



NOTICE OF MEETING

Pensions Committee

THURSDAY, 18TH SEPTEMBER, 2008 at 19:00 HRS - CIVIC CENTRE, HIGH ROAD,
WOOD GREEN, N22 8LE.

MEMBERS: Councillors Rahman Khan (Chair), Adje, Beacham, Basu, Butcher,
Thompson and Wilson

IN ATTENDANCE: Howard Jones, Roger Melling and David Fishman

AGENDA

1. APOLOGIES FOR ABSENCE

2. URGENT BUSINESS

The Chair will consider the admission of any late items of urgent business. Late items will be considered under the agenda item where they appear. New items will be considered either under agenda item 10 (unrestricted only) or agenda item 13 (exempt only).

3. DECLARATIONS OF INTEREST

A member with a personal interest in a matter who attends a meeting of the authority at which the matter is considered must disclose to that meeting the existence and nature of that interest at the commencement of that consideration, or whenever the interest becomes apparent.

A member with a personal interest in a matter also has a prejudicial interest in that matter if the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice the member's judgement of the public interest and if this interest affects their financial position or the financial position of a person or body as described in paragraph 8 of the Code of Conduct and/or if it relates to the determining of any approval, consent, license, permission or registration in relation to them or any person or body described in paragraph 8 of the Code of Conduct.

4. MINUTES (PAGES 1 - 8)

To confirm and sign the minutes of the Pensions Committee held on 23 June 2008.

5. FUND PERFORMANCE UPDATE (PAGES 9 - 22)

Report of the Chief Financial Officer, to include Fund Managers' performance to 30 June 2008 and budget monitoring for 2008/09 period 4 (to end of July 2008).

6. ATTENDANCE BY NEW INVESTMENT ADVISORS (HEWITTS), 3 FUND MANAGERS AND CUSTODIAN (NORTHERN TRUST)

Attendance by the new investment advisers, Hewitts, three Fund Managers and the custodian, Northern Trust, each for a 10 minute presentation and 15 minutes of questions from Trustees, the Advisor to Trustees and the Chief Financial Officer:

7:15pm – Hewitts

7:45pm – Fidelity

8:10pm – Capital

8:35pm – Bernstein

9:00pm – Northern Trust

7. ADMINISTRATION UPDATE (PAGES 23 - 28)

Report of the Assistant Chief Executive People and Organisational Development.

8. REPORT ON DISCRETION TO DISREGARD A BREAK IN FULL-TIME EDUCATION OR TRAINING FOR A CHILD'S PENSION (PAGES 29 - 38)

Report of Assistant Chief Executive People and Organisational Development.

9. ADMISSION AGREEMENT FOR RM EDUCATION PLC (PAGES 39 - 42)

Joint report of the Chief Financial Officer and Assistant Chief Executive People and Organisational Development.

10. ANY UNRESTRICTED ITEMS OF URGENT BUSINESS

To consider any new items of urgent business admitted under agenda item 2 above.

11. EXCLUSION OF PUBLIC AND PRESS

The following item is likely to be the subject of a motion to exclude the public and press from the meeting as it contains 'exempt' information as defined in Section 100A of the Local Government Act 1972, namely that it contains information relating to the business or financial affairs of any particular person (including the Authority holding that information).

12. EXEMPT MINUTES (PAGES 43 - 46)

To confirm and sign the exempt minutes of the special meeting of the Pensions Committee held on 9 June 2008.

13. ANY EXEMPT ITEMS OF URGENT BUSINESS

To consider any new exempt items of urgent business admitted under agenda item 2.

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10 September 2008

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MINUTES OF THE PENSIONS COMMITTEE
MONDAY, 23 JUNE 2008

PRESENT

Councillors Rahman Khan (Chair), Adje, Beacham, Butcher, Newton, Wilson, Howard Jones and Melling

Apologies Councillor Basu and Thompson

Also Present: Howard Jones and Roger Melling

MINUTE NO.	SUBJECT/DECISION	ACTION BY
PRPP07.	<p>APOLOGIES FOR ABSENCE</p> <p>Apologies for absence were received on behalf of Councillor Basu and Councillor Thompson, and for lateness from Roger Melling.</p> <p>NOTED</p>	
PRPP08.	<p>URGENT BUSINESS</p> <p>The Chair agreed to the admission of the late report Responsible Investment Policy.</p> <p>NOTED</p>	
PRPP09.	<p>DECLARATIONS OF INTEREST</p> <p>Councillor Wilson declared a personal interest in respect of his employment at the Association of British Insurers.</p> <p>Councillor Newton declared a personal interest in respect of his membership of the Haringey Pension Scheme.</p> <p>Councillor Butcher declared a personal interest in respect of his membership of the Haringey Pension Scheme.</p> <p>Councillor Rahman Khan declared a personal interest in respect of his membership of the Haringey Pension Scheme. He also declared a personal interest in respect of his attendance at training events and conferences, to which some of the Fund Managers may have contributed.</p>	
PRPP10.	<p>MINUTES</p> <p>The unrestricted minutes of the meeting held on 13 March were agreed and signed by the Chair.</p> <p>The minutes of the meeting held on 9 June were withdrawn.</p>	

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PRPP11.	<p>ATTENDANCE BY 4 FUND MANAGERS</p> <p>The Committee received presentations from four Fund Managers as follows:</p> <p>BERNSTEIN</p> <p>Fund performance for the global equities mandate was 0.88% below benchmark and 1.63% below target in the quarter to 31 March 2008.</p> <p>For the UK equities mandate, performance was 0.32% below benchmark and 0.82% below target in the quarter to 31 March 2008.</p> <p>Bernstein explained reasons for current performance and answered questions from trustees.</p> <p>CAPITAL</p> <p>Fund performance for the equities mandate was 1.14% below benchmark and 1.64% below target in the quarter to 31 March 2008.</p> <p>Fund performance for the fixed income mandate was 1.82% below benchmark and 2.07% below target in the quarter to 31 March 2008.</p> <p>Capital explained reasons for current performance and answered questions from trustees.</p> <p>FIDELITY</p> <p>Fund performance for the equities mandate was 1.04% below benchmark and 1.46% below target in the quarter to 31 March 2008.</p> <p>Fund performance for the bond mandate was 0.42% below benchmark and 0.57% below target in the quarter to 31 March 2008.</p> <p>Fidelity explained reasons for current performance and answered questions from trustees.</p> <p>PANTHEON</p> <p>Performance figures are not available for private equity investments for up to three years. Pantheon outlined the current commitment programme, advised of progress to date and answered questions from trustees.</p> <p>On conclusion of the presentations of each of the Fund Managers, they were reminded that the Committee demanded that they exercise their expertise to the best of their abilities in managing the funds of the LBH Pension Fund, in order to ensure returns against the benchmark and</p>	

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	target.	
PRPP12.	<p>FUND PERFORMANCE UPDATE</p> <p>The Head of Finance – Budgets, Projects and Treasury, John Hardy, informed the Committee that since monitoring against the new benchmark had commenced on 1 April 2007, the combined Haringey fund has decreased in absolute terms by 4.73% up to 31 March 2008, underperformed the gross benchmark by 2.22% and also underperformed the gross target by 3.86%.</p> <p>Details of the ‘fundamentals’ training course run by the Local Government Employers had been circulated to Committee members and those interested in attending this training were encouraged to contact John Hardy.</p> <p>The Chair asked if there were any questions from the Committee.</p> <p>Councillor Beacham asked for further details about the impact of the downturn in the property market on the timing of future investments. Mr Hardy reported that the property investment manager was currently focussing on preserving value rather than identifying new opportunities, and that it would take longer to become fully invested in property in line with the investment strategy invest as a result. In the interim, un-invested cash had been invested at an average interest rate of 5.75%, whereas the average weighted bank rate during the period was 5.54%. The meeting noted that earnings were 0.21% above bank rate.</p> <p>Councillor Butcher asked what the mechanism was for indicating trustees’ concern regarding the performance of any Fund Manager. The Chief Financial Officer confirmed that officers could notify Fund Managers of concerns outside of the Committee meetings, and that necessary advice could be sought from the investment advisor.</p> <p>On a motion by the Chair it was:</p> <p>RESOLVED</p> <ul style="list-style-type: none"> i) That the Fund performance position as at end of March 2008 be noted. ii) That the budget monitoring position to end of May 2008 (period 2) be noted. The Committee requested that officers provided an itemised breakdown of the administrative expenses, including salary costs. iii) That details of the LGE trustee training course be noted, with comments from the Chair that this course would be very useful for members in the discharge of their Committee duties. 	

