Monitoring of the 2020 Financial Management Plan
March 2022

Background

In between actuarial valuations, the Trustee monitors how the Scheme is progressing against its Financial Management Plan. This document provides details of the monitoring for the month end of March 2022.

The purpose of the monitoring is to indicate whether or not the Scheme's financial position is progressing as expected and whether it is appropriate to continue to fund the Scheme on the basis of the 2020 valuation. It does not lead to any direct action from the Trustee other than potentially commissioning further analysis and advice.

Further, it should be noted that monitoring is not intended to answer the question: what are the contribution requirements if a valuation was undertaken at the monitoring date?

In the main body of the report, figures are calculated on the benefit changes that the Joint Negotiating Committee (JNC) decided to put forward and with the associated additional covenant support measures provided by our sponsoring employers which came in to effect from 1 April 2022.

This document is published by the Trustee for information only and is not intended to be used as the basis for any decisions.

Monitoring of the 2020 Financial Management Plan
March 2022

Differences between monitoring and actuarial valuation

The monitoring approach is not as thorough and hence does not give the same outcome as would be given by an actuarial valuation at the effective date. This is for a number of reasons, including:

- While monitoring updates the main financial assumptions, these and other assumptions do not go through the same level of assessment as would be the case for an actuarial valuation; in particular they do not necessarily reflect the risk capacity and appetite of employers at that date. In practice for an actuarial valuation the Trustee's Integrated Risk Management Framework would influence the choice of assumptions.
- An actuarial valuation would require consultation with UUK in relation to the assumptions used and the contributions payable; it is not possible to pre-judge the outcome of any such process.
- The deficit recovery contributions are based on the recovery plan parameters shown. At a valuation, additional factors (including the views of the Pensions Regulator) would be considered which could result in a different recovery plan.
- The calculations do not allow for new membership data, and contain some approximations relative to an actuarial valuation.

The monitoring position is relatively volatile from month to month, and in light of this the Trustee considers the overall history and trends since the valuation date rather than just the position at the monitoring date.

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FMP MONITORING REPORT - END MARCH 2022

Figures allow for revised benefits from 1 April 2022 and implemented covenant support package

Monitoring results

	Valuation	Monitoring	
	31-Mar-20	**31-Mar-22**	*Change*
Assets (£bn)	66.5	**88.8**	*+22.3*
TP liabilities (£bn)	80.6	**90.4**	*+9.8*
TP deficit (£bn)	14.1	**1.6**	*-12.5*
Future service cost	25.2%	**24.7%**	*-0.5%*
Deficit recovery contribution *	6.2%	**0.0% - 1.5%**	*-6.2% - -4.7%*

* Range based on the parameters in the Total contribution box below

Monitoring metrics

Reliance Risk Metric — Amber

Measures potential contribution required to reach self-sufficiency

9.5%

Valuation date 13.2%

Total contribution — Green

Remaining recovery period 0.25% outperformance **24.4%**

10 year recovery period No outperformance **26.2%**

Valuation date 31.4%

Covenant — Green

Measures strength of the sector

Unchanged

Valuation date Strong

Main drivers of change since 31 March 2020 valuation date

- Since the valuation date, the value of the Scheme's assets recovered to exceed pre-pandemic levels due in large part to high returns on equities.
- The Technical Provisions liability has also increased on the monitoring basis since the valuation date to due to rising inflation expectations and lower future expected returns relative to gilts (partly due to the high returns experienced). Nominal gilt yields have increased since the valuation date, partly offsetting these effects.
- Overall the Technical Provisions deficit has fallen due to the increase in asset prices being greater than the increase in Technical Provisions liability.
- The future service contribution requirement has slightly decreased on the monitoring basis due to higher nominal gilt yields. The 2.5% cap on annual inflationary increases (on benefits earned since 1 April 2022) has limited the impact of higher expected inflation on the future service cost.
- The reduction in the TP deficit has led to the deficit recovery contributions falling on the monitoring basis. This effect outweighs the increase in the future service cost and so the total contribution requirements based on the interim monitoring are lower than at the valuation date.
- The Total Contribution metric has improved from Amber to Green since the valuation date. The other metrics show the same status as at the valuation date.
- We have also estimated the future contribution requirement for pre-1 April 2022 benefits as 36.4% with a deficit of £3.1bn. Deficit contribution requirements would be 0.3% allowing for a 15-year recovery period from the monitoring date and 0.25% p.a. out-performance, and 2.9% assuming a recovery period of 10 years and no out-performance. This is based on a deficit calculated with a pre-retirement discount rate 0.25% lower than for post-22 benefits.
- Since 31 March 2020 experience month-by-month has been volatile.

