

# CAMBRIDGESHIRE PENSION FUND



## Pension Fund Committee

Date: 13 December 2018

Report by: Head of Pensions

<b>Subject:</b>	<b>EMPLOYER ADMISSIONS AND CESSATIONS REPORT</b>
<b>Purpose of the Report</b>	<ol style="list-style-type: none"> <li>1. To report the admission of seventeen admitted bodies to the Cambridgeshire Pension Fund under fifty-two separate admission agreements</li> <li>2. To report the admission of one scheduled body to the Cambridgeshire Pension Fund</li> <li>3. To notify the Committee of the winding up of Drinksense and their cessation from the Pension Fund.</li> </ol>
<b>Recommendations</b>	<p><b>That the Pension Fund Committee:</b></p> <ol style="list-style-type: none"> <li>1. Notes the admission of the following admitted bodies to the Cambridgeshire Pension Fund:             <ul style="list-style-type: none"> <li>• Aramark</li> <li>• Freedom Leisure</li> <li>• P3 – People, Potential and Possibilities</li> <li>• YMCA</li> </ul> <p><i>The following 13 new admitted bodies relate to the closure of Cambridgeshire County Council Cleaning and Catering Service (CCS):</i></p> <ul style="list-style-type: none"> <li>• ABM Catering Ltd</li> <li>• Aspens Services Ltd</li> <li>• Caterlink Ltd</li> <li>• Easy Clean Ltd</li> <li>• Edwards &amp; Blake Ltd</li> <li>• Nourish</li> <li>• Pabulum</li> <li>• VHS Cleaning Services Ltd</li> <li>• Alliance in Partnership</li> <li>• Clean Tec Services</li> <li>• Ecocleen</li> <li>• Nightingale Cleaning Ltd</li> <li>• Taylor Shaw Ltd</li> </ul> </li> <li>2. Notes the admission of the following scheduled body to the Cambridgeshire Pension Fund:             <ul style="list-style-type: none"> <li>• Orbis Primary Trust</li> </ul> </li> </ol>

	<b>3. Notes the winding up of Drinksense and their ability to only partially fund their exit payment.</b>
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## 1. Background

- 1.1 The Local Government Pension Scheme Regulations 2013 (as amended) provide for the admission of a number of different types of body to the Local Government Pension Scheme; scheduled bodies, designating bodies, and admission bodies.
- 1.2 This report provides an update on admissions to the Cambridgeshire Pension Fund since the last meeting of the Pension Fund Committee.

## 2 New Admission Bodies

- 2.1 Paragraph 1 of Part 3 of Schedule 2 to the Regulations provides for an Administering Authority making an admission agreement with an admission body, enabling employees of the admission body to be active members of the Local Government Pension Scheme.
- 2.2 A body which falls under paragraph 1(d) of Part 3 of Schedule 2 is an admission body which provides a public service in the United Kingdom which operates otherwise than for the purposes of gain, and has sufficient links with a Scheme employer for the body and the Scheme employer to be regarded as having a community of interest (whether because the operations of the body are dependent on the operations of the Scheme employer or otherwise).
- 2.3 The Pension Fund Committee is asked to approve the admission of the following body into the Cambridgeshire Pension Fund under paragraph 1(d).

Date	New Admission Body	Background information
01/08/2018	Aramark	Cambridge Regional College has entered into a contract with Aramark Limited to provide its cleaning services. As a result of the contract, a group of staff were transferred to the new admission body, under TUPE regulations, and a full admission agreement has been put in place. Cambridge Regional College will act as guarantor for this employer and a bond will be put in place to protect Cambridge Regional College against any unpaid deficit as a result of the early termination of the contract
01/12/2018	Freedom Leisure	Fenland District Council has entered into a contract with Freedom Leisure to provide their sports and leisure services. As a result of the contract, a group of staff were transferred to the new admission body, under TUPE regulations, and a full admission agreement will be entered into. Fenland District Council will act as guarantor for this employer.

