

Appendix 4 Rates and Adjustments Certificate

Regulatory background

In accordance with Regulation 62 of the Local Government Pension Scheme Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2020 to 31 March 2023.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments Certificate are detailed in the Funding Strategy Statement and our report on the actuarial valuation dated 31 March 2020.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2020 to 31 March 2023 is set out in the table overleaf. The primary rate is the employer's contribution towards the cost of benefits accruing in each of the three years beginning 1 April 2020. In addition each employer pays a secondary contribution as required under Regulation 62(7) that when combined with the primary rate results in the minimum total contributions as set out below. This secondary rate is based on their particular circumstances and so individual adjustments are made for each employer.

Secondary rate summary

The secondary rates across the entire Fund (as a percentage of projected Pensionable Pay and as a monetary amount) in each of the three years in the period 1 April 2020 to 31 March 2023 is set out in the table below.

Secondary Contributions	2020/21	2021/22	2022/23
Total as a % of payroll	7.9%	8.6%	9.4%
Equivalent to total monetary amounts of	£33,706k	£38,220k	£42,977k

The average percentage of Pensionable Pay shown is based on the deficit contributions on a whole Fund level, paid over a 21 year deficit recovery period. The total monetary amounts reflect the individual employers' deficit recovery plans.

General notes

Employers may pay further amounts at any time and future periodic contributions, or the timing of contributions, may be adjusted on a basis approved by us as the Fund Actuary. The administering authority, with the advice from us as the Fund Actuary may allow some or all of these contributions to be treated as a prepayment and offset against future certified contributions.

The certified contributions include an allowance for expenses and the expected cost of lump sum death benefits but exclude early retirement strain and augmentation costs which are payable by participating employers in addition.

The monetary amounts are payable in 12 monthly instalments throughout the relevant year unless agreed by the administering authority and an individual employer.

The notes below detail what the specific notes refer to in the table below:

- A We understand that employers with this note have agreed with the administering authority that they will prepay their secondary contributions by making lump sum payments at the start of each year (i.e. in April 2020, April 2021 and April 2022). If they make these lump sums by the end of April of the respective year, then a discount factor of 0.974 should be applied.
- B We understand that the employer with this note has agreed with the administering authority that they will prepay their primary and secondary contributions, by making lump sum payments at the start of each year (i.e. in April 2020, April 2021 and April 2022).

Their primary contributions for 2020/21 will be estimated by using a payroll of £45.5m. If they make these lump sums by the end of April of the respective year, then a discount factor of 0.974 should be applied to the total contributions payable. They may be required to make an additional payment in respect of the primary contributions if the actual pensionable pay is higher than initially estimated for that year. The estimated payroll figures used for the prepayment in 2021/22 and 2022/23 will be provided by March 2021 and March 2022 respectively.

