership

Membership type	2005/06	2006/07	2007/08	2008/09	2009/10	5 year movement
Active	6,120	6,106	6,192	6,249	6,235	+1.9%
Pensioner	4,312	4,476	4,660	4,832	4,991	+15.7%
Deferred	3,477	4,243	4,158	4,541	4,772	+37.2%
Total Membership	**13,909**	**14,825**	**15,010**	**15,622**	**15,998**	**+15.0%**

Early Retirement

The total number of scheme members who retired on the grounds of redundancy or efficiency of the service is given below, together with the number of scheme members who retired on the grounds of permanent ill health. The figures are as at 31 March of each year.

Type of Retirement	**2005/06**	**2006/07**	**2007/08**	**2008/09**	**2009/10**
Redundancy or Efficiency	35	36	51	32	21
Ill Health	23	10	24	20	15
Total	**58**	**46**	**75**	**52**	**36**

The age and membership profile as at 31 March 2010 is shown below-

Age Band	**Active**	**Deferred**	**Pensioner/Dependent**	**Total**
0 -5	0	0	0	0
6 – 10	0	0	8	8
11 – 15	0	0	21	21
16 – 20	70	29	15	114
21 – 25	249	176	4	429
26 – 30	387	330	0	717
31 – 35	474	372	0	846
36 – 40	767	571	8	1,346
41 – 45	1,072	865	22	1,959
46 – 50	1,205	915	68	2,188
51 – 55	934	853	108	1,895
56 – 60	703	566	370	1,639
61 – 65	337	90	1,114	1,541
66 – 70	36	3	994	1,033
71 – 75	1	2	868	871
76 – 80	0	0	669	669
81 – 85	0	0	418	418
86 – 90	0	0	239	239
91 – 95	0	0	59	59
96 – 100	0	0	6	6
Over 100	0	0	0	0
Total	**6,235**	**4,772**	**4,991**	**15,998**

(c) Key Performance Data

As part of our performance management arrangements, Hillingdon Council takes part in the CIPFA Pensions Administration Benchmarking Club. In 2008/2009 the club had 56 members who submitted data for the reporting year. 15 (including Hillingdon) of these were London Boroughs. The club members measure performance against agreed performance indicators (PIs) for specific items of work. At the start of each year, the pension team sets targets for the following year's performance and then monitor the actual performance against the target.

The table below details Hillingdon's performance against its own target and against other local authority pension funds.

Performance Indicator	Hillingdon Target	Hillingdon Actual Performance %	London Average %	Total Club Average %
Letter detailing transfer in quote	10 days	90.3	87.9	82.5
Letter detailing transfer out quote	10 days	64.8	84.6	81.8
Process refund & issue payment	5 days	79.6	92.8	83.7
Letter notifying estimate of benefit	10 days	87.3	94.8	90.8
Letter notifying actual benefit	5 days	91.8	93.5	88.5
Letter acknowledging death	5 days	100.0	95.9	93.3
Letter notifying amount of dependant's benefit	5 days	100.0	93.0	88.0
Calculate & notify deferred benefits	10 days	92.5	88.5	81.2

While performance is above average in 50% of the PIs, there are clear areas of underperformance, especially in relation to the provision of transfer out quotations and the payment of refunds. This can be partially explained in how the fund chooses to prioritise the workload of the section. The excellent performance in dealing with death cases exemplifies this. The priority for 2010/11 is to improve overall performance.

It has been several years since a member satisfaction survey was undertaken and so this will be a priority for 2010/11.

(d) Staffing

The pensions' administration team has eight permanent members of staff and one temporary member and a mix of full and part time employees. However the team also undertakes duties for the HR service and therefore only four full time equivalent posts are devoted to pure LGPS work.

The Department for Communities and Local Government publish the Government's SF3 statistics for staff to pension scheme member ratios. The latest available statistics for 2008/09 are as shown below. The published statistics indicate that the London Borough of Hillingdon pensions' team is in the upper quartile, which exemplifies the value for money the team is providing.

FTE Staff to Scheme Member Ratio

Authority	Hillingdon	All English	Inner London
2008/09	1:3780	1:2566	1:2967

The staff to pension scheme member ratio for 2009/10 is 1:3999.

(e) Employer Contributions

In addition to Hillingdon Council, there are several other employers who have been admitted to the London Borough of Hillingdon Pension Fund. Their employer rate of contributions is set as part of the triennial valuation of the fund. Their current employer contribution rates and the total of contributions paid by each in 2009/10 are shown in the table below.

Employer	Total Contributions £	Employer Contribution Rate %
Heathrow Travel Care	13,824.06	16.35
Hillingdon & Ealing Citizens Advice	47,581.64	14.50
Look Ahead	34,869.09	18.60
MITIE	17,150.66	21.00
Greenwich Leisure	81,032.75	16.80
Integrated Cleaning Management	52,616.26	21.00
Yes Dining	105,614.45	21.00
Dalkia	135,262.52	21.00
London Housing Consortium	152,420.54	16.35
Hillingdon Homes	1,899,271.80	15.90
Uxbridge College	864,767.14	12.90
Stockley Academy	166,955.85	18.50
Harefield Academy	191,878.81	13.00

3. Financial Performance

During 2009/10 a separate budget was produced for the Pension Fund for 2009/10 and 2010/11. This was approved by Pensions Committee in March 2010. Going forward, future budgets will be monitored by Pensions Committee on a quarterly basis.

By the very nature of the Pension Fund, given the volatility there can be in most elements of the revenue account, preparing a budget for the Pension Fund is complex and the investment areas very difficult to predict given that they are subject to the vagaries of investment markets. Investment income and investment management fees are also unpredictable given that they are based on investment market performance which is largely outside the control of the Pension Fund. Therefore, budgets for the Pension Fund are prepared which make no forecast for the change in market value of investments, as this element of the budget is not one that can be predicted with any level of certainty. This is particularly the case given recent volatility in markets which makes forecasting even more difficult than usual. Given that this factor is not an element over which the Committee has any great degree of control as far as setting the Pension Fund budget is concerned, no forecast is made for the appreciation/depreciation of the investments. It is however fully recognised that the movement in the valuation of Fund assets will have a significant impact on the overall funding level of the Pension Fund and on the actuarial valuation and contributions set by the Fund Actuary.

Actual Income /expenditure against original budget

The original budget for 2009/10 forecast a deficit from operations of £46k, which compared with the actual surplus from operations for the year of £1,420k. The increase of £1,466k was due to an increase in income of £258k and a reduction in expenditure of £1,208k

The main differences between the original budget and the actual income/expenditure were:

Income:

- An increase in employees contributions of £50k;
- An increase in employers contributions of £57k; and

- An increase in transfer values received of £151k.

Expenditure:
- A reduction in benefit payments of £152k;
- A reduction in transfer values paid out of £990k; and
- A reduction in administration expenses of £66k

These differences refer to the net additions from dealing with members as shown in the fund accounts in Part F of this report.

4. Risk Management

As part of the governance arrangements of the Pension Fund, it is a requirement to recognise and monitor the key risks facing the Pension Fund. These risks fall under several categories – financial, demographic, regulatory, administrative and governance risks.

A risk report, including the latest risk register and showing the status and direction of each risk, is taken quarterly to the Pension Committee meetings. A brief narrative description of each risk is set out below. Further detail on the risks and the mitigating actions are included in the Funding Strategy Statement in Section G of this report.

Key Risk 1 – Financial Risks - a team of experienced officers and advisors support the Pensions' Committee who ensure the monitoring of all financial risks for impact. The financial risks cover all aspects of the funds investment strategy, the impact of changes on the returns on investments, the impact of active manager performance, and the impact of pay and price inflation. Currently only the risk of the fund's investment returns failing to match arising liabilities is reported corporately to the Council.

Key Risk 2 – Demographic Risks - The risk of pensioners living longer is the key risk in this area. Active monitoring of retirement patterns allow additional employer contributions to be requested if required.

Key Risk 3 – Regulatory Risks - Changing regulations remain a long-term risk to the fund; however Hillingdon fully participates in consultation exercises where their influence can impact on this risk.

Key Risk 4 – Administrative Risks - This risk mainly covers errors arising from the administration of the fund. A highly experienced administrative team is the main mitigation to this risk, with all processes and procedures being fully documented and routine checks in place to ensure compliance.

Key Risk 5 – Governance Risks - These risks relate mainly to an employer failing to notify the administering authority of changes to their structure or operation. Good employer communication is vital to keep this risk under control and future changes to the officer support to the fund will help further mitigate these risks.

PART B – INVESTMENT POLICY AND PERFORMANCE REPORT

Market Review - Year to 31 March 2010

After sharp falls in the previous 12 months, equity markets recovered very strongly during the year to end March 2010. In the early months, evidence that government stimulus packages were being effective supported markets. Expectations that the worst of the economic crisis would soon be over gathered strength.

Hope turned to reality in the final months of 2009, as major developed economies recovered from recession. The US and Japan were first to report a return to economic growth, followed by the Eurozone (which has since ground to a standstill).

In January 2010, and after six consecutive quarters of economic contraction, the UK also returned to economic growth. Both manufacturing and service sectors contributed to the recovery. During the recession, the UK economy contracted by close to 6% in aggregate. This loss will take some time to make good, particularly if some capacity was permanently lost during the recession.

In contrast to the developed economies, China weathered the economic storm relatively well. The economy expanded by a little under 8.7% during 2009, despite the global downturn. China is now close to overtaking Japan’s position as the world’s second largest economy.

UK equities, as measured by the FTSE All Share Index, returned 52.3% over the twelve months to end March 2010. In local currencies, European (ex UK) equities returned 51.4% and those of North America 49.1%. Japanese equities returned 29.7%. When translated into Sterling, returns from North America and Europe (ex UK) were lower, reflecting the appreciation of Sterling against the US$ and the Euro. Against the Yen, Sterling changed little over the period.

The best performing global sectors (relative to the FTSE ‘All World’ Index) over the twelve months were Basic Materials (+18.6%) and Financials (+13.8%). The poorest performing sectors were Utilities (-18.5%) and Telecoms (-17.8%).

Yields on government fixed interest bonds rose (prices fell) modestly during the twelve months, the ‘All Stocks’ Index returned just 0.8%. In contrast, index linked issues returned 10.3%, reflecting concerns over inflationary pressures as the economy moves out of recession. The strongest returns in bond markets came from corporate issues, +31.2% over the year, as credit spreads narrowed from historically high levels.

The global economic recovery remains uneven and is tentative at best. Fears of a ‘double dip’ recession cannot be dismissed and for this reason central banks are treading a wary path. The expectation is that short-term interest rates will remain low for some time. In the UK, the Bank of England held short-term interest rates at a record low of 0.5% throughout the twelve months and, commencing in March 2009, provided £200bn of additional economic stimulus, through its programme of quantitative easing.

The Greek debt crisis which erupted towards the end of the period illustrates the perils of running a high level of public debt. Loss of investor confidence is the major threat. In the UK, the immediate and most pressing economic challenge for the new Government will be the management of public finances. A robust approach is required to retain the confidence of the international community and to avoid a serious decline in Sterling against its major trading partners. The next budget will be very different from that delivered in March.

John Hastings, 30 April 2010, for and on behalf of Hymans Robertson LLP

INVESTMENT POLICY

This year's report looks at steps Pensions Committee are taking to develop the Fund's investment strategy. Included on the previous page is a summary of the financial conditions in which the fund has operated over the 12 months from 1 April 2009 to 31 March 2010. The report also considers the performance of the Fund over the most recent 3-year period (ending 31 March 2010).

Funding and investment strategies

The starting point when considering the funding and investment strategies of the Fund is recognising that the objective of the Fund is to pay benefits to members and their dependents; these benefits, which form the liabilities of the Fund are very long term in nature. Benefits are currently being paid to pensioners in the Fund; however many active and former active members of the Fund are still many years from retirement, so assets of the Fund are being built up now in order to pay benefits to these members, in the most part after they retire. For that reason, a reasonably high proportion of assets are invested in growth assets such as equities and property which are expected to deliver higher investment returns over the longer term.

Investment strategy

The allocation of Fund assets among the managers' mandates during the year was as follows:

Manager	UK equity %	O'seas equity %	Bonds %	Property %	Private Equity %
State Street	6.0	25.0	4.0		
Alliance Bernstein	10.0	10.0			
UBS	18.0				
Goldman Sachs			12.0		
UBS Property				10.0	
Adams Street					2.5
LGT					2.5
Total	34.0	35.0	16.0	10.0	5.0

A significant proportion of Fund assets were managed passively by State Street, which arose from a decision taken by the Pension Committee in March 2009 to replace Capital International. The assets managed by Capital were "parked" with State Street while steps were put in place to select new managers.

Throughout the year the Pensions Committee, with support from Hymans Robertson, have been working to develop a revised investment strategy, to review the fund's heavy dependence on equities and the risks arising from such a concentration. As a result, Committee agreed to introduce some further asset classes into the fund's portfolio and to review the equity managers and their holdings. In April 2010 and additional equity manager, Marathon, was appointed.

Planned Changes to asset allocation

Absolute return

The objective of absolute return funds is to deliver a satisfactory level of investment returns but with a lower level of volatility (i.e. variation in value) from one year to the next. The Pension Committee considered two different types of absolute return mandates – products which invest in conventional assets where the manager adapts asset allocation to protect capital value, and Funds of Hedge Funds where the return depends on manager skill rather than exposure to market direction. In April 2010, the Pension Committee appointed two new mandates, one in each category. Ruffer will manage 10% of Fund assets in an absolute return mandate based on conventional assets, and Fauchier will manage 5% of Fund assets in a Fund of Hedge Funds mandate. Both of these new mandates will be funded by reducing the value of the Fund's equity holdings.

Infrastructure

The objective of Infrastructure assets is to provide capital to businesses which provide core services such as water or electricity supply, telephony and transport hubs such as airports. These tend to be stable businesses which require efficient management to deliver the core services we all rely on. The advantage for the Pension Fund is that the investment returns should be relatively stable but would also be expected to increase over time broadly in line with inflation. Fund benefits increase with inflation, so infrastructure assets would be expected to be a good match for liabilities over time. In April 2010, the Pension Committee appointed Macquarie, a specialist infrastructure manager, to manage 5% of Fund assets in infrastructure. This will also be funded by reducing equity exposure.

As a consequence of the introduction of these new mandates, and once the appointment of the new managers has been completed, the overall asset allocation of the Fund will change as follows.

Manager	Approach	UK equity %	Global equity %	Bonds %	Property %	Other %
State Street	Passive	8.0	7.0	6.0		
Alliance Bernstein	Global equity		10.0			
Marathon	Global Equity		10.0			
UBS	UK equity	13.0				
Goldman Sachs	Bonds			11.0		
UBS Property	Property				10.0	
Ruffer	Absolute return					10.0
Fauchier	Hedge funds					5.0
Macquarie	Infrastructure					5.0
Adams Street	Private equity					2.5
LGT	Private equity					2.5
Total		**21.0**	**27.0**	**17.0**	**10.0**	**25.0**

Governance of Investment Decisions

Over the course of the last 12 months, the Pension Committee has been considering the need for closer scrutiny of the investment management of Fund assets. The financial environment has changed as a result of the credit turmoil in 2008. Markets are experiencing a greater level of uncertainty. While the Pension Committee will continue to meet on a quarterly basis, as before, the Committee recognised there would be an advantage in establishing a specialist sub group which would be able to undertake some of the Committee's activities in a more dedicated fashion, and which could be more responsive to investment situations which might emerge between quarterly meetings. A recent example was problems with the finances of the Greek government which created difficulties for the Euro. While the Pension Fund had virtually no direct exposure to Greece, there was a need to assess whether problems with the Euro would create any risks for the Fund, and whether there are means to mitigate that risk. At present, steps are being taken to set up a formal Sub-Committee which can act with some delegated responsibility to consider issues like the Greek crisis in greater detail and can report findings to the Pension Committee. The Pension Committee has also appointed a specialist independent investment advisor, Scott Jamieson, to support the work of this group.