If, at the next valuation, there is a significantly improved financial position relative to the 2020 valuation, it may be possible to increase benefits, decrease contributions or do a combination of both.

Information is based on the monitoring approach, which is not intended to reflect the results that would be given by an actuarial valuation. This should be read in conjunction with the full monitoring report.

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Reliance Risk Metric

9.5%

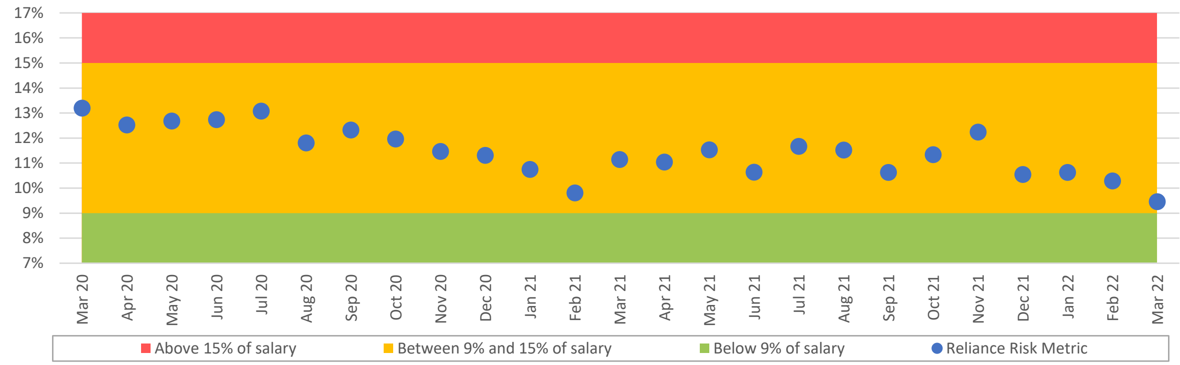
Valuation date 13.2%

Affordable Risk Capacity (ARC) £33 - 36bn

Valuation date £30 - 33bn

Reliance Risk Metric: Amber

Reliance Risk Metric (SS deficit + transition risk, as a % of salary over 30 years)



Total contribution

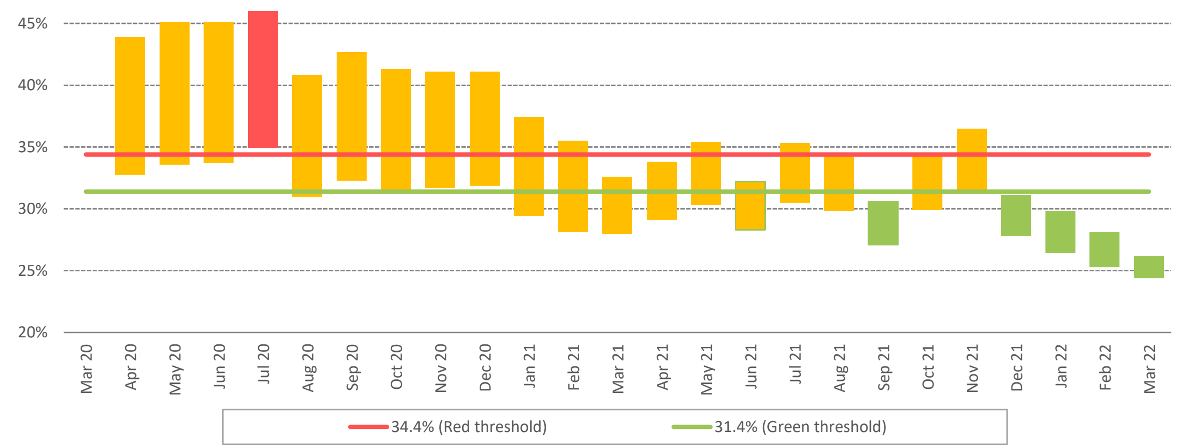
Remaining recovery period
0.25% outperformance **24.4%**

10 year recovery period
No outperformance **26.2%**

Valuation date 31.4%

Total contribution: Green

Total contribution (colour of bar shows RAG status)



The height of the bar shows the range in contribution requirements, with the lower end of the bar showing the contributions using DRCs based on the remaining recovery period with outperformance and the upper end using DRCs based on a 10-year recovery period with no outperformance.