Date	New Admission Body	Background information
01/10/2018	P3 – People, Potential and Possibilities	Cambridgeshire County Council have entered into a contract with P3 to provide its floating support services. As a result, one member of staff was transferred to the new admission body, under TUPE regulations. Cambridgeshire County Council has agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a pass through agreement.
01/08/2018	YMCA	Peterborough City Council have contracted YMCA to provide its Young Adult Services. As a result, a group of staff were transferred to the new admission body under TUPE regulations. Peterborough City Council has agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.

- 2.4** In addition to the bodies list in the above table, a number of new admissions have taken place as a result of Cambridgeshire County Council closing its catering and cleaning service, CCS. A number of contractors have taken on a total of 43 contracts. Each contract requires a separate admission agreement; please see **Appendix 1** for the list of new admissions.

### **3. New Scheduled Bodies**

- 3.1** Regulation 3 (1) of the Regulations provides for a person employed by a body listed in Schedule 2 to be an active member of the Local Government Pension Scheme. Part 1 of Schedule 2 includes “a proprietor of an Academy” as being a class of Schedule 2 employer and therefore a Scheduled Body. There is no discretion on the administering authority or the employer as to whether or not employers in Schedule 2 are provided with access to the Fund; it is a requirement.
- 3.2** The LGPS Regulations recognise the proprietor of the Academy Trust as the scheme employer. Where Academies are part of a Multi Academy Trust (MAT), the Trust is the scheme employer and not each individual Academy. Academies joining an existing MAT are not reported, as they are therefore not recognised as new scheme employers.

Date of admission	Academy Trust	Name of Academy transferring
01/02/2019	Orbis Primary Trust	The Duke of Bedford Primary School

- 3.3** Actuarial advice has been sought on appropriate employer contribution rates from the fund actuary and these will be advised to the new Academy proprietors.

#### **4 Cessations - Drinksense (Cambridgeshire Council on Alcoholism)**

- 4.1 Drinksense was admitted to the Cambridgeshire Pension Fund on 23rd June 1982, following the transfer of alcohol abuse support staff from Cambridgeshire County Council to what was, at the time, known as; Cambridgeshire Council on Alcoholism. Following the closure of the charity, due to the withdrawal of its funding earlier this year, Drinksense has ceased as a scheme employer in the Fund and is now in the process of being wound up.
- 4.2 The final valuation of the liabilities has identified a deficit of £114,800. Due to the type of admission, there is no guarantor, meaning that any unpaid deficit must be spread across all other employers in the Fund.
- 4.3 The charity only has £30,000 left, which, having been aware that an exit payment would be likely, it ringfenced for payment of the pension deficit. There are no additional assets available. After settling actuarial fees, the charity has a final cash amount of £27,890 which remains available for payment of the pension deficit.
- 4.5 This payment will result in a shortfall of £89,910 that will be absorbed into the Cambridgeshire Pension Fund.
- 4.6 The Committee has previously been advised that there are a dwindling number of employers, of this type, remaining in the Fund and that the combined deficits of these employers is not of material significance to the Fund. The Fund now insists that all bodies of this type acquire a guarantee from another tax raising employer in the Fund or a Central Government department as a requirement of entry into the Fund.

#### **5. Relevant Pension Fund Objectives**

Have robust governance arrangements in place, to facilitate informed decision-making, supported by appropriate advice, policies and strategies, whilst ensuring compliance with appropriate legislation and statutory guidance. <i>Objective 1</i>
Manage the Fund in a fair and equitable manner, having regard to what is in the best interest of the Fund's stakeholders, particularly the scheme members and employers. <i>Objective 2</i>
Ensure the relevant stakeholders responsible for managing, governing and administering the Fund, understand their roles and responsibilities and have the appropriate skills and knowledge to ensure those attributes are maintained in a changing environment. <i>Objective 3</i>
Continually monitor and manage risk, ensuring the relevant stakeholders are able to mitigate risk where appropriate. <i>Objective 5</i>
Ensure regular monitoring of employer covenants, putting in place mitigations of adequate strength to protect the Fund. <i>Objective 6</i>
Ensure appropriate exit strategies are put in place in both the lead up to and termination of a scheme employer. <i>Objective 7</i>

#### **6. Finance & Resources Implications**

- 6.1 Actuarial costs incurred by obtaining a calculation of employer contribution rates, bond levels and funding positions at commencement are recharged directly to the relevant employer.
- 6.2 The employer contribution rates contain an allowance for administration charges, meaning the new admissions should be cost neutral.