Commentary on the Fund Managers who manage asset on behalf of the London Borough of Hillingdon Pension Fund

State Street

State Street manages fund assets on a passive basis. Its aim is to capture benchmark returns by replicating the indices backing the assets included in its mandate. It has achieved this goal consistently, as expected. The scale of assets managed by State Street increased when Capital was replaced in the second quarter of 2009. Capital's assets were parked with State Street while the appointment process for new managers was undertaken. The parked assets will be used to fund some of the new mandates, so the proportion of fund assets managed by State Street will revert to its previous level when the appointment process is complete.

Alliance Bernstein

Alliance Bernstein's mandate is split half-and-half between UK equities and overseas equities. Relative performance was particularly weak over the period of the credit turmoil in the year from 1 April 2008 to 31 March 2009. There has been a recovery in performance over the most recent 12 month period but Alliance Bernstein continue to experience challenges particularly in UK equities. The greater part of the UK equity assets managed by Alliance Bernstein will be sold to be used as a source of funds for some of the new mandates.

UBS (UK equities)

UBS manages UK equities using a value style. Performance of the mandate had suffered in the period leading into the credit turmoil because of the defensive positioning of UBS's portfolio. However, this defensive position meant it was better placed to cope with some of the difficulties of 2008 and UBS also performed strongly over the recovery in 2009. The proportion of Fund assets managed by UBS will be scaled back a little as part of the overall strategic readjustment which aims to reduce the overall allocation to UK equities.

Goldman Sachs

Goldman Sachs, in common with many bond managers, struggled in the period of the credit turmoil but has recovered strongly over the most recent 12-month period.

UBS Property

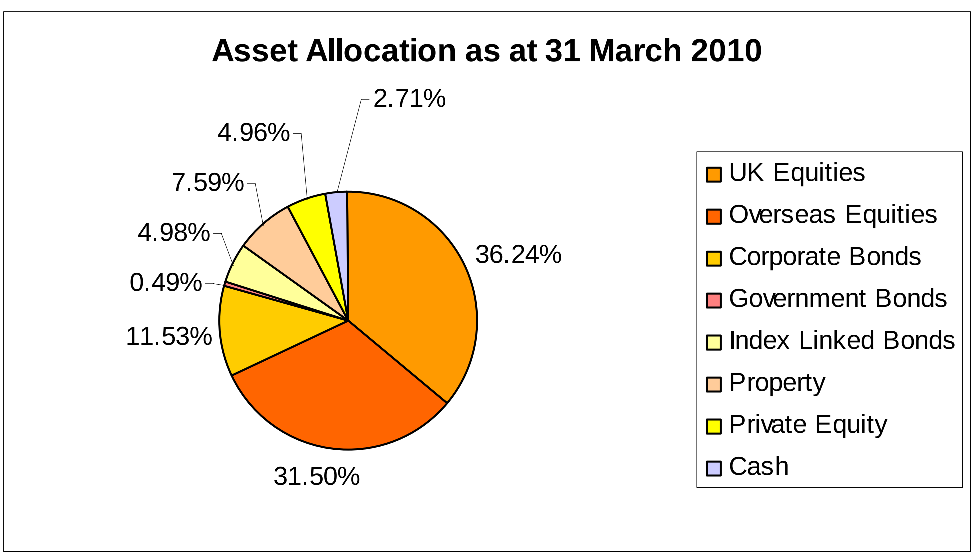
The property mandate managed by UBS changed; previously, the assets were managed in a pooled fund under the exclusive control of UBS (UBS Triton). This mandate was changed to a fund of funds arrangement with the assets managed in several pooled property funds managed by several managers, but with UBS responsible for selecting the pooled funds. Reorganisation costs to the new arrangements have held back performance over the last 12 months.

Private equity

Private equity is an illiquid asset with a long-term horizon. The Fund has approximately 5% of assets invested in private equity; the assets are split between Adams Street Partners which is based in the US, and Liechtenstein Global Trust Capital Partners (LGT) which operates out of the Netherlands. Both managers invest globally. Within each manager, private equity assets are spread across several funds launched in different years in order to provide time diversification.

Fund Valuation and Asset allocation as at 31 March 2010

At 31 March 2010 the total value of the pension fund investments was £563,820 million. The following diagram identifies the asset allocation, by asset class, as at 31 March 2010.



During the last financial year, in addition to fund managers using their limited discretion to make minor variations in the allocation of investments between markets, largely on a tactical basis, the decision was taken to move to an overweight position in Corporate Bonds in order to take advantage of opportunities in this class. This strategy proved to be successful with both the manager and asset class contributing towards performance. Additionally, a large sale within the Property portfolio resulted in an underweight holding in this class and an overweight position in cash. This was mainly attributed to falling property prices.

The following table shows the total of investments and cash held by each manager as at 31 March 2010:

INVESTMENT MANAGER	AS AT 31 MARCH 2010		AS AT 31 MARCH 2009	
	£'000	%	£'000	%
Adams Street	15,742	2.80	14,210	3.41
Alliance Bernstein	113,639	20.23	79,729	19.10
Capital International	0	0	74,754	17.91
Goldman Sachs Asset Management	62,871	11.19	52,483	12.58
LGT	12,458	2.22	12,015	2.88
State Street Global Advisors	209,228	37.24	73,660	17.66
UBS	105,655	18.81	70,529	16.90
UBS Property	42,222	7.51	39,864	9.56
Total	**561,815**	**100.00**	**417,244**	**100.00**

The Local Government Pension Scheme (Management and Investment of Funds) Regulations 1998 (as amended), Schedule 1, set out the legal requirements which apply investments of the Fund, and place restrictions on investments. The restrictions, which are detailed within Part H of this report, are routinely monitored to ensure compliance. The largest five holdings in the fund as at 31 March 2010 were:

Top 5 Holdings	Market Value as at 31 March 2010 £000s	Percentage of Fund Value
SSgA UK Equity	46,764	8.29%
GSAM Corporate Bonds	44,343	7.86%
SSgA North America Equity	40,961	7.26%
SSgA Europe (ex UK) Equity	32,922	5.84%
SSgA Corporate Bonds	20,579	3.65%

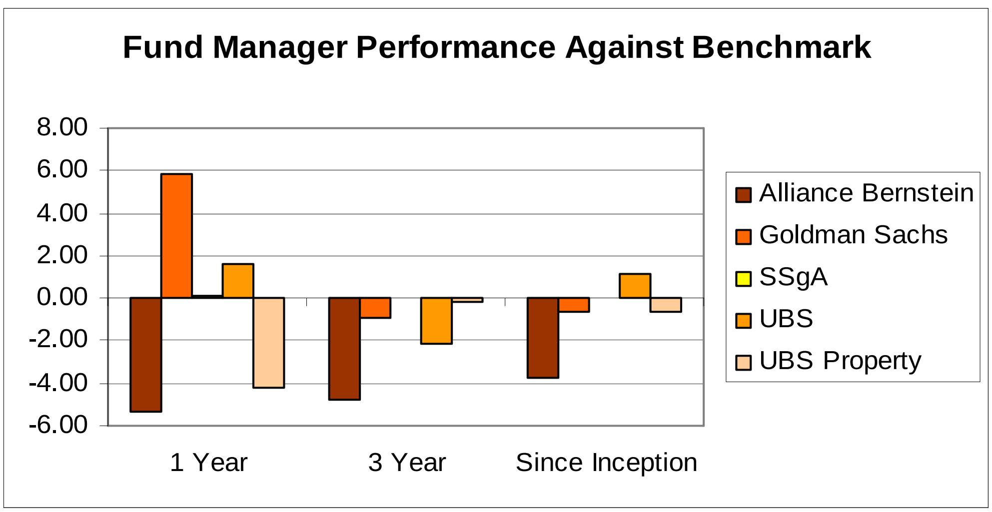
The largest 10 directly held equity holdings were as follows:

Top 10 Directly Held Equity Holdings	Market Value as at 31 March 2010 £000s	Percentage of Fund Value
BP	13,463	2.39%
Royal Dutch Shell	13,940	2.47%
Vodafone	13,371	2.37%
GlaxoSmithKline	12,220	2.17%
HSBC	7,652	1.36%
Rio Tinto	6,785	1.20%
Unilever	6,073	1.08%
Anglo American	5,088	0.90%
Barclays	5,008	0.89%
Astrazeneca	3,444	0.61%

Investment Performance

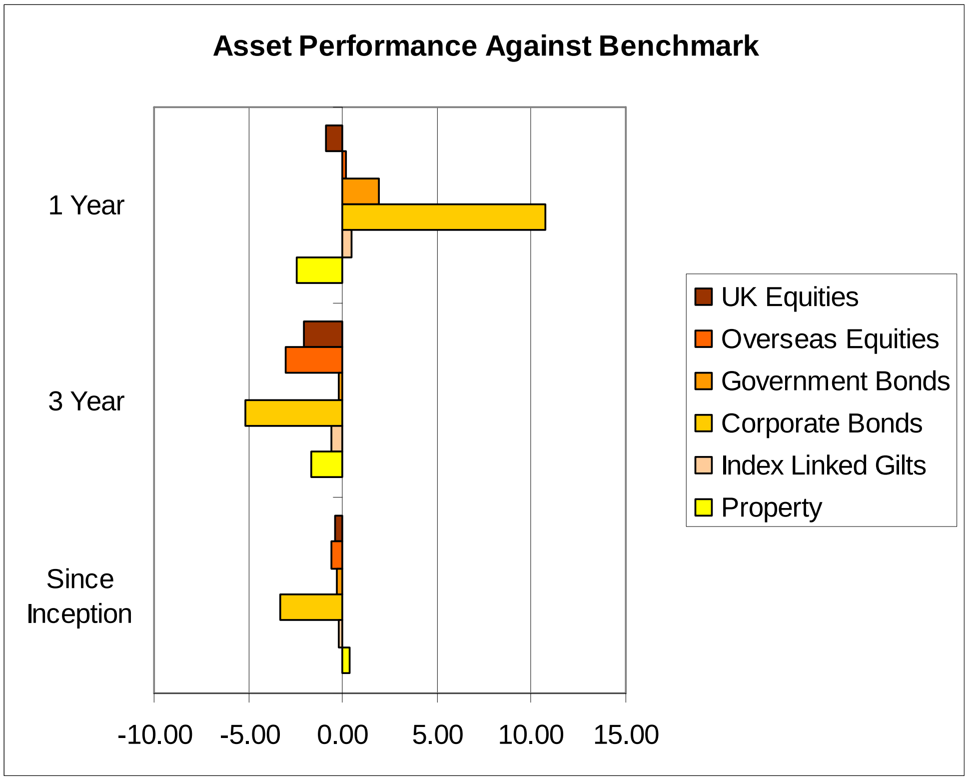
The rally in financial markets throughout 2009/10 assisted the fund in producing a positive return for the year of 37.90% which was 2.70% above the average local authority return of 35.20%. However, against the fund's overall customised benchmark the fund underperformed by 1.76%.

All fund managers produced positive returns over the year but against their benchmarks performance was mixed with both positive and negative contributions. However, the figures are much improved on the 3 year and since inception figures.



Performance Manager	1 Year			3 Year			Since inception		
	Fund	B'mark	+/-	Fund	B'mark	+/-	Fund	B'mark	+/-
Alliance Bernstein	44.99	50.36	-5.37	-2.12	2.68	-4.80	0.18	3.93	-3.75
GSAM	20.04	14.18	5.86	6.06	6.94	-0.88	5.79	6.42	-0.63
UBS	53.89	52.30	1.59	1.01	3.12	-2.11	10.30	9.14	1.16
UBS Property	7.39	11.64	-4.25	-10.46	-10.26	-0.20	-4.88	-4.21	-0.67
SSgA	42.80	42.68	0.12	-	-	-	29.03	28.97	0.06
Total Portfolio	**37.90**	**39.66**	**-1.76**	**-0.64**	**2.14**	**-2.78**	**6.57**	**6.93**	**-0.36**

In terms of asset classes, all equities provided impressive returns as markets recovered from their previous year lows. Fixed income provided good returns and an out performance against the benchmark in each category. Finally, the property sector also posted positive performance but fell behind the benchmark due to the time lag involved in deploying cash sale proceeds.



Performance	1 Year			3 Year			Since inception		
Asset Class	**Fund**	**B'mark**	**+/-**	**Fund**	**B'mark**	**+/-**	**Fund**	**B'mark**	**+/-**
UK Equities	51.38	52.30	-0.92	-2.28	-0.23	-2.05	6.64	7.03	-0.39
Global Equities	48.29	48.08	0.21	2.45	5.43	-2.98	6.04	6.62	-0.58
Gov't Bonds	2.68	0.77	1.91	5.92	6.15	-0.23	5.42	5.76	-0.34
Corporate Bonds	27.56	16.79	10.77	1.11	6.29	-5.18	1.56	4.90	-3.34
Index Linked Gilts	10.81	10.36	0.45	6.19	6.78	-0.59	6.60	6.78	-0.18
Property	9.24	11.64	-2.40	-11.95	-10.26	-1.69	8.20	7.85	0.35
Total	**37.90**	**39.66**	**-1.76**	**-0.64**	**2.14**	**-2.78**	**6.57**	**6.93**	**-0.36**

Custody

The Northern Trust Company act as the global custodian of the Fund's assets. As part of its normal procedures Northern Trust holds all assets in safe custody, settles trades, collects dividend income, provides data for corporate actions, liaises closely with all of the investment managers and reports on all activity during the period. Where holdings are in pooled funds, the underlying assets held by the relevant funds' custodian are reported to Northern Trust.

Regular service reviews take place with Northern Trust to ensure continuous monitoring of service requirements.

Responsible Investing

The Fund supports the principle of socially responsible investment within the requirements of the law and the need to give the highest priority to financial return. The investment managers are expected to have regard to the impact of corporate decisions on the value of company shares in making their investment decisions. The Fund will consider supporting actions designed to promote best practice by companies where necessary and appropriate. The investment managers' discretion as to which investments to make will not normally be overridden by the Pensions Committee, except on the basis of written information from other advisers.

Whilst the Pensions Committee maintain an awareness of socially responsible investment in the context of investment strategy, the Committee are committed to obtaining the best possible return using the full range of investments authorised under the Local Government Pension Scheme regulations.

It is the Fund's policy to be an active shareholder. Where the Fund has securities held in a portfolio which have associated with them a right to vote on resolutions, the Pension Committee has delegated the exercise of these rights to the Fund Managers in accordance with the authority's corporate governance policy. The fund's policy is that that all proxies are to be voted where practically possible.

Fund Managers' rights to vote on behalf of the Fund are subject to conforming with the overall guidance set out in the Statement of Investment Principles and the prevailing regulations. The Pension Committee may feel strongly concerning certain policies and may advise managers how to execute their votes.

Fund manager voting and engagement in terms of Corporate Governance and Socially Responsible Investment are discussed with the fund managers and reported to Committee on a quarterly basis.

Further information regarding voting guidelines, responsible investment and compliance with the Myners' principles are included within the Statement of Investment Principles in Part H of this report.

The Council is a member of Local Authority Pension Fund Forum and uses it as a platform for engagement on environmental, socially responsible issues and corporate governance rather than disinvesting.

The Council supports the UK Environmental Investor Code and the CERES Principles.

PART C – SCHEME ADMINISTRATION

ADMINISTRATION

The London Borough of Hillingdon Pension Fund is fully administered in-house. The Council's Pensions Administration team is part of the Human Resources service within the Deputy Chief Executive's Office and provides pension and compensation services to current and former employees and pensioners of the London Borough of Hillingdon Fund. These services include the full range of administrative duties for an employing and administering authority as follows:

- Administer the Local Government Pension Scheme (LGPS) as an Employing and Administering Authority in accordance with relevant legislation and Committee decisions.
- Administer the Council's early retirement arrangements in accordance with relevant legislation and Committee decisions.
- Provide information to Scheme members, external scheme Employers and the Pensions Committee on options available under the Council's Pension Scheme.
- Exploit information technology to improve service standards and efficiency.
- Train and develop staff to meet these service objectives.