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<p>PRPP13.</p>	<p>FUND ADMINISTRATION UPDATE</p> <p>The Head of Finance – Budgets, Projects and Treasury, John Hardy, introduced this report, which outlined the regulatory changes affecting the administration of the Local Government Pension Scheme together with relevant issues covered in circulars issued by the Local Government Pensions Committee (LGPC) and Communities and Local Government.</p> <p>The Chair asked if there were any questions from Members:</p> <p>Councillor Wilson asked whether it was known how the two stage appeals process for the Internal Disputes Resolution Procedure was perceived by appellants and Councillor Adje asked for the reasons why retention of the two stage process had been recommended. Mr Hardy reported that feedback indicated that the two stage process was felt to operate successfully, and added that the two stage system enabled any new issues that might arise during the course of the process to be taken into account, preventing further escalation of cases. It was also noted that the number of appeals lodged was small. Roger Melling added that it was good for employees to have a second chance to address issues internally before cases were escalated to the ombudsman. Roger Melling requested confirmation that response had been received from the employees side in relation to the Internal Disputes Resolution Procedure.</p> <p>On a motion by the Chair it was:</p> <p>RESOLVED</p> <ul style="list-style-type: none"> i) That the administration update be noted. ii) That, subject to confirmation from officers that a response had been received from the employees side, the present two stage appeals process be retained for the Internal Disputes Resolution Procedure. iii) That those employing bodies yet to publish a Policy Statement be urged to do so as soon as possible, and that Committee members be updated on progress, with details. 	
<p>PRPP14.</p>	<p>PENSION FUND FINANCIAL STATEMENTS FOR YEAR ENDING 31 MARCH 2008 AND BUDGET FOR 2008/09</p> <p>The Chief Financial Officer, Gerald Almeroth, presented this report on the Pension Fund's financial statements for the year ending 31 March 2008. Mr Almeroth reported that there had been a net decrease in the value of the fund during the year of £14.8 million, with the decrease in the market value of investments being partially offset by non-investment income exceeding expenditure.</p> <p>The Chair asked if there were any questions from Members:</p>	

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Councillor Butcher asked at what point fund expenditure would exceed income. Mr Almeroth reported that liabilities were being monitored, and that the increase in contributions that had been agreed previously would improve the position of the fund on a long term basis. The Committee noted that administrative costs for the fund had fallen in 2007/08 compared with the previous year. Mr Almeroth reported that the fund's administrative expenses compared favourably with those of other pension funds but that, because the fund took an active approach to investment, the fees for investment were higher than if a passive approach were adopted. The Chair asked to be provided with a full breakdown of the administrative expenses for information.

The Chair suggested that reference should be made to FRS17 in paragraph 7.1 of the report as one of the standards with which preparation of the financial statements for the Pension Fund had been compliant. The Chief Financial Officer agreed to look into this issue.

In response to an enquiry from the Chair, Mr Almeroth explained how the net discount rate was calculated, and that the increase in rate had had a positive effect on net liability as at 31 March 2008.

The Chair requested additional information on hedging, including monitoring issues, and on unlisted investments; The Head of Finance – Budgets, Projects and Treasury, John Hardy, agreed that this information would be sought. The Chair further commented that he had reservations about final approval of the accounts being carried out by the General Purposes Committee (subject to final determination by the Chief Financial Officer).

On a motion by the Chair it was:

RESOLVED

- i) That the Pension Fund's financial statements for 2007/08 be approved.
- ii) That the Pension Fund's budget for 2008/09 be approved.

PRPP15. RESPONSIBLE INVESTMENT POLICY

The Committee considered a report on the implementation of the Responsible Investment Policy. Following the decision made by the Pensions Committee on 25 October 2007 to finalise the responsible investment policy and following a review of the commitment of the appointed Fund Managers to the responsible investments policy it was proposed that implementation of this revised policy be formalised by means of a side letter to Fund Managers' current agreements.

Councillor Butcher stated that he was aware that the Committee's primary responsibility in relation to the management of the Pension Fund was that of fiduciary duty, but expressed disappointment that the responsible investment policy had not been strengthened further and

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expressed concern that a side letter would not have sufficient impact on Fund Managers. Concerns were expressed regarding the mechanisms by which Fund Managers could be held to account in relation to the policy, what the sanction for non-compliance would be and how the specific information that would be required for this could be obtained. In response to the suggestion of contracting an external organisation to provide specific advice in this area, the Chief Financial Officer, Gerald Almeroth, reported that this was still an undeveloped market and that the effectiveness of such services was at present unproven, but that the Committee would revisit this possibility at a later date when the market was further developed and competition among providers had increased. The Chair reminded the Committee of its fundamental fiduciary duty, in accordance with the CIPFA Guidelines as well as the advice from the Head of Legal Services, to ensure the interests of the fund for all stakeholders, and that the use of resources must be prudent. As the objective of the Committee was to maximise returns, it was noted that it would be difficult to justify expense that could not be seen to directly contribute to this objective.

Mr Almeroth advised the Committee that there was no scope for applying pressure on Fund Managers to increase their focus on responsible investment issues without an agreed policy. It was suggested that the revised policy be adopted and monitored for effectiveness, in order to determine any further necessary action and associated cost implications.

The Committee requested that officers provide members with regular updates on responsible investment issues, based on a comparison of the information provided by Fund Managers with information provided by LAPFF.

On a motion by the Chair it was:

RESOLVED

- i) That the revised Responsible Investment Policy be agreed and included in the Statement of Investment Principles (SIP).
- ii) That implementation of the revised policy be formalised by means of a side letter to Fund Managers' current agreements.
- iii) That officers monitor the Fund Managers' approach to the revised Responsible Investment Policy, and provide the Committee with regular updates including relevant information from LAPFF.
- iv) That Fund Managers be required to comply fully with the revised Responsible Investment Policy, as determined by the Pension Committee. The Chief Financial Officer would look into any apparent deviation from the policy and would advise the Committee as necessary on suggested action.