- 6.3 Employers who are unable to pay monies due during the course of active membership may result in unpaid liabilities being borne by other employers in the Fund. Measures to mitigate such an eventuality are readily available for admission bodies and set out in section 6 below.

## 7. Risk Management

- 7.1 The Pension Fund Committee are responsible for approving some admission bodies into the Fund as well as monitoring all admissions and cessations.
- 7.2 The risks associated with failing to monitor admissions and cessations have been captured in the Fund's risk register as detailed below.

<b>Risk register</b>	<b>Risk mitigated</b>	<b>Residual risk</b>
Administration and Communication (risk 38)	An employer who ceases to exist with insufficient funding, and no bond or guarantee requiring the funding shortfall to be spread across all other employers in the Fund.	Green
Administration and Communication (risk 39)	Lack of understanding of employer responsibilities, which could result in a statutory deadline being missed.	Green
Administration and Communication (risk 40)	Failure to apply and demonstrate fairness in the treatment of different Fund employers by reference to their own circumstances and covenant.	Green
Administration and Communication (risk 41)	Failure to manage the resources associated with increasing volumes of employing bodies entering the Fund, leading to unachievable targets.	Amber

- 7.3 The Fund's full risk register can be found on the Fund's website at the following link:  
<http://pensions.northamptonshire.gov.uk/governance/key-documents/cambridgeshire/>

## 8. Communication Implications

<b>Direct Communications</b>	Direct communications will be required to facilitate employer start up in the LGPS.
<b>Newsletter</b>	Regular pension bulletins are issued to the scheme employers on topical matters.
<b>Induction</b>	New employers require an introduction to their employer responsibilities under the LGPS.
<b>Seminar</b>	Employers will be entitled to attend an annual Employer Forum.
<b>Training</b>	Generic and bespoke training courses will be made available.
<b>Website</b>	New employers are given access to the employer's guidance available on the LGSS Pensions website.

## 9. Legal Implications

- 9.1 Admitted bodies enter into an admission agreement with the administering authority in order to become an employer within the Cambridgeshire Pension Fund. This agreement sets out the statutory responsibilities of an employer, as provided for under the Regulations governing the LGPS.

## 10. Consultation with Key Advisers

- 10.1 Contribution rate and bond assessments are undertaken by Hymans Robertson, the Fund Actuary.
- 10.2 A precedent admission agreement has been drafted by Eversheds, specialist pension legal advisers in consultation with LGSS Law.

## 11. Alternative Options Considered

- 11.1 None available.

Checklist of Key Approvals	
Is this decision included in the Business Plan?	No
Will further decisions be required? If so, please outline the timetable here	No
Is this report proposing an amendment to the budget and/or policy framework?	No
Has this report been cleared by Section 151 Officer?	Sarah Heywood – 29 November 2018
Has this report been cleared by Head of Pensions?	Mark Whitby – 26 November 2018
Has the Chairman of the Pension Fund Committee been consulted?	Councillor Rogers – 29 November 2018
Has this report been cleared by Legal Services?	Fiona McMillan – 26 November 2018

## Appendix 1: CCS Transfers

New Admission Body	School in which contract is held	Date of Admission	Background information
<b>ABM Catering Ltd</b>	Alderman Jacobs Primary School	01/09/2018	The following listed Cambridgeshire LEA maintained schools have contracted ABM Catering Ltd to provide their catering services. As a result, the staff transferred to the new admission body under TUPE regulations per contract. Cambridgeshire County Council have agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.
	Bushmead Primary and Elsworth Primary	01/09/2018	
	Great Paxton Primary School, Newton Community Primary School, Offord Primary School, Samuel Pepys School	01/09/2018	
	Heltwate Primary and Marshfields Primary School	01/09/2018	

