

1. Purpose

1.1. As part of our review of the adherence by licensees to the six Price Control Pension Principles, a completed questionnaire is required from each licensee for each Defined Benefit (DB) scheme in which a licensee is/has been a participating employer since 1990. Where different employee groups are dealt with separately, provide the information (e.g. benefits, liabilities) for each employee group.

1.2. It would be helpful if colleagues would complete this questionnaire even if you have previously supplied any of this information so that we can collate it in the same format for all.

1.3. This data will be used to assess the uniqueness of each scheme and in particular to ascertain what actions have been taken to satisfy principle 1.

2. Instructions for completion

2.1. Complete the data in the text boxes underneath or by the side of each question.

2.2. The size of answer boxes/tables will expand to accommodate overflowing text.

3. Background

3.1. What is the name of the scheme?

SOUTHERN ELECTRIC PENSION SCHEME

3.2. In what year was the scheme established?

1948

3.3. What was the background to the establishment of the scheme? (For example, did it supersede a previous scheme which is now closed to new entrants? If so, a separate questionnaire should be provided for that scheme.)

To give members of the newly formed entity (Southern Electricity Board) a pension arrangement

3.4. Is the scheme, or any of its members, subject to any protected rights conditions from the time of privatisation? If so, provide details.

Protected Person Schedule of the 1989 Electricity Act

3.5. Is the scheme closed to new entrants and/or future accruals? If so, when did it close, and what pension benefits are provided for subsequent entrants/accruals?

The scheme is not formally closed to to new members however the only new entries to the scheme have been intra scheme transfers as a result of corporate acquisitions (See Section 9). Any new members must be approved by the Chief Executive. However the intra scheme transfer arrangements within the ESPS remain in place. For new employees after 1999 the option of a defined contribution SSE Group Personal Pension Plan is available.

3.6. Have any of the scheme's liabilities been insured (or bought out with an insurer)? If so, provide details.

All benefits, including pensions in payment and death in service lump sums and spouses pensions, are self insured.

4. Scheme membership

4.1. Provide the number of scheme members as at the date of each of the last three triennial actuarial valuations and as at the most recent scheme accounts date. (If full actuarial valuations have been carried out more frequently than triennially, include all full actuarial valuations in the last ten years.)

4.2. Provide equivalent tables to 4.1 separately for each regulated and unregulated business. [Insert tables as appropriate.]

Name of regulated business	Southern Electric Power Distribution plc			
Numbers of members	31/03/01 Valuation	31/03/04 Valuation	31/03/07 Valuation	31/03/08 Accounts
Members with protected rights from the time of privatisation				
Active members	2034	1760	1953	1965
Deferred members	1690	1726	1684	1455
Pensioner members	5650	5473	5354	5355
Total	9374	8959	8991	8775
Other members				
Active members				
Deferred members				
Pensioner members				
Total				

Name of unregulated business	Scottish & Southern Energy plc and other Group Companies			
Numbers of members				
Members with protected rights from the time of privatisation				
Active members	642	557	617	621
Deferred members	534	546	533	717
Pensioner members	1784	1729	1691	1691
Total	2960	2832	2841	3029
Other members				
Active members				

Deferred members				
Pensioner members				
GRAND TOTAL	12334	11791	11832	11804

4.3. Which companies within your group currently participate in the scheme?

SSE plc and its wholly owned subsidiaries.

The rationale for the split between regulated & unregulated businesses within the SSE Group is explained in Section 7.5 of this questionnaire.

We have been unable to obtain the split of the scheme membership between protected & unprotected members for the last 3 actuarial valuation dates and the date of the last scheme accounts in the timescale required to complete this questionnaire. We are required to change the coding and set up of the system. This change request has been requested and we will provide this information to Ofgem as soon as possible. In the absence of this information we are able to provide figures of the active members at 31/01/2009 between protected & unprotected. Total Active members at this date are 2523 of which 1936 are protected and 587 are unprotected.

4.4. Which companies have previously been participating employers in the scheme?

All the employers within the ESPS members are participating Employers.