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<p>PRPP16.</p>	<p>BUSINESS PLAN 2008/09</p> <p>The Committee considered the report on the Business Plan for 2008/09, including the revised Statement of Investment Principles (SIP) and the revised Communications Policy Statement. The SIP will be updated to incorporate the Responsible Investment policy approved earlier in the meeting.</p> <p>In response to a question from the Chair, it was confirmed that the Head of Finance – Budgets, Projects and Treasury, John Hardy, had overall responsibility for the co-ordination of issues relating to pension fund management.</p> <p>On a motion by the Chair it was:</p> <p>RESOLVED</p> <ul style="list-style-type: none"> i) That the 2008/09 Business Plan be approved. ii) That the revised Statement of Investment Principles be approved. iii) That the revised Communications Policy Statement be approved. 	
<p>PRPP17.</p>	<p>ANY UNRESTRICTED ITEMS OF URGENT BUSINESS</p> <p>Nil items.</p> <p>There being no further business to discuss the meeting ended at 21.45hrs.</p>	

COUNCILLOR GMMH RAHMAN KHAN

Chair

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Haringey Council

Item

Agenda

Pensions Committee
On 18 September 2008
Report title: Fund performance update
Report of: Chief Financial Officer
Ward(s) affected: All
Report for: Information
1. Purpose

- 1.1 To consider the latest investment performance data for the Pension Fund and for each of the Fund's investment managers.
- 1.2 To compare responsible investments information provided by our Fund Managers with that supplied by LAPFF.
- 1.3 To report 2008/09 budget monitoring to the end of July 2008.

2. Recommendations

- 2.1 That the Fund performance position as at end of June 2008 be noted.
- 2.2 That responsible investments information provided be noted.
- 2.3 That the budget monitoring position to the end of July 2008 (period 4) be noted.

Report authorised by: Gerald Almeroth – Chief Financial Officer

Contact officer:

John Hardy, Head of Finance- Budgeting, Projects & Treasury (tel no: 020 8489 3726)

3. Executive Summary

This report sets out the fund performance to end of June 2008, compares responsible investments information provided by our Fund Managers and LAPFF, and budget monitoring to end of July 2008 (period 4).

4. Head of Legal Services Comments

The Head of Legal Services has been consulted on the content of this report on which there is no specific comment. Members of the Committee are reminded of their duty to keep the performance of all investment managers under review.

5. Reasons for any change in policy or for new policy development (if applicable)

No changes are proposed.

6. Local Government (Access to Information) Act 1985

The following background papers were used in the preparation of this report:

Northern Trust performance monitoring reports

Fund performance update report to Pensions Committee on 23 June 2008

7. Investment performance reported at the June meeting of Pensions Committee

7.1 The investment performance of the Pensions fund was last reported to Pensions Committee in June 2008. That report covered the period up to 31 March 2008, at which time the following points were noted:

- Since monitoring against the new benchmark commenced on 1 April 2007, the combined Haringey fund has declined in absolute terms by 4.73% per cent up to 31 March 2008, under performed the gross benchmark by 2.22% and also under performed the gross target by 3.86%.

- There has been much volatility in the market over the past period due to a number of issues. These have impacted upon the performance of our portfolio and are still ongoing. Major issues are as follows:
 - credit issues that have arisen and are linked to the sub prime mortgage market in USA;
 - the price of oil;
 - inflation rates;
 - interest rates; and,
 - property prices and rental values. ING will shortly be updating their forecasts for UK and European property returns for this year and next year; these are likely to be downgraded due to current market conditions.

Up to the end of March 2008 performance by our Fund Managers was as follows:

- Bernstein's Global Equity and UK Equity mandates have under performed the gross targets by 8.13% and 5.65% respectively.
- Fidelity's Bond mandate under performed the gross target by 0.68% and is marginally behind benchmark by 0.08%. Fidelity's Equity mandate under performed the gross target by 1.70% but achieved the benchmark.
- Capital's Equity and Bond mandates are below target by 4.37% and 4.99%.
- ING are ahead of target by 3.02%.

8. Investment performance for the combined Fund updated for this quarter

- 8.1 The last performance update to Pensions Committee on 23 June 2008 reminded trustees that our new investment structure was largely implemented on 16 March 2007. Therefore, this report shows performance monitoring against the new benchmarks from 1 April 2007.

- 8.2 Performance of the combined Haringey fund compared to benchmark and target for the three months and annualised 15 months periods to end of June 2008 are shown below. The target is shown gross of Fund Managers fees and assumes that returns above benchmark are achieved evenly throughout the year.

	3 months to end of June 2008	15 months to end of June 2008 (annualised)
	%	%
Overall fund performance	(7.45)	(6.85)
Benchmark	(6.59)	(3.22)
Performance versus benchmark	(0.86)	(3.63)
Overall fund performance	(7.45)	(6.85)
Target	(6.18)	(1.58)
Performance versus target	(1.27)	(5.27)

- 8.3 This shows that in the 15 months period to June 2008:

The annualised performance of the combined Haringey fund has decreased in absolute terms by 6.85%, the fund under performed the new benchmark by 3.63% and under performed the target by 5.27%.

- 8.4 Appendix 1 shows the following for the combined fund as at end of June 2008 and 2007 for comparative purposes: (1) top ten shares held and (2) fund holdings.

9. Fund Manager Performance

- 9.1 Appendix 2 shows for each Fund Manager investment performance to end of June 2008, compared to benchmarks and targets as supplied by our custodian Northern Trust. This is the fifth quarter since the new benchmarks were introduced, consequently we have limited historic data.
- 9.2 The performance targets for each Fund Manager's mandates are shown on the next page. They denote the percentage annualised annual return above benchmark over a rolling 3 year period. The table also includes Investec and Record for completeness.
- 9.3 We have had eight calls on the Pantheon Asia and USA funds totalling £4.5 million to date and for the first time have shown performance numbers received from our custodian. These performance numbers are not meaningful until a significant proportion of the portfolio has been invested.

- 9.4 We are in the process of finalising agreements with Investec and Record and therefore no investments have been made to date. All targets are gross of fees.

	% Target above benchmark	% actual annualised performance above/(below) benchmark in the 15 months to June 2008	% actual annualised performance above/(below) target in the 15 months to June 2008
Bernstein – global equities	3.0	(5.47)	(8.47)
Bernstein – UK equities	2.0	(7.47)	(9.47)
Capital - equities	2.0	(3.99)	(5.99)
Capital - bonds	1.0	(3.50)	(4.50)
Fidelity - equities	1.7	0.96	(0.74)
Fidelity - bonds	0.6	(0.63)	(1.23)
ING	1.0	0.80	(0.20)
Pantheon – private equity	0.75	N/A	N/A
Investec – active currency	2	N/A	N/A
Record – active currency	2	N/A	N/A

- 9.5 The latest quarterly meetings took place on 31 July 2008 between each Fund Manager (excluding Pantheon –where meetings are half yearly) and the Head of Finance – Budgeting, Projects & Treasury. A summary of the key issues discussed at those meetings is set out below.

9.5.1 **Bernstein**

- Performance to date.
- Volatility in markets (e.g. credit crunch, inflation, bank rate, oil).
- Future outlook for markets.
- Review of our Responsible Investment policy.

9.5.2 **Capital International**

- Performance to date.
- Volatility in markets (e.g. credit crunch, inflation, bank rate, oil).
- Future outlook for markets.
- Review of our Responsible Investment policy.

9.5.3 **Fidelity**

- Performance to date.
- Volatility in the market (e.g. credit crunch, inflation, bank rate, oil).
- Future outlook for markets.
- Review of our Responsible Investment policy.

9.5.4 **ING**

- Performance to date.
- Volatility in the property market and future estimated returns.

- Investment opportunities to become fully invested to increased property benchmark.

9.5.5 Up to the end of June 2008 performance by our Fund Managers in annualised terms was as follows:

- Bernstein's Global Equity and UK Equity mandates have underperformed the gross targets by 8.47% and 9.47% respectively.
- Capital's Equity and Bond mandates are below target by 5.99% and 4.50%.
- Fidelity's Equity and Bond mandates underperformed the gross targets by 0.74% and 1.23% respectively.
- ING are below target by 0.20% but above benchmark by 0.80%.

