

Appendix 3 – Rates and Adjustments certificate

In accordance with regulation 62(4) of the Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2020 to 31 March 2023 in order to maintain the solvency of the Fund.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments certificate are detailed in the Funding Strategy Statement and in Appendix 2 of our report on the actuarial valuation report dated 31 March 2020. These assumptions underpin our estimate of the number of members who will become entitled to a payment of pensions under the provisions of the LGPS and the amount of liabilities arising in respect of such members.

The table below summarises the whole fund Primary and Secondary Contribution rates for the period 1 April 2020 to 31 March 2023. The Primary rate is the payroll weighted average of the underlying individual employer primary rates and the Secondary rate is the total of the underlying individual employer secondary rates, calculated in accordance with the Regulations and CIPFA guidance.

Whole Fund Contribution Rate		
Primary Rate (% of pay)	18.0%	
Secondary Rate (£)	2020/21	14,129,000
	2021/22	12,323,000
	2022/23	10,446,000

The required minimum contribution rates for each employer in the Fund are set out below.

Employer code	Employer/Pool name	Primary Rate % 1 April 2020 - 31 March 2023	Secondary Rate						Total Contribution Rate		
			2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
			% of pay	£	% of pay	£	% of pay	£			
Scheduled Bodies											
	East Sussex County Council Pool										
2	East Sussex County Council	17.6%		£6,141,000		£5,568,000		£4,966,000	17.6% plus £6,141,000	17.6% plus £5,568,000	17.6% plus £4,966,000
	Brighton and Hove City Council Pool										
74	Brighton & Hove City Council	17.7%	3.1%		2.6%		2.1%		20.8%	20.3%	19.8%
									0.0%	0.0%	0.0%
	Eastbourne Borough Council Pool										
59	Eastbourne Borough Council	17.3%	2.6%		2.1%		1.6%		19.9%	19.4%	18.9%
	Hastings Borough Council Pool										
61	Hastings Borough Council	17.6%		£538,000		£508,000		£476,000	17.6% plus £538,000	17.6% plus £508,000	17.6% plus £476,000
3	East Sussex Fire & Rescue Service	17.9%		£164,000		£137,000		£109,000	17.9% plus £164,000	17.9% plus £137,000	17.9% plus £109,000
63	Lewes District Council	17.3%	6.7%		6.2%		5.7%		24.1%	23.6%	23.1%
64	Rother District Council	17.6%	8.5%		8.0%		7.5%		26.1%	25.6%	25.1%
65	Wealden District Council	17.6%		£576,000		£538,000		£499,000	17.6% plus £576,000	17.6% plus £538,000	17.6% plus £499,000
79	University of Brighton	17.3%	0.9%		0.4%		-0.1%		18.2%	17.7%	17.2%
Other Scheduled Bodies											
	Town & Parish Councils Pool										
5	Chailey Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
7	Crowborough Town Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
10	Forest Row Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
11	Hailsham Town Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
12	Hurst Green Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
13	Battle Town Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
15	Lewes Town Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
16	Maresfield Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
17	Newhaven Town Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
18	Peacehaven Town Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
20	Seaford Town Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
21	Ringmer Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
22	Rye Town Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
28	Heathfield & Waldron Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
29	Uckfield Town Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
30	Telscombe Town Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
31	Willingdon & Jevington Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
32	Chiddingly Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
33	Conservators of Ashdown Forest	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
56	Sussex IFC	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
117	Ewhurst Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
125	Newick Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
127	Westham Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
130	Fletching Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
131	Pett Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
136	Hartfield Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
138	Plumpton Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
141	Salehurst & Robertsbridge Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%