Covenant

Unchanged

Valuation date Strong

Covenant: Green

Note: Affordable Risk Capacity represents the present value of 10% of salary over 30 years.
Liabilities at the valuation date included an allowance in the liabilities of £0.5bn for certain late retirement entitlements and short service members with less than two years' service who retain rights to cash transfer sums. This adjustment is included in the monitoring figures.
The DRC calculation is approximate and assumes an immediate change in contributions. The FSC has been adjusted approximately to allow for the agreed delayed implementation of the 2.5% pa pension increase cap. The actual DRC will increase to 6.3% when this is implemented.

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FMP MONITORING REPORT - END MARCH 2022

Quarterly covenant monitoring update

SUMMARY: The covenant remains Strong

HIGHLIGHTS/ LOWLIGHTS

- Employer debt monitoring survey launched 28 March
- Employer engagement so far limited but constructive
- No secured debt or urgent cases in 2022 to date

Sector insights and events:

- DfE HE funding policy update and proposals announced 24/2. Initial assessment is limited and manageable overall covenant impact. Uneven impact across employer base, potentially more severe for some post-92 institutions. Consultations running on possible future controls on student numbers.

- Limited direct financial exposure to Russia (or Ukraine) across employer group (~3,000 Russian, ~800 Ukrainian students in UK institutions as of 2021 out of 2.1m full-time total)

ACTIVITY LOG (to 31/3/21) (Number of interactions)

	QTD	YTD
• Debt monitoring notifications	2	2
• Of which:		
• intention to secure debt	0	0
• Quasi-security planned	0	0
• Open engagement cases	1	1
• Requests for clarification	21	21
• Complaints received	0	0

OPEN CASES	Issue raised	DATE FIRST REPORTED	CURRENT STATUS	PLANNED NEXT STEPS	RAG
One institution	Notification of intention to raise additional £50m of unsecured debt and refinance further £30m. No expected metric exceedance.	2/3/2022	USS requested meeting to understand intended use of proceeds, growth plans	None anticipated	G

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FMP MONITORING REPORT - END MARCH 2022

Figures allow for revised benefits from 1 April 2022 and implemented covenant support package

Technical Provisions Deficit

£1.6bn

Valuation date (31/03/2020)	£14.1bn
Liability	£90.4bn
Pre-retirement discount rate	Gilts + 2.45%
Post-retirement discount rate	Gilts + 0.60%

Self-Sufficiency Deficit

£26.6bn

Valuation date	£35.5bn
Liability	£115.4bn
Discount rate	Gilts + 0.60%
Self-sufficiency VaR	£22.2bn

Reliance Risk Metric

9.5%

Valuation date	13.2%
Components:	
Self suff deficit + transition risk (£6bn)	£32.6bn
÷ Value of salary over 30 years	£344bn

Reliance Risk Metric: Amber

Future Service Contribution Requirement

24.7%

The Future Service Contribution Requirement assumes no allowance for outperformance, allowing for outperformance reduces the Future Service Contribution Requirement by approximately 0.3%.

Valuation date (amount being paid) 25.2%

Deficit Recovery Contribution

Remaining recovery period 0.25% outperformance	**0.0%**
10 year recovery period No outperformance	**1.5%**
Valuation date	6.2%

Total Contribution

Remaining recovery period 0.25% outperformance	**24.4%**
10 year recovery period No outperformance	**26.2%**
Valuation date	31.4%

