



Cardiff & Vale of Glamorgan  
**Pension Fund**



# ANNUAL REPORT AND ACCOUNTS 2023/24

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

# CONTENTS

	Page
1. Overall Fund Management	3
2. Governance and Training	8
3. Financial Performance (incl. Fund account, net assets statement & notes)	13
4. Investments and Funding	37
5. Administration	49
6. Actuarial Reports on Funds	57
7. Auditor's Statement	60
8. Additional Information (Glossary)	61
Appendix 1: Investment Data	65
Appendix 2: Key Performance Indicators 2023/24	68

# 1. OVERALL FUND MANAGEMENT

- The total value of the Fund increased by 12.4% over the year with a valuation of £2.963 billion as at 31 March 2024, compared to the previous year end valuation of £2.635 billion.
- The latter end of 2023/24 saw an improvement in financial market performance, in particular from Global Equities where the rise of a portion of very large US technology and consumer discretionary stocks were well documented. The improvement in market sentiment was influenced by a general expectation of interest rate reductions, in response to stabilising inflation levels and an increasing expectation that the major global economies would avoid a steep recession. The Fund experienced a positive return on investments for the year of 12.42%, slightly above the benchmark return of 12.36%.
- The Fund remains in a positive cashflow position regarding its dealings with members of the Fund, with contributions and transfer values received exceeding benefits, refunds and transfer values paid by £925K.
- Total membership of the Fund as at 31.03.2024 includes 18,225 active contributors accounts, whilst there are now 13,436 pensioner accounts and 13,670 deferred members.
- The 31 March 2022 triennial valuation of the Fund was completed by the Fund Actuary in March 2023. This valuation saw the funding level ratio increase to 98% compared to the previous level of 96%. This increase in funding level was achieved whilst increasing the prudence of some of the assumptions underpinning the valuation including increasing the probability of Funding success to 78%, a short-term allowance to cover the recent high inflation levels and a reduction in the recovery period to 14 years. The impact of the key macro-economic assumptions is broadly unchanged with higher investment returns offset by higher CPI and pay growth assumptions. The next triannual valuation will be as at 31 March 2025 with this work being completed during 2024/25.
- Continued progress was made during the year with the development of the Wales Pension Partnership (WPP), with new sub-fund launches in particular within Private Markets. July 2023 saw the launch of the WPP Sustainable Global Active Equity sub-fund, which operates with the same target and benchmark as the current WPP Global Equity portfolios. This is currently the only WPP sub-fund that all eight of the constituent pension funds have invested in. During 2023/24 this Fund started the payment of capital commitments into the WPP Private Market sub-funds, with investments in the WPP Private Credit, Infrastructure and Private Equity sub-funds during 2023/24, with further investments in early 2024/25. As at 31 March 2024 62% of the value of the Fund's was held in WPP Funds. The percentage of assets pooled if the Low Carbon Equity Tracker Fund is included increases to 86%.
- Summary statistics for the Fund are shown in Appendix 1.

# NARRATIVE REPORT

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

The Council's responsibilities as manager of the Fund are discharged through the Pension Fund Committee which has oversight of the Fund's strategies and policies. Operational management of the Fund has been delegated to the Corporate Director Resources. The Local Pension Board assists the Council to secure compliance with the LGPS regulations and the requirements of the Pensions Regulator and to ensure the effective and efficient administration of the scheme. The Pension Fund Committee also continues to be assisted by the Investment Advisory Panel whose membership includes two independent advisors.

The membership of the Fund as at 31 March 2024 was 45,331 with 18,225 contributing employees, 13,436 pensioners and 13,670 deferred members.

The value of the Pension Fund's Investment assets as at 31 March 2024 was £2,963 million an increase of 12.4% compared with the 31 March 2023 valuation of £2,635 million. The last quarter of 2023/24 saw a much improved performance from the financial markets, in

particular from Global Equities where the rise of a small number of very large US technology and consumer discretionary stocks were well documented. Improved market sentiment was influenced by an expectation of interest rate cuts in response to stabilising inflation and an increasing expectation that the major global economies would avoid a steep recession.

The eight LGPS fund authorities in Wales continued to make progress during the year with the development of the Wales Pension Partnership (WPP) with new sub-fund launches in particular within Private Markets. July 2023 saw the launch of the WPP Sustainable Global Active Equity sub-fund which operates with the same target and benchmark as the current WPP Global Equity portfolios. This is currently the only WPP sub-fund that all eight of the constituent pension funds have invested in. During 2023/24 this Fund started the payment of capital commitments into the WPP Private Market sub-funds with investments in the WPP Private Credit, Infrastructure and Private Equity sub-funds during 2023/24. There were increased costs due to transitioning investments to WPP. Higher costs are expected



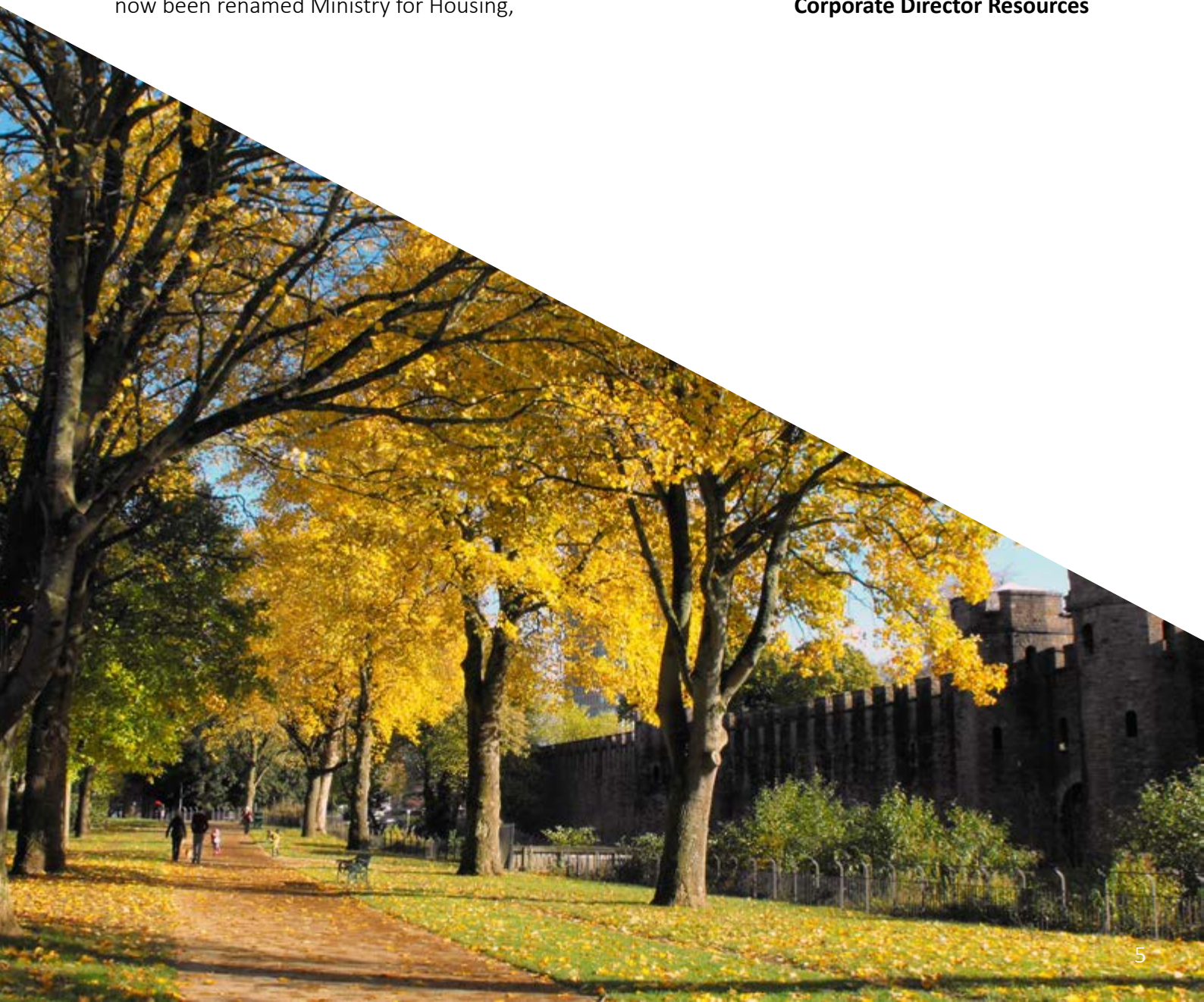
in the short term as we continue to transition but would expect these to reduce in line with the pooling arrangements.

At 31 March 2024 the value of the Fund's assets held in twelve WPP sub-funds, compared to seven at 31 March 2023, was 61.6% of the Fund's total value which increases to 86.4% of Fund value being pooled if the jointly procured BlackRock passive equity fund is included. This Fund was therefore well positioned with regard to the Department of Levelling-Up Housing and Communities (DLUHC) consultation on pooling with its target of 31 March 2025 for all assets to be pooled. Following the July 2024 election DLUHC has now been renamed Ministry for Housing,

Communities and Local Government (MHCLG) which issued in September 2024 a Call for Evidence with regard to the next steps for LGPS consolidation and increasing investments in UK asset classes.

Work continued in 2023/24 on the Fund's Net Zero Strategy, culminating in the Pension Committee at its meeting on 20 May 2024 approving the Net Zero Policy including setting an ambitious but achievable target for the Fund to be net zero by 2040.

**Christopher Lee**  
**Corporate Director Resources**



# SCHEME MANAGEMENT AND ADVISERS

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

## Pensions Committee

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

Members in the year to 31 March 2024 were:

Cllr. C. Weaver	(Chair)
Cllr. D. Ali	
Cllr. R. Taylor	
Cllr. E. Reid-Jones	
Cllr. C. Lay	

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

## Investment Advisory Panel

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

Members in the year to 31 March 2024 were:

Cllr C. Weaver	(Chair) Cabinet Member for Finance, Modernisation and Performance, Cardiff Council
Cllr. R. Taylor	Member, Cardiff Council
Cllr. E. Reid-Jones	Member, Cardiff Council
Mr. S. Bates	Independent Adviser
Ms. C. Burton	Independent Adviser
Mr. C. Lee	Corporate Director Resources, Cardiff Council

## Local Pension Board

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

### Members from 1 April 2023 to 31 March 2024 were:

Michael Prior                                      Independent Chair

### Employer Representatives:

David Llewellyn                                      Director of Finance, Cardiff Metropolitan University  
Mark Sims    Deputy Chief and Responsible Finance Officer, Barry Town Council  
Laithe Bonni     Operational Manager Employee Services, Vale of Glamorgan Council

### Scheme Member Representatives:

Peter King    Unison nominee  
Hilary Williams                                       Unison nominee  
Georgia Chedzey                                      GMB nominee

### Investment Managers from 1 April 2023 to 31 March 2024 were:

BlackRock Investment Management	Global Low Carbon Equities (indexed) UK Property
WPP Waystone Management UK Ltd	UK Equities (active) Global Government Bonds Global Credit Multi-Asset Credit Global Equities (active) Emerging Market Equities (active)
Octopus Renewable Energy	Infrastructure (WPP)
Russell Investments	Private Credit (WPP)
Aberdeen Standard	UK Property
Schroders Investment Management	UK Property Private Equity (WPP)
UBS	UK Property
CBRE	Global Property
Capital Dynamics	Private Equity
Harbourvest	Private Equity
Pantheon	Private Equity

## Professional Advisers

### The Fund's professional advisers during the year were:

Actuaries	AON Solutions UK Limited
Auditor	Auditor General for Wales
Bankers	NatWest Bank plc
Custodian	Northern Trust
Legal Advisers	Chief Legal Services Officer, Cardiff Council
Investment Advisers	Mr. S. Bates and Ms. C. Burton
Scheme Administration	Corporate Director Resources, Cardiff Council
Current AVC Provider	Prudential Assurance

## 2. GOVERNANCE AND TRAINING

### LOCAL PENSION BOARD REPORT

The Cardiff and Vale of Glamorgan Pension Fund Local Pension Board (the Board) was set up under the new arrangements for the governance of Local Authority Pension Funds introduced under the Public Service Pensions Act 2013. The first meeting of the Board was held in July 2015. The primary purpose of the Board is to assist Cardiff Council (as the Administering Authority) in the management of the Cardiff and Vale of Glamorgan LGPS Fund (the Fund). The Board is not involved in the day to day running of the Pension Fund but provides oversight and challenge.

The terms of reference for the Board were updated at the meeting of the County Council of the City and County of Cardiff held on 30 March 2023 and a copy of the current terms of reference, showing the changes to the previous version, can be found via the following link:

[Appendix 1.pdf \(moderngov.co.uk\)](#)

#### Membership

The Board has seven members with an independent Chair plus three Employer representatives and three Member representatives, nominated by Trade Unions. The membership of the Board during 2023/24 is shown in the table below :

Type	Status	Name	Organisation
Chair	Current	Michael Prior	Independent
Employer	Current	Laithe Bonni	Vale of Glamorgan Council
Employer	Current	David Llewelyn	Cardiff Metropolitan University
Employer	Current	Mark Sims	Barry Town Council
Member	Current	Peter King	Union nominated representative
Member	Current	Hilary Williams	Union nominated representative
Member	Current	Georgia Chedzey	Union nominated representative



## Board Member Attendance 2023-24

The Board met on three occasions during 2023/24, plus an annual informal joint meeting was held with the Pension Committee in July 2023. A pattern of every other meeting being held in person, with the alternate meeting being held on Teams, has continued in 2023/24. Attendance at the 2023/24 meetings was as follows:

	18 April 2023	07 November 2023	29 January 2024
Michael Prior	√	√	√
David Llewelyn	√	√	√
Mark Sims		√	√
Laithe Bonnie	√	√	√
Peter King	√	√	√
Hilary Williams	√	√	√
Georgia Chedzey	√	√	√

Further information on the individual Board Members can be found on the Fund website [Pensions Committee and Board- Cardiff and Vale Pension Fund](#)

## Summary of 2023/24 Activity

The Board is not a decision-making body, its role is to provide advice and comment on the management of the Fund, so the Board meetings are typically aligned with those of the Pension Committee. This allows the Board to review and comment on reports and policies before they are presented to the Committee for approval.

During 2023/24 the Board considered and discussed the following:

- The 2023/24 Pension Fund Business Plan
- The 2022/23 Unaudited Pension Annual Report
- Undertook an annual review of the Fund's Policies and Strategies including
  - o Communications Policy
  - o Complaints and Communications Policy
  - o Administration Strategy
- Considered proposed amendments to the Funding Strategy Statement (FSS) and received an update on the 31/03/22 tri-annual valuation.
- Reviewed the Fund's Governance Compliance Statement.

- Considered the Fund's response to the DHLUC Pooling Consultation.
- Engaged Hyman Robertson to advise on the setting of a Net Zero Target for the Fund, with two initial workshops held during the latter part of 2023/24.

In addition to the above reports for each meeting of the Board, it also receives the following reports as standing items on the Board meeting agenda:

### Administration Report

This provides the Board with an update on work being carried out by the Pensions Section. This report includes updates on the Pensions Administration Team's workload and performance including a comparison with previous years as well as updates on staffing and resources. The report includes updates on current and future initiatives, such as how the Team is rolling out the Member Self-Service initiative, in addition to preparing for McCloud and GMP as well as updates on recruitment.

### **Risk Register**

The Pension Fund maintains a Risk Register, using the Cardiff Council format, and the review of the Risk Register is a standing item at the Board meetings. During the year, the Board made various recommendations regarding the Risk Register including recommending higher scores for certain risks e.g. cyber security and the Pension Team resources following the difficulties experienced with recruiting and retaining staff in the Pension Team.