10. Conclusions

10.1 Since monitoring against the new benchmark commenced on 1 April 2007, the annualised performance of the combined Haringey fund has declined in absolute terms by 6.85% per cent up to 30 June 2008, underperformed the gross benchmark by 3.63% and also underperformed the gross target by 5.27%.

10.2 Regarding our Fund Managers, Bernstein and Capital are under-performing the most.

10.3 There has been much volatility in the market over the past period due to a number of issues. These have impacted upon the performance of our portfolio, are still ongoing and we are monitoring the position carefully. Major issues are as follows:

- credit issues that have arisen and are linked to the sub prime mortgage market in USA;
- the price of oil;
- inflation rates;
- interest rates; and,
- property prices and rental values.

11. Responsible Investments

11.1 At Pensions Committee on 23 June 2008 a review of our Responsible Investment Policy was considered and agreed by Trustees. One of the recommendations was that officer's monitor the Fund Managers approach to the revised Responsible Investment Policy.

11.2 Appendix 3 compares responsible investments information provided by our three core Fund Managers for the quarter ending 30 June 2008 with the information supplied by LAPFF over the same time period. Where LAPFF have raised issues in companies where Haringey do not own shares, then this information has been excluded. This comparison will be made each quarter going forward as part of this report.

12. Budget Monitoring

12.1 The budget monitoring analysis to period 4 (end of July 2008) is attached in Appendix 4.

12.2 Significant variances to date are:

- transfer values paid and received where the volume will vary by year and timing within the year;
- the amount of lump sums paid vary by year and timing within the year;
- pensions and other benefits that is dependent upon the number of pensions and benefits payable;
- employee contributions that is dependent on the number and grades of staff transferring into and out of the scheme;
- investment management expenses that are influenced by the timing of receipt of invoices from Fund Managers and market values.

12.3 In overall terms the budget is on target. The current surplus is being monitored carefully so that any net gain is invested at the appropriate time in line with the agreed investment strategy. The majority of current years in-house surpluses are earmarked to fund our private equity investments.

13. Invested cash

13.1 As previously explained part of the strategic review of the fund, trustees approved an increase in property holdings from 6% to 10%. Pending the identification of suitable investment opportunities by our Property manager, ING, an amount of cash equivalent to the increased holding has been ring fenced and invested for periods of up to 12 months on the money market. The Council's standard treasury risk protocols are followed when investing this money. The cash, approximately £18million, is shown on the Pensions Fund Balance sheet as at the end of March 2007. As at 31 March 2008 £8.65 million had been released to ING to fund investments including £7.1 million to fund European acquisitions.

- 13.2 The downturn in the property market has impacted on the timing of future investments such that the mandate is unlikely to be fully funded until 2009. No further advances of this cash have been made to ING during 2008/09.
- 13.3 In accordance with the recommendations of the strategic review, a further £9.5 million of cash generated from surplus contributions in the year ended March 2008 has also been ring fenced to fund the Private Equity mandate managed by Pantheon. This cash is invested for periods of up to 12 months on the money market following standard treasury risk protocols. The total of internally managed cash for future calls as at end of August 2008 is £18.85 million and will in due course increase by additional in house monies generated during 2008/09.

TOP TEN SHARES HELD

Shares	As at 30 June 2008			As at 30 June 2007		
	Rank	Percentage of	Market Value £'000	Rank	Percentage of	Market Value £'000
		Fund			Fund	
Shell	1	3.6	13,920	1	3.4	15,321
Vodafone	3	2.1	8,149	2	2.7	11,922
Royal Bank of Scotland	5	1.7	6,591	3	2.2	9,910
BP	2	2.8	11,023	4	2.2	9,790
HSBC	6	1.2	4,689	5	1.5	6,732
Astrazeneca	10	0.9	3,560	6	1.4	6,555
HBOS				7	1.4	6,464
Barclays				8	1.4	6,258
Glaxosmithkline	4	1.8	7,132	9	1.3	6,015
Rio Tinto				10	1.2	5,516
Corestate German Residential	7	1.1	4,082			
Aviva	8	1.0	3,810			
BAE Systems	9	0.9	3,682			

FUND HOLDINGS

Fund Holdings	As at 30 June 2008		As at 30 June 2007	
	Percentage of	Market Value £'000	Percentage of	Market Value £'000
	Fund		Fund	
	%		%	
UK equities	20.4	117,900	23.7	151,080
Overseas equities	22.0	126,846	22.3	141,677
Pooled investment vehicles	40.4	233,494	32.2	204,700
Index-linked securities	1.2	6,826	3.9	24,716
Fixed interest securities	3.4	19,786	6.2	39,747
Cash	4.6	26,466	4.1	25,973
Property	8.0	46,143	7.6	48,387
Totals	100.00	577,461	100.00	636,282

**APPENDIX 2
FUND PERFORMANCE TO 31 JUNE 2008
GROSS OF FEES**

	Market valuations 31.03.07	Market valuations 31.03.08	Market valuations 30.06.08	Weighted % Fund change 1 April to 30 June 2008	% benchmark change 1 April to 30 June 2008	% target 1 April to 30 June 2008	Under (-)/over (+) performance versus target 1 April to 30 June 2008	Weighted % Fund change 1 April 2007 to 30 June 2008	% benchmark change 1 April 2007 to 30 June 2008	% target 1 April 2007 to 30 June 2008	Under (-)/over (+) annualised performance versus target 1 April 2007 to 30 June 2008
	£'000	£'000	£'000	%	%	%	%	%	%	%	%
Capital -Equities	130,850	125,246	119,652	(4.47)	(1.74)	(1.24)	(3.23)	(7.45)	(3.46)	(1.46)	(5.99)
Capital -Fixed Income	60,713	62,451	61,262	(1.90)	(1.46)	(1.21)	(0.69)	(0.41)	3.09	4.09	(4.50)
Fidelity -Equities	130,475	126,566	125,381	(0.86)	(2.08)	(1.66)	0.80	(3.11)	(4.07)	(2.37)	(0.74)
Fidelity - Fixed Income	62,329	65,390	63,927	(2.18)	(1.50)	(1.35)	(0.83)	1.86	2.49	3.09	(1.23)
Bernstein -UK Equity	132,947	117,805	108,817	(7.63)	(1.45)	(0.95)	(6.68)	(14.80)	(7.33)	(5.33)	(9.47)
Bernstein - Global Equity	31,328	28,299	27,273	(3.62)	(1.79)	(1.04)	(2.58)	(10.49)	(5.02)	(2.02)	(8.47)
ING	46,584	51,505	48,238	(6.34)	(3.20)	(2.95)	(3.39)	(10.59)	(11.39)	(10.39)	(0.20)
Pantheon - private equity		2,719	3,508	(9.71)	(0.35)	0.40	(10.11)	N/A	N/A	N/A	N/A
Total	595,226	579,981	558,058	(7.45)	(6.59)	(6.18)	(1.27)	(6.85)	(3.22)	(1.58)	(5.27)
In house cash - earmarked for property	18,000	9,350	9,350								
In house cash - earmarked for private equity		9,500	9,500								
Other	6,813	544	554								
Total Fund	620,039	599,375	577,462								

Appendix 3

Comparison of Responsible Investment Activity Quarter 2 –
Core Fund Managers and Local Authorities Pension Fund Forum (LAPFF)