Total contribution: Green

Assets

£88.8bn

Valuation date	£66.5bn
'Breakeven' discount rate	Gilts + 1.31% CPI - 0.02%

IRMF metrics

	31-Mar-20	31-Mar-22
Metric A	10.0	9.4
Metric B	-4.0	7.8
Metric C	40.6	49.5

Covenant

Unchanged

Valuation date Strong

Covenant: Green

Note: Affordable Risk Capacity represents the present value of 10% of salary over 30 years. The 'Breakeven' discount rate is that at which the liability value equals the asset value.
Liabilities at the valuation date included an allowance in the liabilities of £0.5bn for certain late retirement entitlements and short service members with less than two years' service who retain rights to cash transfer sums. This adjustment is included in the monitoring figures.
The DRC calculation is approximate and assumes an immediate change in contributions. The FSC has been adjusted approximately to allow for the agreed delayed implementation of the 2.5% pa pension increase cap. The actual DRC will increase to 6.3% when this is implemented. The total contribution allowing for outperformance includes allowance for outperformance on the future service contributions, and therefore is not equal to the sum of the components.

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Technical Provisions - Assumptions

	31-Mar-20	31-Mar-22
FBB Pre ret 30 yr expected return *	Gilts + 5.28%	Gilts + 4.51%
Pre-retirement discount rate	Gilts + 2.75%	Gilts + 2.45%
Post-retirement discount rate	Gilts + 1%	Gilts + 0.60%
Gilts (single equivalent) nominal	0.7%	1.7%
CPI (single equivalent)	2.1%	3.0%
CPI with 2.5% cap (single equivalent)	1.7%	2.1%
Single equivalent discount rate	Gilts + 1.6%	Gilts + 1.3%
	CPI + 0.3%	CPI + 0.0%

* 55% growth portfolio until February 2022 then VIS portfolio

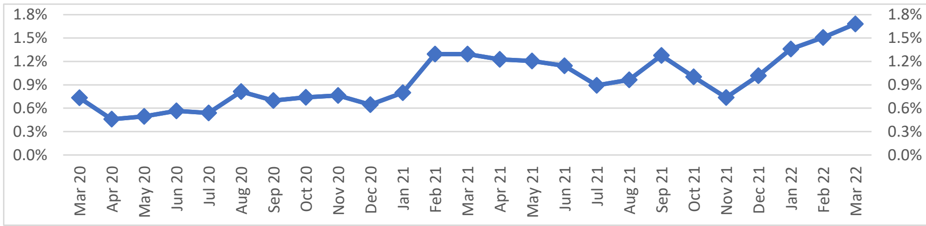
Self-sufficiency - Assumptions

	31-Mar-20	31-Mar-22
Discount rate	Gilts + 1%	Gilts + 0.60%
Gilts (single equivalent) nominal	0.7%	1.7%
CPI (single equivalent)	2.6%	3.5%
Single equivalent discount rate	CPI - 0.9%	CPI - 1.2%

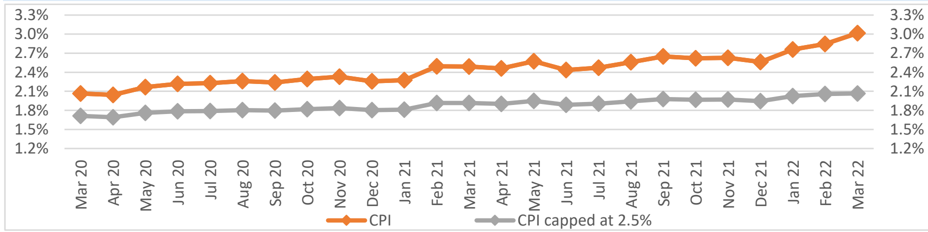
Affordable Risk Capacity

	31-Mar-20	31-Mar-22
Discount rate used to calculate the ARC	Gilts + 1.2%	Gilts + 0.87%