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Unitary Authorities and Associated Employers									
Bracknell Forest pool									
2	Bracknell Forest Council	15.5%	£3,171k	£3,989k	£4,862k	15.5% plus £3,171k	15.5% plus £3,989k	15.5% plus £4,862k	B
9	Bracknell Town Council	15.5%	7.0%	8.5%	10.0%	22.5%	24.0%	25.5%	
39	South Hill Park Trust	15.5%	7.0%	8.5%	10.0%	22.5%	24.0%	25.5%	
42	Winkfield Parish Council	15.5%	7.0%	8.5%	10.0%	22.5%	24.0%	25.5%	
49	Binfield Parish Council	15.5%	7.0%	8.5%	10.0%	22.5%	24.0%	25.5%	
125	Crowthorne Parish Council	15.5%	7.0%	8.5%	10.0%	22.5%	24.0%	25.5%	
137	Sandhurst Town Council	15.5%	7.0%	8.5%	10.0%	22.5%	24.0%	25.5%	
190	Warfield Parish Council	15.5%	7.0%	8.5%	10.0%	22.5%	24.0%	25.5%	
RBWM pool									
3	RBWM (non-schools)	15.1%	£4,162k	£4,311k	£4,467k	15.1% plus £4,162k	15.1% plus £4,311k	15.1% plus £4,467k	A
	RBWM (schools)	15.1%	14.5%	14.5%	14.5%	29.6%	29.6%	29.6%	
15	Cookham Parish Council	15.1%	14.5%	14.5%	14.5%	29.6%	29.6%	29.6%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
18	Sunningdale Parish Council	15.1%	14.5%	14.5%	14.5%	29.6%	29.6%	29.6%	
19	Sunninghill & Ascot Parish Council	15.1%	14.5%	14.5%	14.5%	29.6%	29.6%	29.6%	
45	Eton Town Council	15.1%	14.5%	14.5%	14.5%	29.6%	29.6%	29.6%	
51	Cox Green Parish Council	15.1%	14.5%	14.5%	14.5%	29.6%	29.6%	29.6%	
118	Bray Parish Council	15.1%	14.5%	14.5%	14.5%	29.6%	29.6%	29.6%	
127	White Waltham Parish Council	15.1%	14.5%	14.5%	14.5%	29.6%	29.6%	29.6%	
143	Hurley Parish Council	15.1%	14.5%	14.5%	14.5%	29.6%	29.6%	29.6%	
279	Wraysbury Parish Council	15.0%	9.0%	10.6%	12.1%	24.0%	25.6%	27.1%	
West Berkshire pool									
4	West Berkshire Council	15.8%	£4,054k	£4,829k	£5,655k	15.8% plus £4,054k	15.8% plus £4,829k	15.8% plus £5,655k	
11	Thatcham Town Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
20	Tilehurst Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
47	Theale Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
75	The Downs School	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
88	Newbury Town Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
136	Hungerford Town Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
147	Burghfield Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
216	Chieveley Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
249	Holybrook Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
250	Purley on Thames Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
288	Compton Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
300	Lambourn Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
313	Greenham Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
314	Yattendon Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
323	Hampstead Norreys Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
364	Pangbourne Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
386	Bucklebury Parish Council	15.8%	6.7%	7.7%	8.7%	22.5%	23.5%	24.5%	
Reading pool									
5	Reading Borough Council	14.8%	£5,909k	£6,122k	£6,342k	14.8% plus £5,909k	14.8% plus £6,122k	14.8% plus £6,342k	A
66	The Blessed Hugh Faringdon School	14.8%	10.0%	10.0%	10.0%	24.8%	24.8%	24.8%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
376	Brighter Futures for Children	14.8%	-	-	-	14.8%	14.8%	14.8%	
Slough pool									
6	Slough Borough Council	15.0%	£3,495k	£4,264k	£5,043k	15.0% plus £3,495k	15.0% plus £4,264k	15.0% plus £5,043k	A
61	Holy Family School	15.0%	9.0%	10.6%	12.1%	24.0%	25.6%	27.1%	
62	Priory School	15.0%	9.0%	10.6%	12.1%	24.0%	25.6%	27.1%	
119	Pippins School - Slough	15.0%	9.0%	10.6%	12.1%	24.0%	25.6%	27.1%	
122	Wexham Court Parish Council	15.0%	9.0%	10.6%	12.1%	24.0%	25.6%	27.1%	
Wokingham pool									
7	Wokingham Borough Council	15.5%	£2,711k	£3,127k	£3,570k	15.5% plus £2,711k	15.5% plus £3,127k	15.5% plus £3,570k	
10	Earley Town Council	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
12	Wokingham Town Council	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
21	Woodley Town Council	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
52	Swallowfield Parish Council	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
73	All Saints CE (Aided) Primary School	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
96	Shinfield Parish Council	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
117	Finchampstead Parish Council	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
129	Winnersh Parish Council	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
159	Twyford Parish Council	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
227	Wokingham Without Parish Council	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
251	Charvil Parish Council	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
70000	Wokingham Borough Council (Schools)	15.5%	8.8%	9.8%	10.8%	24.3%	25.3%	26.3%	
Housing Associations									
80	The Swaythling Housing Society Limited	21.0%	£209k	£216k	£224k	21.0% plus £209k	21.0% plus £216k	21.0% plus £224k	
83	Dimensions UK Ltd	14.0%	£83k	£86k	£89k	14.0% plus £83k	14.0% plus £86k	14.0% plus £89k	
132	Silva Homes	20.8%	-	-	-	20.8%	20.8%	20.8%	
Colleges									
Colleges pool									
53	Newbury College	15.4%	11.7%	11.7%	11.7%	27.1%	27.1%	27.1%	
55	Activate Learning	17.8%	11.7%	11.7%	11.7%	29.5%	29.5%	29.5%	