Fidelity	Capital International	Alliance Bernstein	LAPFF	No of Shares held by our Fund Managers on behalf of the Pension Fund as at 30 June 2008
<p>Fidelity has been in contact with a number of companies to discuss environmental, social and ethical issues, either through face-to-face meetings, by teleconference or in writing. No specific details of this company engagement have been received; however the companies engaged with are set out in page 23 of the</p>	<p>Capital International has engaged with a number of companies in respect of Social Responsible Investing. Details of company engagement are as follows:</p> <p>Unilever – a meeting was held to discuss responsible business practice and sustainability in its branding. In relation to nutrition and health topics, the company is responding well to</p>	<p>Alliance Bernstein's only responsible investment activity highlighted in their quarterly report relates to two Environmental Social and Governance research examples :</p> <p>Petro Canada Alberta Canada has a large deposit of oil-rich crude oil. Surface mining could disturb wildlife habitats, leave toxic waste and,</p>	<p>LAPFF has drawn attention to companies who have engagement in Burma. This centres around the military regime and human rights violations and crimes against humanity. LAPFF has focused the engagement on Total, the company being asked to explain the strategic significance of</p>	<p>Unilever – shares held 34,000, value £485,860.</p> <p>Petro Canada – shares held 11,600, value £328,100.</p> <p>Total – shares held 33,057, value £1,413,410.</p>

Fidelity	Capital International	Alliance Bernstein	LAPFF	No of Shares held & Value at 30-06-08
<p>Fidelity Quarterly Investment Review. No further details of the engagements undertaken have been received.</p>	<p>changing tastes and health preferences. New compounds for energy efficient washing have been rolled out across all products. Other enhancements include reduced packing, lower CO2 emissions from production as well as less water-intensive farming methods.</p> <p>L' Oreal – a meeting was held to review sustainable development work and environmental impact. Over a period of five years the company has seen vast improvements to its environmental impact through water reduction, lower energy levels and CO2 emissions. The creation of artificial skin has led to a reduction in animal testing. Greater product control has been</p>	<p>without mitigation, release carbon into the atmosphere. Regulatory impacts and the resulting CO2 mitigation costs have been assessed, and Petro Canada remains attractive when mitigation costs are included.</p> <p>Norilsk Nickel is a leading low-cost producer of key metals. The Norilsk region is one of the most polluted in the world and Norilsk Nickel's operations have historically been a prime cause. Prior to investing their environmental practices were investigated, and it was concluded that the company is committed to improving its environmental performance.</p>	<p>its operation in Burma.</p> <p>LAPFF have engaged with oil and gas companies, food and drinks companies, and transport companies.</p> <p>LAPFF recently met with National Express on climate change and greenhouse gas emissions issues.</p> <p>LAPFF is engaging with FTSE 350 companies with engaging in the Sudan. Two companies - Weir Group and Petrofac have been contacted. The former to explain its specific reasons why it left Sudan, and the latter to explain the nature of its operations and their significance to the company's overall business strategy.</p>	<p>L'Oreal – shares held 13,200, value £722,100.</p> <p>Norilsk Nickel – shares held 6,500, value £82,140.</p> <p>National Express – shares held 2,355, value £22,400.</p> <p>Weir Group – shares held 4,598, value £42,910.</p> <p>Petrofac – shares held 21,172, value £154,340.</p>

	<p>achieved through having over 90% of its products manufactured in its own plants. Capital International has also, during the period, attended meetings with company chairmen on a range of environmental and social themes.</p>		<p>Tesco – shares held 395,250, value £1,442,310.</p> <p>Exxon Mobil – shares held 21,548, value £ 938,850.</p>
	<p>LAPFF has drawn attention to Tesco's animal welfare policy and chickens sold in Tesco stores.</p> <p>LAPFF has also highlighted Exxon Mobil's social responsibility practices. The company has been requested to adopt quantitative goals, based on current technologies, for reducing total greenhouse gas emissions from the company's products and operations.</p>		

APPENDIX 4

PENSIONS FUND

BUDGET MONITORING - PERIOD 4 (END OF JULY) 2008


	2008/09 Budget £'000	Plan to period 4 £'000	Actual to period 4 £'000	Over/under (-) to Period 4 £'000	Explanations of variations
Income					
Contributions and benefits:					
Employee Contributions	(8,900)	(2,967)	(3,365)	(398)	Dependent on number and grade of staff transferring into and out of scheme
Employer Contributions	(32,500)	(10,833)	(10,864)	(31)	
Transfer Values Received	(4,000)	(1,333)	(1,607)	(274)	Volume and timing varies
Capital costs	(900)	(300)	(257)	43	
Total income	(46,300)	(15,433)	(16,093)	(660)	
Expenditure:					
Pensions and other benefits	25,000	8,333	8,151	(182)	Dependent upon the number of pensioners and benefits payable.
Lump sums	3,500	1,500	1,679	179	Higher number of retirements and take up of converting pension to lump sum
Transfer values paid	3,950	1,317	1,570	253	Volume and timing varies
Refunds on contributions	50	17	2	(15)	
Administrative expenses	700	233	183	(50)	
Total expenditure	33,200	11,400	11,585	185	
Net addition from dealings with members	(13,100)	(4,033)	(4,508)	(475)	
Returns on Investment:					
Investment income	(17,300)	(5,767)	(4,548)	1,219	Dependent upon companies invested in by our Fund Managers.
Investment management expenses	2,300	767	417	(350)	Timing of receipt of Fund Managers invoices
Net return on investments	(15,000)	(5,000)	(4,131)	869	



Agenda item:

[No.]

Pensions Committee On 18th Sept 2008

Report Title: Fund Administration Update	
Forward Plan reference number (if applicable): Not Applicable	
Report of: Assistant Chief Executive People and Organisational Development	
Wards(s) affected: All	Report for: Information
<p>1. Purpose (That is, the decision required)</p> <p>1.1 To consider regulatory changes affecting the administration of the Local Government Pension Scheme together with relevant issues covered in circulars issued by the Local Government Pensions Committee (LGPC) and Communities and Local Government (CLG).</p>	
<p>2. Recommendation</p> <p>2.1 That the administration report be noted.</p>	
<p>Report Authorised by: Stuart Young – Assistant Chief Executive People and Organisational Development</p> 	
Contact Officer: Ian Benson, Pensions Manager (tel no: 020 8489 3824)	
<p>3. Chief Financial Officer comments</p> <p>3.1 .The Chief Financial officer has been consulted on this report and concurs with the financial implications comment.</p>	
<p>4. Head of Legal Services Comments</p> <p>4.1 The Head of Legal Services has been consulted on the content of this report and has no comment to make</p>	

5. Local Government (Access to Information) Act 1985

The following background papers were used in the preparation of this report:

5.1 Correspondence by

6. Strategic Implications

6.1 There are no strategic implications arising from this report

7. Financial Implications

7.1 There are no financial implications arising from this report.

8. Legal Implications

8.1 There are no specific legal implications arising from this report. The statutory basis for the issues considered is set out in full in the body of the report.

9. Equalities Implications

9.1 There are no equalities issues arising from this report

10. Consultation

10.1 The Employees Side have been consulted on the content of this report

11. The New Look Scheme (update)

11.1 Draft Statutory Guidance Ill Health Retirement.

DCLG issued Draft Statutory Guidance on Ill Health Retirement for consultation.

This gives general guidance on:-

- a) The role of the employer
- b) The role of the independent registered medical practitioner
- c) Advice on new definitions such as 'gainful employment'
- d) Additional information around each of the three tier provisions
- e) Pro-forma Ill-Health retirement documents

At the same time, DCLG issued an aide-memoire on how to apply the new ill-health provisions particularly around the third tier provision. This document pre-empted issues included in the draft statutory guidance.

In light of the above and in the absence of any comments from the Council's Medical Advisor, the Employee Side, or the Employing Bodies it was agreed with the Chair that our response to the consultation would be limited to informing the DCLG that we would be keeping the administration of ill-health retirements under review.