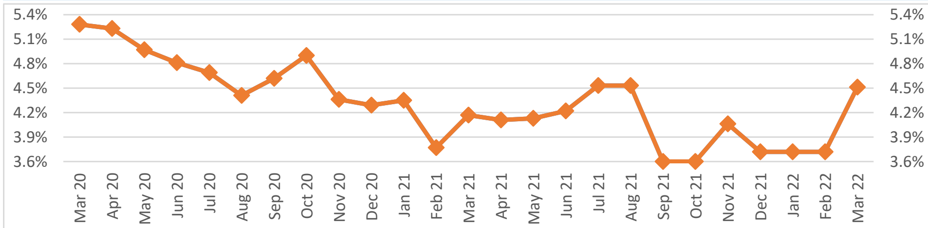
Gilts (single equivalent) nominal



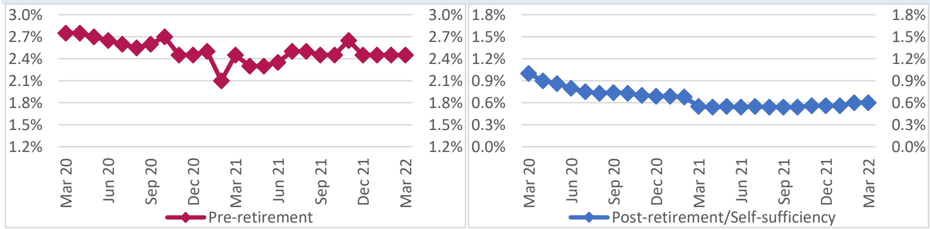
TP CPI and CPI capped at 2.5% (single equivalents)



FBB expected pre-retirement return relative to 30 yr nominal gilts



Discount rates (Gilts+)



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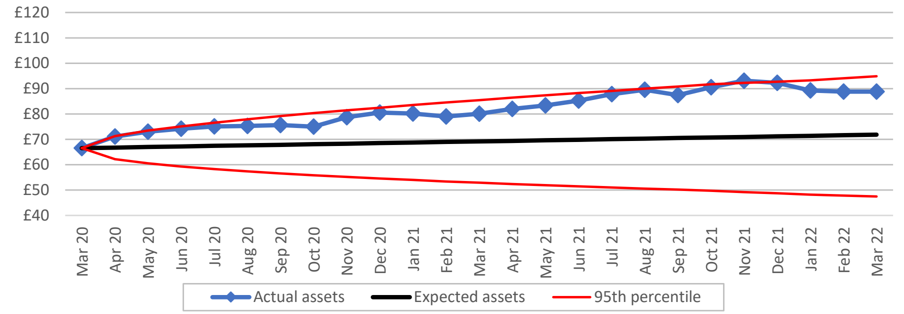
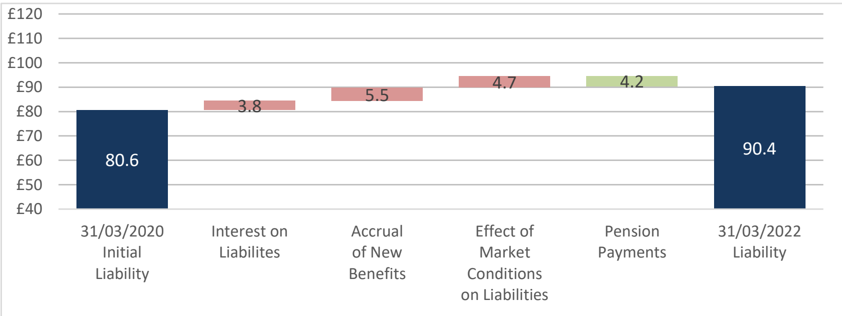
Technical Provisions

	31-Mar-20	31-Mar-22	Change
Assets £bn	66.5	88.8	+22.3
Liabilities £bn	80.6	90.4	+9.8
Deficit £bn	14.1	1.6	-12.5
Funded Status %	83%	98%	+15%

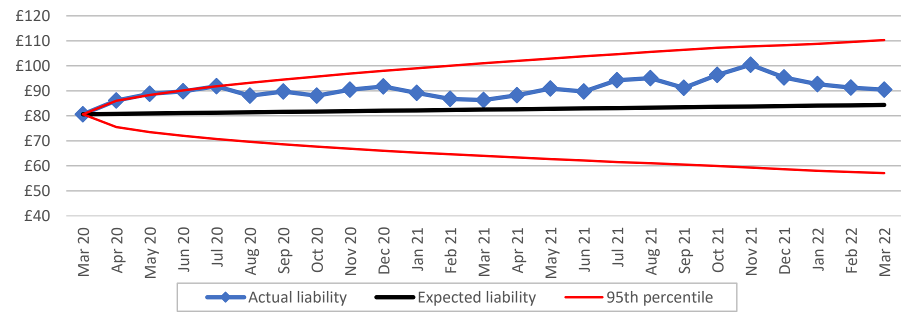
Assets (£bn)



