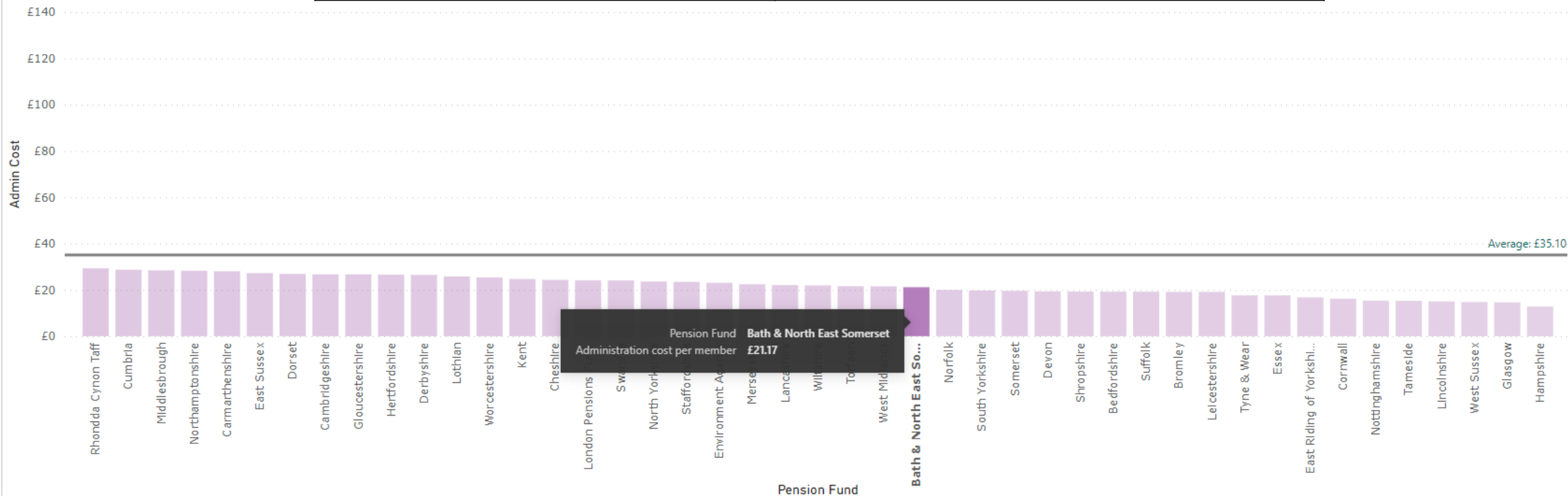


CIPFA Benchmarking

22 funds took part in previous year, 17 funds took part this year

Administration Cost Per Member

Previous Year (2020-2021)	Current Year (2021-2022)
£19.62	£21.17
Average: £20.45	Average: £35.10
Difference to average: £0.83	Difference to average: £13.93