11.2 Parliamentary Ombudsman Ruling On Equitable Life

In July 2008 the Parliamentary Ombudsman published the much delayed report into the regulatory supervision of Equitable Life. Hymans Robertson, our actuary, has issued a briefing note to its clients on the Ombudsman's findings

The report highlighted instances of maladministration and injustice on the part of the regulatory bodies which include; The Department of Trade and Industry, the Government Actuary's and the Financial Services Authority

The Ombudsman's main recommendation is that the Government should establish and fund a simple, transparent and independent compensation scheme for those who are assessed to have been adversely affected by the maladministration.

The Government has promised a response to the report within four months which will hopefully result in a satisfactory outcome. If this was not the case then consideration would need to be given to other options available

12 Employing Bodies Policy Statements

12.1 Since the last pensions Administration Report in June, the following Employing Bodies have published their Policy Statements:-

- Alexandra Palace Trading Company
- Haringey Age Concern
- Enterprise (formally Haringey Accord)

The Council as the Administering Authority has received copies of the policy statements published by the employing bodies and these comply (subject to further advice from the Government Actuaries Department) with the requirements of the pension scheme regulations.

Policy Statements are awaited from:-

- Urban Futures (London) Ltd
- Fortismere School
- John Loughborough School
- Mittie Security Ltd.
- Rokeley Dene Homes Ltd

Each of the above employers have been contacted and pressed to produce their policy statements as required by the regulations.

Urban Futures Ltd have confirmed that they will put a statement to their Board of Management for approval by November.

Mittie Security are undergoing a re-tendering exercise. It is unlikely that a policy statement will be provided until after that process is complete.

Rokeley Dene Homes Ltd have confirmed that they will have a policy statement published by October

13 Early Retirements and Appeals for the quarter to 30th June 2008.

13.1

Haringey Council Pension Fund	Early Retirements 1 April 2008 to 30 th June 2008			
Approved by CFO	Number of Cases	Basic Capital Cost	Cost of Added Years	Total Cost
Redundancy:	4	£119,000	£0	£119,000
Efficiency	0	£0	£0	£0
Early Retirement	0	£ 0	£0	£ 0
Flexible Retirement	0	£0		£0
Sub -Total	4	£119,000	£0	£119,000

Approved by Members	Number of Cases	Basic Capital Cost	Cost of Added Years	Total Cost
Redundancy	0	£0	£0	£0
Efficiency	0	£0	£0	£0
Early Retirement	0	£0	£0	£0
Sub Total	0	£0	£0	£0
Employing Bodies				
	Number of Cases	Basic Capital Cost	Cost of Added Years	Total Cost
Redundancy	0	£0	£0	£0
Efficiency	0	£0	£0	£0
Early Retirement	0	£0	£0	£0
Flexible Retirement	0	£0	£0	£0
Sub-Total	0	£0	£0	£0
Total For Haringey Council and Employing Bodies				
	4	£119,000	£0	£119,000

13.2 Appeals Process; Quarterly Report to 30th June 2008

Appeals Process Quarterly Report	Number Open	Upheld	Not Upheld/ Closed	On Going
Stage 1 Appeal	1	0	1	0
Stage 2 Appeal	1	0	0	1
Pensions Ombudsman	0	0	0	0

14. Statement on Compliance:

Pensions Scheme Regulations Local Government Pension Scheme Regulations (as amended)	The scheme is administered in compliance with the provisions of the scheme regulations and relevant advice.
Data Protection	Data held on records maintained by the Pensions Team is registered in compliance with the relevant Data Protection Legislation
Disclosure of Information The Occupational Pensions Schemes (Disclosure of Information) Regulations 1996	The scheme is administered in compliance with the Disclosure of Information Regulations 1996 (as amended) and relevant advice.
Member Communication	Communication with members and employers is conducted in accordance with the Communications Policy approved by Pensions Panel on 23 rd June 2008
Best Practice	The scheme is administered having regard to the Best Practice Principles published

15 Conclusion

15.1 Members are asked to approve the Administration Report

16 Use of Appendices / Tables / Photographs

16.1 There are no Appendices with this report

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Agenda item:

[No.]

Pensions Committee

On 18th September 2008

Report Title: Discretion to disregard a break in full-time education for a child's pension

Forward Plan reference number (if applicable): Not Applicable

Report of: Assistant Chief Executive People and Organisational Development

Wards(s) affected: All

Report for: Information


1. Purpose (That is, the decision required)

- 1.1 To formalise the Council's policy on whether or not to disregard a break in a child's full-time education or training so that payment of a child's pension can continue and whether or not to suspend payments during any such break.
- 1.2 To formalise the process for the exercise of this discretion by delegating authority to the Chief Financial Officer.

2. Recommendation

- 2.1 That the Committee agrees to delegate the exercise of the Authority's discretion concerning the effect of a break in a child's full-time education on their receipt of a child's pension within the following framework:-
- 2.2 Where there is a break in full-time education or training, the Chief Financial Officer will decide whether such a break can be ignored on the child's return to full-time education or training
- 2.3 The Chief Financial Officer will have regard to the circumstances of each case within the guideline that the break should not generally extend beyond 12 months from the beginning of one academic year to the end of one academic year, or include periods of full-time employment of more than three months
- 2.4 Where the gap extends beyond the 12 month limit as described above, the child must be able to clearly demonstrate a clear intention to return to full-time education or training and has not undertaken paid employment as an alternative career option to returning to full-time education or training
- 2.5 Where the Chief Financial Officer deems it appropriate to ignore a break in full-time education or training, the child's pension will be reinstated from the re-commencement of full-time education or training or such earlier date as the Chief Financial Officer deems appropriate based on the individual circumstance of the case.
- 2.6 The exercise of this discretion will be reported to the Pensions Committee.

Report Authorised by: Stuart Young – Assistant Chief Executive People and Organisational Development



Contact Officer: Ian Benson, Pensions Manager (tel no: 020 8489 3824)

3. Chief Financial Officer comments

3.1 The Chief Financial Officer concurs with the financial implications paragraph of the report.

4. Head of Legal Services Comments

4.1. The Head of Legal Services has been consulted on the content of this report. The proposed policy constitutes a reasonable exercise of the discretion available to the Authority under the relevant pension regulations

5. Local Government (Access to Information) Act 1985

The following background papers were used in the preparation of this report:

5.1 Local Government Pension Scheme Regulations 1997 and the Benefits Regulations 2007.

6. Strategic Implications

6.1 There are no strategic implications arising from this report

7. Financial Implications

7.1 There are no financial implications arising from this report. Payment of a Child's Pension is a funded benefit.

8. Legal Implications

8.1 There are no specific legal implications arising from this report. The statutory basis for the issues considered is set out in full in the body of the report.

9. Equalities Implications

9.1 There are no equalities issues arising from this report

10. Consultation

10.1 The Employees Side have been consulted on the content of this report

11. Background

- 11.1 Pensions are payable to the eligible children of deceased scheme members who are under age 18 or are otherwise in full-time education or vocational training.
- 11.2 The Council has discretion to disregard a break in full-time education or training. This discretion is a scheme provision of long standing which has been applied to cases where the child has been offered a university or training place but has notified the Council that entry to University or Training will be delayed because the individual wants to take a gap year.
- 11.3 The Council also has discretion to suspend payment of pension during a break. When full-time education ends, the child's pension will be stopped unless a university or training place is confirmed as starting in September / October of that year.
- 11.4 In circumstances where the student is taking a gap year the child's pension is suspended until full-time education or training is resumed. A request to continue a child's pension during a break in full-time education or training would only be considered in exceptional circumstances where withholding the payment would result in severe financial hardship.