The team deals with contributing members of the LGPS with London Borough of Hillingdon, performing the duties of both an administering and employing authority. The main areas of work cover the deduction of contributions, calculation and payment of benefits, transfers of pension rights in to and out of the LGPS and deferred benefits. In addition to carrying out the day-to-day functions of pensions' administration, the team assists in the formulation of Council policies within the legislative framework of regulations under the LGPS.

The Council's complaints procedure is available to any person who wishes to make a suggestion or complaint about the service. Details of individual complaints along with the overall number of complaints are reported each year. There is also a two stage statutory Independent Dispute Resolution Procedure within the LGPS regulations. Details of this procedure are available on the Council web site at www.hillingdon.gov.uk or on request. An application at stage one of the process is to the Pensions Manager and at stage two to a Senior Officer of the Council not previously involved in the case.

During the year 2009/10, there were six Stage 1 appeals, of which three progressed to Stage 2. One case was subsequently referred to the Pensions Ombudsman.

Review of 2009/2010

The number of scheme members with whom the team deals has increased year on year by approximately 3.5%. This can be seen in the table shown earlier, in Part A, detailing fund membership data. The latest available Government SF3 statistics (for 2008/09) indicate the cost per member for all English and Welsh Authorities was £29.10 compared with an outer London average of £51.10 per scheme member. The cost for London Borough of Hillingdon was £47.56, which compares favourably to London, despite the continued increase in the numbers of scheme members.

No regulation changes were introduced during 2009/10.

INVESTMENT ADMINISTRATION

Whilst the London Borough of Hillingdon Pension Fund engages external Fund managers to mange the investments of the fund, the administration of the investment arrangements is managed in house. A small team oversee the relationship with the fund managers, monitor their performance, prepare the fund accounts and fully support the Pensions Committee.

Officers participate in several networks and forums, in addition to undertaking regular formal training, to ensure their knowledge and awareness of initiatives and developments is fully up to date. In addition, the networking advantages of such forum ensure regular comparison of best practice processes and informed debate on the development of new working methods and improvements to investment strategy.

PENSION COMMITTEE TRAINING

During the last year, committee made an undertaking that they would commit to 3 days training per year and drafted a set of principles for Member Development. These principles were as follows:

1. The value of continual enhancement of knowledge about matters relating to their role on the Pensions Committee has been fully accepted by Members.

2. An annual target of three days training (21 hours) per year is considered to be acceptable for committee Members.

3. Substitutes are also expected to enhance their knowledge and a target of one days training (8 hours) hours per year is considered to be acceptable

4. It will be up to each Member to determine the gaps in their knowledge and the sources they wish to use in developing their skills.

5. The following sources are considered relevant:

   - Attendance at full committee meetings (comparable to 4 hours per meeting)

   - Attendance at briefing meetings with officers, fund managers and other invited speakers (comparable to 2 hours per meeting)

   - Internal seminars on pension related subjects (comparable to 3 hours per meeting)

   - Attendance at relevant external conferences (comparable to 8 hours per day, per event)

   - Relevant reading material i.e. reports from advisors, fund managers and other sources, pension and financial related magazines and conference delegate packs obtained by fellow Members or officers (up to a maximum 12 hours per year)

   - On-line and power point presentations (comparable to 1 hour per presentation)

6. Officers will be responsible for keeping a record of attendance at meetings and conferences. Members should keep them advised as to time spent on other activities.

7. Officers will continue to inform Members as to relevant meetings and events and of relevant reading material held at the Civic Centre and available to Members.

Since these principles were developed, CIPFA have introduced a ‘Knowledge and Skills Framework’ for LGPS Pensions Committees which covers the training needs of both elected members on Committee and the officers supporting the committee. Work is underway to develop the framework for use within Hillingdon and this will be fully introduced during 2010/11.

Over the course of 2009/10, members of pensions committee attended several training courses and seminars, and several specific seminars were held in house, supported by the fund managers and advisors. Reports from managers and on development issues are regularly circulated to Committee Members.

PART D – ACTUARIAL REPORT

As required by Regulation 77 of the Local Government Pension Scheme Regulations 1997, an actuarial valuation of the assets and liabilities of London Borough of Hillingdon Pension ("the Fund") took place on 31 March 2007.

Security of prospective rights
In my opinion, the resources of the Fund are likely in the normal course of events to meet the liabilities of the Fund as required by the Regulations. In giving this opinion, I have assumed that the following amounts are paid to the Fund:

- Contributions by the members in accordance with the Local Government Pension Scheme Regulations 1997, then in accordance with the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007; and
- Contributions by employers in accordance with the Rates and Adjustments Certificate dated 31 March 2005 for the year ending 31 March 2008. Thereafter, for the three years commencing 1 April 2008, as specified in our Rates and Adjustments certificate dated 19 March 2008.

The Local Government Pension Scheme is a statutory scheme i.e. members' benefits are as set out in the Local Government Pension Scheme Regulations 1997 and Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007.

This statement should be read in that context.

Summary of methods and assumptions used
Full details of the method and assumptions are described in our valuation report dated 19 March 2008. The valuation was carried out in accordance with the Funding Strategy Statement.

Copies of these documents are available on request from London Borough of Hillingdon, administering authority to the Fund.

My opinion on the security of the prospective rights is based on:

- the projected unit valuation method where there is an expectation that new employees will be allowed to join an employer; or
- the attained age valuation method for employers who were closed to new entrants.

These methods assess the cost of benefits accruing to existing members during:

- the year following the valuation; or
- the remaining working lifetime, respectively

allowing for future salary increases and for members to leave or retire in line with our assumptions. The resulting contribution rate is adjusted to allow for any difference in the value of accrued liabilities and the market value of assets.

Since I have taken assets into account at their market value, it is appropriate for me to take my lead from the market when setting the financial assumptions used to value the ongoing liabilities. This ensures the compatibility of the asset and liability valuation bases.

The key financial assumptions adopted for this valuation are as follows:

Financial Assumptions	March 2007	
	% p.a. Nominal	% p.a. Real
Discount Rate	6.1%	2.8%
Pay Increases	4.7%	1.5%
Price Inflation / Pension Increases	3.2%	-

The 2007 valuation revealed that the Fund's assets had a market value at 31 March 2007 of £577 million. These assets were sufficient to meet approximately 92% of the liabilities accrued up to that date.

Individual employers' contributions have been set in accordance with the Fund's Funding Strategy Statement. The deficits for each individual employer are being spread over a period up to a maximum of 25 years.

Experience since April 2007

Market conditions since the previous formal valuation have been unfavourable. In particular, assets have significantly underperformed relative to the assumptions set at the valuation and the outlook for price inflation has worsened causing the funding level to deteriorate.

This is likely to cause upward pressure on the level of employer contributions following the next formal valuation of the Fund as at 31 March 2010. The employer contribution rates and Funding Strategy Statement will be reviewed as part of the valuation which will be reported in March 2011.

Bryan T Chalmers FFA

30 April 2010

For and on behalf of Hymans Robertson LLP

PART E – GOVERNANCE COMPLIANCE STATEMENT

Regulations introduced in December 2005 required Administering Authorities to publish and maintain a Governance Policy Statement. The current statement was approved by Pensions Committee in March 2008. Later amendment regulations then required that by 1 December 2008 a Governance Best Practice Compliance Statement be published. These documents are included overleaf.

A full review of the governance arrangements for the fund is being undertaken during 2010, part of which will review and update these statements. The documents are also available at: http://www.hillingdon.gov.uk/media/pdf/g/q/Governance_Policy_Statement_2008.pdf

THE LOCAL GOVERNMENT PENSION SCHEME (AMENDMENT) (NO. 2) REGULATIONS 2005
Issued by: Pension Section, Finance and Property Department
Authorised by: Pensions Committee March 2008

Under the terms of the above regulations, which came into force on 14th December 2005, the Council must publish a Governance Policy Statement not later the 1st April 2006, Statement revised March 2008.

CONSTITUTION

The Constitution of the Council sets out how the Council operates, how decisions are made and the procedures which are followed to ensure that these are efficient, transparent and that those who made the decisions are accountable to local people. The Constitution sets out the framework under which the Pension Fund is to be administered as shown in the diagram below.

LONDON BOROUGH OF HILLINGDON COUNCIL

PENSIONS COMMITTEE

DIRECTOR OF FINANCE AND RESOURCES

DELEGATED OFFICERS

The Constitution allows for the appointment of a Pensions Committee, which has the following Terms of Reference:

Terms of Reference for the Pensions Committee

1. To review and approve all aspects of investment policy relating to the Pensions Fund, including authorisation or prohibition of particular investment activities
2. To review the Statement of Investment Principles and amend it when necessary.
3. To agree benchmarks and performance targets for the investment of the Fund’s assets and review periodically.

4. To keep the performance of the investment managers under regular review and extend or terminate their contracts as required. To appoint new managers when necessary.
5. To agree policy guidelines for the exercise of voting rights attached to the Fund's shares.
6. To review the appointment of specialist advisors and service providers and make new appointments as necessary.
7. To consider the overall implications of the Council's policies for employment and benefits issues and their impact on the Pension Fund and agree any strategic changes.
8. To authorise the admission of other bodies to the Fund
9. To approve the appointment of persons to hear appeals under the Internal Dispute Resolution Procedure
10. To consider issues concerning the administration of the Fund, including approving responses to consultation papers
11. To consider and decide whether to approve proposals for discretionary enhanced early retirement packages for officers.

Membership of the Pensions Committee

The Pensions' Committee comprises of five council members [voting] with the same political balance as the Council, plus one Trade Union member [non-voting] and two scheme member representatives, one active member and one retired member (both non-voting). Meetings are open to the public; however, there are occasions when members of the public are excluded from meetings when it is likely in view of the nature of the business to be transacted or the nature of the proceedings that confidential information would be disclosed.

Dates and Place of Meetings

The Council shall fix the day of the meetings of the Pensions Committee and the ordinary meetings for the Pensions Committee shall be at Hillingdon Civic Centre, but they may arrange to meet elsewhere when they think fit. The Chair may cancel meetings. The Pensions Committee meets every quarter and the dates are arranged annually in advance. The Chairman of the Committee may call a special meeting if required.

Access to Agenda, Reports and Minutes of Meetings

The Council will give at least seven clear working days notice of any meeting by posting details of the meeting at the Hillingdon Civic Centre and on the Council's website. The Council will make copies of the agenda and reports open to the public available for inspection at least five clear working days before the meeting. If an item is added to the agenda later, the revised agenda will be open to inspection from the time the item was added to the agenda. The reason for lateness will be specified in the report. There may on occasion be items which may be exempt from the agenda, reports and minutes of the meetings when it is likely in view of the nature of the business to be transacted or the nature of the proceedings that confidential information would be disclosed. Items which are most likely to be excluded are issues where to disclose information would contravene an individual's privacy or where there are financial interests which may be compromised as a result of disclosure for example discussions surrounding contracts. The Council will make available copies of the minutes of the meeting and records of decisions taken. Minutes of meetings and records of decisions are available for inspection on the Council's website.

FUNDING STRATEGY STATEMENT

The Funding Strategy Statement forms part of the framework for the funding and management of the Pension Fund. It sets out how the Fund will approach the funding of its liabilities and contains a schedule of the minimum contribution rates that are required of individual employers within the Fund. The Funding Strategy Statement was formally approved by the Pensions Committee on 12th March 2008. The Funding Strategy Statement (FSS) is published and has been issued to interested parties. The FSS is drawn up by the Administering Authority in collaboration with the Fund's actuary and after consultation with the Fund's employers. The FSS forms part of a broader framework which covers the Pension Fund and applies to all employers participating in the Fund. The FSS represents a summary of the Fund's approach to funding liabilities of the Pension Fund and copies are available from the Financial Planning Section, Finance & Resources Directorate or on the Council's website.

The Office of the Deputy Prime Minister (ODPM) has stated that the purpose of the FSS is to:

- to establish a clear and transparent fund-specific strategy, which will identify how employers' pension liabilities are best met going forward.
- To support the regulatory framework to maintain as nearly constant employer contribution rates as possible; and
- To take a prudent longer-term view of funding those liabilities.

It is in this context that the FSS has been compiled, setting out in detail the Fund's approach to meeting its individual funding requirements. The FSS is reviewed in detail at least every three years and the next full review is due to be completed by 31 March 2011.

STATEMENT OF INVESTMENT PRINCIPLES

The Local Government Pension Scheme (Management and Investment of Funds) (Amendment) Regulations 1998 require pension fund administering authorities to prepare, maintain and publish a statement of the principles governing their decisions on the investment of the pension fund. The Local Government Pensions Scheme (Management and Investment of Funds) (Amendment) Regulations 2002 require pension fund administering authorities to state the extent to which they comply with the Chartered Institute of Public Finance and Accountancy (CIPFA) Pensions Panel Principles for Investment Decision Making in the Local Government Pension Scheme in the United Kingdom. Under Regulation 9A (3A) of the LGPS (Management and Investment of Funds) Regulations 1998 the Council is required to state the extent to which it complies with the ten principles of investment practice issued by the Government in October 2001 in response to the recommendations of the Review of Institutional Investment in the UK undertaken by Paul Myners. Compliance with these principles is set out in detail in the Appendix to the Statement of Investment Principles (SOIP) and the Fund is fully compliant with five out of the 10 principles. Work is in progress with the intention of being compliant with the remaining five and the reasons for not being fully compliant are set out in the SOIP. The SOIP was formally reviewed by the Pensions Committee and approved for publication in September 2007 and is reviewed annually or when significant changes occur that require incorporation in the document.

SCHEME OF DELEGATION

Where Council functions are not specifically reserved to the Pensions' Committee in relation to the Pension Fund, the functions are delegated to the relevant Chief Officers, or the Director of Finance & Resources in the case of the Pension Fund. The Director of Finance & Resources is responsible for the establishment of a scheme of delegation for their department which includes the Pension Fund function. The scheme of delegation specifies the function, names the post which may carry out that delegated decision and the limits if any on the delegation. The limits on delegation may include the obligation to consult, record and/or refer back to the Chief Executive or Director of Finance & Resources in certain circumstances. The Finance & Resources Directorate has a scheme of delegation which sets out the delegated powers to individual officers within the directorate. In relation to the Pension Fund the management is delegated to Director of Finance & Resources and the Senior Finance Manager – Corporate Finance. The scheme of delegation is reviewed approximately every six months by the Council.

STANDING ORDERS

Section 151 of the Local Government Act 1972 requires every local authority to make arrangements for the proper administration of its financial affairs and to secure that one of its officers has responsibility for this. In Hillingdon the responsible officer is the Director of Finance & Resources under the terms of Standing Order 76. Guidance on general financial procedures outline the regulatory framework for financial administration within the Council setting out the duties of the Director of Finance & Resources and Chief Officers and identifying the financial decisions which require Executive or Council approval. The Director of Finance & Resources is responsible for ensuring that the Council's financial affairs are administered in a proper manner, in accordance with all statutory obligations, and in compliance with all professional codes of practice. In particular he is responsible for making arrangements for the investment of Council monies, the security of any stock or share certificate or similar documents and the realisation of any investments.

Governance Best Practice: Compliance Statement

Structure

a. The management of the administration of benefits and strategic management of fund assets clearly rests with the main committee established by the appointing council.

Fully Compliant – Pension Committee

b. That representatives of participating LGPS employers, admitted bodies and scheme members (including pensioner and deferred members) are members of either the main or secondary committee established to underpin the work of the main committee.

Partially Compliant – Scheme Members represented on Committee

c) That where a secondary committee or panel has been established, the structure ensures effective communication across both levels.

Not applicable – No secondary committee

d) That where a secondary committee or panel has been established, at least one seat on the main committee is allocated for a member from the secondary committee or panel.

Not applicable – No secondary committee.

	Not Compliant*				**Fully Compliant**
a)					✓
b)				✓	
c)					N/A
d)					N/A

* Please use this space to explain the reason for non-compliance (regulation 73A(1)(c)/1997 Regulations)

Employers other than London Borough of Hillingdon are not represented as LBH accounts for 95% of the scheme membership.