	St John's CE Primary School (Huntingdon)	01/09/2018	
	The Beeches Primary, Hampton Hargate Primary	01/08/2018	
	Wyton on the Hill Primary School	01/04/2018	
	Eynesbury Primary School	13/08/2018	
	Middleton Primary School	27/10/2018	
	Middleton Primary School	26/10/2018	Middleton Primary School, a Peterborough Keys Academy Trust school has contracted ABM Catering Ltd to provide its catering services. As a result, a group of staff transferred to the new admission body under TUPE regulations. Peterborough Keys Academy Trust has agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Werrington Primary School	01/08/2018	Werrington Primary School, a SOKE Academy Trust school has contracted ABM Catering Ltd to provide its catering services. As a result, a group of staff transferred to the new admission body under TUPE regulations. SOKE Academy Trust has agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
<b>Aspens Services Ltd</b>	The Harbour School	27/10/2018	The following Cambridgeshire LEA maintained schools have contracted Aspens Services Ltd to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridgeshire County Council have
	Brampton Village	01/09/2018	



	Primary School		agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.
	Willingham Primary	01/06/2018	
	Cottenham Village College	01/08/2018	Cottenham Village College, an Astrea Academy Trust college, has contracted Aspens Services Ltd to provide its cleaning services. As a result, a group of staff transferred to the new admission body under TUPE regulations. Astrea Academy Trust has agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Brewster Avenue, Dogsthorpe Infants, Oakdale and St. Augustine's CE Junior	01/08/2018	The following Peterborough LEA maintained schools have contracted Aspens Services Ltd to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Peterborough City Council have agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.
	Weatheralls Primary School	27/10/2018	Weatheralls Primary School, a Staploe Education Trust academy, has contracted Aspens Services Ltd to provide its cleaning services. As a result, a group of staff transferred to the new admission body under TUPE regulations. Staploe Education Trust has agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
<b>Caterlink Ltd</b>	Priory Park Infant School & Playgroup	01/09/2018	The following Cambridgeshire LEA maintained schools have contracted Caterlink Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridgeshire County Council have agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.
	Westwood	01/09/2018	
	The Vine Inter-Church Primary School	01/01/2018	
	Meadowgate Academy	0/09/2018	The following Affinity Multi Academy Trust academy has contracted Caterlink Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission

			body under TUPE regulations per contract. Affinity Multi Academy Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	St. Peter's HD Academy	01/01/2019	The following The Cam Academy Trust academy has contracted Caterlink Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Cam Academy Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Chesterton, Earith, Grove, Highfield Ely, Isle of Ely, Kingsfield, Pakefield, Red Oak, Reydon	01/08/2018	The following Active Learning Trust academies have contracted Caterlink Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Active Learning Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Witchford VC Academy	01/06/2018	The following Morris Education Trust academy has contracted Caterlink Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Morris Education Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Littleport and East Cambs Academy	01/10/2018	The following Active Learning Trust academy has contracted Caterlink Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Active Learning Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Bottisham Primary Academy, Fen Ditton Primary	15/10/2018	The following Anglian Learning Trust academies have contracted Caterlink Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Anglian Learning Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.

	Academy and Stapleford Primary		
	Glebelands Primary School, Leverington Primary Academy, Murrow Primary Academy, Thomas Eaton Primary Academy	01/01/2018	The following Diamond Learning Partnership Trust academies have contracted Caterlink Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Diamond Learning Partnership Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
<b>Easy Clean Ltd</b>	Milton Primary C of E School	22/10/2018	The following DEMAT academy has contracted Easy Clean Ltd to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The DEMAT have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Upwood Primary School	01/09/2018	The following Thomas Deacon Education Trust academy has contracted Easy Clean Ltd to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Thomas Deacon Education Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
<b>Edwards &amp; Blake Ltd</b>	Coates Primary School	04/09/2018	The following Cambridgeshire LEA maintained schools have contracted Edwards & Blake Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridgeshire County Council have agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.
	Cheveley Primary School	01/10/2018	