### **Wales Pension Partnership (WPP) / Investment Update**

Whilst the Board focuses on administration and governance issues, investment issues are not ignored and a high-level update on the investment performance of the Fund and the wider Financial Markets is provided at each meeting. Given the increasing significance of the WPP in providing investment products for the Fund, the Board is kept updated on plans for new WPP sub-funds, which in 2023/24 focussed on the Private Markets. During 2023/24 this Fund started the payment of capital commitments into the WPP Private Market sub-funds, with investments in the WPP Private Credit, Infrastructure and Private Equity sub-funds.

In addition, the Chair of the Local Pension Board attends the WPP Chairs Engagement meetings, along with the Chairs of the other seven LGPS Pension Boards in Wales. These meetings, which are held twice a year, are an additional initiative to foster stakeholder engagement between the WPP and the eight LGPS Funds in Wales.

### **Training**

Board members are informed of external training opportunities such as LGA and CIPFA Pensions Network events and are encouraged to attend if available, in line with the guidance issued by the Pension Regulator. Examples of training events attended by Board members during 2023/24 include:

- CIPFA – Annual Local Pension Board Conference – May 2023
- CIPFA – LGPS Fundamentals training sessions – October to December 2023
- Net Zero Training- October to December 2023
- LGA – LGPS Annual Governance Conference – January 2024
- AON – TPR New General Code of Practice – January 2024
- AON – De-Risking for LGPS Funds – March 2024

Board members are also encouraged to attend the quarterly on-line training events provided by the WPP. These events focus on the investment activities undertaken by the WPP, but also cover a wide range of issues relevant to Board members. In 2023/24 this included an overview of roles and responsibilities regarding governance and administration within the WPP, the progress of other LGPS Pools, Responsible Investment (RI) policies and Voting & Engagement relating to the WPP sub-funds.

## PENSION COMMITTEE

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

### Membership

Members in the year to 31 March 2024 were:

Type	Status	Name	Organisation
Chair	Current	Cllr. C. Weaver	Cardiff Council
Councillor	Current	Cllr. D. Ali	Cardiff Council
Councillor	Current	Cllr. R. Taylor	Cardiff Council
Councillor	Current	Cllr. E. Reid-Jones	Cardiff Council
Councillor	Current	Cllr. C. Lay	Cardiff Council

### Committee Member Attendance 2023-24

The Committee met on four occasions during 2023/24, plus an annual informal joint meeting was held with the Pension Board in July 2023. A pattern of every other meeting being held in person, with the alternate meeting being held on Teams, has continued in 2023/24. Attendance at the 2023/24 meetings was as follows

	15 May 2023	31 July 2023	27 November 2023	5 February 2024
Cllr. C. Weaver	√	√	√	√
Cllr. D. Ali	√		√	√
Cllr. R. Taylor	√	√		√
Cllr. E. Reid-Jones	√	√	√	√
Cllr. C. Lay	√			

Further information on the individual Committee Members can be found on the Fund website [Pensions Committee and Board- Cardiff and Vale Pension Fund](#)

### Summary of 2023/24 Activity

Local Pension Board meetings are typically aligned with those of the Pension Committee. This allows the Board to review and comment on reports and policies before they are presented to the Committee for approval.

During 2023/24 the Committee considered and approved the following:

- The 2023/24 Pension Fund Business Plan
- The 2022/23 Unaudited Pension Annual Report
- Undertook an annual review of the Fund's Policies and Strategies including
  - o Communications Policy
  - o Complaints and Communications Policy
  - o Administration Strategy
- Considered proposed amendments to the Funding Strategy Statement (FSS) and received an update on the 31/03/22 tri-annual valuation.
- Reviewed the Fund's Governance Compliance Statement.
- Considered the Fund's response to the DHLUC Pooling Consultation.

## Training

Committee members are informed of external training opportunities such as LGA and CIPFA Pensions Network events and are encouraged to attend if available, in line with the guidance issued by the Pension Regulator. A number of Training events were provided to Pension Committee members, after the conclusion of the Pension Committee meetings. The following topics were covered during 2023/24:-

- AON – Presentation on Climate Scenario Analysis - May 2023
- Tri-annual Valuation recap presentation – November 2023
- Introduction to Private Markets – November 2023
- Net Zero Training- October to December 2023
- Officers presented on McCloud
- Officers presented on Property Update

Committee members are also encouraged to attend the quarterly on-line training events provided by the WPP. These events focus on the investment activities undertaken by the WPP, but also cover a wide range of issues relevant to Committee members. In 2023/24 this included an overview of roles and responsibilities regarding governance and administration within the WPP, the progress of other LGPS Pools, Responsible Investment (RI) policies and Voting & Engagement relating to the WPP sub-funds.

Full details of the Funds Governance & Compliance Statement can be found on the Fund website:

[Key Governance Documents- Cardiff and Vale Pension Fund](#)





# 3. FINANCIAL PERFORMANCE INCL FUND ACCOUNT, NET ASSETS STATEMENT AND NOTES

## Fund Account

2022/23 £000		Note	2023/24 £000
	<b>Dealings with members, employers and others directly involved in the fund</b>		
	<b>Contributions</b>		
(84,513)	From employers	8	(79,896)
(24,885)	From employees	8	(27,253)
0	Group transfers from other schemes or funds		0
(4,364)	Individual transfers from other schemes or funds		(3,581)
(1,264)	Other income (capitalised payments and interest on deficit funding)		(4,188)
<b>(115,026)</b>			<b>(114,918)</b>
	<b>Benefits Payable</b>		
76,139	Pensions	9	85,183
18,303	Lump sums, grants and other payments	9	23,457
	<b>Payments to and on account of leavers</b>		
106	Refunds of contributions		100
0	Group transfers to other schemes or funds		0
5,416	Individual transfers to other schemes or funds		5,253
<b>99,964</b>			<b>113,993</b>
<b>(15,062)</b>	<b>Net (additions)/withdrawals from dealings with members of the Fund</b>		<b>(925)</b>
6,586	Management expenses	10	8,080
<b>(8,476)</b>	<b>Net (additions)/withdrawals including fund management expenses</b>		<b>7,155</b>
	<b>Returns on Investment</b>		
(42,484)	Investment income	11	(52,342)
110,553	Change in market value of investments	12a	(283,983)
<b>68,069</b>	<b>Net returns on investments</b>		<b>(336,325)</b>
<b>59,593</b>	<b>Net (increase)/decrease in the Fund during year</b>		<b>(329,170)</b>
(2,698,882)	Opening net assets of the scheme		(2,639,289)
<b>(2,639,289)</b>	<b>Closing net assets of the scheme</b>		<b>(2,968,459)</b>

## Net Assets Statement

2022/23 £000		Note	2023/24 £000
2,547,762	Investments at market value	12	2,842,209
87,646	Cash (including derivatives) and investment proceeds due	12	121,133
<b>2,635,408</b>	<b>Total investments</b>		<b>2,963,342</b>
76	UK & overseas tax		49
3,369	Contributions due from employers and deficit funding		3,192
809	Sundry debtors		726
1,772	Pension strain costs due within one year		1,217
<b>6,026</b>	<b>Total current assets</b>		<b>5,184</b>
0	Deficit funding (former employers)		21
491	Pension strain costs due after one year		2,280
<b>491</b>	<b>Total non-current assets</b>		<b>2,301</b>
(591)	Unpaid benefits		(461)
(905)	Sundry creditors		(1,212)
(490)	Provision- death grants	20	(50)
<b>(1,986)</b>	<b>Total current liabilities</b>		<b>(1,723)</b>
(650)	Provision- death grants	20	(645)
<b>(650)</b>	<b>Total non-current liabilities</b>		<b>(645)</b>
<b>2,639,289</b>	<b>Net assets of the scheme</b>		<b>2,968,459</b>



# NOTES TO THE ACCOUNTS

## 1. Description of Fund

The Cardiff and Vale of Glamorgan Pension Fund (the Fund) is part of the LGPS and is administered by Cardiff Council.

### **General**

The scheme is governed by the Public Service Pensions Act 2013. The Fund is administered in accordance with the following secondary legislation:

- The Local Government Pension Scheme Regulations 2013 (as amended)
- The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 (as amended)
- The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016

It is a contributory defined benefit pension scheme administered by Cardiff Council to provide pensions and other benefits for pensionable employees of Cardiff Council and Vale of Glamorgan Council, except for teachers who have a separate scheme. Employees of a range of other scheduled and admitted bodies within the area are also permitted to join the Fund. The Fund is overseen by the Pension Fund Committee, which is a committee of Cardiff Council.

### **Membership**

Membership of the LGPS is automatic for all employees, who can then choose to remain in the scheme or make their own personal arrangements outside the scheme.

Organisations participating in the Cardiff and Vale of Glamorgan Pension Fund include the following:

- Scheduled bodies, which are automatically entitled to be members of the Fund
- Admitted bodies, which participate in the Fund by virtue of an admission agreement made between the Fund and the employer. Admitted bodies include, voluntary, charitable and similar not-for-profit organisations, or private contractors undertaking a local authority function following outsourcing to the private sector.

### **Funding**

Benefits are funded by contributions and investment earnings. Contributions are made by active members of the fund in accordance with the Local Government Pension Scheme Regulations 2013 and ranged from 5.5% to 12.5% of pensionable pay for the financial year ending 31 March 2023. Employers' contributions are set based on triennial actuarial funding valuations. The last such valuation was at 31 March 2022. Currently, employer contribution rates range from 16.3% to 38.9% of pensionable pay with effect from 1 April 2023.

### **Benefits**

Prior to 1 April 2014, pension benefits under the LGPS were based on final pensionable pay and length of pensionable service. From 1 April 2014, the scheme became a career average scheme, whereby members accrue benefits based on their pensionable pay in that year at an accrual rate of 1/49th. Accrued pension is updated annually in line with the Consumer Prices Index. A range of other benefits are also provided including early retirement, disability pensions and death benefits. For more details, please refer to the Cardiff and Vale of Glamorgan Pension Fund website <https://www.cardiffandvalepensionfund.org.uk/>

## 2. Basis of Preparation

The Statement of Accounts summarises the Funds transactions for the 2023/24 financial year and its financial position at 31 March 2024. The accounts have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2023/24, which is based upon International Financial Reporting Standards (IFRS), as amended for the UK public sector.

The accounts summarise the transactions of the Fund and report on the net assets available to pay pension benefits. They do not take account of obligations to pay pensions and benefits which fall due after the end of the financial year.

The accounts have been prepared on a going concern basis.

---

## 3. Significant Accounting Policies

### ***Accounting standards that have been issued but not yet adopted***

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

### ***Income and Expenditure***

Calls and distributions from private equity are recognised at the date of issue.

Income earned within some of the pooled investments is retained by the fund manager as part of the capital assets of the fund and reflected in the higher unit price. For all other pooled investments the income is reinvested as a purchase of additional units in the fund.

Investment management expenses are recognised in year and are not included in, or netted off from, the reported return on investment.

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

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

### ***Acquisition costs of Investments***

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

### ***Valuation of Investments***

Investments are included in the financial statements on a fair value basis as at the reporting date. The values of investments as shown in the net assets statement have been determined in accordance with the requirements of the Code and IFRS 13. Valuation methods employed by the fund are detailed within Note 14c.

### ***Cash and Cash Equivalents***

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

### ***Foreign Currency Transactions***

Where investment valuations are received from fund managers in foreign currencies, they are converted at the Bank of England closing spot rate at the date of valuation.



## Taxation

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

## 4. Critical judgements in applying accounting policies

### *Unquoted private equity investments*

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

### *Pension fund liability*

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

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

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

Item	Uncertainties	Effect if actual results differ from assumptions
<b>Actual present value of promised retirement benefits</b>	Estimations of the liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries increase, changes in mortality rates and expected returns on pension fund assets. The actuary provides the fund with advice regarding the assumptions to be used.	The effects on the net pension liability of changes in individual assumptions can be measured. For instance, an increase in the discount rate assumption would result in a decrease in the pension liability. An increase in assumed earnings inflation or assumed life expectancy would increase the value of the liabilities.

Item	Uncertainties	Effect if actual results differ from assumptions
<b>Private Equity Valuations</b>	Private equity investments are valued at fair value in accordance with international accounting standards. These investments are not publicly listed and as such there is a degree of estimation involved in the valuation.	The total private market investments in the financial statements are £133 million. There is a risk that this investment may be under or overstated in the accounts. Further information is provided on the sensitivity of these assets within the accounts.
<b>Pooled Property Funds</b>	Valuation techniques are used to determine the carrying amount of pooled property funds.	The total pooled property fund and open-ended infrastructure investments in the financial statements are £209 million. Changes in the valuation assumptions used, together with significant changes in rental growth could affect (increase or decrease) the fair value of property-based investments. Further information is provided on the sensitivity of these assets within the accounts.

## 6. Titles of Ownership

Evidences of ownership for the pooled property funds (excluding Blackrock which is held by The Northern Trust Company) and private equity holdings (excluding the WPP holding) are held by Cardiff Council. All other evidences of ownership were held at 31 March 2024 by The Northern Trust Company for the benefit of the Council and the WPP. Statements of holdings have been provided by Northern Trust.

## 7. Membership

Fund membership at 31 March 2024 is as follows:

2022/23		2023/24
40	Contributing employers	41
<b>40</b>	<b>Total contributing employers</b>	<b>41</b>
17,660	Contributors	18,225
12,880	Pensioners	13,436
13,689	Deferred pensioners	13,670
<b>44,229</b>	<b>Total membership</b>	<b>45,331</b>

In addition to the above, there are also members who at year end were not yet categorised as to whether they would be deferring their pension, transferring it to another scheme or requesting a refund of their contributions and accordingly are not actively contributing to the Pension Fund. The number of members not yet categorised at 31 March 2024 was 10,508 (9,215 at 31 March 2023).

## 8. Employing Bodies – Contributions

2023/24	No. of contributors at 31/03/2024	Employers £000	Deficit Funding Received £000	Total Employers £000	Employees £000	Total £000
<b>Administering Body:</b>						
Cardiff Council	11,062	(51,330)	0	(51,330)	(16,629)	(67,959)
<b>Scheduled Bodies:</b>						
Vale of Glamorgan Council	4,513	(17,490)	0	(17,490)	(5,786)	(23,276)
Town and Community Councils	60	(307)	0	(307)	(104)	(411)
Education Bodies	1,823	(8,483)	0	(8,483)	(3,434)	(11,917)
Other Scheduled Bodies **	6	(45)	0	(45)	(16)	(61)
<b>Admitted Bodies:</b>						
Admitted Bodies	761	(2,204)	(37)	(2,241)	(1,284)	(3,525)
<b>Total</b>	<b>18,225</b>	<b>(79,859)</b>	<b>(37)</b>	<b>(79,896)</b>	<b>(27,253)</b>	<b>(107,149)</b>

2022/23	No. of contributors at 31/03/2023	Employers £000	Deficit Funding Received £000	Total Employers £000	Employees £000	Total £000
<b>Administering Body:</b>						
Cardiff Council	10,808	(50,319)	0	(50,319)	(15,326)	(65,645)
<b>Scheduled Bodies:</b>						
Vale of Glamorgan Council	4,290	(17,284)	0	(17,284)	(5,077)	(22,361)
Town and Community Councils	60	(283)	0	(283)	(91)	(374)
Education Bodies	1,704	(8,205)	0	(8,205)	(3,097)	(11,302)
Other Scheduled Bodies **	6	(44)	0	(44)	(15)	(59)
<b>Admitted Bodies:</b>						
Admitted Bodies	792	(5,276)	(3,102)	(8,378)	(1,279)	(9,657)
<b>Total</b>	<b>17,660</b>	<b>(81,411)</b>	<b>(3,102)</b>	<b>(84,513)</b>	<b>(24,885)</b>	

### Additional deficit funding

There has been no further deficit funding agreed in 2023/24 in addition to that agreed in previous years (no additional deficit funding in 2022/23).