12 Policy Decision

- 12.1 Recently a case has arisen where a child pensioner whose payment was stopped asked for reinstatement after a gap of more than 12 months. The child was educated outside the United Kingdom and has been accepted into a university which is also abroad.
- 12.2 The circumstances are set out in detail in a Briefing Note to the Chief Financial Officer attached as **Appendix 1**. Paragraph 2 of that Briefing Note summarises the circumstances giving rise to this report. The definition of an eligible child in that briefing note is the definition contained in the 1997 regulations when the age limit was 17.
- 12.3 This case has highlighted that previous custom and practice should be replaced by a formal policy decision and that the authority for deciding these cases should be delegated to the Chief Financial Officer within the guidelines

13 Conclusion

- 13.1 The number of children's pensions paid after age 18 is very few. Currently there are 11 such pensions in payment. New rules applicable to pensions that started after 4th April 2006 prohibit payment beyond age 23.
- 13.2 There are any number of scenarios which can influence the exercise of this discretion which is why the recommendations sets out guidelines for a determination rather than a proscriptive policy. Such an approach is also required to comply with the rules on exercising a discretion which must take account of all the circumstances of an individual case.
- 13.3 Members are asked to approve the recommendations set out in paragraph 2 above

14 Use of Appendices / Tables / Photographs

- 14.1 **Appendix 1** is a briefing note to the Chief Financial Officer setting out the background to a child's request for reinstatement of his pension.

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Grey Fay

APPENDIX 1

From: [Redacted]
Sent: 10 July 2008 10:18
To: Grey Fay
Subject: [Redacted] Pensions

Haringey Council
Pensions Department

Attention [Redacted]

[Redacted] Pensions

I am writing in reply to your letter of January 2008 inquiring about my activities of the past two years, which due to the postal system in Zimbabwe was only received in May.

In 2006 I took a gap year and worked within Zimbabwe at Hellenic Restaurant. 2007 was taken up spending time in England and Zimbabwe working up funds to pay for University fees and also supply a bank statement showing a balance of ten thousand pounds which is needed to have an Australian student visa granted. This took longer than expected and only managed to begin university in February of 2008.

I hope this answers your enquiries and any other questions please email me on bhhopgood@yahoo.com.au or sent any letters to:

12, Woodside Street
[Redacted]
[Redacted]
[Redacted]
[Redacted]

I shall be sending a hardcopy to you following this email, but when you receive this depends on the post.

Yours Faithfully
[Redacted]

Start at the new Yahoo!7 for a better online experience - [Start Here](#).

This email has been scanned by the MessageLabs Email Security System. For more information please visit <http://www.messagelabs.com/email>

10/07/2008

CHILD'S PENSION

Appendix 2

1) The eligible child of a deceased member is -

(a) the deceased's legitimate or adopted child, or

(b) a child who was wholly or mainly dependent on the deceased at the time of his death or, where the child is born after the member's death, who would have been so dependent if he had been born before or on the date of the deceased member's death,

but does not include a child who was born on or after the first anniversary of the date of the deceased's death. (SI2001/770)

(2) Subject to paragraph (2A) (SI2006/966) A person only counts as a child if-

(a) he is aged under 17,

(b) since he became 17 he has been engaged continuously in full-time education or in training for a trade, profession or vocation, or

(c) he is physically or mentally incapacitated and became so whilst a child within paragraph (a) or (b).

(2A) Notwithstanding paragraph (2)(b), a pension coming into payment on or after 5th April 2006 which would otherwise be payable by virtue of that paragraph shall only continue while the child is aged under 23. (SI2006/966)

(3) If an appropriate administering authority wish, they may treat education or training as continuous despite a break.

FAX ~~44 1890 123456~~

APRICAN 3

~~XXXXXXXXXX~~~~XXXXXXXXXX~~~~XXXXXXXXXX~~~~XXXXXXXXXX~~

29-8-05

PENSIONS MANAGER
 ATTN ~~XXXXXXXXXX~~
 HARINEEY COUNCIL
 WOOD GREEN N22 7TR

YOUR REF PEN/CF/~~XXXXXXXXXX~~

THANK YOU FOR LETTER DATED 26 MAY 2005 AND
 MY APOLOGIES FOR THE DELAYED RESPONSE BUT WE WERE
 TRYING (UNSUCCESSFULLY) TO CLARIFY BEN'S PLANS FOR 2006.

FIRSTLY THE SCHOOL YEAR IN ZIMBABWE DIFFERS
 FROM ENGLAND AND RUNS FROM JAN TO DECEMBER
 SO BEN WILL ONLY BE WRITING HIS A LEVELS IN
 NOVEMBER AND GETTING RESULTS IN FEBRUARY 2006.
 I ASSUME THE PENSION WILL BE ABLE TO CONTINUE UNTIL
 THEN.

OBVIOUSLY HE WILL NOT BE ABLE TO COMMENCE ANY
 UNIVERSITY COURSE ~~UNTIL~~ IN THE UK UNTIL THE BEGINNING
 OF THE 2006/7 ACADEMIC YEAR (PROVIDED HIS A LEVEL
 RESULTS ARE ACCEPTABLE).

I DON'T KNOW WHAT THE PENSION RULES ARE IN REGARD
 TO TERTIARY EDUCATION SO WOULD MUCH APPRECIATE
 YOUR ADVICE THEREON.

With thanks

~~XXXXXXXXXX~~~~XXXXXXXXXX~~

Grey Fay

From: Krissie Rogers [k.rogers@griffith.edu.au]
Sent: 30 July 2008 03:49
To: Grey Fay
Subject: Student Verification
Attachments: 20080730121847993.pdf

ATTACH 4

Dear Fay

Please find attached the student verification for [REDACTED]

Kind Regards

Krissie Rogers
Client Services Officer
Student Administration Centre
Gold Coast Campus
Griffith University

Phone: (07) 5552 8811
Fax: (07) 5552 8706
Email: k.rogers@griffith.edu.au

----- Forwarded by Krissie Rogers/Staff/Griffith on 30/07/2008 12:48 PM -----
"SAG1001" <k.rogers@griffith.edu.au>

To "SAG1001" <k.rogers@griffith.edu.au>
cc
Subject

30/07/2008 02:18 PM

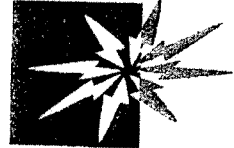
This E-mail was sent from "RNP887CE2" (Aficio 2027).

Scan Date: 30.07.2008 12:18:47 (+0800)

This email has been scanned by the MessageLabs Email Security System.
For more information please visit <http://www.messagelabs.com/email>

30/07/2008

Pensions Team
4th Floor, Alexandra House, 10 Station Road, Wood Green, London N22 7TR
Tel: 020 8489 5916 Fax: 020 8489 3807
www.haringey.gov.uk



Head of Human Resources Steve Davies

Haringey Council

Your Ref:

Our Ref : PEN/PC [REDACTED]

E-MAIL: fay.grey@haringey.gov.uk

PENSION SECTION

Tel. 020 8489 5916 Fax 020 8489 3986

This matter is being dealt with

by : Mrs F Grey

Direct Line: 020 8489 3821

Griffith University
Gold Coast Campus
PMB 50
Gold Coast Mail Centre
Queensland 9726
AUSTRALIA

[REDACTED]
30/7 RR

22nd July 2008

Dear Sir/Madam,

LOCAL GOVERNMENT PENSION REGULATIONS

RE: Benedict [REDACTED]

I write regarding the above named student who could be eligible for a child's pension from this Authority subject to confirmation that he is in full-time education.

Would you please confirm that Benedict is a full-time student at your university and the duration of his course.

