

## APPENDIX 1A

### Summary of main budget variances: Full year to 31 March 2015

Variations Analysis of the full year forecast expenditure or income, against budget to the year end.

Expenditure Heading	Variance £*	Most Significant Reasons for Variance
Salaries	(74,000)	Reduced salaries expenditure due to:- - the partial and temporary secondment of the Payroll Manager and Support Officer to the Council's Payroll section to provide support during a major project. (Those parts of their roles that they no longer cover being temporarily covered by members of the management team). - the secondment of Project Officer to Bristol City Council to assist with pension matters.
Miscellaneous Recoveries / Income	(54,000)	Increased Actuarial work on behalf of various employers involved an increase in rechargeable administrative work carried out by the Fund.
Administration	(32,000)	Savings were made in Staff Training through the greater use of in house courses. There was also a reduction in expenditure on printing and equipment purchase through the greater use of paperless practices.
Communications and Payroll Communication Costs	(14,000)	Savings were achieved by including the Change in Scheme Booklet within the Avon Pension News Summer edition, sending out At Ease with pensioner's payslips, producing the Annual Report in electronic format and reducing costs on the Employer's Conference. There were also savings in the development of the Website by carrying it out "in house".
Information Systems	(24,000)	The budget allowed for the earlier implementation of a Disaster Recovery System than was actually achieved. It also provided for main server hardware that was not required.
Central Recharges	(19,000)	The budget included a provision for corporate legal advice that was not required.
Investment Expenses	(9,000)	The budget provided for more expenditure on subscriptions and staff travel than was required.

**Administration (226,000)**

Investment Governance	46,000	Additional Investment advisory fees were incurred due to the retendering the DGF mandate.
Pension Board	3,000	Additional expenditure was incurred on advertising for members of the Pension Board.
Compliance Costs	109,000	The increase in expenditure on Actuarial fees has largely been offset by increased recharges of actuarial fees to employers.
Compliance Costs Recharged	(104,000)	

Global Custodian Fees	(16,000)	Actual fees charged for 2013/14 were less than those allowed for in the estimated accrual in to 2013/14.
Investment Manager Fees	192,000	Investment Manager Fees exceeded the budgeted figure following a stronger market performance than had been anticipated. This more than offset the saving on fees that resulted from the late implementation of the infrastructure mandate. The expenditure on fees does not include any provision for performance related fees that relate to the period but remain subject to variation as a result of future performance.

<b>Expenditure Outside Direct Control</b>	<b>230,000</b>
<b>Total Forecast</b>	<b>4,000</b>
<b>Overspend</b>	

**\*() variance represents an under-spend, or recovery of income over budget  
+ve variance represents an over-spend, or recovery of income below budget**