## 9. Employing Bodies - Benefits Payable

2023/24	Retirement Pensions £000	Lump Sums, Grants and Other Payments		
		Lump Sums on Retirement £000	Death Grants £000	Commutation Payments £000
<b>Administering Body:</b>				
Cardiff Council	53,523	11,748	1,715	310
<b>Scheduled Bodies:</b>				
Vale of Glamorgan Council	16,869	4,735	550	116
Town and Community Councils	264	10	21	18
Education Bodies	4,330	1,369	213	60
Other Scheduled Bodies	2,783	27	0	0
<b>Admitted Bodies:</b>				
Admitted Bodies	7,414	2,276	289	0
<b>Total</b>	<b>85,183</b>	<b>20,165</b>	<b>2,788</b>	<b>504</b>

2022/23	Retirement Pensions £000	Lump Sums, Grants and Other Payments		
		Lump Sums on Retirement £000	Death Grants £000	Commutation Payments £000
<b>Administering Body:</b>				
Cardiff Council	48,125	8,608	1,603	530
<b>Scheduled Bodies:</b>				
Vale of Glamorgan Council	15,009	3,781	1,487	145
Town and Community Councils	221	63	0	0
Education Bodies	3,808	913	159	94
Other Scheduled Bodies	2,639	12	0	0
<b>Admitted Bodies:</b>				
Admitted Bodies	6,337	818	89	1
<b>Total</b>	<b>76,139</b>	<b>14,195</b>	<b>3,338</b>	<b>770</b>



## 10. Management Expenses

2022/23 £000		2023/24 £000
1,370	Administration costs	1,835
43	Audit fees	46
<b>1,413</b>	<b>Total administration costs</b>	<b>1,881</b>
0	WPP Clean Energy Infrastructure	86
171	WPP Credit Fund	173
124	WPP Emerging Markets Fund	89
758	WPP Global Growth Fund	693
424	WPP Global Opportunities Fund	355
222	WPP Government Bond Fund	183
108	WPP Multi Asset Credit Fund	120
0	WPP Private Credit	1,054
0	WPP Private Equity	25
0	WPP Sustainable Active Equities	70
150	WPP UK Opportunities Equity Fund	366
53	Equity Pooled Fund	65
1,473	Pooled Property Funds	1,279
1,172	Private equity	1,078
321	Custody fees	306
<b>4,976</b>	<b>Total investment management expenses</b>	<b>5,942</b>
<b>197</b>	<b>Total Oversight and governance costs</b>	<b>257</b>
<b>6,586</b>	<b>Total</b>	<b>8,080</b>

\*2022/23 reduction in equities and equities pooled fund due to transfers to WPP in 2021/22

\*\*2021/22 Private equity includes third party fees totalling £0.739 million which should not have been included in this table but were included within adjustments feeding through Note 12a, the Change in Market Value. The equivalent value correctly excluded for 2022/23 was £0.337 million.

2022/23 £000	WPP Management Expenses	2023/24 £000
833	Fund manager fees	613
1,124	Transaction costs	2,431
0	Transition costs	170
297	Custody fees	281
<b>2,254</b>	<b>Total WPP investment management expenses</b>	<b>3,495</b>
158	Host authority costs	226
<b>158</b>	<b>Total WPP oversight and governance costs</b>	<b>226</b>
<b>2,412</b>	<b>Total</b>	<b>3,721</b>

Included in Management Expenses in the first table of this note is the cost of the Fund's involvement in the Wales Pension Partnership (WPP) collective investment pooling arrangement. These are further analysed in the table above. The Oversight and Governance costs are the annual running costs of the pool which are made up of the host authority costs including other external advisor costs. These costs are funded equally by all

eight of the local authority pension funds in Wales. Fund Management fees are payable to Waystone Management (UK) Limited (the WPP operator) and include the operator fee and other associated costs. These costs are based on each Fund's percentage share of WPP pooled assets and are deducted from the Net Asset Value (NAV). Underlying manager fees are not included in this table.

## 11. Investment Income

2022/23 £000		2023/24 £000
(224)	Private Equity Funds	(299)
0	Global Equities	(45,600)
(37,153)	Pooled Investments	(3,124)
(3,027)	Pooled Property Unit Trust Income	(3,147)
(1,865)	Interest on UK cash	(172)
(215)	Securities lending	(52,342)
<b>(42,484)</b>	<b>Total</b>	<b>(42,484)</b>



## 12. Investments at Market Value

2022/23 £000		2023/24 £000
0	WPP Clean Energy Infrastructure	2,918
198,116	WPP Credit Fund	207,395
110,799	WPP Emerging Markets	115,162
209,723	WPP Global Growth	199,081
531,513	WPP Global Opportunities	535,216
230,817	WPP Government Bond Fund	234,341
0	WPP Infrastructure	32,418
140,935	WPP Multi Asset Credit Fund	155,244
0	WPP Private Credit	15,126
0	WPP Private Equity	12,370
0	WPP Sustainable Equity	142,092
242,488	WPP UK Opportunities Equity Fund	173,675
<b>1,664,391</b>	<b>Total WPP pooled funds</b>	<b>1,825,038</b>
590,795	Equity pooled	735,083
<b>2,255,186</b>	<b>Total pooled funds (incl WPP)</b>	<b>2,560,121</b>
183,538	Pooled Property Funds	176,606
109,038	Private Equity	105,482
<b>2,547,762</b>	<b>Subtotal</b>	<b>2,842,209</b>
5,115	Cash Fund Manager & Custodian	5,271
82,531	Cash Internally managed	23,362
0	Net investment proceeds due	92,500
<b>87,646</b>	<b>Total cash</b>	<b>121,133</b>
<b>2,635,408</b>	<b>Total investment assets</b>	<b>2,963,342</b>

## 12a. Reconciliation in movement in investments

2023/24	Value at 31/03/23	Purchase at cost	Sale proceeds	Change in market value	Value at 31/03/24
	£000	£000	£000	£000	£000
Pooled funds	2,255,186	236,935	(217,670)	285,670	2,560,121
Pooled property funds	183,538	2,724	0	(9,656)	176,606
Private equity	109,038	9,365	(10,905)	(2,016)	105,482
<b>Sub-total</b>	<b>2,547,762</b>	<b>249,024</b>	<b>(228,575)</b>	<b>273,998</b>	<b>2,842,209</b>
Cash Fund Manager & Custodian	5,115				5,271
Cash Internally managed	82,531				23,362
Net investment proceeds due	0				92,500
<b>Total cash</b>	<b>87,646</b>				<b>121,133</b>
<b>Sub-total</b>	<b>2,635,408</b>			<b>273,998</b>	<b>2,963,342</b>
Net realised movement in cash				9,985	
<b>Total</b>	<b>2,635,408</b>			<b>(110,553)</b>	<b>2,635,408</b>

2022/23	Value at 31/03/22	Purchase at cost	Sale proceeds	Change in market value	Value at 31/03/23
	£000	£000	£000	£000	£000
Pooled funds	2,315,931	37,152	0	(97,897)	2,255,186
Pooled property funds	201,606	2,691	0	(20,759)	183,538
Private equity	103,327	15,038	(13,359)	4,032	109,038
<b>Sub-total</b>	<b>2,620,864</b>	<b>54,881</b>	<b>(13,359)</b>	<b>(114,624)</b>	<b>2,547,762</b>
Cash Fund Manager & Custodian	2,194				5,115
Cash Internally managed	70,059				82,531
Net investment proceeds due	0				0
<b>Total cash</b>	<b>72,253</b>				<b>87,646</b>
<b>Sub-total</b>	<b>2,693,117</b>			<b>(114,624)</b>	<b>2,635,408</b>
Net realised movement in cash				4,071	
<b>Total</b>	<b>2,693,117</b>			<b>(110,553)</b>	<b>2,635,408</b>



### 13. Summary of manager's portfolio values

2022/23		Fund Manager	2023/24	
£000	% of Fund		£000	% of Fund
590,795	22.4	Blackrock Investment Management	590,795	22.4
1,664,391	63.2	Wales Pension Partnership (WPP)	1,664,391	63.2
70,052	2.7	CBRE- Global Property	70,052	2.7
25,921	1.0	Blackrock UK Property	25,921	1.0
29,270	1.1	Schroder UK Real Estate	29,270	1.1
31,429	1.2	Standard Life Property	31,429	1.2
26,866	1.0	UBS Triton Property Fund	26,866	1.0
20,559	0.8	Capital Dynamics	20,559	0.8
33,278	1.3	Harbourvest	33,278	1.3
55,201	2.1	Pantheon	55,201	2.1
5,115	0.2	Cash Fund Manager & Custodian	5,115	0.2
82,531	3.0	Cash internally managed	82,531	3.0
<b>2,635,408</b>	<b>100.00</b>	<b>Total</b>	<b>2,635,408</b>	<b>100.00</b>

#### 13a. Investments exceeding 5% of net assets

The following investments represent more than 5% of the net assets available to pay benefits (in either 2022/23, 2023/24 or both years).

2022/23		Fund Manager	2023/24	
£000	% of net assets		£000	% of net assets
590,795	22.4	BlackRock Low Carbon Tracker Fund	590,795	22.4
198,116	7.5	WPP Credit Fund	198,116	7.5
209,723	7.9	WPP Global Growth	209,723	7.9
531,513	20.1	WPP Global Opportunities	531,513	20.1
230,817	8.7	WPP Government Bond Fund	230,817	8.7
140,935	5.3	WPP Multi Asset Credit Fund	140,935	5.3
242,488	9.2	WPP UK Opportunities	242,488	9.2

## 14. Financial Instruments

### 14a. Classification of financial instruments

Value at 31/03/23				Value at 31/03/24		
Fair value through profit and loss	Amortised Cost	Financial liabilities at amortised costs		Fair value through profit and loss	Amortised Cost	Financial liabilities at amortised costs
£000	£000	£000		£000	£000	£000
2,255,186	0	0	Pooled funds	2,560,121	0	0
183,538	0	0	Pooled property funds	176,606	0	0
109,038	0	0	Private equity	105,482	0	0
0	87,646	0	Cash	0	121,133	0
0	6,517	0	Debtors	0	7,485	0
<b>2,547,762</b>	<b>94,163</b>	<b>0</b>	<b>Total financial assets</b>	<b>2,842,209</b>	<b>128,618</b>	<b>0</b>
0	0	(1,496)	Creditors	0	0	(1,673)
<b>0</b>	<b>0</b>	<b>(1,496)</b>	<b>Total financial liabilities</b>	<b>0</b>	<b>0</b>	<b>(1,673)</b>
<b>2,547,762</b>	<b>94,163</b>	<b>(1,496)</b>	<b>Net financial assets</b>	<b>2,842,209</b>	<b>128,618</b>	<b>(1,673)</b>

### 14b. Net gains and losses on financial instruments

31/03/23 £000		31/03/24 £000
(110,604)	Fair value through profit and loss	284,160
<b>(110,604)</b>	<b>Total financial assets</b>	<b>284,160</b>
51	Amortised cost	(177)
<b>51</b>	<b>Total financial liabilities</b>	<b>(177)</b>
<b>(110,553)</b>	<b>Net financial assets</b>	<b>283,983</b>

## 14c. Fair Value – Basis of Valuation

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

## 14d. Fair Value Hierarchy

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

Value at 31/03/24	Quoted market price	Using observable inputs	With significant unobservable inputs	Total
	Level 1 £000	Level 2 £000	Level 3 £000	£000
Financial assets at fair value	0	2,497,289	344,920	2,842,209
Amortised Cost	128,618	0	0	128,618
<b>Total financial assets</b>	<b>128,618</b>	<b>2,497,289</b>	<b>344,920</b>	<b>2,970,827</b>
Financial liabilities at amortised cost	(1,673)	0	0	(1,673)
<b>Total financial liabilities</b>	<b>(1,673)</b>	<b>0</b>	<b>0</b>	<b>(1,673)</b>
<b>Net financial assets</b>	<b>126,945</b>	<b>2,497,289</b>	<b>344,920</b>	<b>2,969,154</b>

Value at 31/03/23	Quoted market price	Using observable inputs	With significant unobservable inputs	Total
	Level 1 £000	Level 2 £000	Level 3 £000	£000
Financial assets at fair value	0	2,255,186	292,576	2,547,762
Amortised Cost	94,163	0	0	94,163
<b>Total financial assets</b>	<b>94,163</b>	<b>2,255,186</b>	<b>292,576</b>	<b>2,641,925</b>
Financial liabilities at amortised cost	(1,496)	0	0	(1,496)
<b>Total financial liabilities</b>	<b>(1,496)</b>	<b>0</b>	<b>0</b>	<b>(1,496)</b>
<b>Net financial assets</b>	<b>92,667</b>	<b>2,255,186</b>	<b>292,576</b>	<b>2,640,429</b>

Reconciliation of fair value measurements within Level 3

2023/24	Market Value at 31/03/23	Transfers into level 3	Transfers out of level 3	Purchases	Sales	Unrealised gains/ (losses)	Realised gains/ (losses)	Market Value at 31/03/24
	£000	£000	£000	£000	£000	£000	£000	£000
Private equity	109,038	0	0	9,365	(10,905)	(2,016)	0	105,482
Pooled funds	0	0	0	66,994	0	(4,162)	0	62,832
Pooled property funds	183,538	0	0	2,724	0	(9,656)	0	176,606
<b>Total</b>	<b>292,576</b>	<b>0</b>	<b>0</b>	<b>79,083</b>	<b>(10,905)</b>	<b>(15,834)</b>	<b>0</b>	<b>344,920</b>

\*WPP Private equity included in Pooled funds

## 14e. Sensitivity of Assets Valued at Level 3

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

	Assessed valuation range (%)	Value at 31/03/23 £000	Value on increase £000	Value on decrease £000
Private Equity	11.9	105,482	118,034	92,930
Pooled Funds	11.9	62,832	70,309	55,355
Pooled Property Funds	7.1	176,606	189,145	164,067
<b>Total</b>		<b>344,920</b>	<b>377,488</b>	<b>312,352</b>

## 15. Nature and extent of risks arising from financial instruments

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

The Fund's primary long-term risk is that the Fund's assets will fall short of its liabilities and will be unable to pay the promised benefits to members. The aim of investment risk management is to minimise the risk of an overall reduction in the value of the Fund and to maximise the opportunity for gains across the whole fund portfolio. The Fund achieves this through asset diversification to reduce exposure to market risk and credit risk to an acceptable level. In addition, the fund managers monitor its liquidity risk to ensure there is sufficient liquidity to meet the Fund's forecast cash flows.

The management of risk is a key objective of the Pension Fund. A policy of diversification of its asset classes and investment managers helps the Pension Fund to lower risk arising from financial instruments. Benchmarks for asset allocation and targets against which investment managers are

expected to perform are further measures which are put in place in order to manage risk.

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

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

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

To mitigate the risk and diversify, the Fund holds three fixed income sub funds managed by WPP.