Yes - full time 3 year degree

Thank you for your assistance with this matter.

Yours faithfully,

F. Grey
For Pensions Manager

RECEIVED
M
29 JUL 2008
PENSION SECTION
HARINGEY COUNCIL



2005-2006
Getting Closer to Communities



INVESTOR IN PEOPLE



27 September 2007

GU ID Number: To be advised
Date of Birth: 03 June 1987

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

E-mail: thea@koalazim.com

Dear **[REDACTED]**

Griffith University is pleased that you have chosen to study with us and we are certain you will find your experience at our University both challenging and rewarding. I am pleased to offer you a place as a full-time international student in the following program:

PROGRAM	: 1107 Bachelor of International Business
CRICOS CODE	: 003430J
CAMPUS	: Gold Coast Campus
ORIENTATION DATE	: 18 February 2008
COMMENCEMENT DATE	: 3 March 2008
PROGRAM LENGTH	: 3 Years (240 Credit Points)
ESTIMATED PROGRAM COST:	AUD\$42,960.00
OSHC	: AUD\$185.00
SEMESTER TUITION FEE	: AUD\$7,160.00
TOTAL DEPOSIT*	: AUD\$7,345.00

* One semester tuition fees for your program (based on 40 credit points of study which is one semester of full time study) + one semester cover OSHC.

STUDENT FEES AND CHARGES

The fees quoted above are current at the time of issuing this offer. However, fees are reviewed annually and are subject to increase. In the event of a fee increase before your enrolment in classes, you will be invoiced via the electronic student system for any balance owing and will be required to pay this amount once you have enrolled. Once you have commenced your studies, your tuition fees will remain fixed for the duration of the above program. Please note that the fees quoted above do not include any special equipment or resources that may be required.

CONFIRMATION OF ENROLMENT

In order to obtain your Australian student visa you will need a Confirmation of Enrolment (CoE) from Griffith University. The University will issue your Confirmation of Enrolment when you have provided ALL of the following:

- Fully completed and signed Acceptance of Offer form.
- A signed refund policy.
- Bank draft (cheque) or credit card details (see Acceptance of Offer form) for the total deposit as stated above. The components of the total deposit fee are set out above. This payment is based on 40 credit points of study, which is one semester full time study.

2612945

29 November 2006

Griffith International
International Office

Gold Coast Campus, Griffith University
PMB 50, Gold Coast Mail Centre
Queensland 9726, Australia

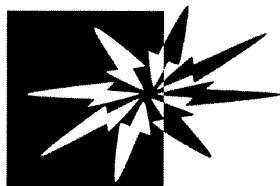
Telephone: +61 (0)7 555 28819
Facsimile: +61 (0)7 555 28978

www.griffith.edu.au

Nathan Campus, Griffith University
Brisbane
Queensland 4111, Australia

Telephone: +61 (0)7 373.57200
Facsimile: +61 (0)7 373 55280

CRICOS PROVIDER: [REDACTED]



Agenda item:

Pensions Committee

On 18th September 2008

Report Title: Admission of RM Education PLC to the Haringey Pension Fund

Forward Plan reference number (if applicable): Not Applicable

Report of: Chief Financial Officer and Assistant Chief Executive People & Organisational Development

Wards(s) affected: All

Report for: Non key decision

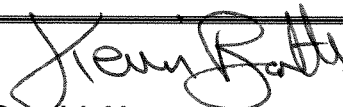
1. Purpose

- 1.1 To approve the admission of RM Education PLC as transferee admitted body participating in the Haringey Council Pension Fund from 1st September 2008.
- 1.2 This results from the TUPE transfer of non-teaching lab/technical staff employed by individual schools to the above-mentioned contractor.

2. Recommendations

- 2.1 That Members agree to the admission of RM Education PLC as a transferee admitted body to the Fund from 1st September 2008.
- 2.2 That the agreement is a closed agreement such that no new members can be admitted unless they are included in the TUPE transfer on 1st September 2008.
- 2.3 That the contractor is required to provide a Bond to the value of £56000 to be reviewed by the Fund actuary on an annual basis.
- 2.4 That final approval to the terms of this Admission Agreement be delegated to the Chief Financial Officer in consultation with the Chair of Pensions Committee.

Report Authorised by:

for 
Gerald Almeroth
Chief Financial Officer

and by


Stuart Young
Assistant Chief Executive P.O.D

Contact Officer: I M Benson Pensions Manager 0208 489 3824.

3. Head of Legal Services Comments

3.1 The Head of Legal Services comments that the attached draft Admissions Agreement and Guarantee Bond meet the statutory requirements set out in the Local Government Pension Scheme (Administration) Regulations 2008.

4. Local Government (Access to Information) Act 1985

4.1 Local Government Pension Scheme (Administration) Regulations 2008

4.2 Draft Admission Agreement

4.3 Report from Hymans Robertson on Bond and Contribution Rate Assessment.

4.4 Reasons why this report is exempt **Not Applicable**

5. Strategic Implications

5.1 There are no strategic implications arising from this report

6. Financial Implications

6.1 The Council's actuary has assessed a contribution rate for the contractor as 12.3% and a Bond value of £56,000 which will be reviewed annually. The Bond is in place to protect the fund against the commercial failure of the company.

6.2 Although the financial position of the company is strong, the provision of the Bond is required to ensure that the contractor is in a position to cover any deficit identified on termination of the agreement.

6.3 A cap on the contractor's liabilities on any fund deficit for the duration of the contract is set at £500,000 which is twice the level recommended by the Fund Actuary Hymans Robertson. This covers the five year term of the contract.

7. Legal Implications

7.1 RM Education PLC is being admitted as a transferee admission body as defined in regulation 6(2) of the Local Government Pension Scheme (Administration) Regulations 2008.

7.2 Staff transferring from Fortismere School are deemed for the purpose of this Admission Agreement as being employees of the Council by virtue of regulation 8 of the above-mentioned regulations. Fortismere School is therefore not required to be a party to the admission agreement.

8. Equalities Implications

8.1 There are no equalities implications arising from this report

9. Consultation

- 9.1 A draft copy of this report was sent to the Employee Side Secretary for comment.

10. Background

- 10.1 On 28th February 2000, Members approved a general policy of protecting the pension rights of staff being by entering into admission agreements with relevant employing bodies.
- 10.2 This admission agreement is with a private contractor RM Education PLC where service is being transferred by means of a contract. The contractor is thereby a 'transferee admission body' as defined in regulation 6 of the Local Government Pension Scheme Administration Regulations 2008.
- 10.3 The agreement will be a 'closed agreement' under which only those staff who are subject to the transfer and who are employed on the contract, will be eligible for admission to the Local Government Pension Scheme. On this basis, the actuary has set the employer contribution rate at 12.3%.
- 10.4 The regulations require that the contractor provides an indemnity bond to protect the fund should the agreement terminate early. The value of the Bond is determined by actuarial assessment and is agreed between the parties. The review and provision of the Bond is an employer cost. The Council's actuary has put a value on the Bond of £56,000. The Bond protects the Fund against potential investment and interest risks.
- 10.5 Any actions taken that require payment of a capital cost will be recovered by through the normal charging process. The actuary will take account of the contractor's discretionary policy including early and ill health retirements when setting it's employer contribution rate at future fund valuations.
- 10.6 As the final details of the application for admission are still under review, Members are asked to approve the delegation of final approval to the Chief Financial Officer in consultation with the Chair of Pensions Committee.

11. Conclusion

- 11.1 Members are asked to approve the recommendations and that there are sufficient controls and measures in place to protect the Fund.

12. Use of Appendices / Tables / Photographs

- 12.1 There are no appendices to this report

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is exempt

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