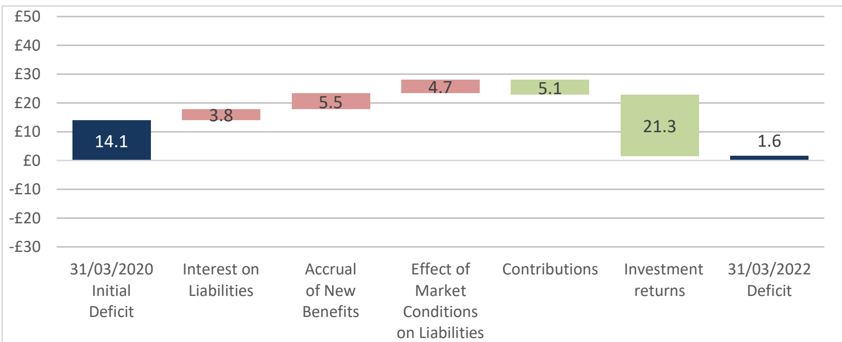
Liability change attribution (£bn) - 31 Mar 2020 to 31 Mar 2022



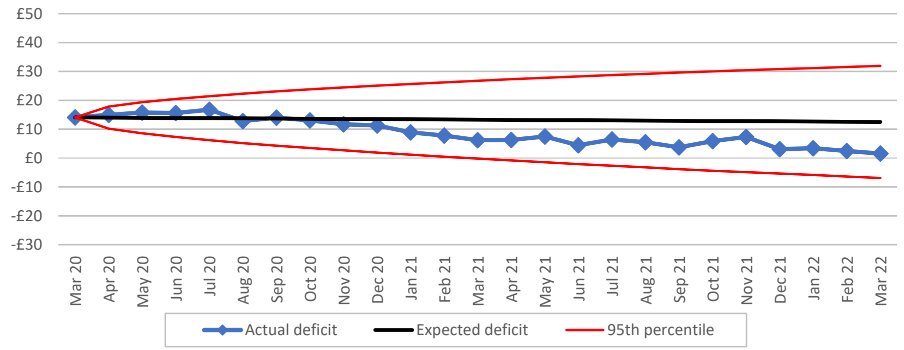
Liabilities (£bn)



Deficit change attribution (£bn) - 31 Mar 2020 to 31 Mar 2022



Technical Provisions Deficit (£bn)



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Future service contributions required

	31-Mar-20	31-Mar-22
DB Future Service Cost over next 12 months	19.5%	19.0%
Expenses	0.4%	0.4%
Expected DC conts over next 12 months [1]	5.3%	5.3%
Total [2]	25.2%	24.7%

Note

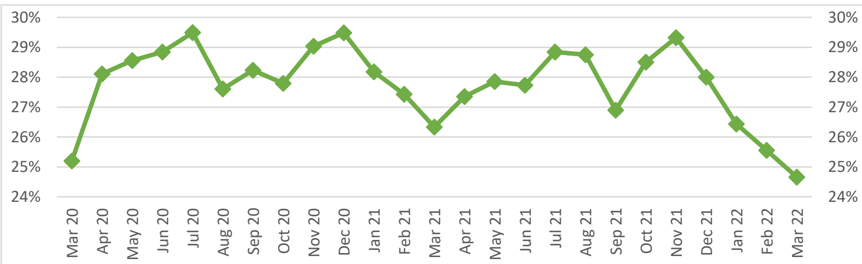
1. Includes 0.1% subsidy.
2. Excludes deficit contributions.

Self-Sufficiency

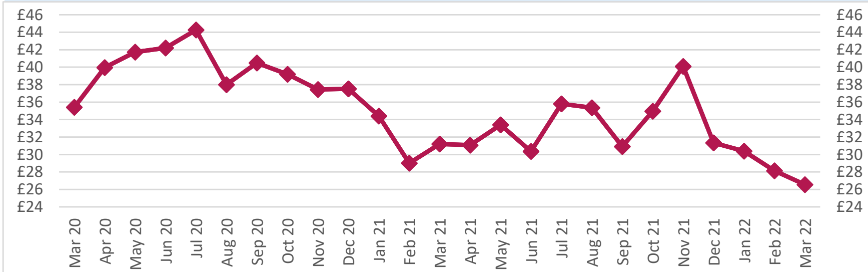
	31-Mar-20	31-Mar-22	Change
Assets £bn	66.5	88.8	+22.3
Liabilities £bn	102.0	115.4	+13.4
Deficit £bn	35.5	26.6	-8.9
Funded Status %	65%	77%	+12%