Employer code	Employer/Pool name	Primary Rate % 1 April 2020 - 31 March 2023	Secondary Rate						Total Contribution Rate		
			2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
			% of pay	£	% of pay	£	% of pay	£			
158	Wivelsfield Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
166	Buxted Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
168	Camber Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
181	Danehill Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
182	Herstmonceux Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
183	Isfield Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
184	Frant Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
187	Arlington Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
188	Berwick Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
189	Ditchling Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
190	Hadlow Down Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
191	Icklesham Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
192	Wartling Parish Council	18.2%	3.9%		3.4%		2.9%		22.1%	21.6%	21.1%
Further Education Bodies											
East Sussex College Group Pool											
81	East Sussex College Group	19.8%	0.9%		0.9%		0.9%		20.7%	20.7%	20.7%
84	Plumpton College	18.9%	0.0%		0.0%		0.0%		18.9%	18.9%	18.9%
88	Brighton, Hove & Sussex Sixth Form College	19.8%	0.0%		0.0%		0.0%		19.8%	19.8%	19.8%
89	Varndean Sixth Form College	19.8%	0.0%		0.0%		0.0%		19.8%	19.8%	19.8%
92	Bexhill College	18.6%	2.6%		2.6%		2.6%		21.2%	21.2%	21.2%
Academies											
ARK Schools Hastings Pool											
108	ARK William Parker Academy	18.5%	2.1%		1.6%		1.1%		20.6%	20.1%	19.6%
109	ARK Schools Hastings	18.5%	2.1%		1.6%		1.1%		20.6%	20.1%	19.6%
Aurora Academies Trust Pool											
104	Aurora Academies Trust	17.9%	2.5%		2.0%		1.5%		20.4%	19.9%	19.4%
85	Brighton Aldridge Community Academy	17.3%	2.8%		2.3%		1.8%		20.0%	19.5%	19.0%
94	Eastbourne Academy	18.3%	2.9%		2.4%		1.9%		21.2%	20.7%	20.2%
95	King's Academy Ringmer	19.1%	1.7%		1.2%		0.7%		20.8%	20.3%	19.8%
96	University of Brighton Academies Trust	17.6%	2.3%		1.8%		1.3%		20.0%	19.5%	19.0%
97	Portslade Aldridge Community Academy	17.9%	2.0%		1.5%		1.0%		19.9%	19.4%	18.9%
98	Beacon Academy	18.5%	4.5%		4.0%		3.5%		23.0%	22.5%	22.0%
99	Cavendish Academy	18.0%	2.5%		2.0%		1.5%		20.5%	20.0%	19.5%
100	Hailsham Academy	18.0%	2.1%		1.6%		1.1%		20.0%	19.5%	19.0%
101	The South Downs Learning Trust	18.2%	-6.0%		-6.5%		-7.0%		12.2%	11.7%	11.2%
102	Seaford Academy	18.2%	2.9%		2.4%		1.9%		21.1%	20.6%	20.1%
103	Aquinas Trust	18.3%	2.7%		2.2%		1.7%		21.0%	20.5%	20.0%
105	Bexhill Academy	18.1%	4.8%		4.3%		3.8%		22.9%	22.4%	21.9%
106	Glyne Academy	17.6%	3.8%		3.3%		2.8%		21.4%	20.9%	20.4%
107	Ore Village Primary Academy	16.5%	2.0%		1.5%		1.0%		18.5%	18.0%	17.5%
111	Seahaven Academy	18.0%	3.5%		3.0%		2.5%		21.5%	21.0%	20.5%
112	White House Academy	17.7%	-0.2%		-0.7%		-1.2%		17.5%	17.0%	16.5%
113	Phoenix Academy	18.2%	2.1%		1.6%		1.1%		20.4%	19.9%	19.4%
114	Torfield and Saxon Mount Academy Trust	17.5%	5.1%		4.6%		4.1%		22.6%	22.1%	21.6%
124	BHCC - Bilingual Primary School	17.9%	-2.3%		-2.8%		-3.3%		15.6%	15.1%	14.6%