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



Asset Type	Carrying Amount as at 31/03/24 £000	Change to the net assets available to pay benefits	
		+ 100bps £000	- 100bps £000
Cash and cash equivalents	121,133	1,211	(1,211)
<b>Total</b>	<b>121,133</b>	<b>1,211</b>	<b>(1,211)</b>

Asset Type	Carrying Amount as at 31/03/23 £000	Change to the net assets available to pay benefits	
		+ 100bps £000	- 100bps £000
Cash and cash equivalents	87,646	876	(876)
<b>Total</b>	<b>87,646</b>	<b>876</b>	<b>(876)</b>

**Currency risk** is the risk to which the Pension Fund is exposed to fluctuations in foreign currency exchange rates. Fund managers will also take account of currency risk in their investment decisions.

Following analysis of historical data and consulted with independent investment

advisors Pensions and Investments Research Consultants Ltd (PIRC), the Fund's aggregate currency change has been calculated as 5.60%. A 5.60% strengthening/weakening of the pound against the various currencies in which the Fund holds investments would increase/decrease the net assets available to pay benefits as follows:

Currency exposure – asset type	Asset Value as at 31/03/24 £000	Change to net assets available to pay benefits	
		+ 5.60% £000	- 5.60% £000
Overseas pooled funds	2,386,446	133,641	(133,641)
Overseas pooled property funds	65,562	3,671	(3,671)
<b>Total change in assets available</b>	<b>2,452,008</b>	<b>137,312</b>	<b>(137,312)</b>

Currency exposure – asset type	Asset Value as at 31/03/23 £000	Change to net assets available to pay benefits	
		+ 6.30% £000	- 6.30% £000
Overseas pooled funds	2,012,698	126,800	(126,800)
Overseas pooled property	70,052	4,413	(4,413)
<b>Total change in assets available</b>	<b>2,082,750</b>	<b>131,213</b>	<b>(131,213)</b>

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

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

Asset type	Value at 31/03/24 £000	Percentage change %	Value on increase £000	Value on Decrease £000
UK Equities	173,675	13.00	196,253	151,097
Global Equities	1,611,472	10.60	1,782,288	1,440,656
Emerging Market Equities	115,162	13.50	130,709	99,615
Fixed Income	596,980	6.90	638,172	555,788
Cash and Cash Equivalents	121,133	1.00	122,344	119,922
Private Equity/Credit	132,978	11.90	148,802	117,154
Property	176,606	7.10	189,145	164,067
Infrastructure	35,336	11.90	39,541	31,131
<b>Total Assets</b>	<b>2,963,342</b>		<b>3,247,254</b>	<b>2,679,430</b>

Asset type	Value at 31/03/23 £000	Percentage change %	Value on increase £000	Value on Decrease £000
UK Equities	242,488	15.00	278,861	206,115
Global Equities	1,332,031	12.70	1,501,199	1,162,863
Emerging Market Equities	110,799	15.30	127,751	93,847
Fixed Interest	569,868	6.20	605,200	534,536
Cash and Cash Equivalents	87,646	1.30	88,785	86,507
Private Equity	109,038	13.10	123,322	94,754
Property	183,538	7.10	196,569	170,507
<b>Total Assets</b>	<b>2,635,408</b>		<b>2,921,687</b>	<b>2,349,129</b>

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

counterparty risk, collateral risk and the overall lending programme.

The Pension Fund's bank account is held with NatWest. Surplus cash is placed with a selection of AAA Money Market institutions. The Fund's internally managed cash holding under its treasury management arrangements is held with the following institutions:

	Fitch Rating	31/03/23 £000	31/03/24 £000
<b>Money market funds</b>			
Aberdeen Standard Liquidity- Sterling Fund	AAA	28,850	0
Blackrock ICS Sterling Liquidity Fund	AAA	26,870	8,660
Deutsche Global Liquidity- Sterling Fund	AAA	26,730	14,700
<b>Bank current account</b>			
NatWest	A	81	2
<b>Total</b>		<b>82,531</b>	<b>23,362</b>

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

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

## 16. Actuarial Present Value of Promised Retirement Benefits

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

Therefore, in addition to the triennial funding valuation, the Fund's actuary undertakes a

valuation of the pension fund liabilities on an IAS 19 basis at the same date. The IAS 19 valuation is carried out using updated actuarial assumptions from those used for setting fund contribution rates and the Fund accounts do not take account of liabilities to pay pensions and other benefits in the future.

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

31/03/2019 £000		31/03/2022 £000
3,168,100	Actuarial Present Value of Promised Retirement Benefits	3,893,700
2,177,800	Fair value of net assets	2,698,900

The estimated future Pension Fund liabilities will also be subject to the consideration of the McCloud judgement and GMP equalisation. The impact has been considered by the actuary within the 2022 triennial valuation (see Actuarial Statement on pages 24-26 of this document).

## 17. Additional Voluntary Contributions (AVC)

Scheme members may elect to make additional voluntary contributions to enhance their pension benefits. Contributions are made directly from scheme members to the AVC

provider and are therefore not represented in these accounts in accordance with section 4(2) b of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (SI 2009/3093). However, as the administering authority, we oversee the following AVC arrangements:

2022/23 £000		2023/24 £000
727	AVC paid in by members during the year	1,631
5,082	Market Value of separately invested AVC's	6,409

## 18. Contractual Commitments

Commitment at 31/03/2023 £000		Commitment at 31/03/2024 £000
65,536	Private Equity (excluding WPP)	58,138
10,000	WPP Clean Energy Infrastructure	7,073
0	WPP Private Equity *	68,980
0	WPP Private Credit *	148,074
0	WPP Infrastructure *	152,452
<b>75,536</b>	<b>Total</b>	<b>434,717</b>

\* New investments in 2023/2024

## 19. Securities Lending

At the year end the value of quoted equities on loan was £84.290 million (£89.982 million on

31 March 2023). In 2023/24 the Fund received income of £172,000 from the lending of stock (£215,000 in 2022/23).

## 20. Provisions and Contingent Liabilities

A number of death grants have been identified where the Fund has been unable to trace the next of kin meaning no payment has been made to date. In all the outstanding cases, there has been difficulty in making contact, meaning that the payments are not likely to be settled within the next financial year. Due to the uncertainty surrounding the timing of these payments and final amounts payable, a provision for £0.695 million has been included in the accounts (£1.140 million in 2022/23), which consists of £50,500 short term (£490,000 in 2022/23), £569,000 long term and £75,000 of estimated interest (£508,000 long term and £142,000 of estimated interest in 2022/23).

The Guaranteed Minimum Pension (GMP) reconciliation is the process used to ensure the scheme records agree with those of the

National Insurance Contribution Office (NICO, part of HMRC). This enables a scheme to consider its data as clean and entirely reliable. GMP rectification involves calculating and correcting data (and for pensioners, benefits in payment) for those members where the GMP reconciliation process resulted in a change in the GMP held by the scheme administrator. The GMP reconciliation is currently being progressed and the Fund has appointed Mercer to carry out this exercise. Although final data was received in April 2024 further checks are required, we are therefore unable to provide a reliable estimate of the liability at present.

At 31 March 2024 one employer was consulting with its employees with the intention of exiting the scheme. An estimation of the potential exit payment calculated by the actuary in 2023/24 was £1.9 million.

## 21. Related Party Transactions

Cardiff Council is the administering authority for Cardiff & Vale of Glamorgan Pension Fund. The Pensions Committee includes members of the Council. At 31 March 2024 there were four members of the Pension Fund Committee that were active members of the Pension Fund. Each member of the Committee is required to declare their interests at each meeting. No other declarations were made during the year.

Examples of related party transactions with the Council are:

- The Council is the largest employer of members of the Pension Fund. All monies owing to and due from the Fund are generally paid in year with the following balances outstanding at year end
  - o Intercompany cash balance £1,106 owed to Cardiff and Vale of Glamorgan Pension Fund included in Note 12 Cash internally managed (2022/23 £776 owed to Cardiff Council)
  - o Pension strain of £3.348 million included in the Net Asset Statement (2022/23 £2.231 million)
- Cash invested internally by the Council (for working capital purposes) – see Note 13 Summary of manager’s portfolio values – Cash internally managed £23.362 million (2022/23 £82.530 million), earning interest of £3.140 million (2022/23 £1.686 million)
- Administration expenses charged to the Fund by the Council are included in Note 10 Management Expenses. During the reporting period, the Council incurred costs of £1.190



million (2022/22 £1.053 million) in relation to the administration and management of the Fund and was reimbursed by the Fund for these expenses.

- Paragraph 3.9.4.4 of the Code of Practice exempts Local Authorities from the key management personnel disclosure

requirements of IAS24 on the basis that requirements for officer remuneration and members' allowances are detailed in section 3.4 of the Code. Total remuneration for Chris Lee Corporate Director of Resources can be found in the Cardiff Council Statement of Accounts Remuneration Note.

## 22. Contributing Employers

The employers contributing to the Fund in 2022/2023, highlighting changes since 2021/2022 are detailed below:

Administering Body	
Cardiff Council	
Scheduled Bodies	
Councils	Town and Community Councils
Vale of Glamorgan Council	Barry Town Council
Education Bodies	Cowbridge Town Council
Cardiff And Vale College	Lisvane Community Council
Cardiff Metropolitan University	Llantwit Major Council
St David's Sixth Form College	Penarth Town Council
Stanwell Comprehensive	Penllyn Community Council
Other Scheduled Bodies	Pentyrch Community Council
Cardiff Bus	Peterston Super Ely Community Council
	Radyr & Morganstown Community Council
	St Fagans Community Council
	Wenvoe Community Council
Admitted Bodies	
A and R Cleaning Glan Morfa**	Eisteddfod Genedlaethol Cymru
A and R Cleaning Lansdowne	Glen Cleaning (Barry Comprehensive)
A and R Cleaning St Patrick**	Greenwich Leisure Limited (GLL)
A and R Cleaning Whitchurch	Grangetown Primary Cleaning (APP)
Adult Learning Wales	Legacy Leisure
Big Fresh Cleaning	Mirus Wales
Cardiff Business Technology Centre	New Theatre
Cardiff University	One Voice Wales
Careers Wales (Cardiff And Vale)	Play Wales
Children In Wales *	Sports Council for Wales
AQS- Ysgol Bro Morgannwg**	St Teilo's Cleaning (APP)
Colegau Cymru- Colleges Wales	Wales Council For Voluntary Action *
Design Commission For Wales	

\* Employers that contributed to the Fund in 2021/22 that did not contribute to the Fund in 2022/23.

\*\* Employers that contributed to the Fund in 2022/23 that did not contribute to the Fund in 2021/22.

### **23. Events after the Reporting Period**

There are no events after the reporting period to report.

### **24. Date of Authorisation of the Accounts for Issue**

This Statement of Accounts was authorised for issue on 28 November 2024 by the Corporate Director Resources. Post balance sheet events have been considered up to this date.



## 4. INVESTMENT AND FUNDING

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

### Investment Objective

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

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

The 2022 actuarial valuation was completed in March 2023. The Valuation Report is available on the Fund's website here:  
[Cardiff- 2022 actuarial valuation report FINAL \(cardiffandvalepensionfund.org.uk\)](#)

The Funding Strategy Statement (FSS) was approved in February 2023 by the Pension Committee, this is available on the Fund's website here:

[Key Governance Documents- Cardiff and Vale Pension Fund](#)

For the 2022 valuation, the funding ratio of assets against liabilities was calculated as 98%, an increase on the 2019 ratio of 96%. This was largely due to the growth in Fund assets over the three years, offset by an increase in liabilities due to changes in financial assumptions. The overall funding deficit was reduced from £95 million to £52 million and employer contributions have been set for the next three years with the aim of recovering deficits within 14 years. The Fund Actuary has advised on suitable employer contribution rates to cover the 3-year period effective from 1 April 2023.

## Fund Management

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

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

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

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

Management fees are the main form of investment expenditure and comprise a combination of ad valorem (varying with the value of funds managed) and performance fees. Custody fees vary with the number of investment transactions made by the fund managers. Fees for the Panel's advisers rise in line with Chief Officers' pay. Revised accounting guidelines from 2015/16 onwards require all management fees to be accounted for as investment expenses

regardless of whether they are charged directly or offset against investment returns. Management and Custodian fees for 2023/24 were £5.9m (2022/23 £5.0m).

## Investment Strategy Statement

The LGPS (Management and Investment of Funds) Regulations 2009 required all LGPS funds to prepare and publish a Statement of Investment Principles (SIP). The SIP summarised the Fund's investment objectives and the policies it uses to manage investments. Under the revised Regulations issued during 2016/17 the SIP has been replaced by an Investment Strategy Statement (ISS). The Fund's ISS to commence from 2023/24 financial year was approved by the Pensions Committee on 6 February 2023.

The Investment Strategy Statement is available on the Fund's website via the following link: <https://www.cardiffandvalepensionfund.org.uk/about-the-fund/key-governance-documents/>

**Fund Benchmark and Strategic Asset Allocation**  
The Fund has agreed its own Fund Objective, which was set to ensure that the Fund's asset allocation policy reflected its own liability characteristics and not the average of a peer group. The Investment Advisory panel regularly review the Fund's overall asset allocation and if appropriate make recommendations to the Pension Committee to amend the asset allocation. The Fund's overall objective strategy is to maximise investment returns and by doing so it is designed to minimise, or at least stabilise, future employer contributions and to avoid large variations in contributions. This current version of the ISS reflects the increasing significance of the pooling of the Fund's investments through the Wales Pension Partnership (WPP) as well as how Environmental, Social and Governance (ESG) considerations are taken into account with the Fund's investment decisions, which include areas such as Responsible Investment (RI), Climate Change measures and Task Force on Climate-Related Disclosures (TCFD).



The Fund's 2023/24 planned Asset Allocation included a 50% allocation to Equities, which included a 16.7% allocation to the Low Carbon Fund, a 25% allocation to Global Equity, a 4.2% allocation to Emerging Markets plus 4.2% for UK Equity. Following the meeting of the Pension Committee in June 2022, confirming the recommendation of the Investment Advisory Panel, with investments made into the new WPP Private Markets sub-funds, with allocations of 7.5% into each of the WPP Private Credit, open-ended Infrastructure and Private Equity sub-funds. Further sub-funds were launched by the WPP in 2023/24, including the Sustainable

Equity sub-fund, which this fund has invested in. Also launched in 2023/24 were the WPP Private Market sub-funds with Private Credit, Infrastructure (open and close-ended) and Private Equity sub-funds opening, with this Fund investing in the WPP Private Credit, open-ended Infrastructure and Private Equity sub-funds.