5. Scheme benefits

5.1. Complete the following table, summarising the current scheme benefits. Where benefits are not the same for all members, provide a separate table for each group of members, and explain which employees are in each group. [Insert additional copies of the table as necessary]

Specify which group of members	All members
Type of benefits	<i>Final Salary</i>
Contracted in or out of S2P	<i>Contracted Out</i>
Normal retirement age (age when unreduced pension is payable)	<i>63 on unreduced pension</i>
Definition of pensionable pay (specify any deductions in particular)	<i>Basic pay plus pensionable allowances (no deductions)</i>
Member contributions	<i>6%</i>
Accrual rate for member benefits	<i>80ths</i>
Lump sum terms on retirement (specify commutation rate at NRA, if applicable)	<i>Cash as a right plus commutation of pension option at 16.48 at NRA</i>
Dependants' provision	<i>Percentage of members pension 60-66% depending on the date member joined scheme</i>
Dependant's pension on death after	<i>Percentage of members pension 60-66%</i>

retirement	<i>depending on the date member joined scheme</i>
Ill-health benefits	<i>Pension based on prospective service (capped at 45 years service) to normal retirement age.</i>
Lump sum benefit on death in service	<i>Up to 4.5 x pensionable pay</i>
Pension increases in retirement (for excess pension over GMP)	<i>RPI up to 5%</i>
Pension increases in deferment (excess pension over GMP)	<i>RPI up to 5%</i>

5.2. Do you have a salary sacrifice arrangement for any group of employees? If so:

When was it introduced?	N/A
To which groups of employees does it apply?	N/A
What percentage of eligible members participates in the arrangement?	N/A
How is the reduction in salary calculated?	N/A
Is the saving in employer's National Insurance Contributions shared between the employer and employees? If so, how?	N/A

5.3. Are Additional Voluntary Contribution (AVC) facilities available to members? If so:

Is this on a defined contribution basis, by buying added years, or both?	Yes – It is possible to buy added years service or pay into an AVC provider
Does the employer contribute to members' AVCs?	No

5.4. Does the scheme accept transfers in? YES

If no, when did the scheme cease to accept transfers in?	Existing scheme members can transfer previous pension benefits into the scheme. The actuary in conjunction with the Trustees agree factors involved.
If yes, has ceasing to accept transfers in been considered?	No

6. Changes to scheme benefits

6.1. Provide details of any changes to scheme benefits and/or member contributions since 1990. For each change: [Insert additional tables as necessary]

Describe the change.	<ol style="list-style-type: none"> 1. Spouses' pensions in payment and prospectively payable were increased by 3.1% in respect of past and future service 2. Member pensions in payment and deferment were increased by up to 2% depending on the date the pension commenced 3. Member contributions were reduced by 2% to 4% 4. Facility for the early payment of deferred pensions. Members can take pension from age 55 with an actuarial reduction applied.
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	<ol style="list-style-type: none"> 5. Facility for AVC benefits to be provided through the Scheme 6. The Spouses pension was modified for members transferring from the British Energy Combined and South Wales Electricity Groups to bring in line with existing scheme members. 7. Introduction of discretionary dependants' pensions
State the effective date of the change, and what periods of service (or which groups of members) were affected by the change.	<ol style="list-style-type: none"> 1. 1 April 1999, current and potential spouse pensioners 2. 1 April 1999, member pensioners and deferred pensioners 3. Between 1 April 1999 and 31 March 2002, all active members 4. 18 February 2000, current and future deferred pensioners 5. 8 March 2000, active members 6. 29 December 2000, active members who transferred from BEC and Swalec Groups 7. 16 January 2002, dependants of members
Explain briefly the reasons for the change (for example, "to comply with the Pensions Act 1995", "to reduce costs", or "to apply valuation surplus").	<ol style="list-style-type: none"> 1, 2, 3 – Legislation that governed irrecoverable surpluses required a reduction on the surplus. 4. To provide an additional feature to members 5. To provide an additional feature to members 6. Not known 7. To increase the recognition of dependants' rights under the Pensions Act 2004.
Provide details of any consequential or associated changes in other terms and conditions or pension benefits.	<ol style="list-style-type: none"> 1, 2, 3 4, 5, 7. none 6. Not known
Quantify the benefits / costs / savings separately to the employer and to members, and the effect on the current scheme surplus or deficit.	<ol style="list-style-type: none"> 1. Benefit of £4.2m for current and potential spouse pensioners 2. Benefit of £8.2m for member pensioners and deferred pensioners 3. Saving of £3.4m to the active members 4. Nil impact as benefits reduced for early payment 5. Nil impact, AVC arrangements to be cost neutral to the Group 6. Not known 7. There is a cost to the Group if this discretion is applied by the Group Trustees. This would apply on a member by member basis.
For decreases in member contribution rates, state whether the decrease was directly met by an equivalent increase in employer contribution rates at the same time.	<ol style="list-style-type: none"> 1, 2, 4, 5, 6, 7 – n/a 3. The decrease was not directly met by an equivalent increase in employer contribution rates

6.2. Have member contribution rates been reduced, and currently remain, below the maximum level allowed under the Electricity and Gas Acts for members covered by protected rights? If so, why?