	31-Mar-20	31-Mar-22	Change
10% of pay for 30yrs £bn	31.4	34.4	+3.0

Future service contributions required (including DC)



Self-Sufficiency Deficit (£bn)



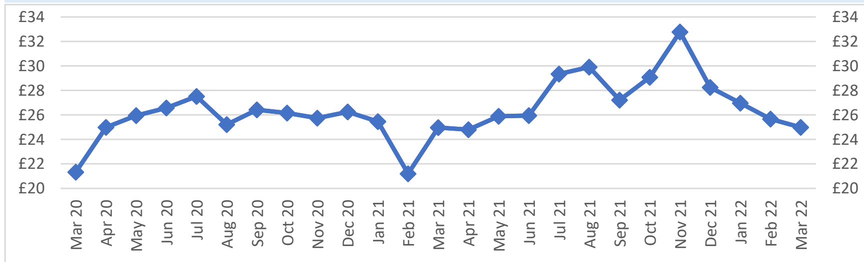
Sensitivity and Duration

	31-Mar-20	31-Mar-22
TP Sensitivity (£bn) [1]	-1.6	-1.8
TP Duration of scheme (years)	20	19

Note

1. Sensitivity is the impact of a +0.1% change in the discount rates on the TP basis

Gap between Self-Sufficiency and Technical Provisions (£bn)



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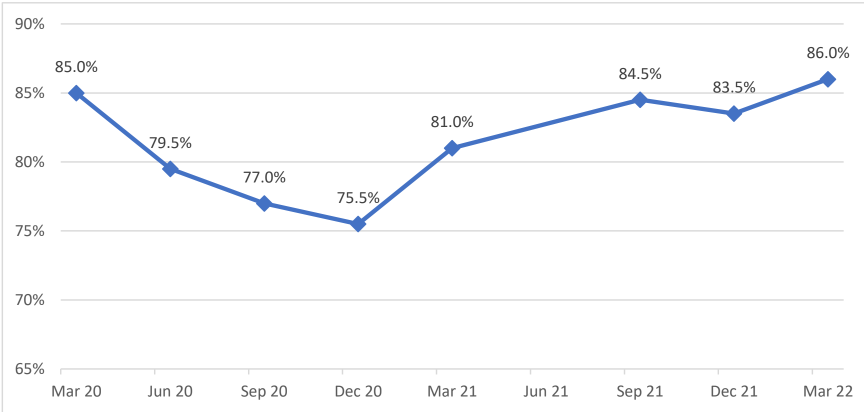
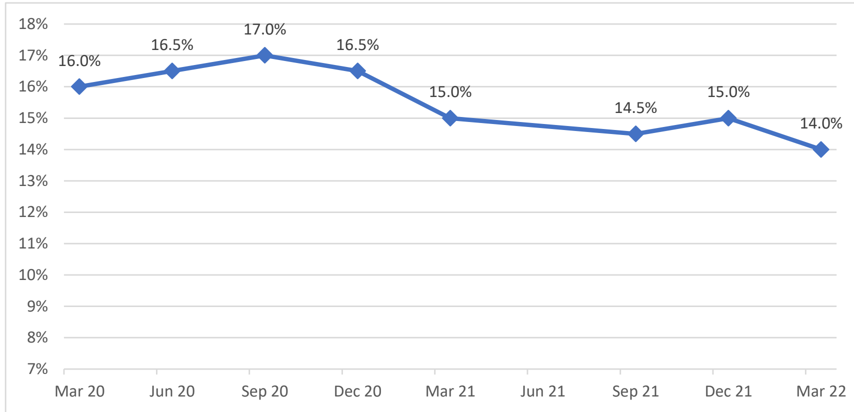
Probability of TP full-funding by end of recovery plan (April 2038)



