



Royal County of Berkshire Pension Fund

Employer Rates and Adjustments Certificate
Actuarial Valuation as at 31 March 2022

Barnett Waddingham LLP

31 March 2023



Rates and Adjustments Certificate

Introduction

This document should be read in conjunction with the 2022 actuarial valuation report for the Royal County of Berkshire Pension Fund (the Fund) dated 31 March 2023. This report supersedes version 1 dated 2 March 2023 and was updated to include post-valuation employers and other known events.

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 2023 to 31 March 2026.

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 2023.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2023 to 31 March 2026 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 2023. 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.

Primary and secondary rate summary

The primary rate for the Fund is the weighted average (by payroll) of the individual employers' primary rates and is 23.8% p.a. of payroll.

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 2023 to 31 March 2026 is set out in the table below.

Secondary contributions	2023/24	2024/25	2025/26
Total as a % of payroll	8.3%	8.3%	8.4%
Equivalent to total monetary amounts of	£41.1m	£42.9m	£45.1m

These amounts reflect the individual employers' deficit recovery plans, and the contributions set out in the rates and adjustment certificate. Please note, these don't allow for any prepayment of secondary contributions that may be made which will supersede the rates and adjustment certificate.

General and specific 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 relate to particular employers and correspond to the letters shown in the specific notes column 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 a single lump sum payment in April 2023 (i.e. in respect of all secondary contributions certified in the rates and adjustments certificate). We understand that discounting would be applied to 2024/25 and 2025/26 year secondary contributions if they were prepaid in April 2023 and the total value of the prepayment including discounting would be £17.405m.