Representation

a) That all key stakeholders are afforded the opportunity to be represented within the main or secondary committee structure. These include:-

i) employing authorities (including non-scheme employers, e.g., admitted bodies);
ii) scheme members (including deferred and pensioner scheme members),
iii) independent professional observers, and
iv) expert advisors (on an ad-hoc basis).

Partially compliant as not all scheme employers or admitted bodies have the opportunity to be represented

b) That where lay members sit on a main or secondary committee, they are treated equally in terms of access to papers and meetings, training and are given full opportunity to contribute to the decision making process, with or without voting rights.

Full compliance

	Not Compliant*				**Fully Compliant**
a)				✓	
b)					✓

* Please use this space to explain the reason for non-compliance (regulation 73A(1)(c)/1997 Regulations)

Please use this space if you wish to add anything to explain or expand on the ratings given above :-

<u>Selection and role of lay members</u>

a) That committee or panel members are made fully aware of the status, role and function they are required to perform on either a main or secondary committee.

Full compliance – See governance statement

	Not Compliant*				**Fully Compliant**
a)					✓

* Please use this space to explain the reason for non-compliance (regulation 73A(1)(c)/1997 Regulations)

Please use this space if you wish to add anything to explain or expand on the ratings given above :-

<u>Voting</u>

a) The policy of individual administering authorities on voting rights is clear and transparent, including the justification for not extending voting rights to each body or group represented on main LGPS committees.

Partial compliance – See governance statement – not fully transparent

	Not Compliant*				**Fully Compliant**
a)				✓	

* Please use this space to explain the reason for non-compliance (regulation 73A(1)(c)/1997 Regulations)

Please use this space if you wish to add anything to explain or expand on the ratings given above :-

Training/Facility time/Expenses

a) That in relation to the way in which statutory and related decisions are taken by the administering authority, there is a clear policy on training, facility time and reimbursement of expenses in respect of members involved in the decision-making process.

Full compliance

b) That where such a policy exists, it applies equally to all members of committees, sub-committees, advisory panels or any other form of secondary forum.

Full compliance

	Not Compliant*				**Fully Compliant**
a)					✓
b)					✓

* Please use this space to explain the reason for non-compliance (regulation 73A(1)(c)/1997 Regulations)

Please use this space if you wish to add anything to explain or expand on the ratings given above :-

Meetings (frequency/quorum)

a) That an administering authority's main committee or committees meet at least quarterly.

Full Compliance

b) That an administering authority's secondary committee or panel meet at least twice a year and is synchronised with the dates when the main committee sits.

Not applicable – No secondary committee

c) 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.

Not applicable – Lay members included

	Not Compliant*				**Fully Compliant**
a)					✓
b)					N/A
c)					N/A

* Please use this space to explain the reason for non-compliance (regulation 73A(1)(c)/1997 Regulations)

Please use this space if you wish to add anything to explain or expand on the ratings given above :-

Access

a) That subject to any rules in the council's constitution, all members of main and secondary committees or panels have equal access to committee papers, documents and advice that falls to be considered at meetings of the main committee.

Full compliance

	Not Compliant*				**Fully Compliant**
a)					✓

* Please use this space to explain the reason for non-compliance (regulation 73A(1)(c)/1997 Regulations)

Please use this space if you wish to add anything to explain or expand on the ratings given above :-

Scope

a) That administering authorities have taken steps to bring wider scheme issues, such as administration issues, within the scope of their governance arrangements

Full compliance – See governance statement

	Not Compliant*				Fully Compliant
a)					✓

* Please use this space to explain the reason for non-compliance (regulation 73A(1)(c)/1997 Regulations)

Please use this space if you wish to add anything to explain or expand on the ratings given above :-

Publicity

a) That administering authorities have published details of their governance arrangements in such a way that stakeholders with an interest in the way in which the scheme is governed, can express an interest in wanting to be part of those arrangements.

Full Compliance

	Not Compliant*				Fully Compliant
a)					✓

* Please use this space to explain the reason for non-compliance (regulation 73A(1)(c)/1997 Regulations)

Please use this space if you wish to add anything to explain or expand on the ratings given above :-

Part F. Fund Account and Net Assets Statement

FUND ACCOUNT

	Notes	Year Ended 31 March 2010 £000's	Year Ended 31 March 2009 £000's
Contributions	*3*	29,758	27,202
Transfers In	*4*	4,057	3,983
Less: Benefits	*5*	(27,130)	(25,689)
Less: Leavers	*6*	(4,566)	(2,924)
Less: Administrative Expenses	*7*	(699)	(743)
Net Additions from dealings with members		**1,420**	**1,829**
Investment Income	*8*	11,066	15,239
Changes in market value of investments	*9*	136,635	(139,342)
Taxation (Irrecoverable Withholding Tax)		(171)	(196)
Investment Management Expenses	*11*	(2,090)	(2,145)
Net Return on Investments		**145,440**	**(126,444)**
Net Increase/(Decrease) in the fund during the year		**146,860**	**(124,615)**
Net Assets at start of year		**417,430**	**542,045**
Net Assets at end of year		**564,290**	**417,430**

NET ASSETS STATEMENT

		31 March 2010	31 March 2009
Investment Assets	*9*	563,820	419,824
Investment Liabilities	*10*	(1,611)	(2,575)
Current Assets	*12*	2,540	2,105
Current Liabilities	*13*	(459)	(1,924)
TOTAL NET ASSETS		**564,290**	**417,430**

The Pension Fund Accounts summarise the transactions of the scheme and shows the net assets at the disposal of members.
They do not take account of obligations to pay pensions and benefits which fall due after the end of the scheme year.
The actuarial position of the scheme, which does take account of such obligations, is shown in the actuarial statement included in the Annual Report and these accounts should be read in conjuction with this.

Christopher Neale
Director of Finance & Resources
xx September 2010

Notes To Pension Fund Accounts

1. BASIS OF PREPARATION

The accounts have been prepared in accordance with the Occupational Pension Schemes (Requirements to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, and with the guidelines set out in the Financial Reports of Pension Schemes Statement of Recommended Practice (Revised May 2007).

2. ACCOUNTING POLICIES

a) Accounts Preparation - The accounts have been prepared in accordance with the recommendations of the Chartered Institute of Public Finance and Accountancy and comply with both the Local Authority Accounting and Pension Statement of Recommended Practice.

b) Accruals concept - Income and expenditure are recorded on an accruals basis, except for transfer values which are accounted on a cash basis.

c) Valuation of assets - Equities and fixed income are valued at bid prices - where bid price is not available, the mid price is used. For pooled funds, if bid prices are provided by the fund administrators then these are used, otherwise the Net Asset Value is used. Private Equity is valued using the latest audited valuation from the Limited Partner/General Partner. This is adjusted for any capital calls/distributions that have taken place since the date of the statement.

d) Foreign currency assets and liabilities are translated into sterling at the closing middle rates of exchange in the net assets statement. Overseas income is converted at rates of exchange ruling when remitted.

e) Acquisition costs of investments occur as brokerage commission when investments are purchased. They are recorded in the cost figure on an accruals basis.

f) Investment management expenses are recorded at cost when the fund managers / custodian invoice the Council on a quarterly basis. Expenses are recorded on an accruals basis.

g) Administration expenses recharged to the pension fund are monitored throughout the year in accordance with the budget and are charged to the pension fund at the end of the financial year.

h) Interest on property developments - property is held in unit trusts for the pension fund, the return received is calculated in accordance with the unit price at the balance sheet date.

i) Contributions - Contributions are accounted for in the period in which they fall due. Normal contributions received during the year have been in accordance with the rates and adjustments certificate.

j) Benefits - Benefits are accounted for in the period in which they fall due. All benefits are calculated in accordance with the statutory regulations in force at the relevant benefit date.

k) Transfers - Transfers are accounted for on a cash basis, as the amount payable or receivable by the scheme is not determined until payment is actually made and accepted by the recipient.

l) Investment Income - Dividends from quoted securities are accrued when the securities are quoted ex-dividend. Interest on cash deposits are accrued on daily basis.

FUND OPERATION AND MEMBERSHIP

This defined benefit scheme is administered under the provisions of the Local Government Pension Scheme Administration Regulations 2008 and the Local Government Pension Scheme (Benefits, Contributions and Membership) Regulations 2007 to provide benefits for employees and former employees. The benefits include retirement allowances and pensions payable to former employees and to dependents. The scheme is administered locally by the Council through its pension fund, but the fund is a separate entity from the Council and its accounts and balance sheet are separate financial statements.

The fund is financed by contributions from the Council and its employees and by income from the fund's investments. The pension fund accounts do not take account of liabilities to pay pensions and other benefits in the future. The contributions from the Council and other participating employers are set through the triennial actuarial valuation at a rate sufficient to meet the long-term liabilities of the fund.

Notes To Pension Fund Accounts

Employers who contribute to the fund in addition to London Borough of Hillingdon are:

Admitted Bodies:

Greenwich Leisure
Dalkia Energy & Technical Services
Hillingdon & Ealing Citizens Advice
Look Ahead Housing and Care
Heathrow Travel Care
Yes Dining
Integrated Cleaning Management Ltd/Mitie

Scheduled Bodies:

Harefield Academy
Hillingdon Homes
London Housing Consortium
Stockley Academy
Uxbridge College

As at 31 March 2010 there were 6,235 employees contributing to the fund, with 4,991 in receipt of benefit and 4,772 entitled to deferred benefits.

The pension fund investments are managed by seven fund managers: UBS Global Asset Management, Goldman Sachs Asset Management, SSgA, Capital International, Alliance Bernstein, Adam Street Partners and LGT Capital Partners. The performance of the fund managers is monitored by the Pensions Committee that consisted of the following members in 2009/10:

Cllr G Cooper
Cllr P Corthorne (Chairman)
Cllr M Cox
Cllr P Harmsworth
Cllr M Markham
Mr J Holroyd (Pensioner/Deferred Scheme Representative) (Non Voting)
Mr N Manthorpe (Active Scheme Representative) (Non Voting)
Mr J Thomas (UNISON) (Non Voting)

3. CONTRIBUTIONS

	31 March 2010 £000's	31 March 2009 £000's
Employers		
Normal	16,944	15,240
Deficit Funding	4,504	4,051
Employees		
Normal	8,173	7,783
Additional Contributions	137	128
	29,758	**27,202**

Deficit Funding:- At the last actuarial valuation (31 March 2007) the fund was 92% funded, with the remaining 8% deficit to be recovered over a period of 25 years with a common contribution rate of 17.8%.

4. TRANSFERS IN

	31 March 2010 £000's	31 March 2009 £000's
Group transfers in from other schemes	0	0
Group transfers in from other schemes	0	35
Individual transfers in from other schemes	4,057	3,948
	4,057	**3,983**

5. BENEFITS

	31 March 2010 £000's	31 March 2009 £000's
Pensions	22,025	20,623
Commutations and lump sum retirement benefits	4,602	4,645
Lump sum death benefits	503	421
	27,130	**25,689**

Notes To Pension Fund Accounts

6. LEAVERS

	31 March 2010 £000's	31 March 2009 £000's
Refunds of Contributions	7	4
State Scheme Premiums	2	1
Individual transfers out to other schemes	4,557	2,919
	4,566	2,924

7. ADMINISTRATIVE EXPENSES

	31 March 2010 £000's	31 March 2009 £000's
Administration and processing	573	650
Audit Fee	40	38
Actuarial fees	86	55
	699	743

8. INVESTMENT INCOME

	31 March 2010 £000's	31 March 2009 £000's
Interest from fixed interest securities	712	2,069
Dividends from equities	7,188	12,458
Income from index-linked securities	300	297
Income from pooled investment vehicles	1,515	2,254
Interest on cash deposits	42	487
Other (for example from stock lending or underwriting)	1,309	(2,326)
	11,066	15,239

9. INVESTMENT ASSETS

	Value at 1 April 2009 £000's	Purchases at cost and derivative payments £000's	Sales proceeds and derivative receipts £000's	Change in market value £000's	Value at 31 March 2010 £000's
Fixed interest securities	35,874	10,954	(50,503)	3,675	0
Equities	202,383	119,998	(193,455)	81,613	210,539
Index-linked securities	16,029	5,364	(3,503)	548	18,438
Pooled investment vehicles	144,774	164,182	(42,950)	50,799	316,805
	399,060	300,498	(290,411)	136,635	545,782
Other Investment balances	3,072				1,410
Fund Managers' Cash	17,692				16,628
Total Net Assets	419,824				563,820

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments.

Transaction costs are included in the cost of purchases and sale proceeds. These include costs charged directly to the scheme such as fees, commissions, stamp duty and other fees. Transaction costs incurred during the year amounted to £644k (£648k in 2008/09). In addition to these costs, indirect costs are incurred through the bid-offer spread on investments within pooled investment vehicles.

9. INVESTMENT ASSETS (CONTINUED)

	31 March 2010 £000's	31 March 2009 £000's
Fixed Interest Securities		
UK Public Sector quoted	0	12,879
UK Corporate quoted	0	9,055
Overseas Public Sector quoted	0	2,176
Overseas Corporate quoted	0	11,764
	0	**35,874**
Equities		
UK quoted	154,142	103,495
Overseas quoted	56,397	98,888
	210,539	**202,383**
Index Linked Securities		
UK public sector quoted	18,438	15,645
UK corporate quoted	0	384
	18,438	**16,029**
Pooled Investment Vehicles		
UK Managed funds - other	194,355	15,000
UK Unit Trusts - other	0	61,317
UK Unit Trusts - property	41,612	30,181
Overseas Managed Funds - other	0	263
Overseas Unit Trusts - other	52,863	12,721
Private Equity	27,975	25,292
	316,805	**144,774**
Other Investment balances		
Forward FX Unrealised Loss	(336)	1
Amount due from Brokers	512	873
Outstanding dividend entitlements and recoverable withholding tax	1,234	2,198
	1,410	**3,072**
Cash deposits		
Sterling	16,628	17,692
	16,628	**17,692**

AVC Investments

Additional voluntary contributions paid by scheme members are not included in the accounts as these are managed independently of the fund by Prudential plc.

10. INVESTMENT LIABILITIES

	31 March 2010 £000's	31 March 2009 £000's
Amount Outstanding to Brokers	1,599	2,575
Dutch Tax Reclaim Fee	12	0
	1,611	**2,575**

11. INVESTMENT MANAGEMENT EXPENSES

	31 March 2010 £000's	31 March 2009 £000's
Administration, management and custody	1,984	2,064
Performance measurement services	4	4
Other advisory fee	102	77
	2,090	**2,145**

12. CURRENT ASSETS

	31 March 2010 £000's	31 March 2009 £000's
Employers' contributions due	187	152
Employees' contributions due	74	65
Debtor: London Borough of Hillingdon	61	0
Cash balances	2,218	1,888
	2,540	**2,105**

13. CURRENT LIABILITIES

	31 March 2010 £000's	31 March 2009 £000's
Accrued Expenses	419	663
Creditor: London Borough of Hillingdon	40	1,261
	459	**1,924**

14. ACTUARIAL POSITION

The Fund's actuary, Hymans Robertson, carried out the latest triennial actuarial valuation of the fund as at 31 March 2007. On the basis of the assumptions adopted, the valuation showed that the value of the fund represented 92% of the fund's accrued liabilities at the valuation date. The market value of the fund's assets at the valuation date, 31 March 2007, was £577m. The value of the deficit at that date was £50m.

The revised employers' contribution rates were effective from 1 April 2008 and were set to recover the deficiency over a period of 25 years. The total common contribution rate is 17.8% for the period of 1st April 2008 to 31 March 2011.

The contribution rates were calculated using the projected unit method and the main actuarial assumptions used were:

Investment Return	6.10%
Earnings Growth	4.70%
Price Inflation	3.20%

15. RELATED PARTY TRANSACTIONS

It is required under Financial Reporting Standard 8 "Related Party Disclosures" that material transactions with related parties which are not disclosed elsewhere should be included in a note to the financial statements.