Member contribution rates were reduced by 2% to 4% of salary from 1 April 1999 and reverted back to their usual rate (as set out in 5.1) from 1 April 2002.

6.3. Have you ever restricted any new (or existing) elements of salaries to make them non-pensionable, or restricted salaries for pension scheme members relative to non-members? If so, provide details.

No

6.4. Have you ever offered cash, or other benefits, in return for employees giving up their protected rights? Have there been any other modifications to protected rights terms? If so, please provide details, including the percentage of eligible employees who accepted.

No

6.5. Where redundancy benefits were provided by the scheme, have such benefits been removed or reduced for any employees? If so provide details, including savings.

No

6.6. Quantify the overall saving achieved in pension costs due to changes in scheme benefits or member contributions since 1990.

Nil

7. Actuarial valuation results

7.1. Provide the following information as at the date of each of the last three triennial actuarial valuations. (If full actuarial valuations have been carried out more frequently than triennially, include all full actuarial valuations in the last ten years.) Results should be taken from ongoing actuarial funding valuations, unless stated otherwise. If appropriate, provide additional information on recommended employer contributions.

	31/03/2001	31/03/2004	31/03/2007
Under Pensions Act 2004? (yes/no)	No	No	Yes
Funding method (for example, Projected Unit)	Projected Unit	Projected Unit	Projected Unit

Market value of assets	£966.2M	£770.5M	£1,101.5M
Actuarial value of assets, if not at market value	£976.6M	£770.6M	£1,101.5M
Actuarial value of liabilities	£891.3M	£1,046.1M	£1,361.3M
Ongoing funding level (%)	109.6%	73.7%	80.9%
Deficit recovery period (years)	n/a	13 years	8 years
Employer contribution rate for future accruals (%) of pensionable pay	15.1%	19.9%	23.4%
Employer contribution rate after surplus/deficit (%) of pensionable pay	15.1%	19.9% plus £29.5m p.a. deficit repair	23.4% plus £36.9m p.a. deficit repair
Solvency (or buy-out) funding level (%)	109.7%	60%	68%

7.2. Describe the basis on which the employer contribution rate has been set.

The employer contribution rate has been set using the projected unit method with a 1 year control period. It is set so it would normally be appropriate to finance future accrual if Group assets were exactly equal to technical provisions.

The deficit repair contributions are specified as a £ amount, which increases each year with RPI.

7.3. Have actual employer contributions been in line with the rates in 7.1? If not, provide details of actual contributions, and explain why they differ to the rates in 7.1.

Yes, actual employer contributions have been in line with the rates agreed as part of the actuarial valuations of the Group and specified in the agreed Schedules of Contributions.

7.4. Provide details of the basis on which the deficit recovery period was set at each triennial valuation, including the factors that were taken into account when setting the recovery period, and whether there were any discussions with The Pensions Regulator.

2007 and future valuations

A deficit recovery period of 8 years and contributions levels were set in the 2007 valuation. This was documented in the Statement of Funding Principles for this and future valuations as follows:

"Any shortfall in assets compared with technical provisions identified at an actuarial valuation will be eliminated in accordance with the recovery plan agreed between the Trustees, the employers and the Independent Trustee. The additional contributions will consist of regular, inflation-linked payments made over the recovery period.

In determining the recovery period at any particular valuation the following factors will be taken into account:

- the size of the funding shortfall;
- the business plans of the employers;

- the Trustee's assessment of the financial covenant of the employers; and
- any contingent security offered by the employers.

The assumptions to be used in the shortfall elimination calculations will be the same as those for calculating the technical provisions.

Should future valuations reveal a shortfall larger than allowed for under the original plan, payments will continue but will be supplemented by additional payments."

Other factors considered in setting the recovery period for the 2007 valuation was the length of the current recovery period (given the factors above at the time, it was agreed the period could be reduced) and the external employer covenant review obtained by the Group Trustees.