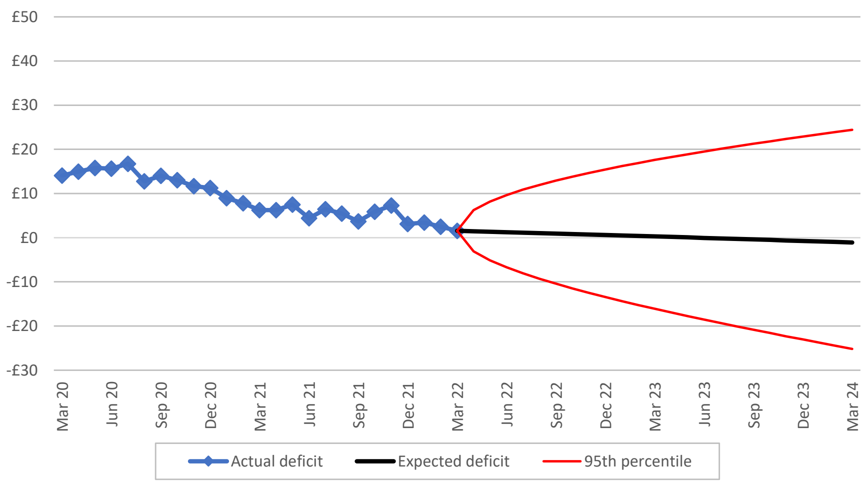
All figures quoted to the nearest 0.5%. There was no FBB calibration for June 2021

95th percentile of Reliance Risk Metric in 3 years' time



All figures quoted to the nearest 0.5%. There was no FBB calibration for June 2021

Technical Provisions Deficit (£bn) - projection



Position of TP Pre Discount Rate on VIS Pre Portfolio Distribution

Percentile of pre-retirement discount rate on VIS Pre-retirement portfolio distribution vs Nominal gilts

	31/03/2022
Pre-retirement discount rate	Gilts + 2.45%
Percentile	74%

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APPENDIX A - RAG rating definitions

Covenant

Green	No apparent deterioration since previous review
Amber	Potential deterioration due to emerging news and/or financial information
Red	Significant deterioration due to emerging news and/or financial information

Reliance Risk Metric

Self-sufficiency liability + asset transition risk - assets, expressed as a percentage of salary over 30 years

Green	Below 9% of salary (Approx £28bn at the valuation date - consistent with the position if we had been fully funded on a TP basis)
Amber	Between 9% and 15% of salary (Between £28bn and £47bn at the valuation date)
Red	Above 15% of salary (Above £47bn at the valuation date)

Total contribution

Sum of Future Service Contribution plus Deficit Recovery Contributions
With DRC calculated on:

- Calculation 1: Remaining term of the recovery period with outperformance (from March 2021 outperformance is set at 0.25% a year); and
- Calculation 2: A fixed recovery period of 10 years with no outperformance (which will lead to a higher figure than Calculation 1)

Green	If the total contribution requirement using DRC 2 is less than or equal to the total contribution payable (31.4%)
Amber	If the total contribution requirement using DRC 2 is greater than the total contribution payable (31.4%) and the total contribution requirement using DRC 1 is less than or equal to 34.4%
Red	If the total contribution requirement using DRC 1 is greater than or equal to 34.4%

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APPENDIX B - IRMF Metric definitions

Metric A

Affordable risk capacity less (self-sufficiency liability less Technical Provisions)

Green Headroom > Asset transition and demographic risks
Amber Asset transition risk < Headroom < Asset transition risk and demographic risks
Red Headroom < Asset transition risk

Metric B

Affordable risk capacity less self-sufficiency deficit

Green Headroom > Asset transition risk
Amber 0 < Headroom < Asset transition risk
Red Headroom < 0

Metric C

Available risk capacity less self-sufficiency deficit

Green Headroom > 'Value at risk'
Amber Asset transition risk and demographic risks < Headroom < 'Value at risk'
Red Headroom < Asset transition risk and demographic risks

Note

Affordable Risk Capacity represents the present value of 10% of salary over 30 years
Asset and demographic transition risk, and available risk capacity, have not been updated since the valuation date

The figures in this report have been derived for the purpose of monitoring the movement in funding over time. The approach adopted is not as accurate as when determining the liabilities in a one-off calculation and therefore these figures are not intended to be used as a basis for advice without further consideration. Advice from the Scheme Actuary should be sought prior to any decision being taken on the funding of the scheme.