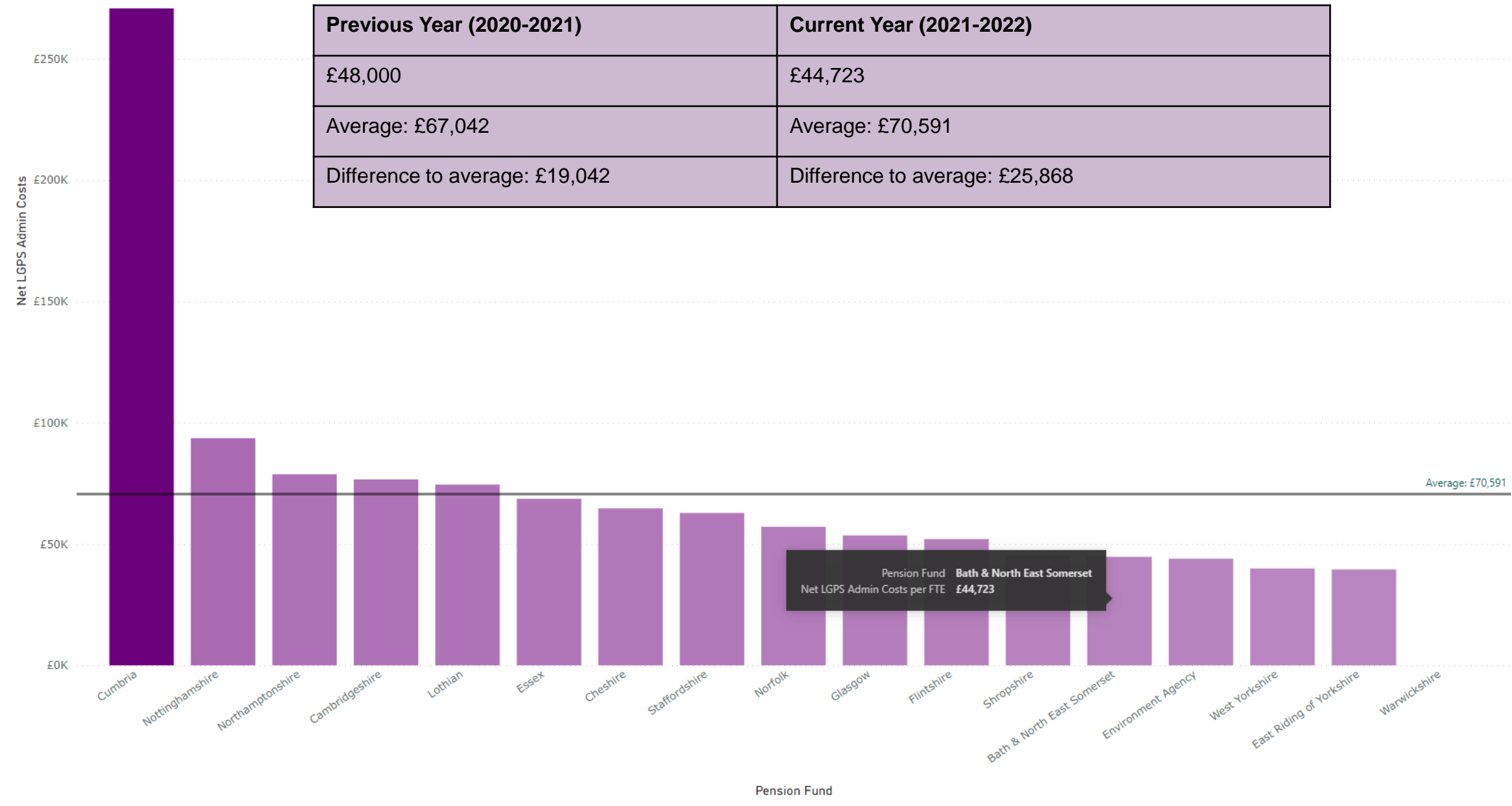
Administration Cost Per Member (nearest neighbour in size)



Administration Cost Per Member (nearest neighbour geographically)



Administration Cost Per FTE



Administration Cost Per FTE (nearest neighbour in size)

£18,089 difference to next nearest neighbour (Staffordshire)



Staff Experience

Key Insights

1-5 years remains majority, similar to number of funds

Increase in new employments (<1 year) from 5% - 12%

Previous Year (2020-2021)

Pension Fund	< 1 year	1-5 years	6-10 years	11-15 years	> 15 years
Warwickshire	26%	35%	8%	9%	22%
Cambridgeshire	22%	34%	16%	12%	17%
Northamptonshire	21%	34%	15%	12%	18%
Jersey	17%	0%	49%	8%	25%
Flintshire	16%	21%	29%	23%	11%
East Riding of Yorkshire	13%	33%	12%	13%	30%
Essex	11%	34%	17%	14%	24%
Cheshire	9%	42%	15%	15%	20%
Lothian	8%	25%	25%	12%	30%
Kent	7%	29%	12%	12%	40%
Bath & North East Somerset	5%	43%	9%	10%	33%
Nottinghamshire	4%	37%	0%	20%	40%
Staffordshire	2%	19%	9%	10%	60%
West Yorkshire	1%	38%	2%	18%	40%
Cornwall	0%	43%	14%	19%	24%
Cumbria	0%	30%	39%	6%	25%
Environment Agency	0%	0%	0%	0%	0%
Glasgow	0%	0%	0%	0%	0%
Norfolk	0%	18%	23%	28%	30%
North Yorkshire	0%	46%	9%	15%	29%
Shropshire	0%	37%	7%	17%	39%
Tyne & Wear	0%	16%	8%	12%	64%