57	The Windsor Forest Colleges Group	13.7%	11.7%	11.7%	11.7%	25.4%	25.4%	25.4%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
58	Berkshire College Of Agriculture	14.0%	11.7%	11.7%	11.7%	25.7%	25.7%	25.7%	
156	University of West London	16.2%	£1,379k	£1,428k	£1,480k	16.2% plus £1,379k	16.2% plus £1,428k	16.2% plus £1,480k	
Academies									
Academies pool									
144	Highdown School and 6th Form Centre	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
146	Churchend Academy	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
152	Lowbrook Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
158	The Piggott C of E Academy	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
161	The Holt School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
165	The Avenue Academy	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
167	Langley Hall Primary Academy	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
168	Kendrick School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
169	Langley Grammar School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
171	Prospect School Reading	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
173	Reading School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
174	St Bartholomew's School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
175	Cox Green School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
176	Furze Platt Senior School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
180	Denefield School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
183	Westgate School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
191	Altwood School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
199	Castleview School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
200	Charters School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
205	Ryvers School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
221	National Autistic Society (NAS) Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
229	Holyport College	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
232	The Heights Primary School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
233	Evendons Primary School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
259	Waingels Academy	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
264	Forest Bridge School (Free School)	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
269	Newlands Girls' School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
311	Northern House Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
319	Bonitas Multi Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
320	The Keys Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
324	Activate Learning Education Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
325	Ashley Hill Schools Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
326	Baylis Court Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
327	Bellevue Place Education Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
328	Bohunt Education Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
329	Anthem Schools Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
330	Excalibur Academies Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
331	Floreat Montague Park School	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
332	Glyn Learning Foundation	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
333	Greenshaw Learning Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
334	Haybrook College Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
335	Kennet School Academies Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
336	The Arbib Education Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
338	Maiden Erlegh Schools Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
339	Marish Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
340	NET Academies Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
341	Newbury Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
342	Oxford Diocesan Schools Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
343	Park Federation Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
344	Reach2 Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
345	Berkshire Schools Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
346	SASH Education Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
347	Schelwood Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
348	Specialist Education Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
349	St Thomas Catholic Academies Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
350	Frassati Catholic Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
351	The Gold Rose School Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
352	Desborough College	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
353	The Forest School Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
354	The Slough and East Berkshire MAT	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
355	The Pioneer Education Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
356	Windsor Learning Partnership	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
361	The Corvus Learning Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