The London Borough of Hillingdon is a related party to the pension fund. The revenue contributions the Council has made into the pension fund are set out in note (3) to the Pension Fund accounts. The Council provides administration services for the

No senior officers had any interest with any related parties in relation to the pension fund. From the Pension Committee, Cllr George Cooper declared an interest as a trustee of the Hillingdon & Ealing Citizens Advice.

16. SECURITIES LENDING ARRANGEMENTS

On the 12th December 2006 the London Borough of Hillingdon Pension Fund Committee agreed to engage Northern Trust Global Investments Limited to carry out Securities Lending. As at 31 March 2010, securities worth £26,425k were on loan by Northern Trust from our portfolio and collateral worth £27,879k was held within the pool including Hillingdon. In the same period, a net income of £163k was received.

17. STATEMENT OF INVESTMENT PRINCIPLES (SIP)

The SIP is reviewed annually and a current version is available on the Pensions Fund pages of the Council's web site: www.hillingdon.gov.uk

Statement of Responsibilities for the Statement of Accounts

1. Council's Responsibilities

The Council is required:

- To make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs (usually that officer is the Director of Finance);

- To manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets;

- To approve the statement of accounts.

2. The Director of Finance's Responsibilities

The Director of Finance is responsible for the preparation of the Fund's statement of accounts in accordance with proper practices set out in the CIPFA Code of Practice on Local Authority Accounting.

In preparing this statement of accounts, the Director of Finance has:

- Selected suitable accounting policies and then applied them consistently;

- Made judgements and estimates that were reasonable and prudent;

- Complied with the Code of Practice on Local Authority Accounting;

- Kept proper accounting records which were up to date;

- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

I certify that these accounts present fairly the financial position of the London Borough of Hillingdon Fund of the Local Government Pension Scheme as at 31 March 2010 and its income and expenditure for the year then ended.

Christopher Neale

DIRECTOR OF FINANCE & RESOURCES

xx September 2010

Pension Committee Certificate for the Approval of the Annual Report (excluding financial statements)

I confirm that this report was considered by the Pensions' Committee at its meeting in June 2010, and approved by the Chairman on 23 June 2010.

Signed on behalf of the London Borough of Hillingdon

Councillor Philip Corthorne

CHAIRMAN (PENSIONS COMMITTEE)

23 June 2010

Audit Committee Certificate for the Approval of the Accounts

I confirm that these accounts were considered and approved by the Audit Committee at the meeting held on 28 June 2010.

Signed on behalf of the London Borough of Hillingdon

John Morley

CHAIRMAN (AUDIT COMMITTEE)

28 June 2010

PART G – FUNDING STRATEGY STATEMENT

Since 2004, administering authorities have been required to prepare, publish and maintain a Funding Strategy Statement (FSS). The current FSS was approved by Pensions Committee in June 2009. The statement is reproduced here and is also available at http://www.hillingdon.gov.uk/media/pdf/t/t/2008_FSS.pdf

1. Introduction

This is the Funding Strategy Statement (FSS) of The London Borough of Hillingdon Pension Fund ("the Fund"), which is administered by London Borough of Hillingdon, ("the Administering Authority").

It has been reviewed by the Administering Authority in collaboration with the Fund's actuary, Hymans Robertson LLP, and after consultation with the Fund's employers and investment adviser. This revised version replaces the previous FSS and is effective from 31 March 2008.

1.1 Regulatory Framework

Scheme members' accrued benefits are guaranteed by statute. Members' contributions are fixed in the Regulations at a level which covers only part of the cost of accruing benefits. Employers pay the balance of the cost of delivering the benefits to members. The FSS focuses on the pace at which these liabilities are funded and, insofar as is practical, the measures to ensure that employers or pools of employers pay for their own liabilities.

The FSS forms part of a framework which includes:

- the Local Government Pension Scheme Regulations 1997 (regulations 76A and 77 are particularly relevant);
- the Rates and Adjustments Certificate, which can be found appended to the Fund actuary's triennial valuation report;
- actuarial factors for valuing early retirement costs and the cost of buying extra service; and
- the Statement of Investment Principles.

Operating within this framework the Fund's actuary carries out triennial valuations to set employers' contributions and provides recommendations to the Administering Authority when other funding decisions are required, for example, such as when employers join or leave the Fund. The FSS applies to all employers participating in the Fund.

1.2 Reviews of FSS

The FSS is reviewed in detail at least every three years ahead of triennial valuations being carried out, with the next full review due to be completed by 31 March 2011 based on data at 31 March 2010. More frequently, Annex A is updated to reflect any changes to employers.

The FSS is a summary of the Fund's approach to funding liabilities. It is not an exhaustive statement of policy on all issues. If you have any queries please contact Nancy le Roux, Senior Finance Manager – Corporate Finance, in the first instance at nleroux@hillingdon.gov.uk or on 01895 250353.

2. Purpose

2.1 Purpose of FSS

The Office of the Deputy Prime Minister (ODPM) (now the Department for Communities and Local Government (CLG)) has stated that the purpose of the FSS is:

- *"to establish a **clear and transparent fund-specific strategy** which will identify how employers' pension liabilities are best met going forward;*
- *to support the regulatory framework to maintain **as nearly constant employer contribution rates as possible**; and*
- *to take a **prudent longer-term view** of funding those liabilities."*

These objectives are desirable individually, but may be mutually conflicting.

This statement sets out how the Administering Authority has balanced the conflicting aims of affordability of contributions, transparency of processes, stability of employers' contributions, and prudence in the funding basis.

2.2 Purpose of the Fund

The Fund is a vehicle by which scheme benefits are delivered. The Fund:

- receives contributions, transfer payments and investment income;
- pays scheme benefits, transfer values and administration costs.

One of the objectives of a funded scheme is to reduce the variability of pension costs over time for employers compared with an unfunded (pay-as-you-go) alternative.

The roles and responsibilities of the key parties involved in the management of the pension scheme are summarised in Annex B.

2.3 Aims of the Funding Policy

The objectives of the Fund's funding policy include the following:

- to ensure the long-term solvency of the Fund;
- to ensure that sufficient funds are available to meet all benefits as they fall due for payment;
- not to restrain unnecessarily the investment strategy of the Fund so that the Administering Authority can seek to maximise investment returns (and hence minimise the cost of the benefits) for an appropriate level of risk;
- to minimise the degree of short-term change in the level of each employer's contributions where the Administering Authority considers it reasonable to do so; and

- to use reasonable measures to reduce the risk to other employers and ultimately to the Council Tax payer from an employer defaulting on its pension obligations.

3. Solvency Issues and Target Funding Levels

3.1 Derivation of Employer Contributions

Employer contributions are normally made up of two elements:

a) the estimated cost of future benefits being accrued, referred to as the "*future service rate*"; plus

b) an adjustment for the funding position (or "solvency") of accrued benefits relative to the Fund's solvency target, "*past service adjustment*". If there is a surplus there may be a contribution reduction. If a deficit a contribution addition, with the surplus or deficit spread over an appropriate period.

The Fund's actuary is required by the regulations to report the *Common Contribution Rate*[1], for all employers collectively at each triennial valuation. It combines items (a) and (b) being expressed as a percentage of pay. For the purpose of calculating the Common Contribution Rate, the surplus or deficit under (b) is currently spread over a period of 25 years.

The Fund's actuary is also required to adjust the Common Contribution Rate for circumstances which are deemed "peculiar" to an individual employer[2]. It is the adjusted contribution rate which employers are actually required to pay. The sorts of peculiar factors which are considered are discussed in Section 3.5.

In effect, the *Common Contribution Rate* is a notional quantity. Separate future service rates are calculated for each employer (or pool) together with individual past service adjustments according to employer (or pool) - specific spreading and phasing periods.

For some employers it may be agreed to pool contributions, see Section 3.7.3.

Annex A contains a breakdown of each employer's contributions following the 2007 valuation for the financial year 2008/09.

Any costs of early retirements other than on the grounds of ill health must be paid as lump sum payments at the time of the employer's decision in addition to the contributions described above (or by instalments shortly after the decision). In the case of London Borough of Hillingdon, they have agreed with the Fund actuary to pay an additional 1% employer's contribution per annum over this valuation period.

Employers' contributions are expressed as minima, with employers able to pay regular contributions at a higher rate. Employers should discuss with the Administering Authority before making one-off capital payments.

3.2 Solvency and Target Funding Levels

[1] See Regulation 77(4)
[2] See Regulation 77(6)

The Fund's actuary is required to report on the "solvency" of the whole fund at least every three years.

'Solvency" for ongoing employers is defined to be the ratio of the market value of assets to the value placed on accrued benefits on the Fund actuary's *ongoing funding basis*. This quantity is known as a funding level.

The ongoing funding basis is that used for each triennial valuation and the Fund actuary agrees the financial and demographic assumptions to be used for each such valuation with the Administering Authority.

The Fund operates the same target funding level for all ongoing employers of 100% of its accrued liabilities valued on the ongoing basis. Please refer to paragraph 3.8 for the treatment of departing employers.

3.3 Ongoing Funding Basis

The demographic assumptions are intended to be best estimates of future experience in the Fund based on past experience of LGPS funds advised by the Fund Actuary. It is acknowledged that future life expectancy and in particular, the allowance for future improvements in mortality, is uncertain. Allowance has been made for improvements in line with the PMA/PFA92 series projections up to calendar year 2017 for pensioners and 2033 for non-pensioners, with age ratings applied to fit past LGPS experience. Employers are aware that their contributions are likely to increase in future if longevity exceeds the funding assumptions.

The approach taken is considered reasonable in light of the long-term nature of the Fund and the assumed statutory guarantee underpinning members' benefits. The demographic assumptions vary by type of member and so reflect the different profiles of employers.

The key financial assumption is the anticipated return on the Fund's investments. The investment return assumption makes allowance for anticipated returns from the Fund's assets in excess of gilts. There is, however, no guarantee that the assets will out-perform gilts or even match the return on gilts. The risk is greater when measured over short periods such as the three years between formal actuarial valuations, when the actual returns and assumed returns can deviate sharply.

In light of the statutory requirement for the Actuary to consider the stability of employer contributions it is therefore normally appropriate to restrict the degree of change to employers' contributions at triennial valuation dates.

Given the very long-term nature of the liabilities, a long-term view of prospective returns from equities is taken. For the 2007 valuation, it is assumed that the Fund's equity investments will deliver an average additional return of 1.6% a year in excess of the return available from investing in index-linked government bonds at the time of the valuation.

The same financial assumptions are adopted for all ongoing employers. All employers have the same asset allocation.

3.4 Future Service Contribution Rates

The future service element of the employer contribution rate is calculated on the ongoing valuation basis, with the aim of ensuring that there are sufficient assets built up to meet future benefit payments in respect of future service. The approach used to calculate the employer's future service contribution rate depends on whether or not new entrants are being admitted. Employers should note that it is only Admission Bodies that may have the power not to admit automatically all eligible new staff to the Fund, depending on the terms of their Admission Agreements and employment contracts.

3.4.1 Employers that admit new entrants

The employer's future service rate will be based upon the cost (in excess of members' contributions) of the benefits which employee members earn from their service each year. Technically these rates will be derived using the *Projected Unit Method* of valuation with a one-year control period.

If future experience is in line with assumptions, and the employer's membership profile remains stable, this rate should be broadly stable over time. If the membership of employees matures (e.g. because of lower recruitment) the rate would rise.

3.4.2 Employers that do not admit new entrants

Certain Admission Bodies have closed the scheme to new entrants. This is expected to lead to the average age of employee members increasing over time and hence, all other things being equal, the future service rate is expected to increase as the membership ages.

To give more long-term stability to such employers' contributions, the *Attained Age* funding method is adopted. This will limit the degree of future contribution rises by paying higher rates at the outset.

Both funding methods are described in the Actuary's report on the valuation.

Both future service rates will include an allowance for expenses of administration to the extent that they are borne by the Fund and include an allowance for benefits payable on death in service and ill health retirement.

3.5 Adjustments for Individual Employers

Adjustments to individual employer contribution rates are applied both through the calculation of employer-specific future service contribution rates and the calculation of the employer's funding position.

The combined effect of these adjustments for individual employers applied by the Fund actuary relate to

- past contributions relative to the cost of accruals of benefits;
- different liability profiles of employers (e.g. mix of members by age, gender, part-time/full-time, manual/non manual);

- the effect of any differences in the valuation basis on the value placed on the employer's liabilities;
- any different deficit/surplus spreading periods or phasing of contribution changes;
- the difference between actual and assumed rises in pensionable pay;
- the difference between actual and assumed increases to pensions in payment and deferred pensions;
- the difference between actual and assumed retirements on grounds of ill-health from active status;
- the difference between actual and assumed amounts of pension ceasing on death,

over the period between the 2004 and 2007 valuations and each subsequent triennial valuation period.

Actual investment returns achieved on the Fund between each valuation are applied proportionately across all employers. Transfers of liabilities between employers within the Fund occur automatically within this process, with a sum broadly equivalent to the reserve required on the ongoing basis being exchanged between the two employers, unless the circumstances dictate otherwise.

The Fund actuary does not allow for certain relatively minor events occurring in the period since the last formal valuation [where Hymans Robertson calculates asset shares – see section 3.6 below], including, but not limited to

- the actual timing of employer contributions within any financial year;
- the effect of more or fewer withdrawals than assumed;
- the effect of the premature payment of any deferred pensions on grounds of incapacity.

These effects are swept up within a miscellaneous item in the analysis of surplus, which is split between employers in proportion to their liabilities.

3.6 Asset Share Calculations for Individual Employers

The Administering Authority does not account for each employer's assets separately. The Fund's actuary is required to apportion the assets of the whole fund between the employers (or pools of employers) at each triennial valuation using the income and expenditure figures provided for certain cash flows for each employer (or pools of employers). This process adjusts for transfers of liabilities between employers participating in the Fund, but does make a number of simplifying assumptions. The split is calculated using an actuarial technique known as "analysis of surplus". The methodology adopted means that there will inevitably be some difference between the asset shares calculated for individual employers and those that would have resulted had they participated in their own ring-fenced section of the Fund. The asset apportionment is capable of verification but not to audit standard.

The Administering Authority recognises the limitations in the process, but having regard to the extra administration cost of building in new protections, it considers that the Fund actuary's approach addresses the risks of employer cross-subsidisation to an acceptable degree.

3.7 Stability of Employer Contributions

3.7.1 Deficit Recovery Periods

The Administering Authority instructs the actuary to adopt specific deficit recovery periods for all employers when calculating their contributions.

The Administering Authority normally targets the recovery of any deficit over a period not exceeding 25 years. However, these are normally subject to the maximum lengths set out in the table below.

Type of Employer	***Maximum* Length of Deficit Recovery Period**
Statutory bodies with tax raising powers	a period of 25 years
Community Admission Bodies with funding guarantees	a period to be agreed with each employer not exceeding 25 years
Best Value Admission Bodies	the period from the start of the revised contributions to the end of the employer's contract
All other types of employer	a period equivalent to the expected future working lifetime of the remaining scheme members

This *maximum* period is used in calculating each employer's *minimum* contributions. Employers may opt to pay higher regular contributions than these minimum rates.

The deficit recovery period starts at the commencement of the revised contribution rate (1 April 2008 for 2007 valuation). The Administering Authority would normally expect the same period to be used at successive triennial valuations, but would reserve the right to propose alternative spreading periods, for example to improve the stability of contributions.

3.7.2 Surplus Spreading Periods

Any employers deemed to be in surplus may be permitted to reduce their contributions below the cost of accruing benefits, by spreading the surplus element over the maximum periods shown above for deficits in calculating their **minimum** contributions.

However, to help meet the stability requirement, employers may prefer not to take such reductions.

3.7.3 Phasing in of Contribution Rises

Best Value Admission Bodies are not eligible for phasing in of contribution rises. Most employers have not been allowed to phase in increases to their contribution rates payable from 2008. This stance may be revised in future.