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Unitary Authorities and Associated Employers									
Funding Pool	Bracknell Forest								
2	Bracknell Forest Council	17.2%	£4.30m	£4.47m	£4.64m	17.2% plus £4.30m	17.2% plus £4.47m	17.2% plus £4.64m	
9	Bracknell Town Council	17.2%	10.0%	10.0%	10.0%	27.2%	27.2%	27.2%	
42	Winkfield Parish Council	17.2%	10.0%	10.0%	10.0%	27.2%	27.2%	27.2%	
49	Binfield Parish Council	17.2%	10.0%	10.0%	10.0%	27.2%	27.2%	27.2%	
125	Crowthorne Parish Council	17.2%	10.0%	10.0%	10.0%	27.2%	27.2%	27.2%	
137	Sandhurst Town Council	17.2%	10.0%	10.0%	10.0%	27.2%	27.2%	27.2%	
190	Warfield Parish Council	17.2%	10.0%	10.0%	10.0%	27.2%	27.2%	27.2%	
Funding Pool	RBWM								
3	RBWM (non-schools)	16.6%	£4.40m	£4.57m	£4.75m	16.6% plus £4.40m	16.6% plus £4.57m	16.6% plus £4.75m	
3	RBWM (schools)	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	
15	Cookham Parish Council	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	
19	Sunninghill & Ascot Parish Council	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	
51	Cox Green Parish Council	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	
118	Bray Parish Council	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	
127	White Waltham Parish Council	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	
143	Hurley Parish Council	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	
279	Wraysbury Parish Council	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	
397	Horton PC	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	
398	RBWM Youth Counselling Service	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	
400	Leisure Focus Trust	16.6%	14.5%	14.5%	14.5%	31.1%	31.1%	31.1%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Funding Pool West Berkshire									
4	West Berkshire Council	17.3%	£4.83m	£5.22m	£5.94m	17.3% plus £4.83m	17.3% plus £5.22m	17.3% plus £5.94m	
11	Thatcham Town Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
20	Tilehurst Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
47	Theale Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
75	The Downs School	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
88	Newbury Town Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
136	Hungerford Town Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
147	Burghfield Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
249	Holybrook Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
250	Purley on Thames Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
288	Compton Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
313	Greenham Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
314	Yattendon Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
323	Hampstead Norreys Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
364	Pangbourne Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
386	Bucklebury Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
411	West Illsley Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%	
Funding Pool Reading									
5	Reading Borough Council	16.2%	£5.77m	£6.00m	£6.23m	16.2% plus £5.77m	16.2% plus £6.00m	16.2% plus £6.23m	A
66	The Blessed Hugh Faringdon School	16.2%	10.0%	10.0%	10.0%	26.2%	26.2%	26.2%	
376	Brighter Futures for Children	16.2%	-	-	-	16.2%	16.2%	16.2%	
402	CGL	16.2%	-	-	-	16.2%	16.2%	16.2%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Funding Pool	Slough								
6	Slough Borough Council	17.2%	£4.53m	£4.70m	£4.89m	17.2% plus £4.53m	17.2% plus £4.70m	17.2% plus £4.89m	
61	Holy Family School	17.2%	11.9%	11.9%	11.9%	29.1%	29.1%	29.1%	
62	Priory School	17.2%	11.9%	11.9%	11.9%	29.1%	29.1%	29.1%	
119	Pippins School - Slough	17.2%	11.9%	11.9%	11.9%	29.1%	29.1%	29.1%	
122	Wexham Court Parish Council	17.2%	11.9%	11.9%	11.9%	29.1%	29.1%	29.1%	
407	Coram	17.2%	11.9%	11.9%	11.9%	29.1%	29.1%	29.1%	
Funding Pool	Wokingham								
7	Wokingham Borough Council	16.4%	£3.42m	£3.56m	£3.70m	16.4% plus £3.42m	16.4% plus £3.56m	16.4% plus £3.70m	
10	Earley Town Council	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	
12	Wokingham Town Council	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	
21	Woodley Town Council	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	
52	Swallowfield Parish Council	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	
117	Finchampstead Parish Council	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	
129	Winnersh Parish Council	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	
159	Twyford Parish Council	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	
227	Wokingham Without Parish Council	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	
251	Charvil Parish Council	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	
401	Churchill Contract Services Limited	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	
700	Wokingham Borough Council (Schools)	16.4%	10.8%	10.8%	10.8%	27.2%	27.2%	27.2%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Housing Associations									
Individual Employers									
80	The Swaythling Housing Society Limited	21.6%	£232k	£241k	£251k	21.6% plus £232k	21.6% plus £241k	21.6% plus £251k	