362	The Circle Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
375	Achievement For All Education Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
377	Kings Academy Group	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
378	Orchard Hill College Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%	
Community Admission Bodies									
Admitted Bodies pool									
26	Age Concern Berkshire	14.7%	£2,671	£2,767	£2,866	14.7% plus £2,671	14.7% plus £2,767	14.7% plus £2,866	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
30	Mary Hare Grammar School	17.5%	£206k	£213k	£221k	17.5% plus £206k	17.5% plus £213k	17.5% plus £221k	
35	School of St Helen & St Katharine	20.6%	£16,800	£17,400	£18,030	20.6% plus £16,800	20.6% plus £17,400	20.6% plus £18,030	
37	Slough Council For Voluntary Service	23.6%	£3,227	£3,343	£3,463	23.6% plus £3,227	23.6% plus £3,343	23.6% plus £3,463	
40	Reading Voluntary Action	23.2%	£1,830	£1,896	£1,964	23.2% plus £1,830	23.2% plus £1,896	23.2% plus £1,964	
95	Berkshire Maestros	16.3%	£25,530	£26,450	£27,410	16.3% plus £25,530	16.3% plus £26,450	16.3% plus £27,410	
105	PACT	22.2%	£16,520	£17,120	£17,740	22.2% plus £16,520	22.2% plus £17,120	22.2% plus £17,740	
121	SECBE	19.1%	£6,434	£6,666	£6,906	19.1% plus £6,434	19.1% plus £6,666	19.1% plus £6,906	
28	Elizabeth Fry Charity	14.6%	£20,000	£20,700	£21,500	14.6% plus £20,000	14.6% plus £20,700	14.6% plus £21,500	
44	Reading Transport Ltd	22.7%	£602k	£624k	£646k	22.7% plus £602k	22.7% plus £624k	22.7% plus £646k	
48	Sovereign Housing Association	25.4%	£473k	£490k	£507k	25.4% plus £473k	25.4% plus £490k	25.4% plus £507k	
100	Corn Exchange Trust	26.6%	£5,447	£5,643	£5,846	26.6% plus £5,447	26.6% plus £5,643	26.6% plus £5,846	
128	Greenwich Leisure Ltd	21.4%	£20,010	£20,730	£21,480	21.4% plus £20,010	21.4% plus £20,730	21.4% plus £21,480	
193	Adviza	16.4%	7.3%	7.3%	7.3%	23.7%	23.7%	23.7%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Transferee Admission Bodies									
90	Berkshire Fire & Rescue Service	13.5%	£341k	£353k	£366k	13.5% plus £341k	13.5% plus £353k	13.5% plus £366k	
113	Northgate Ltd	19.2%	£2,164	£2,242	£2,322	19.2% plus £2,164	19.2% plus £2,242	19.2% plus £2,322	
114	Holroyd Howe Ltd	29.6%	-	-	-	29.6%	29.6%	29.6%	
115	MITIE	19.2%	£13,380	£13,860	£14,360	19.2% plus £13,380	19.2% plus £13,860	19.2% plus £14,360	
140	Care UK	15.2%	3.8%	1.9%	0.0%	19.0%	17.1%	15.2%	
150	Busy Bee Cleaning Services Ltd	36.0%	-	-	-	36.0%	36.0%	36.0%	
160	Optalis Limited	20.1%	-	-	-	20.1%	20.1%	20.1%	
178	Northgate Information Solutions	21.1%	2.3%	1.4%	0.6%	23.4%	22.5%	21.7%	
184	Arvato	16.2%	-	-	-	16.2%	16.2%	16.2%	
204	Elior UK plc	23.6%	1.0%	1.0%	1.0%	24.6%	24.6%	24.6%	
211	Creative Support Limited	19.2%	4.4%	2.2%	-	23.6%	21.4%	19.2%	
226	Berks Bucks & Oxon Wildlife Trust	21.9%	-1.7%	-0.9%	0.0%	20.2%	21.0%	21.9%	
237	Innovate Services Ltd (Baylis Court)	21.2%	-0.5%	-0.5%	-0.5%	20.7%	20.7%	20.7%	
242	Continental Landscapes Ltd	16.9%	3.2%	1.6%	0.0%	20.1%	18.5%	16.9%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
248	Legacy Leisure Limited	21.8%	-2.1%	-1.1%	0.0%	19.7%	20.7%	21.8%	
252	The Riverside Day Nursery Ltd	10.9%	6.7%	3.3%	0.0%	17.6%	14.2%	10.9%	
256	Ways Into Work	21.9%	-1.9%	0.6%	3.1%	20.0%	22.5%	25.0%	
260	Slough Children's Services Trust	13.3%	2.2%	2.2%	2.2%	15.5%	15.5%	15.5%	
261	Creative Support (Slough Extra Care)	23.5%	-6.4%	-3.2%	-	17.1%	20.3%	23.5%	
283	Rapid Commercial Cleaning Services Ltd	21.2%	£1,638	£1,697	£1,758	21.2% plus £1,638	21.2% plus £1,697	21.2% plus £1,758	
290	Rapid Clean	18.3%	3.7%	1.7%	-0.3%	22.0%	20.0%	18.0%	
293	Innovate	17.7%	-1.6%	-0.8%	0.0%	16.1%	16.9%	17.7%	
301	Innovate (Emmbrook)	10.1%	-	-	-	10.1%	10.1%	10.1%	
315	Optalis	19.6%	1.8%	0.9%	0.0%	21.4%	20.5%	19.6%	
316	VolkerHighways (Highways department staff)	21.3%	-	-	-	21.3%	21.3%	21.3%	
317	Project Centre 1	19.8%	-	-	-	19.8%	19.8%	19.8%	
318	Project Centre 2	13.5%	1.0%	0.5%	0.0%	14.5%	14.0%	13.5%	
321	Haywards Services	22.0%	1.0%	1.0%	1.0%	23.0%	23.0%	23.0%	
322	Hayward Services Ltd	23.8%	1.5%	1.5%	1.5%	25.3%	25.3%	25.3%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
358	RBWM Property Company	14.8%	-1.3%	-0.7%	-	13.5%	14.1%	14.8%	
359	Osbornes (Corporate Cleaning)	19.2%	1.9%	0.9%	0.0%	21.1%	20.1%	19.2%	
360	NSL Services Ltd	18.4%	2.1%	1.6%	1.1%	20.5%	20.0%	19.5%	
363	The Beehive	19.5%	-	-	-	19.5%	19.5%	19.5%	
365	Bouyges E&S FM UK Ltd	31.7%	£1,903	£1,971	£2,042	31.7% plus £1,903	31.7% plus £1,971	31.7% plus £2,042	
366	Absolutely Leisure Ltd	11.7%	4.8%	2.3%	0.0%	16.5%	14.0%	11.7%	
367	SLM - Everyone Active	22.8%	1.4%	1.4%	1.4%	24.2%	24.2%	24.2%	
369	Readibus (Adult Social Care Transport)	29.5%	£2,472	£2,561	£2,653	29.5% plus £2,472	29.5% plus £2,561	29.5% plus £2,653	
371	SLM (Fitness and Health)	16.8%	2.4%	1.2%	0.0%	19.2%	18.0%	16.8%	
372	SLM (Food and Beverage)	17.2%	0.8%	0.3%	0.0%	18.0%	17.5%	17.2%	
373	SLM (Community Leisure)	17.2%	-0.4%	-0.2%	0.0%	16.8%	17.0%	17.2%	
374	Accent Catering	27.3%	£1,762	£1,826	£1,891	27.3% plus £1,762	27.3% plus £1,826	27.3% plus £1,891	
381	Aspens Services	18.0%	£1,391	£1,441	£1,493	18.0% plus £1,391	18.0% plus £1,441	18.0% plus £1,493	
382	Compass	14.8%	0.5%	0.5%	0.5%	15.3%	15.3%	15.3%	
383	KGB Cleaning Services Ltd	26.0%	£144	£149	£155	26.0% plus £144	26.0% plus £149	26.0% plus £155	