	Bassingbourn Primary	01/0/0218	
	New Road Primary School	01/09/2018	The following Aspire Learning Trust academy has contracted Edwards & Blake Ltd to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Aspire Learning Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Spring Common Academy	01/06/2018	The following Spring Common Academy Trust academy has contracted Edwards & Blake Ltd to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Spring Common Academy Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
<b>Nourish</b>	Girton Glebe Primary School, Park Street Primary School, St Lukes Primary School and St Philips School	01/10/2018	The following Cambridgeshire LEA maintained schools have contracted Caterlink Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridgeshire County Council have agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.
	All Saints Interchurch Academy	01/10/2018	The following All Saints Interchurch Academy (single academy trust) has contracted Nourish to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. All Saints Interchurch Academy have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
<b>Pabulum</b>	Hatton Park Primary School, Histon Infant,	29/10/2018	The following Cambridge Partnership Education Trust academies have contracted Pabulum Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridge Partnership Education Trust

	Histon Junior, Somersham Primary School and Trumpington Park Primary School		have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Downham Feoffees	18/02/2018	The following Cambridge Meridian Academies Trust academies have contracted Pabulum Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridge Meridian Academies Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Lantern CP School	01/06/2018	The following Cambridge Meridian Academies Trust academies have contracted Pabulum Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridge Meridian Academies Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	St Bede's Inter-Church School	01/09/2018	The following St Bede's Inter-Church School (single academy trust) has contracted Pabulum to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. St Bede's Inter-Church School have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
	Hardwick & Cambourne School	01/09/2018	The following Cambridgeshire LEA maintained school has contracted Pabulum Ltd to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridgeshire County Council have agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.
<b>VHS Cleaning Services Ltd</b>	Bewick Bridge Community Primary School	17/09/2018	The following Cambridgeshire LEA maintained school has contracted VHS Cleaning Services Ltd to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridgeshire County Council have agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.
	Stapleford Community Primary School	27/10/2018	The following Anglian Learning Trust academy have contracted VHS Cleaning Services Ltd to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Anglian Learning Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.

<b>Alliance in Partnership</b>	Fawcett Primary School	01/09/2018	The following Cambridgeshire LEA maintained school has contracted Alliance in Partnership to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridgeshire County Council have agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.
<b>Clean Tec Services</b>	Cromwell Academy	01/09/2018	The following The Diamond Learning Partnership Trust academy have contracted Clean Tec Services to provide their catering services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Diamond Learning Partnership Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement.
<b>Ecocleen</b>	Ely St Johns School & Monkfield Park	29/10/2018	The following Cambridgeshire LEA maintained schools have contracted Ecocleen to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. Cambridgeshire County Council have agreed to retain the pension risk and all liabilities and assets will be returned to the local authority on the contracts termination under a Pass Through agreement.
<b>Nightingale Cleaning Ltd</b>	Hatton Park Primary and Histon and Impington Junior	27/10/2018	The following Cambridge Partnership Education Trust academies have contracted Nightingale Cleaning Ltd to provide their cleaning services. As a result, the school's group of staff transferred to the new admission body under TUPE regulations per contract. The Cambridge Partnership Education Trust have agreed to retain the pension risk and all liabilities and assets will be returned to the trust on the contracts termination under a Pass Through agreement
<b>Taylor Shaw Ltd</b>	Ramsey Junior School, Millfields Primary School, Elm Road Primary School, Ramsey Spinning Infant School, Nene Infant	22/10/2018	The following Elliot Foundation Trust academies have entered into a contract with Taylor Shaw Ltd to provide their cleaning services. Because of the contract, a group of staff transferred to the new admission body under TUPE regulations and a full admission agreement prepared. A bond will be put in place to protect against the liabilities to the Fund.

	School and Ramnoth Junior School		
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