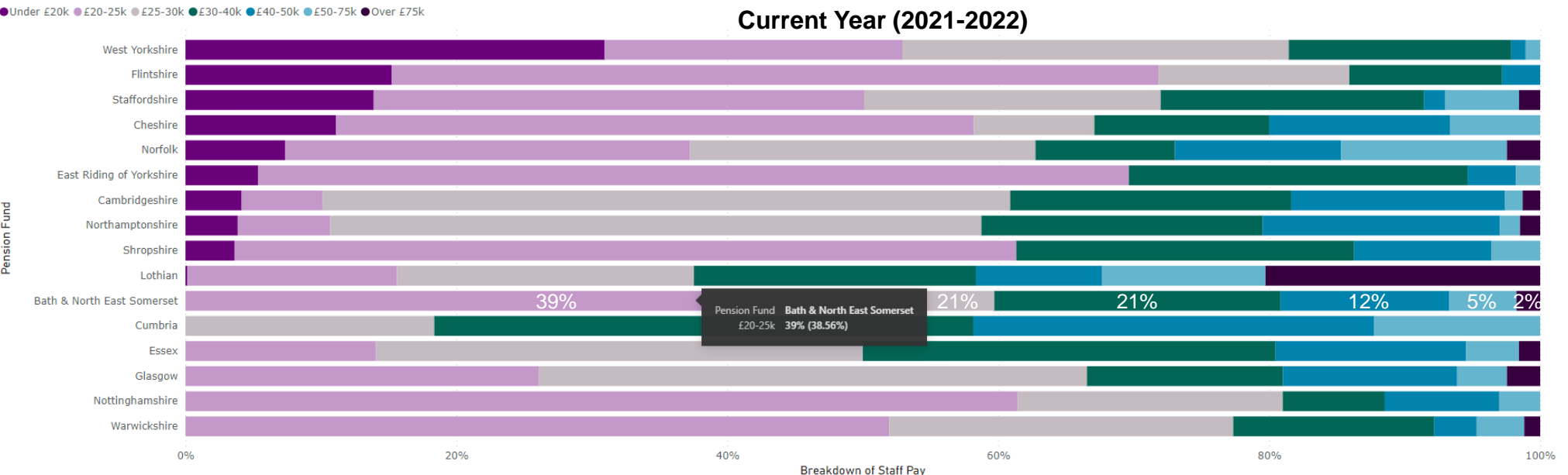
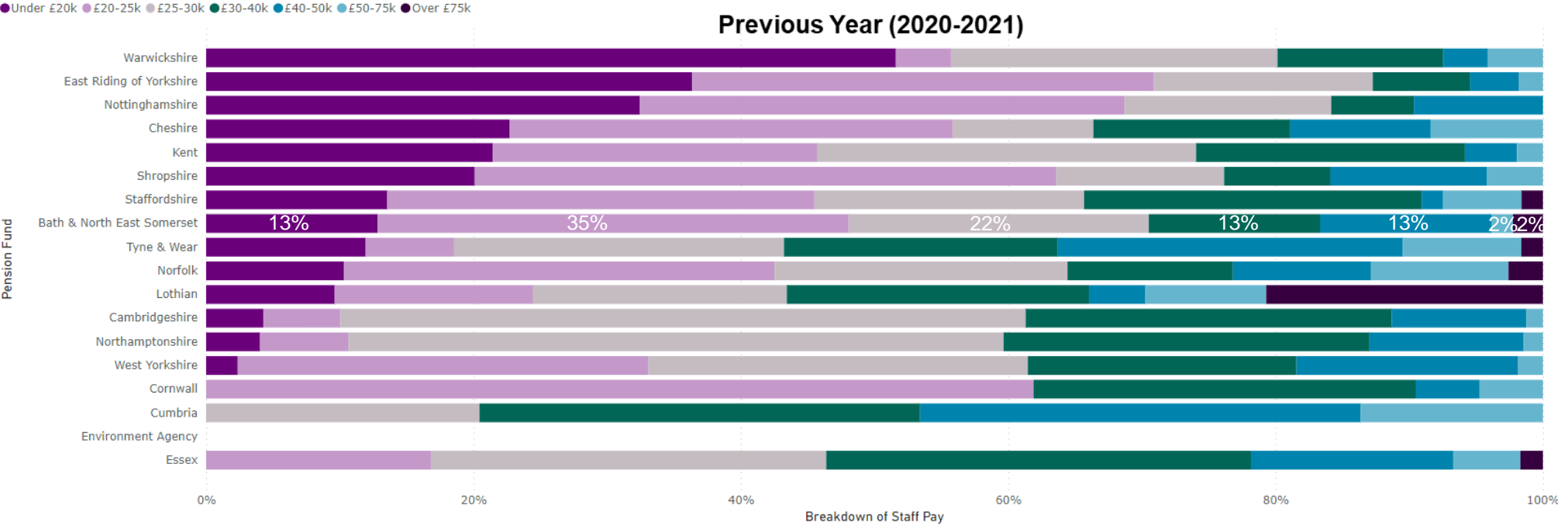
Current Year (2021-2022)

Pension Fund	< 1 year	1-5 years	6-10 years	11-15 years	> 15 years
West Yorkshire	18%	22%	13%	7%	40%
Shropshire	14%	22%	23%	10%	30%
Lothian	14%	39%	12%	10%	24%
East Riding of Yorkshire	13%	27%	11%	14%	36%
Bath & North East Somerset	12%	44%	19%	7%	19%
Norfolk	10%	10%	23%	28%	29%
Flintshire	10%	43%	17%	11%	19%
Essex	9%	45%	10%	14%	21%
Cheshire	4%	44%	19%	10%	22%
Staffordshire	4%	14%	30%	6%	46%
Glasgow	1%	29%	9%	11%	50%
Northamptonshire	1%	36%	31%	11%	22%
Cambridgeshire	1%	37%	31%	10%	21%
Cumbria	0%	10%	33%	8%	49%
Nottinghamshire	0%	21%	28%	7%	43%
Warwickshire	0%	53%	10%	11%	26%