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			2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
			% of pay	£	% of pay	£	% of pay	£			
132	Gildredge House Free School	18.4%	1.2%		0.7%		0.2%		19.6%	19.1%	18.6%
135	King Church of England Free School	17.1%	-1.0%		-1.5%		-2.0%		16.2%	15.7%	15.2%
137	Pebsham Academy	19.0%	0.5%		0.0%		-0.5%		19.5%	19.0%	18.5%
145	Diocese of Chichester Academy Trust	18.0%	6.4%		5.9%		5.4%		24.4%	23.9%	23.4%
146	High Cliff Academy	18.6%	1.4%		0.9%		0.4%		20.0%	19.5%	19.0%
147	Burfield Academy	14.6%	5.4%		4.9%		4.4%		20.0%	19.5%	19.0%
148	SABDEN Multi Academy Trust	17.5%	6.1%		5.6%		5.1%		23.6%	23.1%	22.6%
150	Sir Henry Fermor Academy	18.2%	-3.4%		-3.9%		-4.4%		14.8%	14.3%	13.8%
152	Jarvis Brook Academy	18.5%	-4.0%		-4.5%		-5.0%		14.5%	14.0%	13.5%
153	Breakwater Academy	19.3%	-2.3%		-2.8%		-3.3%		17.0%	16.5%	16.0%
154	Hawkes Farm Academy	18.6%	-2.2%		-2.7%		-3.2%		16.4%	15.9%	15.4%
163	Parkland Junior Academy	18.5%	-4.1%		-4.6%		-5.1%		14.4%	13.9%	13.4%
164	Parkland Infant Academy	19.0%	-4.2%		-4.7%		-5.2%		14.8%	14.3%	13.8%
165	Shinewater Primary Academy	18.7%	-4.2%		-4.7%		-5.2%		14.5%	14.0%	13.5%
174	Langney Primary Academy	18.6%	-5.2%		-5.7%		-6.2%		13.4%	12.9%	12.4%
194	Annecy Catholic Primary Academy	19.5%	-4.0%		-4.5%		-5.0%		15.5%	15.0%	14.5%
198	Peacehaven Community School	17.1%	-4.1%		-4.6%		-5.1%		13.0%	12.5%	12.0%
388	The Southfield Trust	18.2%	-3.8%		-4.3%		-4.8%		14.4%	13.9%	13.4%
Admission Bodies (Contractor)											
25	Eastbourne Leisure Trust	33.3%	-33.3%		-33.3%		-33.3%		0.0%	0.0%	0.0%
47	Wealden Leisure - WDC	33.2%	-17.4%		-17.4%		-17.4%		15.8%	15.8%	15.8%
48	Wealden Leisure - BHCC	33.0%		£11,000		£0		£0	33.0% plus £11,000	33.0%	33.0%
67	Wave Leisure Trust Ltd	31.8%	-31.8%		-31.8%		-31.8%		0.0%	0.0%	0.0%
69	Wave Leisure - Newhaven Fort	30.5%	-30.5%		-30.5%		-30.5%		0.0%	0.0%	0.0%
115	White Rock Theatre Hastings	32.9%	-32.9%		-32.9%		-32.9%		0.0%	0.0%	0.0%
123	Care at Home Services	35.0%	-35.0%		-35.0%		-35.0%		0.0%	0.0%	0.0%
134	NSL Limited	33.5%	-29.9%		-29.9%		-29.9%		3.6%	3.6%	3.6%
156	Wealden Leisure - Portslade Sports Centre	35.2%	-35.2%		-35.2%		-35.2%		0.0%	0.0%	0.0%
159	Hardings Catering Ltd	32.4%	0.0%	£1,000	0.0%	£0	0.0%	£0	32.4% plus £1,000	32.4%	32.4%
160	Brighton Dome & Festival (Music & Arts Service)	24.8%	-24.8%		-24.8%		-24.8%		0.0%	0.0%	0.0%
161	The Grace Eyre Foundation	31.4%	-31.4%		-31.4%		-31.4%		0.0%	0.0%	0.0%
171	Halcrow Group Ltd	32.6%	-27.2%		-27.2%		-27.2%		5.4%	5.4%	5.4%
172	Telent Technology Services Ltd	27.7%	-7.0%		-7.0%		-7.0%		20.8%	20.8%	20.8%
177	Just Ask Estates Ltd	32.6%		£3,000		£0		£0	32.6% plus £3,000	32.6%	32.6%
185	Care Outlook	34.1%	-34.1%		-34.1%		-34.1%		0.0%	0.0%	0.0%
196	Biffa Muncipal Ltd	28.8%	0.0%		0.0%		0.0%		28.8%	28.8%	28.8%
197	Nviro Ltd	35.3%	0.0%		0.0%		0.0%		35.3%	35.3%	35.3%
199	Churchill Contract Services - St Leonards CEP Academy	29.7%	0.0%		0.0%		0.0%		29.7%	29.7%	29.7%
200	Churchill Contract Services - St Paul's CoE Academy	34.1%	0.0%		0.0%		0.0%		34.1%	34.1%	34.1%