2004 valuation

The basis on which the deficit recovery period of 13 years and contributions was set for the 2004 valuation, while being less formal, was consistent with the approach set out above. Specifically, in accordance with Clause 14 of the Group rules, the Company consulted with the Group Trustees and following these discussions the recovery period and arrangements to deal with the deficiency were agreed.

Other than the agreeing the level of deficit recovery contributions, the Company provided a legally binding Deed of Undertaking and Guarantee under which the contributions required to repair the deficiency were guaranteed by Scottish & Southern Energy plc and Southern Electric Power Distribution plc. The Independent Trustee was in agreement with the recovery plan and the length of the recovery period.

There have not been any discussions with the Pensions Regulator.

7.5. On what basis do you identify/attribute deficits and pension costs to each regulated and non-regulated business in the scheme?

The assumption used to allocate deficit payments between regulated and non-regulated businesses are consistent with the OFGEM DPCR4 final proposals. In this document 76% of the scheme deficit payments were allocated to the regulated entity (Southern Electric Power Distribution plc)

8. Actuarial assumptions

8.1. Provide the following information on the assumptions underlying ongoing actuarial funding valuations as at the date of each of the last three triennial actuarial valuations. (If full actuarial valuations have been carried out more frequently than triennially, include all full actuarial valuations in the last ten years.)

	31/03/2001	31/03/2004	31/03/2007
Pre-retirement nominal rate of return	6.3% p.a.	6.7% p.a.	6.7% p.a.
Pre-retirement real return above price inflation	4.0% p.a.	3.8% p.a.	3.5% p.a.
Pre-retirement real return above salaries	2.5% p.a.	1.8% p.a.	1.5% p.a.
Promotional salary scale (if not in salary assumption)	In salary assumption	In salary assumption	In salary assumption
Post-retirement nominal discount rate (i.e. real rate of return to value liability)	5.3% p.a.	5.2% p.a.	5.2% p.a.
Post-retirement real return above price inflation	3.0% p.a.	2.3% p.a.	2.0% p.a.

Post-retirement real return above pension increases	2.8% p.a.	2.2% p.a.	2.0% p.a.
Proportion of pension commuted at retirement	Nil	Nil	Nil
Mortality table used to value current pensioners*	PXA92, base year 2010, M x+1 year F x+1 year	PXA92, base year 2002, M unrated F x-1 year Discount rate adjustment: 0.4% p.a. post-retmt	110% of PNXA00 U=2007, Medium Cohort, Underpin: 1.25% (m) 0.75% (f)
Expectation of life at 60 for male pensioner	22.6 years	23.8 years	26.3 years
Expectation of life at 60 for female pensioner	25.6 years	28.2 years	28.3 years
Mortality table used to value future pensioners*	PXA92, base year 2020, M x+1 year F x+1 year	PXA92, base year 2002, M unrated F x-1 year Discount rate adjustment: 0.2% p.a. pre-retmt 0.4% p.a. post-retmt	110% of PNXA00 U=2007, Medium Cohort, Underpin: 1.25% (m) 0.75% (f)
Expectation of life for male who will be aged 60 in 20 years	23.5 years	24.8 years	28.8 years
Expectation of life for female who will be aged 60 in 20 years	26.5 years	29.3 years	29.9 years

* Specify the mortality table used, including any age ratings: e.g. PMA/PFA92 U=2004 x-1 with medium cohort improvement factors subject to a 1% underpin.

8.2. Summarise the basis on which the discount rates were determined.

The Trustees' investment strategy is to invest in assets other than gilts in the expectation of achieving higher future returns as compensation for the additional risk being taken on by investing in such assets. The discount rates have been set based on a prudent allowance for the expected higher future investment returns over gilts. The same discount rates have been adopted in setting the recovery plan.

Reasons for adopting this basis for setting the discount rate include:

- Consistency between valuations
- As the Group matures and the Trustees make the implied alterations in investment strategy (by investing a greater proportion in gilts and fixed interest securities), the methodology already incorporates a consistent allowance for prudence over time

In setting the discount rate assumption, the Group Trustees went through the following steps:

1. Decided to allow for the expected higher investment returns over gilts.
2. In discussion with the investment adviser, decided that the matching portfolio may be represented by the use of a single discount rate of the average 20-year gilt yield.
3. Determined the best estimate of future returns on actual assets, including

consideration of future investment strategy.

4. Determined the range of prudence which the Trustees and Company were comfortable with.

5. Derived a range of potential assumptions and agreed the final assumption.

8.3. Summarise the basis on which the salary increase assumptions were set, including consistency with the employer's long-term plans or pay policies.