3.7.4 Phasing in of Contribution Reductions

Any contribution reductions will be phased in over six years for all employers except Best Value Admission Bodies who can take the reduction with immediate effect.

3.7.5 The Effect of Opting for Longer Spreading or Phasing-In

Employers who are permitted and elect to use a longer deficit spreading period or to phase-in contribution changes will be assumed to incur a greater loss of investment returns on the deficit by opting to defer repayment. Thus, deferring paying contributions will lead to higher contributions in the long-term.

However any adjustment is expressed for different employers the overriding principle is that the discounted value of the contribution adjustment adopted for each employer will be equivalent to the employer's deficit.

3.7.6 Pooled Contributions

3.7.6.1 Smaller Employers

The Administering Authority may allow various smaller employers [of similar types] to pool their contributions as a way of sharing experience and smoothing out the effects of costly but rare events such as ill-health retirements or deaths in service. At present, however, there is no such pool.

Community Admission Bodies that are deemed by the Administering Authority to have closed to new entrants would not be permitted to participate in a pool. Best Value Admission Bodies are also ineligible for pooling.

3.7.6.2 Other Contribution Pools

Schools are also pooled with their funding Council.

Some Admission Bodies with guarantors are pooled with their Council.

3.8 Admission Bodies ceasing

Admission Agreements for Best Value contractors are assumed to expire at the end of the contract.

Admission Agreements for other employers are generally assumed to be open-ended and to continue until the last pensioner dies. Contributions, expressed as capital payments, can continue to be levied after all the employees have retired. These Admission Agreements can however be terminated at any point.

If an Admission Body's admission agreement is terminated, the Administering Authority instructs the Fund actuary to carry out a special valuation under Regulation 78 to determine whether there is any deficit.

The assumptions adopted to value the departing employer's liabilities for this valuation will depend upon the circumstances. For example:

(a) For Best Value Admission Bodies, the assumptions would usually be those used for an ongoing valuation to be consistent with those used to calculate the initial transfer of assets to accompany the active member liabilities transferred.

(b) For non Best Value Admission Bodies that voluntarily elect to terminate their participation, the Administering Authority must look to protect the interests of other ongoing employers and will require the Actuary to adopt valuation assumptions which, to the extent reasonably practicable, protect the other employers from the likelihood of any material loss emerging in future. This could give rise to significant payments being required.

(c) For Admission Bodies with guarantors it is possible that any deficit could be transferred to the guarantor, in which case it may be possible to transfer the former Admission Bodies members and assets to the guarantor, without needing to crystallise any deficit.

Under (a) and (b), any shortfall would be levied on the departing Admission Body as a capital payment.

3.9 Early Retirement Costs

3.9.1 Non Ill Health retirements

The actuary's funding basis makes no allowance for premature retirement except on grounds of ill health. All employers, irrespective of whether or not they are pooled, are required to pay additional contributions whenever an employee retires "early" (see below) with no reduction to their benefit or receives an enhanced pension on retirement. London Borough of Hillingdon has elected to pay an additional 1% per annum employer's contribution to fund these early retirements with effect from 1 April 2008. Both the number of early retirements and the costs will be monitored on an ongoing basis.

It is assumed that members' benefits on age retirement are payable from the earliest age that the employee could retire without incurring a reduction to their benefit and without requiring their employer's consent to retire. Members receiving their pension unreduced before this age other than on ill health grounds are deemed to have retired "early".

The additional costs of premature retirement are calculated by reference to these ages.

4. Links to Investment Strategy

Funding and investment strategy are inextricably linked. Investment strategy is set by the Administering Authority, after consultation with the employers and after taking investment advice.

4.1 Investment Strategy

The investment strategy currently being pursued is described in the Fund's Statement of Investment Principles.

The investment strategy is set for the long-term, but is reviewed from time to time, normally every three years, to ensure that it remains appropriate to the Fund's liability profile. The Administering Authority has adopted a benchmark, which sets the proportion of assets to be invested in key asset classes such as equities, bonds, and property. As at 31 March 2007, the proportion held in equities and property was 85% of the total Fund's assets.

The investment strategy of lowest risk – but not necessarily the most cost-effective in the long-term – would be one which provides cashflows which replicate the expected benefit cashflows (i.e. the liabilities). Equity investment would not be consistent with this.

This lowest risk strategy is not necessarily likely to be the most effective strategy in the long-term.

The Fund's benchmark includes a significant holding in equities in the pursuit of long-term higher returns than from a liability matching strategy. The Administering Authority's strategy recognises the relatively immature liabilities of the Fund, the security of members' benefits and the secure nature of most employers' covenants.

The same investment strategy is currently followed for all employers. The Administering Authority does not currently have the facility to operate different investment strategies for different employers.

4.2 Consistency with Funding Basis

The funding basis adopts an asset out performance assumption of 1.6% per annum over and above the redemption yield on index-linked gilts. Both the Fund's Actuary and its investment adviser consider that the funding basis does conform to the requirement to take a "prudent longer-term" approach to funding.

The Administering Authority is aware that in the short term – such as the three yearly assessments at formal valuations – the proportion of the Fund invested in equities brings the possibility of considerable volatility and there is a material chance that in the short-term and even medium term, asset returns will fall short of this out performance target. The stability measures described in Section 3 will damp down, but not remove, the effect on employers' contributions.

The Fund does not hold a contingency reserve to protect it against the volatility of equity investments.

4.3 Balance between risk and reward

Prior to implementing its current investment strategy, the Administering Authority considered the balance between risk and reward by altering the level of investment in potentially higher yielding, but more volatile, asset classes like equities. This process was informed by the use of Asset-Liability techniques to model the range of potential future solvency levels and contribution rates.

Enabling other investment strategies will require investment in new systems and higher ongoing costs which would have to be borne by the employers. The potential benefits of multiple investment strategies need to be assessed against the costs.

4.4 Intervaluation Monitoring of Funding Position

The Administering Authority monitors investment performance relative to the growth in the liabilities by means of measuring investment returns relative to the returns on a low risk portfolio of index-linked bonds. It reports to employers, through the performance reports distributed at Pensions Committee, the papers and minutes of which are in the public domain.

5. Key Risks & Controls

5.1 Types of Risk

The Administering Authority has an active risk management programme in place. The measures that the Administering Authority has in place to control key risks are summarised below under the following headings:

- financial;
- demographic;
- regulatory; and
- governance.

5.2 Financial Risks

Risk	Summary of Control Mechanisms
Fund assets fail to deliver returns in line with the anticipated returns underpinning valuation of liabilities over the long-term	*Only anticipate long-term return on a relatively prudent basis to reduce risk of under-performing.* *Analyse progress at three yearly valuations for all employers.*
Inappropriate long-term investment strategy	*Set Fund-specific benchmark, informed by Asset-Liability modelling of liabilities.* *Consider measuring performance and setting managers' targets relative to bond-based target, absolute returns or a Liability Benchmark Portfolio and not relative to indices.*
Fall in risk-free returns on Government bonds, leading to rise in value placed on liabilities	*Inter-valuation monitoring, as above.* *Some investment in bonds helps to mitigate this risk.*
Active investment manager under-performance relative to benchmark	*Short-term (quarterly) investment monitoring analyses market performance and active managers relative to their*

	index benchmark.
Pay and price inflation significantly more than anticipated	*The focus of the actuarial valuation process is on real returns on assets, net of price and pay increases.* *Inter-valuation monitoring, as above, gives early warning.* *Some investment in index-linked bonds also helps to mitigate this risk.* *Employers pay for their own salary awards and are reminded of the geared effect on pension liabilities of any bias in pensionable pay rises towards longer-serving employees.*
Effect of possible increase in employer's contribution rate on service delivery and admission/scheduled bodies	*Seek feedback from employers on scope to absorb short-term contribution rises.* *Mitigate impact through deficit spreading and phasing in of contribution rises.*

5.3 Demographic Risks

Risk	**Summary of Control Mechanisms**
Ill-health retirements significantly more than anticipated.	*Monitoring of each employer's ill-health experience on an ongoing basis. The employer may be charged additional contributions if this exceeds the ill-health assumption built in.*
Pensioners living longer.	*Set mortality assumptions with some allowance for future increases in life expectancy.* *Sensitivity analysis in triennial valuation calculations helps employers understand the potential impact of life expectancy.* *Fund actuary monitors combined experience of around 50 LGPS funds to look for early warnings of lower pension amounts ceasing than assumed in funding.* *Administering Authority encourage any employers concerned at costs to promote later retirement culture. Each*

	1-year rise in the average age at retirement would save roughly 5% of pension costs.
Deteriorating patterns of early retirements	*Employers are charged the extra capital cost of non ill health retirements following each individual decision.* *Employer ill health retirement experience is monitored.*

5.4 Regulatory

<table>
<tr><th>Risk</th><th>Summary of Control Mechanisms</th></tr>
<tr><td>Changes to regulations, e.g. more favourable benefits package, potential new entrants to scheme, e.g. part-time employees</td><td rowspan="2">The Administering Authority is alert to the potential creation of additional liabilities and administrative difficulties for employers and itself.
It considers all consultation papers issued by the ODPM and comments where appropriate.
The Administering Authority will consult employers where it considers that it is appropriate.
Copies of all submissions are available for employers to see by contacting Nancy Leroux.</td></tr>
<tr><td>Changes to national pension requirements and/or HM Revenue & Customs rules e.g. effect of abolition of earnings cap for post 1989 entrants from April 2006</td></tr>
</table>

5.5 Governance

<table>
<tr><th>Risk</th><th>Summary of Control Mechanisms</th></tr>
<tr><td>Administering Authority unaware of structural changes in an employer’s membership (e.g. large fall in employee members, large number of retirements).</td><td rowspan="2">The Administering Authority monitors membership movements on a quarterly basis, via a report from the administrator at quarterly meetings.
The Actuary may be instructed to consider revising the rates and Adjustments certificate to increase an employer’s contributions (under Regulation 78) between triennial valuations</td></tr>
<tr><td>Administering Authority not advised of an employer closing to new entrants.</td></tr>
<tr><td>Administering Authority failing to commission the Fund Actuary to</td><td>In addition to the Administering Authority monitoring membership movements on a</td></tr>
</table>

carry out a termination valuation for a departing Admission Body and losing the opportunity to call in a debt.	*quarterly basis, it requires employers with Best Value contractors to inform it of forthcoming changes.* *It also operates a diary system to alert it to the forthcoming termination of Best Value Admission Agreements.*

An employer ceasing to exist with insufficient funding or adequacy of a bond.	The Administering Authority believes that it would normally be too late to address the position if it was left to the time of departure. The risk is mitigated by: • *Seeking a funding guarantee from another scheme employer, or external body, wherever possible.* • *Alerting the prospective employer to its obligations and encouraging it to take independent actuarial advice.* • *Vetting prospective employers before admission.* • *Where permitted under the regulations requiring a bond to protect the scheme from the extra cost of early retirements on redundancy if the employer failed.*

Annex A – Employers' Contributions, Spreading and Phasing Periods

Following the 2007 valuation, the minimum employer contributions shown in the Rates and Adjustment certificate attached to the 2007 valuation report are as follows:

Employer	2008/09	2009/10	2010/11
London Borough of Hillingdon	16.6%	17.35%	18.1%
Hillingdon Homes	15.9%	15.9%	15.9%
Uxbridge College	12.9%	12.9%	12.9%
Central Parking Systems	14.7%	14.7%	14.7%
Hillingdon & Ealing Citizens Advice	14.5%	14.5%	14.5%
Heathrow Travel Care	15.6%	16.35%	17.1%
Stockley Academy	17.8%	17.8%	17.8%
Harefield Academy	12.5%	12.5%	12.5%
London Housing Consortium	15.6%	16.35%	17.1%
Look Ahead Housing & Care	18.6%	18.6%	18.6%

For all employers that are in deficit, the deficit recovery period is 25 years and the increase in their contribution rate is being phased in over 3 years. For all other employers the future service rate is being paid. The London Borough of Hillingdon rate includes the additional 1% to cover the costs of early retirements.

Annex B – Responsibilities of Key Parties

The Administering Authority should

- collect employer and employee contributions;
- invest surplus monies in accordance with the regulations;
- ensure that cash is available to meet liabilities as and when they fall due;
- manage the valuation process in consultation with the fund's actuary;
- prepare and maintain an FSS and a SIP, both after proper consultation with interested parties; and
- monitor all aspects of the fund's performance and funding and amend FSS/SIP.

The Individual Employer should

- deduct contributions from employees' pay correctly;
- pay all contributions, including their own as determined by the actuary, promptly by the due date;
- exercise discretions within the regulatory framework;
- make additional contributions in accordance with agreed arrangements in respect of, for example, augmentation of scheme benefits, early retirement strain, excess ill-health early retirements if appropriate; and
- notify the administering authorities promptly of all changes to membership or, as may be proposed, which affect future funding.

The Fund actuary should

- prepare valuations including the setting of employers' contribution rates after agreeing assumptions with the Administering Authority and having regard to the FSS; and
- prepare advice and calculations in connection with bulk transfers and individual benefit-related matters.

PART H – STATEMENT OF INVESTMENT PRINCIPLES

An updated Statement of Investment Principles (SoIP) was agreed by Committee in March 2010. The amendments reflect all manager and mandate changes implemented during the 2009/10 year.

The latest SoIP is set out overleaf and cam also be accessed at www.hillingdon.gov.uk/media

Statement of Investment Principles
(Revised March 2010)

INTRODUCTION

- The London Borough of Hillingdon (the Council) is the administering authority of the London Borough of Hillingdon Pension Fund (the Fund). The Fund operates under the national Local Government Pension Scheme (LGPS), which was established by statute to provide death and retirement benefits for all eligible employees. This Statement of Investment Principles applies to the Fund.

- In preparing the Statement of Investment Principles, the Council has consulted its professional advisers and representatives of the members of the Fund and has received written advice from the Fund Actuary and the Investment Practice of Hymans Robertson LLP.

- The Local Government Pension Scheme (Management and Investment of Funds) Regulation 1998 sets out the powers and duties of the administrating authority (the authority) to invest Fund monies. The authority is required to invest any monies which are not required immediately to pay pensions and any other benefits and, in so doing, to take account of the need for a suitably diversified portfolio of investments and the advice of persons properly qualified on investment matters.

- The CIPFA Pension Panel's guidance "Principles for Investment Decision Making in the Local Government Pension Scheme in the United Kingdom" which was issued in 2002 brought together ten principles with practical comment on their application to funds in England, Wales, Scotland and Northern Ireland. In 2008, following extensive consultation, the ten original principles which were issued by the government for application to pension funds, corporate and public sector were updated and consolidated into six new principles.

- The Investment Governance Group, with members drawn from the Pensions Regulator, the Department for Communities and Local Government, the CIPFA Pension Panel and LGPS interests, examined these six principles and with the agreement of the Pensions Regulator made changes to the wording to reflect the particular circumstances of the LPPS. The revised principles and guidance reflecting the changes in wording was released at the end of 2009 and this Statement complies with the disclosure of the revised principles.

- This Statement of Investment Principles outlines the broad rules governing the investment policy of the Pension Fund. Attached at Appendix A are the new six headline principles of investment decision making, disclosure, and the extent to which the London Borough of Hillingdon complies with the principles.

- The Council has delegated its responsibilities in relation to investment policy to the Pensions Committee.

- Management of the investments is carried out by fund managers appointed by the Pensions Committee. Fund Managers work within the policies agreed by the Pensions Committee.

- The Council's investment powers are set out in Regulations made by the Department of Communities and Local Government, applicable to the Local Government Pension Scheme. This Statement is consistent with these powers.

- The investment managers may only delegate their duties to a third party in accordance with the terms of their client agreement and subject to providing appropriate safeguards to the Council.

INVESTMENT RESPONSIBILITIES

The structure of investment responsibilities and decision-making is listed below and is in accordance with best practice adopted by other local authorities.