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

## Asset Table

£m Asset values as at 31 March 2024	Pooled	Under pool management	Not pooled	Total
Equities (including convertible shares)	1,165,225,041	735,083,437		<b>1,900,308,478</b>
Bonds	441,736,529			<b>441,736,529</b>
Property			176,606,396	<b>176,606,396</b>
Hedge funds				
Diversified Growth Funds (including multi-asset funds)	155,243,637			<b>155,243,637</b>
Private equity	12,369,654		105,482,043	<b>117,851,697</b>
Private debt	15,125,767			<b>15,125,767</b>
Infrastructure	35,336,599			<b>35,336,599</b>
Derivatives				
Cash and net current assets			121,132,645	<b>121,132,645</b>
Other				
<b>Total</b>	<b>1,825,037,226</b>	<b>735,083,437</b>	<b>403,221,083</b>	<b>2,963,341,746</b>

## Supplementary Table

£m Asset values as at 31 March 2024	Pooled	Under pool management	Not pooled	Total
UK Listed Equities	173,674,832			<b>173,674,832</b>
UK Government Bonds				
UK Infrastructure				
UK Private Equity				

*note - in addition is approx. £111m (within the £176m in Asset Table) of property assets that are UK based*



## Investment Performance

- During 2023/24 the overall Fund return was 12.42%, 0.06% above the Fund's benchmark return of 12.36%. The improvement in market sentiment in 2023/24 was influenced by a general expectation of interest rate reductions, in response to stabilising inflation levels and an increasing expectation that the major global economies would avoid a steep recession

The performance of the manager portfolios during 2023/24 compared with their benchmarks and targets was as follows:

Manager	Mandate (target against benchmark)	Benchmark Used	Benchmark return (%)	Portfolio Target (%)	Portfolio Return (%)
WPP	Global Multi Asset Credit	GBP Sonia plus 4%	9.4	9.4	10.6
WPP	Global Government Bonds	FTSE WGBI Index	2.1	2.1	1.8
WPP	Global Credit	BBG Global Agg Credit	4.9	4.9	4.9
WPP	UK Equities	FTSE All-Share	8.4	10.4	10.5
WPP	Global Equities – Global Opportunities	MSCI ACWI ND	20.6	22.6	20.4
WPP	Global Equities – Global Growth	MSCI ACWI ND	20.6	22.6	16.3
WPP	Emerging Market Equity	MSCI Emerging Markets	7.4	9.4	4.7
BlackRock	Low Carbon (passive)	MSCI Low Carbon Target	24.1	24.1	24.5
Private Equity Funds (31)	Global Private Equity	FTSE All-Share	8.4	8.4	-3.3
UK Property Funds (4)	UK Property	IPD All Balanced Funds	2.2	2.2	-2.2
CBRE	Global Property (10% absolute return)	10% rtn	N/A	10.0	-6.4

Although it is useful to compare the performance of managers over the past year, the Investment Advisory Panel's reviews focus on the average performance of active managers over three to five years to ensure that market fluctuations are taken into account. A report on the Asset Allocation for 2023/24, comparing planned with actual allocation, is included in Appendix 1.

## Longer Term Fund Performance

The Pension Fund's overall return is best measured over the long term. Over the last ten years the Fund's total return has returned an average annualised 6.9% compared with a Retail Price Index (RPI) benchmark of 7.0%. In the table below the 5 Year average also compares Fund performance with RPI with the 3 year and 1 Year comparisons being against the specific fund benchmark. Using 2023/24 as the base year, comparative returns over different periods are as follows:

	Fund % p.a.	Benchmark % p.a.
1 Year (2023-2024)	12.4	12.3
3 Year average (2021-2024)	5.3	7.9
5 Year average (2019-2024)	6.5	7.3
10 Year average (2014-2024)	6.9	7.0

## Wales Pension Partnership (WPP)

The WPP was established in 2017 with the objective to deliver:

- economies of scale
- strong governance and decision making
- reduced costs and excellent value for money, and
- an improved capacity and capability to invest in infrastructure

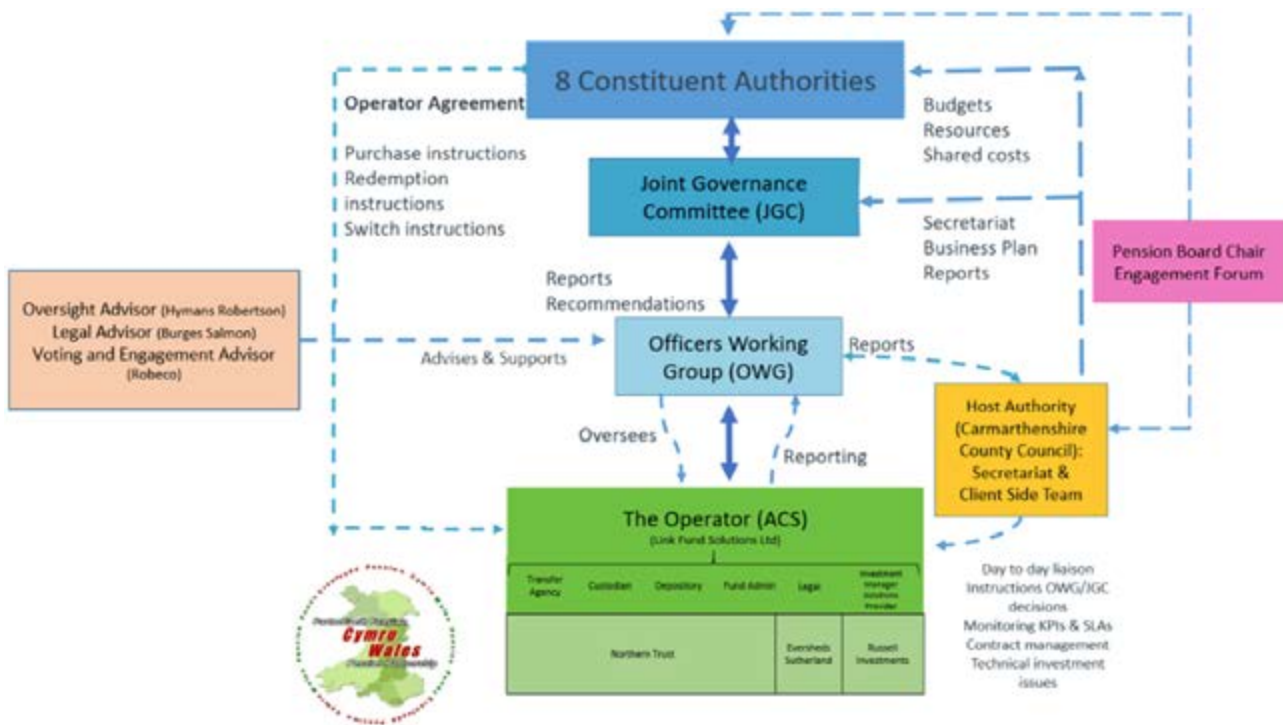
The WPP is one of the eight Local Government Pension pools nationally and is a collaboration of the eight LGPS funds in Wales including Cardiff and the Vale of Glamorgan, Clwyd, Dyfed, Greater Gwent (Torfaen), Gwynedd, Powys, Rhondda Cynon Taff and Swansea. The eight funds have a long, successful history of collaboration including a collaborative tender for a single passive equity provider for the Welsh funds pre-dating the Government's pooling initiative.

Collective investment management offers the potential for investment fee savings, opportunities to broaden investment portfolios, enhanced voting and engagement activity as well as access to shared knowledge and best practice. Whilst the WPP is responsible for providing collaborative investment solutions, each constituent authority remains responsible for setting their own investment strategy.

WPP's operating model is designed to be flexible and deliver value for money. WPP appointed an external fund Operator and makes use of external advisers to bring best of breed expertise to support the running of the Pool. The Operator is Link Fund Solutions and they have partnered with Russell Investments to deliver effective investment management solutions and provide strong net of fee performance for all the Constituent Authorities.

## Governance

The WPP details how it deals with all aspects of Governance through its Inter Authority Agreement (IAA) which was approved by all eight Constituent Authorities in March 2017. The IAA defines the standards, roles and responsibilities of the Constituent Authorities, its Members, Committees and Officers and includes a Scheme of Delegation outlining the decision-making process. In line with its belief that good governance should lead to superior outcomes for stakeholders, the WPP has put in place a robust governance structure:



The eight Constituent Authorities of the WPP are:

- Carmarthenshire County Council (Host)
- City and County of Swansea Council
- City of Cardiff Council
- Flintshire County Council
- Cyngor Gwynedd
- Powys County Council
- Rhondda Cynon Taff County Borough Council
- Torfaen County Borough Council

The Constituent Authorities sit at the top of the WPP's governance structure. They retain control of all activity carried out by the WPP and remain responsible for approving the WPP's Business Plan, which outlines the WPP's budget and workplan, as well as its Beliefs and Objectives.

The Joint Governance Committee (JGC) oversees and reports on the WPP and is comprised of one elected member from each of the eight Constituent Authorities and a co-opted (non-voting) scheme member representative.

The OWG provides support and advice to the Joint Governance Committee and is comprised of practitioners and Section 151 officers from all eight Constituent Authorities.

Carmarthenshire County Council is the Host Authority for the WPP and is responsible for providing administrative and secretarial support to the JGC and the OWG, and liaising day to day with the Operator on behalf of all of the Welsh LGPS funds.

Waystone (Operator) carries out a broad range of services for the WPP, which includes facilitating investment vehicles & sub-funds, performance reporting, transition implementation and manager monitoring and fee negotiations. There is an Operator Agreement in place which sets out the contractual duties of the Operator and governs the relationship between the Operator and the WPP. The JGC and OWG, with the support of Hymans Robertson, oversee the work that Waystone carries out on behalf of the WPP. Waystone engages with the Constituent Authorities by:

- Direct engagement – attendance at annual pension committee meetings
- Indirect engagement – with CAs collectively, through the JGC and OWG

In collaboration with Waystone, Russell Investments provide investment management solution services to the WPP and they work in consultation with WPP’s eight Constituent Authorities to establish investment vehicles.

Northern Trust is the Depository for the WPP ACS vehicle and provides numerous services including securities lending, fund administration, compliance monitoring and reporting.

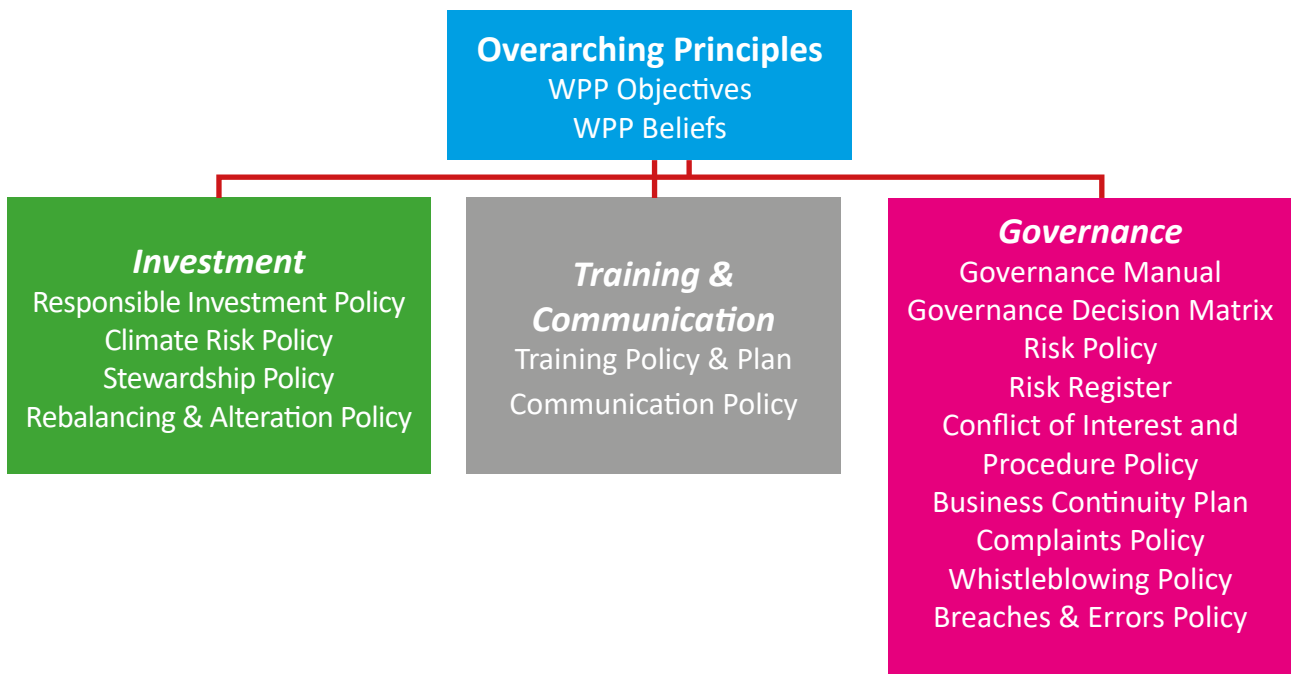
Hymans Robertson are WPP’s Oversight Advisor and their role spans oversight and advice on

governance arrangements, operator services, strategic investment aspects and project management support.

Burges Salmon are WPP’s legal advisors, and they provide legal advice in relation to FCA regulated funds, tax and governance arrangements, including assisting with complex procurement processes.

Robeco UK has been appointed as WPP’s Voting and Engagement provider and are responsible for implementing the Voting Policy across WPP’s portfolio and undertaking engagement activity on behalf of the WPP.

The WPP’s beliefs are the foundation for WPP’s governance framework and have been used to guide all of the WPP’s activities and decision making, including its objectives and policies. The WPP, in consultation with the Constituent Authorities, has developed a set of governing policies. In all instances the WPP’s policies and procedures have been developed to either complement or supplement the existing procedures and policies of the Constituent Authorities. The WPP’s key policies, registers and plans are listed below and can be found on the WPP website.



Responsible Investment has been a key priority for the WPP since it was established in 2017. Various activities have been undertaken to work towards WPP's ambition of becoming a leader in Responsible Investment. Initially the focus was on formulating a Responsible Investment Policy and since then the WPP has formulated its own Climate Risk Policy and has worked with its Voting and Engagement Provider, Robeco, to agree a Voting Policy. A WPP RI Sub-Group has been established to take ownership of RI related workstreams and actions that are required to achieve the commitments made in the WPP's RI and Climate Risk Policies. The WPP's Business Plan, Governance Manual and all other policies detailed in the chart above can be found on the WPP website: <https://www.walespensionpartnership.org/>

### **Risk**

Risk management is a critical element of WPP's commitment to good governance, the WPP has developed a structured, extensive and robust risk strategy which seeks to identify and measure key risks and ensure that suitable controls and governance procedures are in place to manage these risks. The WPP's Risk Policy has been developed in such a way that risks can be anticipated and dealt with in a swift, effective manner to minimise potential loss or harm to the WPP and its stakeholders. WPP maintains a Risk Register which is reviewed regularly by a dedicated Risk Sub-Group which reports back to the OWG and JGC on a quarterly basis.

### **Training**

The WPP has its own training policy and develops an annual training plan which is designed to supplement existing Constituent Authority training plans. Local level training needs will continue to be addressed by Constituent Authorities while the WPP training plan will offer training that is relevant to the WPP's pooling activities. Induction training is also provided to all new JGC members.

### **Pooling progress to date**

The WPP aims to deliver investment solutions that allow the Constituent Authorities to implement their own investment strategies with material cost savings while continuing to deliver investment performance to their stakeholders. The WPP has made significant progress towards delivering on this objective, from the launch of the first three active equity sub-funds in 2019 through to launching the initial Private Markets Investment programmes in 2023. Alongside the Constituent Authorities existing passive investments, this means that that the WPP has now pooled 74% of assets.

As at 31 March 2024, WPP's Constituent Authorities has total assets worth £25bn, £18.5bn of which sits within the pool, see breakdown below:



Asset Class	Managed by	Launch Date	31 March 2024 £000	%
Global Growth Equity Fund	Waystone Management (UK) Ltd	February 2019	3,585,735	14.4
Global Opportunities Equity Fund	Russell Investments	February 2019	3,286,471	13.1
UK Opportunities Equity Fund	Russell Investments	September 2019	743,530	3.0
Emerging Markets Equity Fund	Russell Investments	October 2021	259,410	1.0
Sustainable Active Equity Fund	Russell Investments	June 2023	1,570,357	6.3
Global Credit Fund	Russell Investments	July 2020	1,033,734	4.1
Global Government Bond Fund	Russell Investments	July 2020	488,815	2.0
UK Credit Fund	Waystone Management (UK) Ltd	July 2020	707,817	2.8
Multi-Asset Credit Fund	Russell Investments	July 2020	732,391	2.9
• Absolute Return Bond Fund	Russell Investments	September 2020	572,982	2.3
Private Markets *			308,187	1.2
• Infrastructure closed ended – GCM Grosvenor				
• Infrastructure open ended – IFM, CBRE and Octopus				
• Private Credit – Russell Investments				
• Private Equity – Schroders Capital				
Passive Investments	BlackRock	March 2016	5,200,323	20.8
Investments not yet pooled			6,514,755	26.1
<b>Total Investments across all 8 Pension Funds</b>			<b>25,004,507</b>	<b>100</b>

\* This is the drawn down value as at 31 March 2024 and does not include commitments

### Investment assets split between the Cardiff & Vale of Glamorgan Pension Fund and WPP

	31 March 2024 £000	%
Global / UK Opportunities / Emerging Markets Equities	1,228,057	41
Global Credit / Global Government / UK Credit...	596,980	20
Passive Equities	735,083	25
Investments not yet pooled	403,221	14
<b>Total Investment Assets</b>	<b>2,963,342</b>	<b>100</b>

The above table summarises Cardiff & the Vale of Glamorgan Pension Fund's investment in the WPP, together with the assets that remain under the direct oversight of the Fund. During the year, £63m of the Fund's assets transitioned to the WPP portfolios and the table above shows the assets currently managed by the pool as at 31 March 2024.