Post valuation employers

Various new employers have joined the Fund on or after 1 April 2019 and their rates was certified at their date of joining and have been reviewed as part of the 2019 valuation process. The table summarises the start date and contributions required from these employers.

Start date	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions (primary rate plus secondary rate)		
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23
1 April 2019	VolkerHighways	17.8%	-	-	-	17.8%	17.8%	17.8%
1 April 2019	Frays Academy Trust	15.8%	3.8%	4.8%	5.8%	19.6%	20.6%	21.6%
1 August 2019	Regency Cleaning	18.1%	-	-	-	18.1%	18.1%	18.1%
1 September 2019	Go Beanies	27.2%	-	-	-	27.2%	27.2%	27.2%
1 January 2020	Solutions 4 Health	28.2%	-	-	-	28.2%	28.2%	28.2%
1 January 2020	Horton Parish Council	15.1%	14.5%	14.5%	14.5%	29.6%	29.6%	29.6%
1 February 2020	Tyr Abad	15.5%	-	-	-	15.5%	15.5%	15.5%

Payment plan employers

One ceased employer is currently on a payment plan to pay of their existing deficit upon leaving the Fund. Their results have been reviewed as part of the 2019 valuation and the table below summarises their contributions due for the next three years.

Employer code	Employer name	Total contributions		
		2020/21	2021/22	2022/23
23	Berkshire County Blind Society	£13,984	£14,348	£14,721
103	Absolutely Leisure Limited	£40,000	£40,000	£40,000