The **Pensions' Committee** has responsibility for
- Appointing the investment manager(s) and any external consultants felt to be necessary,
- Appointing the custodian,
- Reviewing on a regular basis (quarterly) the investment managers' performance against established benchmarks, and satisfying themselves as to the managers' expertise and the quality of their internal systems and controls,
- Ensuring that investments are sufficiently diversified, are not over concentrated in any one type of investment, and that the Fund invests in suitable types of investments,
- Approving the Statement of Investment Principles, and
- Monitoring compliance with the Statement and reviewing its contents from time to time.

The **Director of Finance and Resources** has responsibility for
- Preparation of the Statement of Investment Principles to be approved by the Pensions Committee,
- Assessing the needs for proper advice and recommending to the Committee when such advice is necessary from an external adviser,
- Deciding on whether internal or external investment management should be used for day to day decisions on investment transactions,
- Ensuring compliance with the Statement of Investment Principles and bringing breaches thereof to the attention of the Pensions Committee, and
- Ensuring that the Statement of Investment Principles is regularly reviewed and updated in accordance with the Regulations.

The **Investment Consultants** are responsible for
- Assisting the Pensions Committee and the Director of Finance and Resources in their regular monitoring of the investment managers' performance,
- Assisting the Pensions Committee and the Director of Finance and Resources in the setting of investment strategy
- Assisting the Pensions Committee and the Director of Finance and Resources in the selection and appointment of investment managers and custodians, and
- Assisting the Pensions Committee and the Director of Finance and Resources in the preparation and review of this document

The **Actuary** is responsible for
- Assisting the Pensions Committee in the preparation and review of this document, and

- Providing advice as to the maturity of the Fund and its funding level in order to aid the Pensions Committee in balancing the short-term and long-term objectives of the Fund.

The **Investment Managers** are responsible for

- The investment of the Fund's assets in compliance with prevailing legislation, the constraints imposed by this document and the detailed Investment Management Agreement,
- Tactical asset allocation around the strategic benchmark,
- Security selection within asset classes,
- Preparation of quarterly reports including a review of investment performance,
- Attending meetings of the Pensions Committee as requested,
- Assisting the Pensions Committee and the Director of Finance and Resources in the preparation and review of this Statement, and
- Voting shares in accordance with the Council's policy except where the Council has made other arrangements.

The **Custodian** is responsible for

- Its own compliance with prevailing legislation,
- Providing the authority with quarterly valuations of the Fund's assets and details of all transactions during the quarter
- Collection of income, tax reclaims, exercising corporate administration and cash management.
- Providing a Securities Lending Service and complying with the limitation that no more than 25% of the Fund is to be on loan.

FUND LIABILITIES

Scheme Benefits

The LGPS is a defined benefit scheme, which provides benefits related to final salary for members. Each member's pension is specified in terms of a formula based on salary and service and is unaffected by the investment return achieved on the Fund's assets. Full details of the benefits are set out in the LGPS regulations.

Financing benefits

All active members are required to make pension contributions based on the percentage of their pensionable pay as defined in the LGPS regulations.

The London Borough of Hillingdon is responsible for meeting the balance of costs necessary to finance the benefits payable from the Fund by applying employer contribution rates, determined from time to time by the Fund's actuary.

Actuarial valuation

The Fund is valued by the actuary every three years in accordance with the LGPS regulations and monitored each year in consultation with employers and the actuary. Formal inter-valuation monitoring has also been commissioned.

INVESTMENTS

Approach

- The investment approach is to appoint expert fund managers with clear performance benchmarks and place maximum accountability for performance against those benchmarks with the investment manager.
- Overall, the strategic benchmark is intended to achieve a return such that the Fund can meet its obligations without excessive risk and excessive levels of employers' contributions.
- Performance is monitored quarterly and a formal review to confirm (or otherwise) the continued appointment of existing managers is undertaken annually.
- The investment strategy is reviewed annually, with a major review-taking place following the triennial actuarial valuation.

Investment managers and advisers

The investment managers currently employed by the Council to manage the assets of the Fund are UBS Global Asset Management (UK) Ltd, Alliance Bernstein, State Street Global Advisors and Goldman Sachs Asset Management. Each manager is responsible for the day-to-day management of a segregated portfolio of investments for the Fund. Additionally, two Fund of Fund Managers manage a Private Equity brief, namely LGT Partners and Adam Street Partners.

Custodian services for the Fund's assets are provided by Northern Trust.

The investment managers are authorised under the Financial Services and Markets Act 2000 to undertake investment business.

Hymans Robertson LLP act as the Fund's Actuary and Investment Consultant and give written advice on appropriate investment strategies. Valentine Furniss acts as an independent advisor to the pension fund and provides advice and challenge on appropriate investment strategies.

Client agreements have been made with each of the above investment managers and advisers. The Director of Finance and Resources has been delegated the authority to agree amendments to these agreements.

The Pension Committee regularly monitors the performance of the investment managers and its advisers, on behalf of the Council.

Types of investments to be held and the balance between these investments

Based on expert advice and taking into account the Fund's liabilities, the Pension Committee has determined a benchmark mix of assets considered suitable for the Fund. The asset mix currently includes equities and bonds (government, corporate, inflation linked and index-linked), property and cash. Investments are made in the UK, the major overseas markets and in emerging markets. The fund managers have discretion to vary the allocation of investments between markets on a tactical basis. Appendix D shows the benchmarks for the fund managers and the permitted ranges in which the assets can fluctuate, as at the date of this document.

A review study is carried out after each actuarial revaluation and used to consider the suitability of the existing investment strategy.

The suitability of investments

The managers may invest in equities and bonds, including collective vehicles, property and cash, consistent with their mandates, without consultation with the Council. Managers invest in accordance with Schedule 1 'Limits on Investments' of the LGPS (Management and Investment of Funds) Regulations 1998 as amended. The current Limits for the London Borough of Hillingdon Pension Fund are set out at Appendix B.

Other types of investment may be approved by the Committee after taking professional advice.

The expected return on investments

Investment managers are given target performance standards and their actual performance is measured against these. These targets (gross of fees) are:

UBS Asset Management	- 2.00% p.a. in excess of benchmark
Alliance Bernstein	- 2.00% p.a. in excess of benchmark
State Street Global Advisors	- Achieve Benchmark
Goldman Sachs	- 0.75% p.a. in excess of benchmark
UBS Property	- 1.00% p.a. in excess of benchmark

Overall, the targets are intended to achieve above average performance, relative to earnings and inflation, without excessive risk, so that the Fund can meet its obligations without excessive levels of employer's contribution.

Performance is monitored quarterly and a formal review to confirm (or otherwise) the continued appointment of existing managers is undertaken annually.

Fee Structures

Alliance Bernstein	- Tiered fee based on portfolio value.
Goldman Sachs	- Tiered fee based on portfolio value.
State Street Global Advisors	- Fixed flat fee based on portfolio value.
UBS Asset Management	- Tiered fee based portfolio value.
UBS Property	- Fixed fee based on portfolio value.

Hymans Robertson	- Price per piece
Valentine Furniss	- Fixed fee

In each case best value is the basis for selection of fee structures.

Risk and diversification of investments

It is the Council's policy to invest the assets of the Fund so as to spread the risk on investments.

The diversification of asset types is intended to ensure a reasonable balance between different categories of investments so as to reduce risk to an acceptable level.

Each manager is expected to maintain a diversified portfolio within each asset class and is permitted to use collective investment vehicles as a means of providing diversification in particular markets.

Where managers wish to use futures, specific arrangements are agreed to limit the Fund's exposure to risk.

The management of Fund assets is spread over more than one manager, with different performance targets, as a further measure to reduce overall risk.

The realisation of investments

The majority of stocks held by the Fund's Investment Managers are quoted on major stock markets and may be realised quickly if required. Property and private equity investments, which are relatively illiquid, currently make up a modest proportion of the Fund's assets. In general, the investment managers have discretion as to the timing of realisations. If it becomes necessary for investments to be sold to fund the payment of benefits, the Pension Committee and the manager(s) will discuss the timing of realisations.

Pension Fund Treasury Management Policy

The Local Government Pension Scheme (Management and Investment of Funds) 2009 requires the pension fund to hold its own separate bank account. The use of a separate pension fund bank account requires the introduction of a dedicated treasury management activity solely for the pension fund.

The prime objective of the pension fund treasury management activity is the security of the principal sums invested. As such it will take a prudent approach towards the organisations employed as bankers and deposit takers.

The pension fund will ensure it has adequate, though not excessive, cash resources to enable it at all times to have the level of funds available to it which are necessary for the achievement of its objectives.

The pension fund may borrow, by way of temporary loan or otherwise, any sums which it may require for the purpose of paying benefits due under the scheme, or to meet investment commitments as a result of the implementation of a decision by the fund to change the balance between different types of investment. The pension fund may only borrow money for these circumstances if, at the time of borrowing, the pension fund reasonably believes that the sum borrowed and interest charged in respect of such sum can be repaid out of its pension fund within 90 days of the date of the borrowing.

The pension fund will ensure that it has identified the circumstances which may expose it to the risk of loss through fraud, error, corruption or other eventualities in its treasury management dealings. Accordingly, it will employ suitable systems and procedures, and will maintain effective contingency management arrangements, to these ends.

In terms of treasury management the Pension Fund will operate separately from the Council and as such any transactions carried out by or on behalf of either party will be settled by cash transfer in a timely manner. The financial accounting is also separated, monitored and reconciled, to ensure any balances are identified and accounted for in the proper manner.

POLICY ON SOCIALLY RESPONSIBLE INVESTMENT

The Council supports the principle of socially responsible investment, within the requirements of the law and the need to give the highest priority to financial return. The investment managers are expected to have regard to the impact of corporate decisions on the value of company shares in making their investment decisions. The Council will consider supporting actions designed to promote best practice by companies where necessary and appropriate. The investment managers' discretion as to which investments to make will not normally be overridden by the Council, except on the basis of written information from other advisers.

The Pensions Committee has discussed socially responsible investment in the context of investment strategy. It has decided that the principle of the Fund's investment policy is to obtain the best possible return using the full range of investments authorised under the Local Government Pension Scheme regulations.

The council is a member of Local Authority Pension Fund Forum and uses it as a platform for engagement on environmental, socially responsible issues and corporate governance rather than disinvesting.

The Council supports the UK Environmental Investor Code and the CERES Principles.

EXERCISE OF RIGHTS ATTACHING TO INVESTMENT

It is the Council's policy to be an active shareholder. Where the Pension Fund has securities held in a portfolio which have associated with them a right to vote on resolutions, the Pension Committee has delegated the exercise of these rights to the Fund Managers in accordance with the authority's corporate governance policy. The Council's policy is that that all proxies are to be voted where practically possible.

The Council's policy on corporate governance is that it normally expects the Fund Managers and companies to comply with the Combined Code published by the London Stock Exchange in

June 1998 following the recommendations of the Hampel Committee. The Code integrated the earlier Cadbury and Greenbury Codes together with some additional recommendations.

Fund Managers' rights to vote on behalf of the Fund are subject to conforming with the overall principles set out in this Statement and the prevailing regulations.

From time to time, the Pension Committee may feel strongly concerning certain policies and at this time would advise the managers how to execute their votes. Attached at Appendix C are the Pension Committee's broad guidelines on exercising the Council's voting rights.

COMPLIANCE

The investment managers and all other investment advisers are requested to exercise their investment powers in support of the principles set out in this Statement and in accordance with the Regulations.

The Pension Committee reviews the performance of the investment managers on a quarterly basis. Northern Trust provides an independent monitoring service. Officers meet with Fund Managers on a quarterly basis and make a report on those meetings to Committee. Professional advice is taken as appropriate and an annual review is carried out.

This Statement of Investment Principles is reviewed by the Pensions Committee at least annually and revised when necessary.

APPENDIX A

CIPFA Principles for Investment Decision Making and Disclosure

The table below identifies the basis and status of compliance of the Pension Fund with the CIPFA Principles of Investment Decision Making and Disclosure.

Principle 1 Effective Decision Making	Administering Authorities should ensure that: • decisions are taken by persons or organisations with the skills, knowledge, advice and resources necessary to make them effectively and monitor their implication and • those persons or organisations have sufficient expertise to be able to evaluate and challenge the advice they receive, and manage conflicts of interest.	Compliant All investment decisions are taken within a clear and documented structure by the Pension Committee, which is responsible for the Management of the Council's Pension Fund. Committee members are provided with bespoke training when specific decisions are required and have committed to regular training. The officer support team has sufficient experience to support Committee in making decision-making responsibilities. It undertakes regular training as part of a continued personal development plan. There is an Investment Sub Group composed of senior officers, committee members, the scheme adviser and an independent Chair which acts as a specialist investment and asset allocation advisory body. An independent adviser sits on the Pension Committee to add additional challenge to the advice received.
Principle 2 Clear objectives	An overall investment objective(s) should be set out for the fund that takes accounts of the scheme's liabilities, the potential impact on local taxpayers, the strength of the covenant for non-local authority employers, and the attitude to risk of both the administering authority and scheme employers and these should	Compliant The investment objectives and attitudes to risk are set out in the Statement of Investment Principles and Funding Strategy Statement. Overall fund objects are reviewed properly as part on the ongoing

	be clearly communicated to advisors and investment managers.	monitoring of the fund.
Principle 3 Risk and liabilities	In setting and reviewing their strategy, administering authorities should take account of the form and structure of liabilities. These include the implication for local taxpayers, the strength of the covenant for participating employers, the risk of their default and longevity risk.	Compliant The review of the Funding Strategy takes into account relevant issues and implications.
Principle 4 Performance assessment	Arrangements should be in place for the formal measurement of performance of the investments, investment managers and advisers. Administering authorities should also periodically make a formal assessment of their own effectiveness as a decision-making body and report on this to scheme members.	Partly Compliant Both the performance of the fund and the performance of the fund managers are monitored on a regular basis. Committee procedures, decision-making and deferral of decisions are recorded in the committee papers. Assessment of the authority's own effectiveness and that of the advisers is yet to be implemented.
Principle 5 Responsible ownership	Administering authorities should: • adopt, or ensure their investment managers adopt, the Institutional Shareholders' Committee Statement of Principles on the responsibilities of shareholders and agents • include a statement of their policy on responsible ownership in the statement of investment principles • report periodically to scheme members on the discharge of such responsibilities.	Partially Compliant The Council includes a policy on Socially Responsible Investment within the Statement of Investment Principles. Fund manager engagement and Local Authority Pension Fund Forum activities are reported and reviewed on a quarterly basis.
Principle 6 Transparency	Administering authorities should:	Partially Compliant

and reporting	• act in a transparent manner, communicating with shareholders on issues relating to their management of investment, its governance and risks, including performance against stated objectives • provide regular communication to scheme members in the form they consider most appropriate.	The Statement of Investment Principles and Funding Strategy Statement are published on the Council's website and are updated as required. The Pension Annual Report provides details of manager and fund monitoring and is available on the Council website. Members are directed to the website but hard copy reports are available on request. The minutes and decisions taken at Pension Committee meetings are available on the Council website.

APPENDIX B

Limits on Investments

The Local Government Pension Scheme (Management and Investment of Funds) Regulations 1998 as amended, Schedule 1, set out the legal requirements which apply to the investments of the Fund.
The statutory regulations specify the following restrictions on investments:

(a) no more than 10% of the fund shall be invested in any single holding;
(b) no more than 10% of the fund shall be placed on deposit with any one bank or other deposit-taker, other than the National Savings Bank;
(c) no more than 25% of the fund shall be invested in units of authorised unit trusts managed by any one body or in open-ended investment companies managed by any one body or in insurance contracts in managed funds.
(d) No more than 25% of the fund shall be transferred by the fund under stock lending arrangements
(e) No more than 10% of the fund shall be invested in securities which are not listed on a recognised stock exchange.
(f) No more than 2% of the fund may be invested in any one limited partnership and all such investments shall not exceed 5% of the fund;
(g) No more than 1% of the fund shall be invested in any single sub-underwriting contract and no more than 15% of the fund shall be invested in all sub-underwriting contracts

An Investment Management Agreement is in place with each Fund Manager which clearly defines the investment guidelines for the portfolio they manage.