### Pooling costs

Carmarthenshire County Council, as the Host Authority for the Wales Pension Partnership is responsible for providing administrative and secretarial support and liaising day to day with the Operator on behalf of all of the LGPS funds in Wales. The WPP budget is included in the WPP Business Plan and approved annually by all eight Constituent Authorities.

The Host Authority and External Advisor costs (the running costs) are funded equally (unless specific projects have been agreed for individual Funds) by all eight of the Constituent Authorities and recharged on an annual basis. The amount recharged to the Cardiff & the Vale of Glamorgan Pension Fund for the financial year ending 31 March 2024 was £226k, see table below.

In addition to the running costs, there are also transition costs associated with the transition of assets into the pool, these costs can be categorised in terms of direct and indirect costs. Direct costs include the costs of appointing a transition manager to undertake the transition, together with any additional oversight of this process undertaken from a research and reflection perspective. Indirect costs include both explicit and implicit costs, such as commissions, spread and impact and opportunity costs known as Implementation Shortfall. Transition costs are directly attributable to the assets undergoing the transition and are therefore deducted from their net asset value as opposed to a direct charge to the Fund.

Details of the costs incurred by the Cardiff & Vale of Glamorgan Pension Fund in respect of the WPP are detailed below.

2022/23 £000	WPP pooling costs	2023/24 £000
21	Host Authority Costs *	22
137	External Advisor Costs *	204
x	Transition Costs (Direct) **	170
<b>158</b>	<b>Total</b>	<b>396</b>

The table below discloses the investment management costs split between those held by the WPP (including the passive equities) and those held outside of the WPP.

### Ongoing Investment Management Costs

	Asset Pool			Non-Asset Pool			Fund Total
	Direct £000s	Indirect £000s	Total £000s	Direct £000s	Indirect £000s	Total £000s	£000s
Management Fees	613	3,295	3,908	2,422	1,464	3,886	7,795
Asset pool shared costs	226		226			0	226
Transaction costs	2,431	2,771	5,202			0	5,202
Custody	281		281	39		39	320
Transition costs	170		170	0		0	170
Other	0		0	45		45	45
<b>Total £000</b>	<b>3,721</b>	<b>6,066</b>	<b>9,787</b>	<b>2,506</b>	<b>1,464</b>	<b>3,970</b>	<b>13,757</b>

This Fund considers that a pre and post-pooling would be misleading and has not been provided. This is because the opportunity to transition assets to new WPP sub-funds allowed this Fund to substantially increase the extent of its equity assets held in actively managed sub-funds and a corresponding decrease in equity assets held in passively managed / index tracking sub-funds. Any fee comparison would therefore not be a like for like comparison. The more recent emphasis on investments in WPP Private Markets with their additional fees but potential for additional investments returns compared to listed assets is a further reason why any cost comparison would not be appropriate.

A driver for this Fund in moving assets into the WPP sub-funds has been the potential for an improvement in this Funds Return / Risk relationship. Investment Risks are mitigated by the ability to invest in multi-manager sub-funds with significant diversification benefits. For example, with no increase in the Assets Under Management this Fund was able to move from a single manager Emerging Market fund to the WPP multi manager Emerging Markets sub-fund with obvious improvements to this Fund's risk position from the enhanced diversification.

## Objectives 2024/25

In establishing the WPP pool, the prime focus has been on pooling the listed assets, namely equities and fixed income. Progress continues to be made with the rationalisation of the existing range of mandates. In July 2021, the Joint Governance Committee appointed bfinance as WPP's Allocator Advisor and they have assisted the WPP with the identification of Private Markets Allocators. WPP's Infrastructure, Private Credit and Private Equity investment programmes were launched in 2023.

Work has been progressing in formulating WPP's Real Estate requirements and the optimal means of implementation. With the assistance of bfinance, the procurement process for appointing investment managers is underway with the announcement due to take place in August 2024 and the investment programmes due to launch in 2024/25.

The Sustainable Active Equity Sub-Fund was also launched in 2023/24 and this sub fund, along with the Private Market investment programmes have incorporated Responsible investment in their allocation and appointment. With further programmes in development, WPP is now working closely with its service providers to develop a common reporting framework to allow the consistent disclosure of information to its stakeholders.

During 2023/24, the WPP published its third annual Stewardship Report, remaining a signatory to the UK Stewardship Code and published its first All-Wales Climate Report (AWCR). The AWCR assessed climate exposures across all the Welsh funds and the recommendations that came out of the report are now being progressed, including the evolution of WPP's investment offerings (in particular within the passive allocations and within fixed income) and the implementation of a climate framework.

WPP's existing Oversight Advisor and Voting & Engagement provider contracts come to an end on 31 December 2024 and 31 March 2025 respectively. Work is underway with the contract re-tenders with both appointments due to be made by the end of this calendar year. There will be focus on reviewing existing WPP policies, in particular the RI focused policies, evolving the Stewardship Policy and incorporating an escalation strategy. Training also continues to be a key area of focus and the WPP will continue to provide timely and relevant training facilitated by the pool for the benefit of its wider stakeholder groups.

## Securities Lending

Securities lending commenced in March 2020. Revenue is split on an 85:15 basis between WPP and Northern Trust with all costs for running the securities lending programme taken from Northern Trust's share of the fee split. A minimum of 5% of the nominal quantity of each individual equity holding is held back and a maximum of 25% of total AUM is on loan at any one time. A proxy recall service was implemented in December 2023.

Total revenue of LF Wales during 2023/24 was £1,077,100 (gross) / £915,594 (net) with £473,209,901 out on loan as at 31 March 2024.

More detailed information can be found in WPP's Annual Return which is published on the WPP website- [Wales Pension Fund | Home \(walespensionpartnership.org\)](https://walespensionpartnership.org)

## 5. ADMINISTRATION

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

The table below summarises the number of active and ceased employers in the Fund as at 31 March 2024:

	Active	Ceased	Total
Scheduled Body	17	14	31
Admitted Body	23	40	63
<b>Total</b>	<b>40</b>	<b>54</b>	<b>94</b>

A full list of contributing employers is given in Note 22 to the accounts.



Membership of the Fund is summarised in Note 7 to the accounts. In addition to contributors, pensioners and members with deferred benefits, as at 31 March 2024 there were 5,766 undecided leavers i.e. members to whom a refund of contributions, deferred benefit or transfer out may be due.

Fund income arises from investment earnings and contributions by employers and employees. Employee rates are set nationally and depend on a member's pensionable pay. During 2023/24 the contribution bands were:

Band	Pensionable Pay Range	Contribution Rate
1	Up to £16,500	5.5%
2	£16,501 to £25,900	5.8%
3	£25,901 to £42,100	6.5%
4	£42,101 to £53,300	6.8%
5	£53,301 to £74,700	8.5%
6	£74,701 to £105,900	9.9%
7	£105,901 to £124,800	10.5%
8	£124,801 to £187,200	11.4%
9	£187,201 or more	12.5%

The contribution bands for 2024/25 are:

Band	Pensionable Pay Range	Contribution Rate
1	Up to £17,600	5.5%
2	£17,601 to £27,600	5.8%
3	£27,601 to £44,900	6.5%
4	£44,901 to £56,800	6.8%
5	£56,801 to £79,700	8.5%
6	£79,701 to £112,900	9.9%
7	£112,901 to £133,100	10.5%
8	£133,101 to £199,700	11.4%
9	£199,701 or more	12.5%

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

## **Pension Increases**

Pensions in payment are subject to annual mandatory increases determined by the increase in the Consumer Price Index (CPI) in the twelve months to the previous September. The increases are payable by the Fund and future increases are estimated at each triennial valuation.

Any variations are adjusted for in subsequent valuations through the employer's contribution rate of the member's last employer before leaving employment. Increases take effect in the first full week of each financial year. The increase for 2023/24 was 10.1% and the increase for 2024/25 is 6.7%.

CARE benefits accrued by active Fund members since 1 April 2014 are also subject to annual CPI linked adjustments. Accounts brought forward at the start of the financial year were revalued by 10.1% and accounts carried forward into 2023/24 were revalued by 6.7% on 1 April 2024.

## **Additional Voluntary Contributions (AVCs)**

Prudential Assurance is the current AVC provider for the Fund. Prudential offer information through their web site [https:// www.pru.co.uk/rz/localgov/](https://www.pru.co.uk/rz/localgov/)

## **Administration**

The administration of the Fund is carried out by the Pensions Team of Cardiff Council, based in County Hall, Cardiff. Member records are held on the Altair system provided and hosted by Aquila Heywood. Monthly pensions are paid through the Council's SAP payroll system.

A Summary of the Pension Section's key activities during 2023/24 are listed below:-

Delivered Annual Benefit Statements to 99% of active and 96% of deferred members by the deadline of 31 August 2023.

Continued to adapt working patterns to hybrid working to ensure continuation of the service to scheme members and participating employers. - we joined the pilot project for MiCollab (soft phones) with several users. The pilot was

successful and was rolled out to everyone in the Pensions team, giving everyone in the Pensions Team a direct line operating from their laptop. This is now our only form of telephone communication.

Continued to encourage the use of electronic communication within the Pensions Team and with Stakeholders. This increase has helped to deliver a quicker and more efficient service, improving the significant increase in correspondence using this channel.

Ensured any Fund decisions that needed to be made regarding GMP reconciliation, were submitted on time to Mercer, to ensure they could commence the next phase of the project for benefit rectification. Final data was due to be returned by 29th February 2024 however Mercer pushed this back to the end of April 24.

Continued to promote the use of Member Self Service for Active members, giving Active members pension access 24/7 every day of the year.

Contact with Employers and Stakeholders such as Pension Committee, Pension Board, and Employer Forum was split between electronic communication and face to face communication as the year progressed.

The Fund renewed its Pledge to combat Pension Scams which shows the Fund's intent to protect our members. It tells our members and the pensions industry that we are committed to stopping scammers in their tracks.

After 18 months of struggling to fill vacant posts, recruitment picked up and some posts were filled.

## **Digitalisation**

Most Employers are now submitting their information via i-connect. The Fund currently have two employers who are still struggling to link their payroll systems/information to i-connect. We are working closely with these two Employers

to help them to connect as soon as possible. Member Self Service has been up and running for a few years now and active members are enjoying having this facility available to them. All active member Annual Benefit Statements are now uploaded to Member Self Service, and a notification sent by email to alert members their statement is available.

This made the delivery of these documents much more secure and easier for staff to compare to statements from previous years. It also reduced production and postage costs.

### **Reconciliation of Contracted out Liabilities**

The Initial Analysis stage on the GMP Rectification project was completed and moved on to the calculation stage.

There were a number of queries and exceptions that were sent to the administration team to review at the end of November. They were a mixture of individual queries where Mercer did not have sufficient information to make a judgement, or a sample check was required to ascertain the course of action we wanted Mercer to take in respect of members with the same type of query.

The report results were as follows:

Deferred members – 312 need rectification, 176 exceptions and 121 queries Pensioner members – 826 need rectification, 1372 exceptions and 926 queries.

Of the queries: 547 – were flagged for information only, Mercer will rectify them without us needing to look at them. 180 – are death cases that will be excluded from rectification but ones we already knew about so no further action is required.

The remainder of queries and exceptions required sampling by the team to decide a collective way forward or to take a decision to exclude as there was not enough information to progress.

The sampling was carried out and information sent back to Mercer just before Christmas.

As per the project plan Mercer were aiming to send the final data back by the end of February, however this has been delayed to the end of April 2024.

Once the data is back, the team will manually apply Pensions Increase before uploading and making any necessary adjustments to member records. Once actioned, a communication exercise will follow for those members whose records have been affected. The aim is for a completion end date for this exercise of 30th September 2024.

### **McCloud**

The regulations came into force on 01 October 2023.

To encourage a broadly consistent approach, DLUHC has issued statutory guidance for administering authorities on how they should prioritise this work.

The priority is Group 1 members; those members that retire on or after 1st October 2023. The pension calculations for these members need to take into account the underpin rights, where applicable, straight away.

The following situations should also be regarded as part of group 1:

- Deaths on or after 1 October 2023 of eligible members.
- Trivial Commutations calculated on or after 1st October 2023, where the final underpin date or date of member's death was before that date.
- Uplifts of Tier 3 benefits to Tier 2, where the final underpin date for Tier 3 pension was before 1st October 2023, but the uplift decision was on or after then.
- Transfers out paid on or after 1st October 2023 where the guarantee date (or for cash transfer sums, the date of leaving) was before 1st October 2023.

Prioritising these cases will prevent the need to revisit these cases subsequently and potentially have to make retrospective amendments to calculated rights.

During 23/24 the Administration Team concentrated on validating service history details for hours and service breaks in respect of McCloud data.

### **Dashboards**

The Department for Work and Pensions (DWP) laid the Pensions Dashboards (Amendment) Regulations 2023. A revised staging timetable was set out in guidance and all schemes in scope will need to connect by 31 October 2026. The staging timetable will indicate when schemes are scheduled to connect, based on their size and type. LGPS is scheduled for October 2025 so progress will be made during 2024/25 to ensure the Fund is ready for Dashboard Connection.

### **Resources**

Due to the continued high vacancy rate, difficulties recruiting, and resource and backlog problems work progressed on a review of the Pension Structure. The purpose of this was to ensure the structure was fit for purpose and the grades and resources were appropriate to meet the work demands within the section. We worked closely with HR to firm up on restructure proposals which included 10 additional staff to help address the backlogs of work and also increase capacity to be able to address the various change initiatives that need progressing. In addition to additional posts, plans were made to review all existing grades and complete job evaluation of every post to ensure that the grades paid reflected the current complexity of the roles.

Working with Procurement we agreed and finalised a contract for external support to work directly on backlog items. The work commenced in April 2024 and progress will be made during the year to reduce the number of backlogs held.

### **Key Performance Indicators**

The Administration Section has several target response times for key tasks, with performance data captured and reported by the Altair system. For 2023/24 Key Performance Indicators, please see information in Appendix 2.

### **Member Self Service (MSS)**

We currently offer our Member Self Service facility to our Active members of the scheme. This will be extended to Deferred members pending the clearance of process backlogs for Deferred members in the near future, as well as Pensioners upon the take up of the Altair Pensioner Payroll system in the coming years.

Currently, for Active members we have a take up rate of 48.3% across all Employers. An age analysis shows that most registered members are between the ages of 36-65 (81%), and most no-registered members are between the ages of 26-54 (73%).

We have conducted a large-scale exercise across all actively contributing members of the scheme to inform them of our move from paper communications to electronic. This in turn has encouraged more members to sign up to Member Self Service to access their electronic documentation.