The salary increase assumption was set after considering the following:

- The assumed rate of future increases to Pensionable Salaries in excess of price inflation at the previous valuation
- The analysis of experience for the previous three years to test the validity of this assumption
- The Company's views on future salary increase policy (both general and promotional increases)
- The sensitivity of the results to the assumption

8.4. Summarise the method and assumptions used to calculate the actuarial value of the assets, if different to market value.

2001 valuation

The approach to smoothing was to adjust the actual Group asset returns over the three years prior to the valuation date, having regard to returns which would have been achieved if the assets had been invested to match the Group's liabilities more closely.

Under this approach actual returns obtained more than three years prior to the valuation date were allowed for fully, actual returns just prior to the valuation date were replaced by returns on a notional matched portfolio and for the intermediate period a reducing proportion of the difference between notional and actual returns was allowed for as the length of time from the valuation date increased.

2004 valuation

The assets were smoothed by taking the average value of the assets held on the valuation date as if the market prices of those assets (as represented by appropriate indices) on each business day from three months before to three months after the valuation date had applied on the valuation date.

The result was only marginally different to the market value of assets on the valuation date.

2007 valuation

The assets were set equal to the market value of assets at the valuation date.

8.5. To what extent do the actuarial assumptions reflect the employer's covenant, in particular the employer's position as a regulated utility company and the extent of any unregulated business.

The actuarial assumptions have been set after considering the employer's covenant. In particular, when determining the level of prudence to adopt in the calculation of technical provisions the Trustees considered the following:

- Their assessment of the current strength of the Company.
- Their assessment of the extent to which the current position is likely to persist in the future.
- The ability and willingness of the Company to absorb the additional funding requirements if future experience is worse than the assumptions.

The Trustees also obtained an external employer covenant report to provide further comfort on the level of prudence adopted in the actuarial assumptions.

As far as the Trustees are concerned the existence of regulated and unregulated activities of the sponsoring employer are irrelevant when setting actuarial assumptions.

9. Merged schemes

9.1. Where schemes have been merged or demerged, with assets and liabilities being transferred from or to other schemes, provide the following information (for each merger/transfer):

Date of merger/transfer.	<p>1 January 2001 (British Energy Combined Group)</p> <p>1 April 2001 (South Wales Electricity Group)</p> <p>12 January 2005 (Alfred McAlpine Group - merger)</p> <p>1 February 2006 (Keadby Generation Group)</p>
Background to the merger/transfer and name of other pension scheme(s).	<p>All of the mergers/transfers are as a result of a corporate transaction.</p> <p>The other scheme in each of the mergers/transfers was one of the Groups of the Electricity Supply Pension Scheme.</p>
Number of active, deferred and pensioner members involved in the merger/transfer, and total number of active, deferred and pensioner members in the pension scheme at the merger/transfer date, separately for each regulated and unregulated business.	<p>Around 70 actives (British Energy Combined Group)</p> <p>72 actives (South Wales Electricity Group)</p> <p>141 actives (Alfred McAlpine Group)</p> <p>Around 400 actives (Keadby Generation Group - merger)</p>

<p>The amount of the transfer value and the principles/basis underlying its calculation.</p>	<p>British Energy - We do not have this information readily available</p> <p>Swalec – We do not have information on Phase I of the transfer readily available. Phase II of the transfer saw £2.8M based on a share of the fund. A lump sum contribution of £0.7M was paid by the Company to finance the deficit in respect of the transferred members on the 2001 valuation basis.</p> <p>Alfred McAlpine - £15.6M. A lump sum contribution of £8.1M was paid by the Company in February 2008 to finance the deficit in respect of the transferred members on the 2007 valuation basis.</p> <p>Keadby - £72.3M, being the estimated market value of assets of the Group.</p>
<p>The extent to which the transfer value was scaled back to reflect underfunding.</p>	<p>British Energy - We do not have this information readily available</p> <p>Swalec - underfunding was expected and the Company paid to rectify the deficit at the time.</p> <p>Alfred McAlpine – underfunding was expected with an agreement between Alfred McAlpine and SSE to jointly finance the shortfall.</p> <p>Keadby – The total assets of the Group were received.</p>
<p>Quantify the amount of the scheme's current surplus or deficit relating to the transferred members.</p>	<p>We have not undertaken additional work to quantify the share of the current deficit in respect of the transfers, but make the following comments:</p> <ul style="list-style-type: none"> - The transferred assets plus the subsequent additional funding from the Company was set to fully fund the transferred liabilities on the latest valuation basis

10. Investment strategy

10.1. Summarise the approach to risk underlying the scheme's investment strategy, indicating how (and why) this has changed in the last ten years.