If individual managers invest outside the laid down investment guidelines then they will consult with the Director of Finance and Resources for direction and report to the Pension Committee at the next available opportunity.

APPENDIX C

Voting Guidelines

The main focus is to promote maximum long-term shareholder value and protect the interest of shareholders.

Recommendations	For / Against	Voting Guidance
General		Vote with Fund managers Take into account the principles derived from the Combined Code and related UK initiatives
Environmental Concerns The UK Environmental Investor Code		Encourage and support companies that demonstrate a positive environmental response. Commitment to environmental excellence, monitor their impacts, improvements in their performance, comply with all legislation, regular reports of progress on environmental standards
The CERES Principles		Adopt the CERES principles, corporations have a responsibility for the environment, they are stewards, mustn't compromise the ability of future generations to sustain themselves.
Human Rights		Ensure high standards of employment and industrial relations in all companies
SRI		Consider socially responsible and governance issues but abide by legal rules which may limit investment choice on purely socially responsible and governance grounds, consideration to financial interest of fund members comes first.
The Report and Accounts	For	Legal regulatory requirements are met
	Against	Material inadequacies in the report and accounts
Directors Election	For	Regular re-election, full autobiographical information
	Against	Insufficient information, no regular re-election, appointment combining chairman and chief executive
Non-Executive directors	For	Independent of management, exercise free independent judgement
	Against	Lack of independence, automatic reappointment
Employment Contracts	For	Contract period no more than 2 years
	Against	Contract over 2 years
Directors Remuneration and employee share schemes	For	Remuneration must be visible, share schemes open to all staff, schemes costs and value are quantified by the company,
	Against	Remuneration above the market rate, poor performance rewards, Shares schemes only open to directors and option schemes that are not quantified.

Appointment of Auditors	For	Protect independence of auditors and ensure non-audit work is less than 25%of total fees. Appointment of auditors is for at least 5 years.

APPENDIX D

INVESTMENT STRUCTURE – PERFORMANCE BENCHMARK, PERMITTED RANGES AND COMPARATIVE INDICES

ALLIANCE BERNSTEIN			
Asset Class	Benchmark %	Ranges %	Index
UK Equities	50	35 – 65	FTSE All Share
Overseas Equities:			
North America	17.5	2.5 – 32.5	FTSE: AWI North America
Europe (Ex UK)	15	0 – 30	FTSE: Developed Europe ex-UK
Japan	7.5	0 – 22.5	FTSE: AW Japan
Pacific (Ex Japan)	5	0 – 20	FTSE: Developed Asia Pacific ex-Japan
Emerging Markets	5	0 – 20	FTSE All World Emerging Markets
Cash	0	0 - 10	
Total	**100**		

GOLDMAN SACHS			
Asset Class	Benchmark %	Ranges %	Index
UK Fixed Interest	70	60-80	iBoxx Sterling Non Gilts
UK Index-Linked (over 5 years)	30	20-40	UK Index Linked Gilts over 5 year
Total	**100**		

STATE STREET GLOBAL ASSET MANAGEMENT			
Asset Class	Benchmark %	Ranges %	Index
UK Equity Index sub-Fund	44	**Rebalanced Quarterly +/- 10% of Benchmark**	FTSE All Share
North America Equity Index sub-fund	11		FTSE World North America
Europe ex UK Equity Index sub-fund	11		FTSE World Europe ex UK
Asia Pacific Equity Index sub-fund	11		FTSE Developed Asia Pacific
Emerging Markets Equity Index fund	3		FTSE All-World All Emerging
UK Conventional Gilts All Stocks fund	1.5		FTA British Govt Conventional Gilts All Stocks
Index-Linked Gilts All-Stocks Index fund	10		FTA British Govt Index Linked Gilts All Stocks
Sterling Corporate Bond All Stocks fund	8.5		Merrill Lynch Sterling Non Gilt
Total	**100**		

STATE STREET GLOBAL ASSET MANAGEMENT Account 2			
Asset Class	Benchmark %	Ranges %	Index
North America Equity Index sub-Fund	36	Rebalanced Quarterly +/- 10% of Benchmark	FTSE North America
Europe ex UK Equity Index sub-Fund	26		FTSE Europe Developed ex UK
Japan Equity Index sub-Fund	10		FTSE Japan
Asia Pacific ex Japan Equity Index sub-Fund	14		FTSE Developed Asia Pac ex Japan
Emerging Markets Equity Index sub-Fund	14		FTSE All Emerging
Total	**100**		

STATE STREET GLOBAL ASSET MANAGEMENT Account 3			
Asset Class	Benchmark %	Ranges %	Index
Sterling Corporate Bond All Stocks Index sub-Fund	50	+/- 10% of Benchmark	Merrill Lynch Sterling Non Gilt
Sterling Liquidity sub-Fund	50		
Total	**100**		

UBS GLOBAL ASSET MANAGEMENT – EQUITIES			
Asset Class	Benchmark %	Ranges %	Index
UK Equities	100	40 - 100	FTSE All Share
Cash	0	0 – 10	
Total	**100**		

UBS PROPERTY			
Asset Class	Benchmark %	Ranges %	Index
Property	100	+/- 25%	IPD Qt Index
Cash	0	0 - 10	
Total	**100**		

PART I – COMMUNICATIONS POLICY STATEMENT

The London Borough of Hillingdon Pension Fund's Communication Policy Statement was approved by Committee in March 2006. It is included overleaf and can also be accessed at http://www.hillingdon.gov.uk/media/pdf/p/e/comm_policy.pdf

The Communications Policy is currently out of date and will be revised during 2010 once the new governance arrangements for the fund are in place.

Communication Policy Statement

THE LOCAL GOVERNMENT PENSION SCHEME (AMENDMENT) (NO. 2) REGULATIONS 2005

Issued by: Pension Section, Finance and Property Department
Authorised by: Pensions Committee March 2006

Under the terms of the above regulations, which came into force on 14 December 2005, the Council must publish a statement of policy concerning communications with scheme members and employing authorities no later than 1 April 2006.
This Communications Policy Statement concerns communications with scheme members, representatives of members, prospective members and employing authorities. It details:

a) the provision of information and publicity about the Scheme

b) the format, frequency and method of distributing such information or publicity, and

c) the promotion of the scheme to prospective members and their employing authority

There are a number of stakeholders that have an interest in the affairs of the Fund and these may be summarised as follows:-

Stakeholder	Primary Interests
London Borough of Hillingdon as Administering Authority	• administration of the scheme in accordance with the regulations • cost of scheme • stability of cost of scheme • fiduciary duty to other stakeholders whom it must treat equally • investment strategy
Scheduled Employers: Hillingdon Homes Uxbridge College Stockley Academy Harefield Academy	• cost of scheme • stability of cost of scheme • investment strategy
Admission Employer Bodies: Citizens Advice Bureau Heathrow Travel Care Central Parking Systems Park Lodge Farm	• affordability of scheme • stability of cost of scheme • investment strategy
Active Members: Current employees, of Hillingdon and of the	• solvency of scheme • ability to pay pensions at distant future date

Scheduled and Admitted bodies, who have elected to join the scheme	• implications of rising costs for benefits and contributions
Deferred Members	• solvency of scheme • ability to pay pensions at distant future date
Pensioners	• ability to pay pensions now • security of pensions liability
Prospective Members	• benefits • solvency of scheme ability to pay pensions at distant future date
Local Taxpayers	rising impact on Council Tax and services returns on scheme [as a cost mitigating factor] funding level (i.e. unfunded liabilities)
Government [ODPM]	• stability of cost of scheme • avoidance of political issues arising • good governance • consistency of administration • funding level (i.e. unfunded liabilities)

1. WEB SITE: www.hillingdon.gov.uk/central/pensions/index.php

The **web site** of the London Borough of Hillingdon Pension Fund is the main vehicle for publishing information in relation to the fund. All information relating to the Local Government Pension Scheme and to the Hillingdon Fund is available on the web site. As this site is part of Hillingdon Council's public web site it is available to all our stakeholders. Hard copies of any of the documents will be made available to any member, prospective member or employer on request.
The web site is split into the following sections to make it easier to find the required: information.

Fund Information:

- Annual Report and Accounts
- Abbreviated Annual Report (to be introduced during 2006/07)
- Statement of Investment Principles
- Funding Strategy Statement
- Copies of all pension Fund Policies
- Details of Pension Committee meetings, reports and minutes
- Performance information of the funds investments

Member Information:

- Joining Information
- Details of the Benefits available
- Scheme booklets
- Regulations
- Information on relevant topics – e.g. increasing contributions,
- Copies of all relevant forms
- Some frequently asked questions

Latest News

- This section highlights all the latest information available about the scheme

Communications:

- Newsletters
- Circulars
- Regulation Updates

Employer Information:

These pages will be developed during 2006/07 and will hold all information relevant to employers and have links to copies of relevant forms.

Useful Links:

There are links to other related web sites – for example DWP, HMRC, The Pensions Regulator.

2. OTHER METHODS OF COMMUNICATION

The next section details the means by which we communicate directly with our key stakeholders and the frequency of such communications. Where information is sent to members it is posted to their home address.

Scheme Employers

- Our main contact with scheme employers is through operational contact and this will be formalised during 2006/07 through the creation of a Service Level Agreement with each employer.

- Currently, we write directly to all scheme employers to keep them informed of all changes. As the web site is developed, there will be more frequent use made of email and notifications of postings on the web site.

- During 2006/07 we aim to commence an annual consultative meeting with employers, both as an information forum and as a means of direct consultation with our employers.

Active Members

- We send annual benefits statements to our members following the end of the financial year.
- Each time there is a regulations change, which affects members' benefits, we write directly to members to inform them.
- We consult our active members every 2 years through a survey
- During 2006/07 we plan to hold a series of pension surgeries to help members understand the regulation changes and their effect on their benefits.
- Updates to the web site are notified via ‘Horizon’.

Pensioner Members

- An annual newsletter is sent to pensioners each spring.
- We consult a sample of our pensioner members every 2 years through a survey

Deferred Members

- We send annual benefits statements to our deferred members following the end of the financial year.
- An annual newsletter is sent to members each autumn.

Prospective Members

A summarised version of the scheme booklet is sent to all new members of staff along with an application form.

PART J OTHER INFORMATION

SCHEME BENEFITS

Introduction

The Local Government Pension Scheme (LGPS) is a very comprehensive scheme providing a wide range of benefits for members and their families. This summary does not give details of all the benefits provided by the Scheme or of all the specific conditions that must be met before these benefits can be obtained. More detailed information, including the Scheme booklet *A Guide to the LGPS*, can be obtained by contacting the Pensions Section at Civic Centre, Uxbridge, (telephone 01895 566054). Further information is available from the website: www.hillingdon.gov.uk

Normal Retirement Age

65 for both men and women (earlier voluntary retirement allowed from age 60 but benefits are reduced if minimum service conditions are not met).

On retirement, both a pension and a lump sum retirement grant are payable for service up to 31 March 2008. For service from 1 April 2008 only a pension is payable, with no automatic lump sum. A member has the option to convert pension to lump sum. Pension and lump sum are related to length of service and final pay.

Pension (Normal)

Based on average pensionable pay for the last year of service or the better of the two previous years if this gives a higher figure. Also from 1 April 2008 members who experience a reduction in their pensionable pay in the last 10 years can base benefits on the average of any three consecutive years in the last 10 years. Pensions are calculated on a fraction of 1/80th for each year of membership of the scheme for service before 31 March 2008 and on 1/60th for service after 1 April 2008.

Pension (Ill Health)

Based on average pensionable pay for the last year of service and the split of 80ths and 60ths accrual. Three tiers of ill health benefits depending on whether a member can carry out any employment up to age 65.

First tier: If there is no reasonable prospect of obtaining gainful employment before age 65 the employee's LGPS service is enhanced by 100% of potential service to age 65.

Second Tier: If it is likely that the employee will be able to obtain gainful employment before age 65 the employee's LGPS service is enhanced by 25% of potential service to age 65.

Third Tier: If it is likely that the employee will be able to obtain any gainful employment within 3 years of leaving employment the employee receives the payment of benefits built up to the date of leaving with no enhancement but the benefits are only payable for a maximum period of 3 years.

Lump Sum Retirement Grant

Based on average pensionable pay for the last year of service and total service in the scheme, with appropriate enhancement in respect of ill health. For service prior to 31 March 2008, lump sum retirement grant is calculated as 3/80ths for each year of service. For service after this date there is no automatic lump sum however pension can be converted to lump sum at the rate of £1 of pension for £12 of lump sum retirement grant. A maximum lump sum of 25% of the capital value of the benefits accrued in the scheme can be taken.

Death Grant

(i) Death in Service

A lump sum death grant usually equal to three times pensionable pay would be payable to the member's spouse, or nominee.

(ii) Death after Retirement

A death grant is payable in certain circumstances where death occurs after retirement. Retirement pensions are guaranteed for ten years and where death occurs within that period and the pensioner dies before age 75, a death grant is payable. This provision only applies to a pensioner member who has a period of active membership in the Scheme on or after 1 April 2008. For pensioners prior to this date the guarantee is still five years.

(iii) Death of a member with Preserved benefits

A lump sum death grant of 3 times the preserved annual pension (for leavers prior to 31 March 2008) or 5 times for leavers after this date is payable to the member's spouse, or nominee.

Spouses, civil partners and nominated cohabiting partner's Pension

Any surviving spouse, nominated cohabiting partner or civil partner is entitled to a pension based on 1/160 of the member's final pay, for each year of service, at the date of death.

Only members of the scheme, who were active after 31 March 2008, will be able to nominate cohabiting partners.

The pension available to civil partners and nominated cohabiting partners is based on post April 1988 membership only.

Children's Pension

Each child under age 17, or still in full-time education and under age 23, will receive a proportion of the spouse's or civil partner's pension depending on the number of eligible children and whether or not a spouse's or civil partner's pension is payable.

Partner with one child: Child's pension is 1/320th of member's service, multiplied by the final pay.

Partner with more than one child: Child's pension is 1/160th of the member's service, multiplied by the final pay. The total children's pension payable is divided by the number of children who are entitled to equal shares.

No partner and one child: Child's pension is 1/240th of the member's service, multiplied by the final pay.

No partner and more than one child: Child's pension is 1/120th of the member's service, multiplied by the final pay. The total children's pension payable is divided by the number of children who are entitled to equal shares

Pension Increases

Pensions are increased in accordance with the Pensions (Increase) Act 1971. All pensions paid from the scheme are protected against inflation, rising in line with the Retail Price Index.

Contracting Out Status (with effect from 1 April 2002)

The LGPS is contracted-out of the State Second Pension Scheme (S2P). This means that members pay reduced National Insurance contributions and that they do not earn a pension under S2P. Instead, the LGPS must guarantee to pay a pension that in general is as high as the pension which would have been earned in the State Earnings Related Pension Scheme (SERPS) / S2P. For contracted-out membership or and between 6 April 1978 and 5 April 1997, a Guaranteed Minimum Pension (GMP) is calculated by the Inland Revenue which is the minimum pension which must be paid from the North Yorkshire Pension Fund to the member. For membership after 5 April 1997, the LGPS has guaranteed that the benefits it provides will generally be no less favourable than those provided under a Reference Scheme prescribed under the Pensions Act 1995.

AVCs A facility is available for scheme members to make Additional Voluntary Contributions (AVCs). The Pension Fund Committee has appointed the Prudential as the nominated provider for this purpose. Further details are available from the Prudential Pensions Connection Team on 0845 6070077.

REGULATIONS

- The Local Government Pension Scheme (Management and Investment of Funds) Regulations 1998 (as amended)
- The Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as amended)
- The Local Government Pension Scheme (Administration) Regulations 2007 (as amended)
- The Local Government Pension Scheme (Transitional Provisions) Regulations 2008
- The Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000
- The Local Authority (Discretionary Payments) Regulations 1996

PART K AUDITORS' REPORT

To be added on completion of audit