Breakdown of Staff Pay

Key Insight

13% no longer in the under £20k bracket, majority now sits in the £20-£25k where most experience is



KPIs (Active Members)

KPI (15 days)	Previous Year (2020-2021)	Current Year (2021-2022)
Deaths (estimates)	76.8%, 726 cases within KPI	48.5%, 670 cases within KPI
Deaths (actual)	84.8%, 570 cases within KPI	81.4%, 770 cases within KPI
Retirements – process and payment	84.8%, 570 cases within KPI	81.4%, 770 cases within KPI

Pension Fund	Deaths - letter notifying estimate of retirement benefits (active)	% Achieved	No. within KPI	Deaths - letter notifying actual retirement benefits (active)	% Achieved	No. within KPI	Retirements - process and pay lump sum retirement grant (active)	% Achieved	No. within KPI
Bath & North East Somerset	15 days	48.5%	670	15 days	81.4%	770	15 days	81.4%	770
Cambridgeshire	10 days	96.0%	553	5 days	96.0%	563	5 days	96.0%	553
Cheshire	15 days	87.0%	986	15 days	0.0%	0	15 days	0.0%	0
Cumbria	15 days	0.0%	0	15 days	0.0%	0	15 days	92.8%	696
East Riding of Yorkshire	15 days			15 days			15 days		
Environment Agency	15 days	0.0%	0	15 days	0.0%	0	15 days	0.0%	0
Essex	15 days	98.0%	1854	15 days	99.1%	1256	15 days	99.2%	1046
Flintshire	15 days	0.0%	0	15 days	0.0%	0	15 days	0.0%	0
Glasgow	15 days	93.9%		15 days	69.4%		15 days	63.9%	
Lothian	no measure	0.0%	0	7 days	98.7%	1429	7 days	98.7%	1429
Norfolk	15 days	0.0%	0	15 days	0.0%	0	15 days	0.0%	0
Northamptonshire	15 days	95.0%	507	5 days	95.0%	462	5 days	95.0%	462
Nottinghamshire	15 days			1 month			1 month	0.0%	0
Shropshire	15 days	96.6%	658	15 days	92.4%	339	15 days	96.2%	354
Staffordshire	15 days	97.0%	1308	15 days	94.0%	1124	15 days	99.0%	957
Warwickshire	15 days	88.6%	273	15 days	99.1%	465	15 days	98.8%	460
West Yorkshire	20 days	87.5%	4244	10 days	98.4%	4456	5 days	98.4%	4456

KPIs (Others)

KPI	Previous Year (2020-2021)	Current Year (2021-2022)
Deaths – letter acknowledgement (5 days)	97.4%, 418 cases within KPI	78.2%, 297 cases within KPI
Dependant benefits – letter (10 days)	90.8%, 347 cases within KPI	82.8%, 246 cases within KPI

Pension Fund	Letter acknowledging death of service / preserved / pensioner member	% Achieved	No. within KPI	Letter notifying amount of dependants benefits	% Achieved	No. within KPI
▲ Bath & North East Somerset	5 days	78.2%	297	10 days	82.8%	246
Cambridgeshire	5 days	100.0%	615	5 days	99.0%	359
Cheshire	5 days	95.0%	822	10 days	92.0%	722
Cumbria	5 days	96.5%	744	10 days	93.6%	249
East Riding of Yorkshire	5 days	84.5%	864	10 days	88.5%	383
Environment Agency	5 days	0.0%	0	10 days	0.0%	0
Essex	5 days	99.8%	1208	10 days	98.4%	1338
Flintshire	3 days	78.0%	442	15 days	81.0%	207
Glasgow	5 days			10 days		
Lothian	5 days	95.6%	730	10 days	93.5%	363
Norfolk	5 days	92.4%	772	5 days	85.5%	304
Northamptonshire	5 days	100.0%	541	5 days	100.0%	327
Nottinghamshire	2 months	94.0%	496	10 days	85.1%	591
Shropshire	5 days	61.7%	238	10 days	66.6%	215
Staffordshire	5 days	100.0%	1137	10 days	94.0%	500
Warwickshire	5 days	98.2%	383	10 days	78.7%	111
West Yorkshire	5 days	96.0%	3973	5 days	75.5%	3124