83	Dimensions UK Ltd	15.9%	£89,100	£92,600	£96,150	15.9% plus £89,100	15.9% plus £92,600	15.9% plus £96,150	
48	Sovereign Housing Association	0.0%	£259k	£269k	£280k	£259k	£269k	£280k	
104	Housing Solutions Ltd	0.0%	£563k	£576k	£588k	£563k	£576k	£588k	
132	Silva Homes	19.2%	2.6%	2.6%	2.6%	21.8%	21.8%	21.8%	
Colleges									
Funding Pool Colleges									
53	Newbury College	17.0%	10.9%	10.9%	10.9%	27.9%	27.9%	27.9%	
57	The Windsor Forest Colleges Group (formerly East Berkshire College)	16.1%	11.0%	11.0%	11.0%	27.1%	27.1%	27.1%	
385	Activate Learning (the Further Education Corporation)	16.4%	11.0%	11.0%	11.0%	27.4%	27.4%	27.4%	
Academies									
Funding Pool Academies									
144	Highdown School and 6th Form Centre	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
146	Churchend Academy	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
152	Lowbrook Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
158	The Piggott C of E Academy	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
161	The Holt School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
165	The Avenue Academy	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
167	Langley Hall Primary Academy	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
168	Kendrick School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
169	Langley Grammar School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
173	Reading School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
174	St Bartholomew's School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
175	Cox Green School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
176	Furze Platt Senior School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
180	Denefield School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
183	Westgate School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
191	Altwood School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
199	Castlevew School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
200	Charters School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
201	Desborough College	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
205	Ryvers School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
221	Liberty Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
229	Holyport College	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
232	The Heights Primary School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
259	Waingels Academy	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
264	Forest Bridge School (Free School)	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
269	Newlands Girls' School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
311	Chiltern Way Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
319	Bonitas Multi Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
320	The Keys Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
324	Activate Learning Education Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
325	Ashley Hill Schools Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
326	Thames Learning Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
327	Bellevue Place Education Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
328	Bohunt Education Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
329	Anthem Schools Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
330	Excalibur Academies Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
332	Glyn Learning Foundation	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
333	Greenshaw Learning Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
334	Haybrook College Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
335	Kennet School Academies Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
336	Arbib Educational Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
338	Maiden Erlegh Schools Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
339	Marish Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
341	Newbury Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
342	Oxford Diocesan Schools Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
343	Park Federation Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
344	Reach2 Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
346	SASH Education Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
347	Schelwood Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
348	Specialist Education Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
349	St Thomas' Catholic Academies Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
350	Frassati Catholic Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
354	The Slough and East Berkshire MAT	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
355	The Pioneer Educational Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
356	Windsor Learning Partnership	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
361	The Corvus Learning Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
362	The Circle Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
377	Kings Academy Group	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
378	Orchard Hill College Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