We have liaised with Employers on communicating with their employees the availability of our Member Self Service facility, and amended documentation issued from the Pension team to include information on registering for a Member Self Service account.

### **Cyber Security**

We prioritise cyber security to safeguard sensitive membership data and maintain trust of our fund members. To ensure this Heywood, the service provider for our hosted Altair, i-Connect, Member Self Service, and Insights systems employs a multi-layered approach to ensure robust cyber security. This includes implementing advanced encryption protocols to protect sensitive data

both in transit and at rest. Regular security audits and vulnerability assessments are conducted to identify and mitigate potential threats.

To ensure the security of our hosted services, Heywood utilises firewalls and intrusion detection systems to monitor and defend against unauthorised access. By adhering to industry standards and regulations, such as GDPR, and maintaining a proactive stance on security, Heywood safeguards the integrity and confidentiality of our membership data across all systems, ensuring that member data remains secure and protected against cyber threats.

Our externally accessible systems i-Connect and Member Self Service are protected by strict access controls, ensuring that only authorised users can access sensitive data. This includes multi-factor authentication (MFA) for added security.

Internally, all team members within the Pensions team are enrolled onto training sessions / online modules covering cyber security best practices including recognising phishing attempts and safe internet usage.

The Pensions team practice data encryption when communicating sensitive data with internal and external sources utilising the provided “Protect” facility via email and password encryption of files containing sensitive data, protecting sensitive data from unauthorised access.

### **Digital Annual Benefit Statements**

For 2023/24 we shifted to digitally publishing Annual Benefit Statements. As a result, Active member- 17,544 statements were uploaded to Member Self Service, with 551 paper copies produced for those members who have opted

out of ecomms. Issuing statements digitally has allowed us to get the documentation to members in a shorter time frame and has also saved on costs for issuing paper statements on bulk via an external service.

### **Pension Dashboards Update/Data Quality**

We have been liaising with Heywood since August 2024, planning around configuration for utilising them as our appointed connection point (ISP).

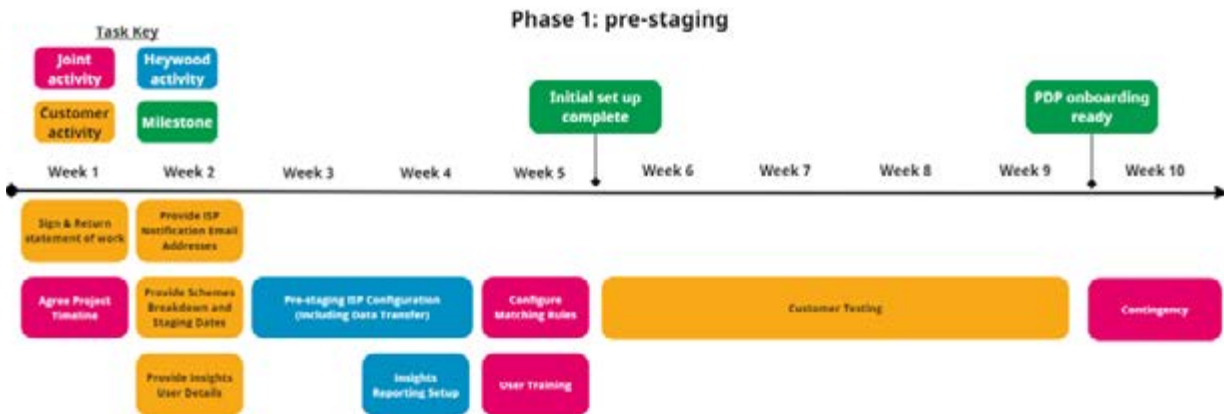
We have discussed the plan of events leading up to the connection to the dashboard (October 2025) and the milestones involved. We have discussed a project timeline – what Heywood will do, where we will be involved and when things will take place, and all other details of our implementation.

One of the key parts of the Pensions Dashboard project is data quality. When a user attempts to use the Dashboard, the process uses key matching data provided by the user to conduct a search of our system and ties the Dashboard into our dataset where results are found. To ensure the amount of “partial matches” (that we would have to manually investigate) are kept to a minimum and to help maximise the quality of the user experience, we are utilising our Data Cleanse service provided by Heywood to constantly monitor any data inconsistencies that are reported and are working to resolve them as and when they occur. This will ensure that if matching data is found within our system, it will instantly be accessible for the user to obtain. These data cleansing exercises will continue throughout the duration of the implementation of Pensions Dashboard and will continue thereafter to ensure our data quality is maintained to the highest level we can achieve.



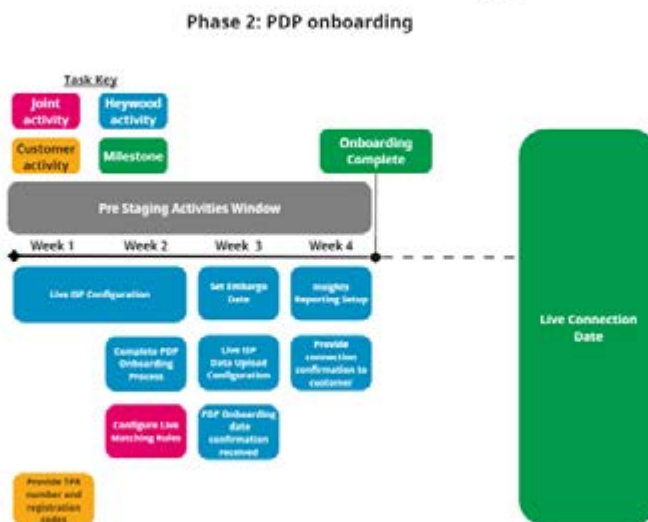
During quarter 3 of 2024/25, we are due to start work on the phase 1 (pre-staging) timeline as agreed with Heywood to build our Pensions Dashboard connection. Here is the planned timeline of events that will be conducted during this period which will contribute towards our live connection to the Dashboard date in October 2025:

## Phase 1 – pre-staging



Closer to the time of connection, we will undergo onboarding to the Pensions Dashboard. This will be facilitated and carried out under the following timeline of events:

## Phase 2 – PDP onboarding



Once onboarded to the Pensions Dashboard, we will have met our requirement to do so and will be available to scheme members to access.

A plan on managing queries and associated tasks that result from the Pensions Dashboard going live will be discussed at around this time, so that we can manage the way forward as effectively and efficiently as possible.

## Internal Dispute Resolution Procedure

If there is a complaint or dispute against either the Fund or a decision made by an employer concerning a matter relating to the LGPS, there is a provision for its resolution known as the Internal Dispute Resolution Process (IDRP). The disputes process follows a set procedure.

Individual employers consider Stage 1 appeals if the dispute is against decisions made by them, or by the Administering Authority if the dispute is against a Pension Fund decision. Where

the complainant remains dissatisfied with the outcome of Stage 1, they may refer the complaint to the Administering Authority for reconsideration under Stage 2 of the appeal process.

Should the complainant remain dissatisfied after the Stage 2 outcome, they may refer the complaint or dispute to the Pensions Ombudsman for determination.

An analysis of the dispute cases raised during the year to 31 March 2024 is as follows:

Stage	No of Appeals	Appeals upheld
1	3	0
2	3	0
Ombudsman	2	0

Details of the Internal Dispute Resolution Procedure can be found on the Cardiff & Vale of Glamorgan Pension Fund website <https://cardiffandvalepensionfund.org.uk/wp-content/uploads/IDRP-AW-English-FINAL-06.06.2023.doc>

The website also contains links to the Money & Pensions Service Money and Pensions Service and the Pensions Ombudsman <https://www.pensions-ombudsman.org.uk/>

Full details of the Funds Communication Policy can be found on the Fund website: [Key Governance Documents- Cardiff and Vale Pension Fund](#)

Full details of the Funds Complaints & Compliments Policy can be found on the Fund website: [Key Governance Documents- Cardiff and Vale Pension Fund](#)

Full details of the Funds Overpayments & Underpayments Policy can be found on the Fund website: [Key Governance Documents- Cardiff and Vale Pension Fund](#)

# 6. ACTUARIAL REPORT ON FUNDS

## Introduction

This statement has been prepared in accordance with Regulation 57(1)(d) of the Local Government Pension Scheme Regulations 2013 (the 'LGPS Regulations'). The LGPS Regulations require that a full actuarial valuation is carried out every third year. The purpose of this is to establish that the Cardiff and Vale of Glamorgan Pension Fund (the 'Fund') is able to meet its liabilities to past and present contributors and to review employer contribution rates. The last full actuarial investigation into the financial position of the Fund was completed as at 31 March 2022 by Aon, in accordance with Regulation 62 of the LGPS Regulations.

## Actuarial Position

1. The valuation as at 31 March 2022 showed that the funding level of the Fund had increased since the previous valuation with the market value of the Fund's assets as at 31 March 2022 (of £2,698.9M) covering 98% of the liabilities.
2. The valuation also assessed each individual employer's (or group of employers') position separately. Contribution requirements were determined based on the principles in the Fund's Funding Strategy Statement and are set out in Aon's report dated 31 March 2023 (the "actuarial valuation report"). In addition to the contributions certified, payments to cover additional liabilities arising from early retirements (other than ill-health retirements) will be made to the Fund by the employers.

Total contributions payable by all employers over the three years to 31 March 2026 are estimated to be:

Year from 1 April	% of pensionable pay	Plus total contribution amount (£M)
2023	19.5%	0.932
2024	19.5%	0.962
2025	19.5%	0.994

3. The funding plan adopted in assessing the contributions for each employer is in accordance with the Funding Strategy Statement. Different approaches were adopted in relation to the calculation of the primary contribution rate, stepping of contribution changes and individual employers' recovery periods as agreed with the Administering Authority and reflected in the Funding Strategy Statement, reflecting the employers' circumstances.

4. The valuation was carried out using the projected unit actuarial method for most employers, allowing for future increases in pensionable pay. The main financial actuarial assumptions used for assessing the funding target and the contribution rates were as follows.

<b>Discount rate for periods in service</b>	4.5% p.a.
<b>Discount rate for periods after leaving service</b>	
Scheduled and subsumption body funding target *	4.5% p.a.
Ongoing orphan funding target	1.3% p.a.
<b>Rate of pay increases</b>	3.3% p.a.
<b>Rate of increase to pension accounts **</b>	2.3% p.a.
<b>Rate of increases in pensions in payment ** (in excess of Guaranteed Minimum Pension)</b>	2.3% p.a.

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

\*\* In addition, a 10% uplift has been applied to the past service liabilities on the scheduled body and subsumption funding target to make allowance for short-term inflation above the long-term assumption.

In addition, the discount rate and rate of increases to pensions for already orphaned liabilities (i.e. where there is no scheme employer responsible for funding those liabilities and the employer has exited the Fund) were assumed to be 1.7% p.a. and 3.4% p.a. respectively.

The assets were valued at market value.

5. The key demographic assumption was the allowance made for longevity. The post retirement mortality assumption adopted for the actuarial valuation was in line with standard self-administered pension scheme (SAPS) S3 mortality tables with appropriate scaling factors applied based on an analysis of the Fund's pensioner mortality experience and a Fund membership postcode analysis using Aon's Demographic Horizons™ longevity model, and included an allowance for future improvements based on the 2021 Continuous Mortality Investigation Projections Model, with a long term annual rate of improvement in mortality rates of 1.5% p.a. The resulting average future life expectancies at age 65 (for normal health retirements) were:

	Men	Women
Current pensioners aged 65 at the valuation date	22.5	24.6
Future pensioners aged 45 at the valuation date	23.1	25.7

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

6. The valuation results summarised in paragraph 1 above are based on the financial position and market levels at the valuation date, 31 March 2022. As such the results do not make allowance for changes which have occurred after the valuation date. The Actuary, in conjunction with the Administering Authority, monitors the funding position on a regular basis.



7. The formal actuarial valuation report and the Rates and Adjustments Certificate setting out the employer contribution rates for the period from 1 April 2023 to 31 March 2026 were signed on 31 March 2023. Other than as agreed or otherwise permitted or required by the Regulations, employer contribution rates will be reviewed at the next actuarial valuation of the Fund as at 31 March 2025 in accordance with Regulation 62 of the Local Government Pension Scheme Regulations 2013.

8. This Statement has been prepared by the Actuary to the Fund, Aon, for inclusion in the accounts of the Fund. It provides a summary of the results of their actuarial valuation which was carried out as at 31

March 2022. The valuation provides a snapshot of the funding position at the valuation date and is used to assess the future level of contributions required.

This Statement must not be considered without reference to the formal actuarial valuation report which details fully the context and limitations of the actuarial valuation.

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

9. The report on the actuarial valuation as at 31 March 2022 is available on the Fund's website at the following address:

<https://cardiffandvalepensionfund.org.uk/wp-content/uploads/Cardiff-2022-actuarial-valuation-report-FINAL.pdf>

**Aon Solutions UK Limited**  
**June 2024**



## 7. EXTERNAL AUDIT OPINION

### **The statement of the Auditor General for Wales to the members of the County Council of the City and County of Cardiff as the administering authority for the Cardiff and Vale of Glamorgan Pension Fund on the Annual Report.**

I have examined the pension fund accounts and related notes contained in the 2023-24 Annual Report of Cardiff and Vale of Glamorgan Pension Fund to establish whether they are consistent, in all material respects, with the pension fund accounts and related notes included in the Statement of Accounts produced by Cardiff and Vale of Glamorgan Pension Fund for the year ended 31 March 2024 which were authorised for issue on 28 November 2024. The pension fund accounts comprise the Fund Account and the Net Assets Statement.

#### **Opinion**

In my opinion the pension fund accounts and related notes included in the Annual Report of Cardiff and Vale of Glamorgan Pension Fund are consistent, in all material respects, with the pension fund accounts and related notes included in the Statement of Accounts produced by Cardiff and Vale of Glamorgan Pension Fund for the year ended 31 March 2024 which were authorised for issue on 28 November 2024 on which I issued an unqualified opinion.

I have not considered the effects of any events between the date on which I issued my opinion on the pension fund accounts included in the pension fund's Statement of Accounts, 28 November 2024 and the date of this statement.

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

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

**Adrian Crompton**  
**Auditor General for Wales**  
**29 November 2024**

**1 Capital Quarter**  
**Tyndall Street**  
**Cardiff, CF10 4BZ**

*The maintenance and integrity of the Cardiff and Vale of Glamorgan Pension Fund website is the responsibility of the Accounting Officer, the work carried out by auditors does not involve consideration of these matters and accordingly auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.*



## 8. ADDITIONAL INFORMATION

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

### Glossary

#### Accruals Basis

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

#### Active / Passive Management

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

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

#### Actuary

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

#### Actuarial Gains and Losses

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

#### Active Member

Current employee who is contributing to a pension scheme.

#### Admitted Body

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

#### Asset Allocation

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

#### Benchmark

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

#### Bonds

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

#### Cash and Cash Equivalents

Sums of money available for immediate use and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

### **Chartered Institute of Public Finance & Accountancy (CIPFA)**

CIPFA is the leading professional accountancy body which determines accounting standards and reporting standards to be followed by Local Government.

### **Contingent Liabilities or Assets**

These are amounts potentially due to or from individuals or organisations which may arise in the future but which at this time cannot be determined accurately, and for which provision has not been made in the Council's accounts.

### **Creditors**

Amounts owed by the Council for work done, goods received or services rendered, for which payment has not been made at the date of the balance sheet.

### **Custodian**

Bank or other financial institution that keeps custody of stock certificates and other assets of a client, collects dividends and tax refunds due, and settles any purchases and sales.