The Trustees have maintained a relatively high equity weighting throughout the last ten years, reflecting their view that the strength of the employer's covenant allows them to run a reasonable level of investment risk. Despite this, in recent years the Trustees have sought to reduce the reliance on equity markets to produce investment return. They recognise that having a large exposure in this area results in volatile returns and periods where equity markets perform below expectations. This has a knock-on impact on the funding level. In recent years the Trustees have increased their allocation to UK property and have also diversified into Infrastructure as an initial way of spreading their investment risk.

More recently, the Trustees have been considering other ways of managing risk within the scheme, both in relation to the assets and the liabilities.

10.2. To what extent does the scheme's investment strategy reflect the employer's covenant, in particular the employer's position as a regulated utility company and the extent of any unregulated business?

The Trustees assess the strength of the covenant in setting the investment strategy on a regular basis. As far as the Trustees are concerned the existence of regulated and unregulated activities of the sponsoring employer are irrelevant when setting and agreeing the scheme investment strategy.

10.3. Provide details of the scheme's asset allocation as at each of the last 9 years' scheme accounts dates (percentage).

Asset class	2008	2007	2006	2005	2004	2003	2001	2000	
UK equities	34.4	37.5	17.6	21.0	19.7	24.2	22.9	23.5	
Overseas equities	24.9	36.8	47.1	40.5	37.2	35.3	36.3	27.6	
UK property	3.3	3.4	4.9	5.1	6.0	8.8	9.2	7.7	
Overseas property	0.2	0.3	0.4	0.2	0.2	0.1			
Hedge funds									
UK fixed-interest gilts									
UK index-linked gilts	9.7	10.5	14.9	8.7	8.8	7.4	7.2	8.5	
UK corporate bonds	22.3	6.8	13.7	22.7	26.8	22.8	21.5	22.0	
Overseas bonds	4.5	2.3							
Cash	0.6	0.1	1.5	1.9	1.4	1.5	1.2	8.7	
Alternatives	0.2	2.3							
Infrastructure							1.7	2.2	

10.4. if materially different to the above, provide the intended asset allocation:

Asset class	Date								
UK equities									
Overseas equities									
UK property									
Overseas property									
Hedge funds									
UK fixed-interest gilts									

UK index-linked gilts									
UK corporate bonds									
Overseas bonds									
Cash									
Other (give details)									
Other (give details)									

10.5. Summarise the scheme’s current target investment strategy if different to that as at the most recent scheme accounts date in 10.3 or 10.4.

There have been some slight revisions to the investment strategy since the last scheme accounts date on 31 March 2008. The equity exposure within the scheme has been reduced to around 40%, with an additional 5% allocation made to UK corporate bonds. A cash weighting of around 12% has been retained as the Trustees consider new opportunities in 2009.

10.6. Provide details of any expected future changes to the scheme’s investment strategy.

The Trustees are looking at ways to mitigate the key investment risks they currently face, namely equity market, interest rate and inflation risk. The options being considered by the Trustees include the use of derivatives. In addition, the Trustees will continue to review alternative sources of investment return which are not reliant on equity markets as they seek to further diversify their asset allocation.

10.7. What is the long-term annual expected rate of return on the scheme’s assets, based on its current target investment strategy?

The Trustees have recently completed an investment strategy review. They agreed that their investment strategy should target an investment return of 7% p.a., which broadly equates to an outperformance of the liabilities of around 2.5% p.a..

10.8. Explain the background to any significant changes in investment strategy over this period, and their effects on expected rates of return.

The most significant change in investment strategy over the period has been the reduction in equity weighting, from over 70% in 2002 to around 40% by the end of 2008. While this results in a lower expected return overall, the risk of the strategy has also been reduced.

10.9. Provide the scheme's actual investment returns for each of the last 9 years:

	Year 2008	Year 2007	Year 2006	Year 2005	Year 2004	Year 2003	Year 2002	Year 2001	Year 2000
Investment return (%)	10.5	-7.2	-1.4	-21.2	21.3	9.1	22.2	4.4	-2.7