390	Frays Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
391	Go Beanies	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
406	Khalsa Primary School	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
414	Newbury College Academy Trust	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
416	The Elliot Foundation	17.3%	5.3%	5.3%	5.3%	22.6%	22.6%	22.6%	
Community Admission Bodies									
Funding pool Admitted Bodies									
26	Age Concern Berkshire	18.0%	£1,900	£1,970	£2,050	18.0% plus £1,900	18.0% plus £1,970	18.0% plus £2,050	
30	Mary Hare Grammar School	21.7%	£125k	£130k	£135k	21.7% plus £125k	21.7% plus £130k	21.7% plus £135k	
35	School of St Helen & St Katharine	21.9%	£18,050	£18,750	£19,450	21.9% plus £18,050	21.9% plus £18,750	21.9% plus £19,450	
37	Slough Council for Voluntary Service	29.8%	£3,460	£3,600	£3,740	29.8% plus £3,460	29.8% plus £3,600	29.8% plus £3,740	
40	Reading Voluntary Action	25.1%	£1,960	£2,040	£2,120	25.1% plus £1,960	25.1% plus £2,040	25.1% plus £2,120	
95	Berkshire Maestros	16.5%	£32,000	£33,250	£34,550	16.5% plus £32,000	16.5% plus £33,250	16.5% plus £34,550	
105	PACT	16.4%	£41,000	£42,600	£44,250	16.4% plus £41,000	16.4% plus £42,600	16.4% plus £44,250	
121	SECBE	18.6%	£8,600	£8,940	£9,280	18.6% plus £8,600	18.6% plus £8,940	18.6% plus £9,280	
Individual Employers									
23	Berkshire County Blind Society	0.0%	£15,100	£15,500	£15,900	£15,100	£15,500	£15,900	
28	Elizabeth Fry Charity	17.3%	£18,000	£18,700	£19,450	17.3% plus £18,000	17.3% plus £18,700	17.3% plus £19,450	
44	Reading Transport Ltd	23.7%	£667k	£692k	£719k	23.7% plus £667k	23.7% plus £692k	23.7% plus £719k	
100	Corn Exchange Trust	32.0%	£4,600	£4,780	£4,970	32.0% plus £4,600	32.0% plus £4,780	32.0% plus £4,970	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
128	Greenwich Leisure Ltd	23.1%	£21,500	£22,350	£23,200	23.1% plus £21,500	23.1% plus £22,350	23.1% plus £23,200	
193	Adviza	18.3%	6.4%	6.4%	6.4%	24.7%	24.7%	24.7%	
Transferee Admission Bodies									
Individual Employers									
90	Berkshire Fire & Rescue Service	14.8%	£363k	£377k	£392k	14.8% plus £363k	14.8% plus £377k	14.8% plus £392k	
115	MITIE	17.4%	£15,500	£16,100	£16,750	17.4% plus £15,500	17.4% plus £16,100	17.4% plus £16,750	
140	Care UK	17.0%	-	-	-	17.0%	17.0%	17.0%	
150	Busy Bee Cleaning Services Ltd	32.4%	-	-	-	32.4%	32.4%	32.4%	
160	Optalis Limited	21.6%	-	-	-	21.6%	21.6%	21.6%	
211	Creative Support Limited	28.1%	-	-	-	28.1%	28.1%	28.1%	
226	Berks Bucks & Oxon Wildlife Trust	20.3%	1.6%	1.6%	1.6%	21.9%	21.9%	21.9%	
242	Continental Landscapes Ltd	18.1%	-	-	-	18.1%	18.1%	18.1%	
252	The Riverside Day Nursery Ltd	13.4%	-	-	-	13.4%	13.4%	13.4%	
260	Slough Children First	15.1%	1.4%	1.4%	1.4%	16.5%	16.5%	16.5%	
261	Creative Support (Slough Extra Care)	26.2%	-	-	-	26.2%	26.2%	26.2%	
315	Optalis	21.8%	-	-	-	21.8%	21.8%	21.8%	
316	VolkerHighways (Highways department staff transfer - Lot 1 Split 1)	23.6%	-	-	-	23.6%	23.6%	23.6%	
318	Project Centre 2 (Highways department staff transfer - Lot 1 Split 2)	10.8%	2.7%	2.7%	2.7%	13.5%	13.5%	13.5%	
321	Haywards Services	22.8%	0.2%	0.2%	0.2%	23.0%	23.0%	23.0%	
322	Hayward Services Ltd	28.8%	-	-	-	28.8%	28.8%	28.8%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
358	RBWM Property Company	14.3%	0.5%	0.5%	0.5%	14.8%	14.8%	14.8%	
359	Osborne Property Services	20.6%	-	-	-	20.6%	20.6%	20.6%	
360	NSL Services Ltd	20.7%	-	-	-	20.7%	20.7%	20.7%	
366	Absolutely Leisure Ltd	14.6%	-	-	-	14.6%	14.6%	14.6%	
367	Sports Leisure Management - Everyone Active	27.5%	-	-	-	27.5%	27.5%	27.5%	
371	Sports and Leisure Management (Fitness and Health)	19.4%	-	-	-	19.4%	19.4%	19.4%	
372	Sports and Leisure Management (Food and Beverage)	19.8%	-	-	-	19.8%	19.8%	19.8%	
373	Sports and Leisure Management (Community Leisure)	19.4%	-	-	-	19.4%	19.4%	19.4%	
382	Compass	17.4%	-	-	-	17.4%	17.4%	17.4%	
387	Ecoserv	17.8%	-2.0%	-2.0%	-2.0%	15.8%	15.8%	15.8%	
389	VolkerHighways	22.4%	-	-	-	22.4%	22.4%	22.4%	
399	Thames Valley Cleaning	15.2%	1.4%	1.4%	1.4%	16.6%	16.6%	16.6%	
404	Hayward Services Ltd	22.2%	£120	£120	£130	22.2% plus £120	22.2% plus £120	22.2% plus £130	
405	Heart Cleaning Ltd	18.3%	6.0%	6.0%	6.0%	24.3%	24.3%	24.3%	
412	Greenwich Leisure	16.2%	0.7%	0.7%	0.7%	16.9%	16.9%	16.9%	
413	Compass Contract Services	21.2%	-	-	-	21.2%	21.2%	21.2%	
415	Caterlink	17.5%	3.2%	3.2%	3.2%	20.7%	20.7%	20.7%	
418	Impact Foods	29.7%	3.5%	3.5%	3.5%	33.2%	33.2%	33.2%	
420	Glen Group	18.3%	1.5%	1.5%	1.5%	19.8%	19.8%	19.8%	
423	Haywards Services	20.4%	-	-	-	20.4%	20.4%	20.4%	
424	Compass (Churchend)	17.7%	-	-	-	17.7%	17.7%	17.7%	

Post valuation employers

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26
Transferee Admission Bodies								
Individual Employers								
421	Hayward Services (Claycots School)	20.8%	-	-	-	20.8%	20.8%	20.8%
425	ABM Catering Limited	22.3%	-	-	-	22.3%	22.3%	22.3%
427	Compass Group	22.4%	-	-	-	22.4%	22.4%	22.4%
428	Seetec	24.3%	-	-	-	24.3%	24.3%	24.3%
429	Rapidclean	22.2%	-	-	-	22.2%	22.2%	22.2%
430	Aspens (St Bernard's)	26.3%	-	-	-	26.3%	26.3%	26.3%
Unitary Authorities and Associated Employers								
Funding pool West Berkshire								
426	East Ilsley Parish Council	17.3%	8.7%	8.7%	8.7%	26.0%	26.0%	26.0%