Employer code	Employer/Pool name	Primary Rate % 1 April 2020 - 31 March 2023	Secondary Rate						Total Contribution Rate		
			2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
			% of pay	£	% of pay	£	% of pay	£			
Admission Bodies (Charity)											
	Optivo Pool										
36	Optivo (AmicusHorizon Ltd)	45.8%		£920,000		£920,000		£920,000	45.8% plus £920,000	45.8% plus £920,000	45.8% plus £920,000
8	De La Warr Pavilion Charitable Trust	31.0%	-26.2%		-26.2%		-26.2%		4.8%	4.8%	4.8%
39	Sussex Housing & Care	49.9%	-49.9%	£0	-49.9%	£0	-49.9%	£0	0.0%	0.0%	0.0%
42	Sussex County Sports Partnership	48.6%		£97,000		£97,000		£97,000	48.6% plus £97,000	48.6% plus £97,000	48.6% plus £97,000
46	Care Quality Commission	49.2%		£92,000		£92,000		£92,000	49.2% plus £92,000	49.2% plus £92,000	49.2% plus £92,000
51	Brighton & Hove CAB	36.7%	-36.7%		-36.7%		-36.7%		0.0%	0.0%	0.0%
120	East Sussex Energy, Infrastructure & Development	29.2%		£13,000		£13,000		£14,000	29.2% plus £13,000	29.2% plus £13,000	29.2% plus £14,000
139	SEILL	32.5%	-13.2%		-13.2%		-13.2%		19.2%	19.2%	19.2%
142	EBC - Towner	31.0%		£7,000		£7,000		£7,000	31.0% plus £7,000	31.0% plus £7,000	31.0% plus £7,000

Further comments

- Contributions expressed as a percentage of payroll should be paid into East Sussex Pension Fund (“the Fund”) at a frequency in accordance with the requirements of the Regulations;
- Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentations using methods and factors issued by us from time to time or as otherwise agreed.
- Further sums should be paid into the Fund to meet the costs of any non-ill health early retirements. These will be paid either:
 - a) by an additional 0.75% of pensionable pay (for those employers who have taken up this option); or
 - b) using methods and factors issued to the Fund.
- Payments may be required to be made to the Fund by employers to meet the capital costs of any ill-health retirements that exceed those allowed for within our assumptions. If an employer has ill health liability insurance in place with a suitable insurer and provides satisfactory evidence to the Administering Authority, then their certified contribution rate may be reduced by the value of their insurance premium, for the period the insurance is in place.
- The certified contribution rates represent the **minimum** level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by the Fund Actuary.
- There has been significant volatility in the financial markets during February and March 2020 as a result of the COVID-19 pandemic. This volatility may impact funding balance sheets for those employers planning to exit the Fund during the period covered by this Rates and Adjustments Certificate. In order to effectively manage employer exits from the Fund, the Administering Authority reserves the right to revisit the contribution rates for employers that are expected to cease participation in the Fund before 31 March 2023. An employer will be contacted by the Administering Authority in this instance.
- **De La Warr Pavilion Trust** - Rother District Council has agreed to act as guarantor to the Trust via a formal exchange of emails between the two employers. This will shortly be ratified via a formal Funding Agreement. The Fund reserves the right to change the rates during 2020/21 if the Agreement is not signed.
- **Sussex County Sports Partnership** - This employer is currently in discussions to secure a guarantor agreement. Therefore, the contribution rates may be amended as a post valuation event subject to the agreement satisfying the Fund.



Richard Warden *Robert McInroy*

Signature:

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Date: 31 March 2020