### **Debtors**

These are sums of money due to the Council that have not been received at the date of the Balance Sheet.

### **Deferred Pensioner**

A member who has stopped paying into the scheme but is not yet retired.

### **Defined Benefit Scheme (Pensions)**

This is a pension or other retirement benefit scheme other than a defined contribution scheme. Usually, the scheme rules define the benefits independently of the contributions payable and the benefits are not directly related to the investments of the scheme. The scheme may be funded or unfunded (including notionally funded).

### **Defined Contribution Scheme (Pensions)**

A Defined Contribution Scheme is a pension or other retirement benefit scheme into which

an employer pays regular contributions as an amount or as a percentage of pay and will have no legal or constructive obligation to pay further contributions if the scheme does not have sufficient assets to pay all employee benefits relating to employee service in the current and prior periods.

### **Emerging Markets**

Relatively new and immature stock markets for equities or bonds. Settlement and liquidity can be less reliable than in the more established 'developed' markets, and they tend to be more volatile.

### **Employer Contribution Rates**

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

### **Equities**

Ordinary shares in UK and overseas companies traded on a recognised stock exchange. Shareholders have an interest in the profits of the company and may normally vote at shareholders' meetings.

### **Fair Value**

Fair Value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

### **Financial Assets**

Financial assets are cash, equity instruments within another entity (e.g. shares) or a contractual right to receive cash or another asset from another entity (e.g. debtors) or exchange financial assets or financial liabilities under potentially favourable conditions (e.g. derivatives).

### **Financial Instruments**

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another. The term 'financial instrument' covers both financial assets and financial liabilities and

includes both the most straightforward financial assets and liabilities such as trade receivables and trade payables and the most complex ones such as derivatives and embedded derivatives.

### **Financial Liabilities**

Financial assets are contractual obligations to deliver cash or another financial asset (e.g. creditors) or exchange financial assets or financial liabilities under potentially unfavourable conditions (e.g. derivatives).

### **Fixed Interest Securities/Bonds**

Investments, especially in government stocks, with a guaranteed rate of interest. Conventional bonds have fixed rates, whilst Index Linked vary with inflation. They represent loans repayable at a stated future date, and which can be traded on a stock exchange in the meantime.

### **Fund Manager**

A fund that handles investments on behalf of the pension fund according to an agreed investment mandate.

### **Fund of Funds**

A pooled fund that invests in other pooled funds. They are able to move money between the best funds in the industry, and thereby aim to lower stakeholder risk with greater diversification than is offered by a single fund.

### **Funding Strategy Statement (FSS)**

The FSS is a document that addresses the issue of the primary responsibility of the Fund to ensure the fund has sufficient assets to ensure its liabilities to pay pension benefits can be made. It will aim to ensure the solvency and long term cost efficiency of the Fund by taking a prudent longer-term view of how it funds its liabilities to pay future benefits. The Administering Authority will prepare, maintain and publish the FSS after acting on professional advice provided by the Fund Actuary.

### **Impairment**

A reduction in the value of assets below its value brought forward in the Balance Sheet. Examples of factors which may cause such a reduction in

value include general price decreases, a significant decline in an asset's market value.

### **Index**

A calculation of the average price of shares, bonds, or other assets in a specified market to provide an indication of the average performance and general trends in the market.

### **Investment Strategy Statement (ISS)**

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

### **Liabilities**

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

### **Local Government Pension Scheme (LGPS)**

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

### **Materiality**

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

### **Pension Fund**

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

### **Pensioner**

A scheme member who received a pension from the Fund.

### **Pooled Funds**

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

### **Portfolio**

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

### **Prior Period Adjustments**

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

### **Private Credit**

Investments made by specialist managers in privately negotiated loans made outside of the traditional banking network.

### **Private Equity**

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

### **Private Market**

Investment in debt or equity instruments that are not traded on public exchanges or stock markets. These Investments can offer higher returns and more control over the investment, compared to publicly listed investments, but they could also come with higher risks and lower liquidity.

### **Provisions**

Amounts set aside in respect of liabilities or losses which are likely or certain to be incurred, but in relation to which the exact amount and date of settlement may be uncertain.

### **Related Parties**

Related parties are Central Government, other local authorities, precepting and levying bodies, subsidiary and associated companies, Elected Members, all senior officers from Director and above. For individuals identified as related parties, the following are also presumed to be related parties:

- members of the close family, or the same household; and
- partnerships, companies, trusts or other entities in which the individual, or member of their close family or the same household, has a controlling interest.

### **Return**

The total gain from holding an investment, including both income and any increase or decrease in market value. Returns over periods longer than a year are usually expressed as an average annual return.

### **Scheme Employers**

Local authorities and bodies specified in the LGPS Regulations, whose employees are entitled automatically to be members of the Fund, and Admission Bodies including voluntary, charitable and similar bodies, carrying out work of a public nature, whose staff can become members of the Fund by virtue of an admission agreement with the Council.

### **Scheduled Body**

An organisation that has the right to become a member the Local Government Pension Scheme under the scheme regulations. Such an organisation does not need to be admitted, as its right to membership is automatic.

### **Unrealised Gains / Losses**

The increase or decrease in the market value of investments held by the Fund since the date of their purchase. Note: values throughout these accounts are presented rounded to whole numbers.

### **Wales Pension Partnership (WPP)**

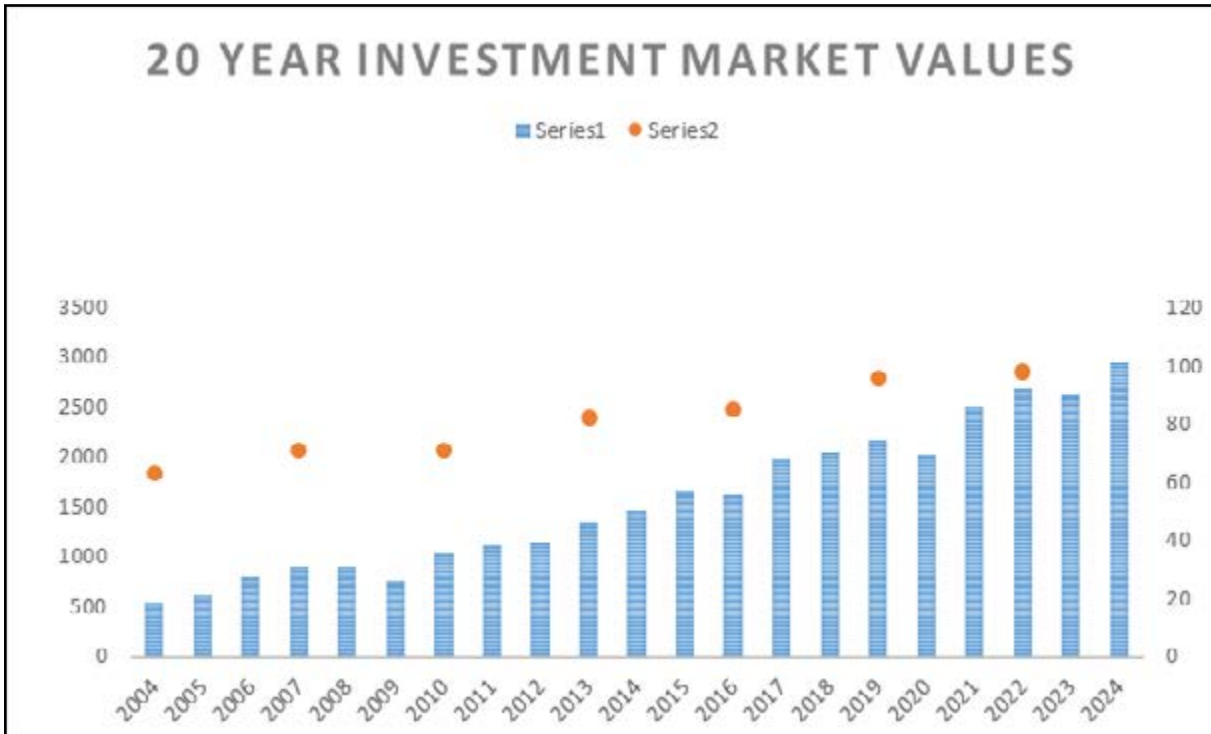
The WPP pool is a collaboration of all eight LGPS funds in Wales including Dyfed the Host Authority. It operates via a Joint Governance committee (JGC) represented by all eight Funds. The governance arrangements are set out in an Inter Authority Agreement approved by both the Pensions Committee and Administering Authority's full Council in March 2017.

# APPENDIX 1: INVESTMENT DATA

## INVESTMENT ASSET ALLOCATION (BY ASSET CLASS)

Year Ended 31 March		2019	2020	2021	2022	2023	2024
<b>UK Equities</b>	£m	641.6	437.1	577.4	233.0	242.5	173.7
	%	29.7	21.7	23.0	8.7	9.2	5.9
<b>Overseas Equities</b>	£m	667.5	698.7	1,003.0	1,473.1	1,442.8	1,777.1
	%	30.9	34.7	40.0	54.7	54.7	60.0
<b>Global Bonds</b>	£m	565.1	586.1	632.9	609.9	569.9	597.0
	%	26.1	29.1	25.2	22.6	21.6	20.1
<b>Private Equity</b>	£m	82.2	88.7	90.7	103.3	109.0	117.9
	%	3.8	4.4	3.6	3.8	4.1	4.0
<b>Property</b>	£m	155.9	65.2	166.6	201.6	183.5	176.6
	%	7.2	8.2	6.6	7.5	7.0	6.0
<b>Cash</b>	£m	51	38.5	39.6	72.3	87.6	121.1
	%	2.4	1.9	1.6	2.7	3.3	4.1
<b>Total Value</b>	<b>£m</b>	<b>2,163.3</b>	<b>2,014.3</b>	<b>2,510.2</b>	<b>2,693.2</b>	<b>2,635.4</b>	<b>2,963.3</b>
	<b>%</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>





**Key**

Series 1 - Fund Valuation

Series 2 – Triannual Actuarial Valuation

**TEN LARGEST HOLDINGS BY MARKET VALUE AS AT 31 MARCH 2024**

At 31 March 2024 this Pension Fund no longer held any Directly owned Equities, all its Investments being held in Pooled Funds. The 10 largest Funds are listed in the Table below

	Country / Region	Asset Class	Value £m	Fund %
<b>POOLED FUNDS</b>				
<b>BlackRock Low Carbon Tracker Indexed</b>	Global	Equity	735.1	24.8
<b>WPP Global Opportunities</b>	Global	Equity	535.2	18.1
<b>WPP Global Government Bonds</b>	Global	Fixed Income	234.3	7.9
<b>WPP Global Credit</b>	Global	Fixed Income	207.4	7.0
<b>WPP Global Growth</b>	Global	Equity	199.1	6.7
<b>WPP UK Opportunities</b>	UK	Equity	173.7	5.9
<b>WPP Multi Asset Credit</b>	Global	Fixed Income	155.2	5.2
<b>WPP Sustainable Equities</b>	Global	Equity	142.1	4.8
<b>Cash</b>	n/a	Cash	121.1	4.1
<b>WPP Emerging Markets</b>	Global	Equity	115.2	3.9

**CARDIFF & VALE OF GLAMORGAN PENSION FUND**  
**Fund Assets compared with the Strategic Asset Allocation**  
**As at 31 March 2024**

Planned Allocation		ASSET CLASS	Actual Allocation 31/03/24				
%	%		Actual %		In Range	Actual £	
			%	%		£000	£000
		<b>EQUITIES UK</b>					
0, +/-2		Passive	0.0%		✓		
4.2, +/-2		Active	5.86%		X	173,675	
	4.2, +/- 2	<b>Total UK</b>		5.86%	X		173,675
		<b>OVERSEAS</b>					
16.7, +/-4		Low Carbon	24.81%		X	735,083	
4.2, +/-2		Emerging Markets	3.89%		✓	115,162	
25 +/- -5		Global	29.57%		✓	876,388	
	45.9	<b>Total Global</b>		58.27%	✓		1,726,634
	50, +/-10	<b>Total Equities</b>		64.13%	X		1,900,308
		<b>BONDS &amp; CASH</b>					
8, +/- 4		Global Govt	7.91%		✓	234,342	
7, +/- 4		Global Credit	7.00%		✓	207,395	
5, +/- 4		Multi-Asset Credit	5.24%		✓	155,244	
0, +/- 2		Cash	4.09%		X	121,133	
	20, +/-5	<b>Total Bonds &amp; Cash</b>		24.23%	✓		718,113
		<b>PROPERTY</b>					
5, +/- 2.5		UK Property	3.75%		✓	111,044	
2.5, +/- 1		Global Property	2.21%		✓	65,563	
	7.5, +/-3	<b>Total Property</b>		5.96%	✓		176,606
	7.5, +/-2.5	<b>PRIVATE EQUITY</b>		3.98%	X	117,852	117,852
	7.5, +/-2.5	<b>PRIVATE CREDIT</b>		0.51%	X	115,126	115,126
		<b>INFRASTRUCTURE</b>					
7.5, +/-2.5		Closed Ended funds		0.10%		2,986	2,986
	7.5, +/-2.5	Open Ended funds		1.09%			
	100%	<b>Total Infrastructure</b>		100%	X		2,963,409

# APPENDIX 2:

# KEY PERFORMANCE INDICATORS

## 2023/24

The Administration Section has the following target response times for key tasks. Performance data is captured and reported by the Altair system:

Task	Target Response Time
Transfer in quote	10 working days
Transfer out quote	10 working days
Deferred Benefit Statement	30 working days
Death Acknowledgement	5 working days
Death Benefits sent	10 working days
Actual Retirements – note of provisional benefits	15 working days
Actual Retirements – calculation of actual benefits	15 working days
Estimate of pension benefits	15 working days

### Pensions KPI Statistics Annual Summary April 2023 to March 2024:

Task	Total Tasks Complete	Complete Tasks Within Target	Complete Task Average Working Days
Transfer In Quote	184	71%	8
Transfer Out Quote	89	78%	-2
Deferred Benefit Statement	263	75%	17
Death Acknowledgment	241	76%	5
Death Benefits Sent	164	70%	10
Actual Retirements- note of provisional benefits	763	31%	30
Actual Retirements- calculation of actual benefits	736	81%	9
Estimate of pension benefits	309	78%	10

Additional key tasks are to be captured under the new guidance. With this in mind, the current Key Performance Indicators are being reviewed and the new KPIs will be implemented from 2024/25. Additional team resourcing and backlogs being addressed will allow us to focus on improving these statistics and produce the additional key tasks that will be required for 2024/25 reporting.

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

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

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

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

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

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

**Pensions Team**

**Room 219**

**County Hall**

**Atlantic Wharf**

**Cardiff**

**CF10 4UW**

Telephone: 029 2087 2311

E-mail enquiries should be sent to: [Pensions@cardiff.gov.uk](mailto:Pensions@cardiff.gov.uk)

Email enquiries should be directed as follows:

Scheme Management and Investment Pensions		
Marc Falconer	Pensions Manager	M.Falconer@cardiff.gov.uk
Pension Administration		
Karen O'Donoghue-Harris	Pensions Administration Manager	KODonoghue-harris@cardiff.gov.uk
Ligia Barros	Senior Pensions Officer	ligia.barros@cardiff.gov.uk
Amanda Delgado	Senior Pensions Officer	adelgado@cardiff.gov.uk
Jayne Newton	Communications & Training Officer	Jayne.Newton@cardiff.gov.uk
Hywel Tutton	Senior Technical Officer	Hywel.Tutton@cardiff.gov.uk
Fund Accounting		
Sally Ormiston	Group Accountant	SOrmiston@cardiff.gov.uk