

I. Overview

Section 2 – Background

2.1 History of the Public Service Superannuation Plan

The Public Service Superannuation Plan was established with the enactment of *The Public Service Superannuation Act* by the Saskatchewan Legislature in 1927. When the Public Employees (Government Contributory) Superannuation Plan was established to provide superannuation benefits for provincial public employees of designated participating employers on October 1, 1977, the Public Service Superannuation Plan was closed to new members. All Saskatchewan public employees hired after October 1, 1977 were required to join the Public Employees (Government Contributory) Superannuation Plan.

Section 3 of *The Public Service Superannuation Act* (the Act) provides for a Board composed of three members appointed by the Lieutenant Governor in Council with one member appointed as Board chair and for at least one member to be a member and representative of the public service.

The Public Service Superannuation Act also confers upon the Board the responsibility for overseeing the Anti-Tuberculosis League Employees Superannuation Fund (section 60.1) and the Saskatchewan Transportation Company Employees Superannuation Fund (section 60.2).

2.2 Responsibilities of Minister of Finance

The Public Service Superannuation Plan (PSSP, the Plan) is currently governed by *The Public Service Superannuation Act* and the associated Regulations and by *The Superannuation (Supplementary Provisions) Act*. (Please refer to the section entitled **Operation of Board** in the Governance Manual for the current composition of the Board).

In order to fulfill his/her administrative responsibilities under the Act, the Minister of Finance:

- Recommends to Cabinet amendments to *The Public Service Superannuation Act*, as required or deemed necessary;
- Oversees the passage of amendments to *The Public Service Superannuation Act*;
- Oversees the passage of Regulations to *The Public Service Superannuation Act* and amendments; and
- Answers questions in the Legislative Assembly of Saskatchewan regarding the PSSP.

2.3 The Anti-Tuberculosis League Employees Superannuation Fund

The Anti-Tuberculosis League Employees Superannuation Fund (AntiTB Fund) was established under provisions of an amendment to *The Public Service Superannuation Act*, effective April 1, 1979. The AntiTB Fund accumulates contributions paid by employees of the Saskatchewan Anti-Tuberculosis League and any investment income.

Section **60.1** of *The Public Service Superannuation Act* conferred trust obligations upon the Minister of Finance with regard to the Anti-Tuberculosis League Employees Superannuation Fund. Subsection 60.1(9.1) empowers the Minister of Finance to:

- Invest all or any part of the moneys in the fund in securities authorized pursuant to *The Pension Benefits Act, 1992*; and
- Dispose of all or any assets in which the Anti-Tuberculosis League Employees Superannuation Fund has been invested in any manner and any terms that the Minister considers appropriate.

Further, subsection 60.1(9.2) permits the Minister to:

- Enter into any agreement (including a unanimous shareholder agreement);
- Engage the services of or retain any technical, professional, or other adviser, specialist, or consultant; or
- Do any other things that may be incidental to or necessary for the purposes of managing, investing or disposing of all or any part of the assets of the fund.

Subsection **60.1(9.3)** allows the Minister to authorize the Board, on any terms and conditions that the Minister considers appropriate, to exercise the authority vested in the Minister by subsections **(9.1)**.

Currently, there are no assets in the Anti-Tuberculosis League Employees Superannuation Fund.

2.4 The Saskatchewan Transportation Company Employees Superannuation Fund

The Saskatchewan Transportation Company Employees Superannuation Fund (STC Fund) was established by an amendment to *The Public Service Superannuation Act*, effective April 1, 1981. The STC Fund accumulated contributions paid by employees of the Saskatchewan Transportation Company as of March 31, 1981 and any investment income.

Section **60.2** of *The Public Service Superannuation Act* confers trust obligations upon the Minister of Finance with regard to the Saskatchewan Transportation Company Employees Superannuation Fund. Subsection **60.2(11.1)** empowers the Minister of Finance to:

- Invest all or any part of the moneys in the fund in securities authorized pursuant to *The Pension Benefits Act, 1992*; and
- Dispose of all or any assets in which the Saskatchewan Transportation Company Employees Superannuation Fund has been invested in any manner and any terms that the Minister considers appropriate.

Further, subsection **60.2(11.2)** permits the Minister to:

- Enter into any agreement (including a unanimous shareholder agreement);
- Engage the services of or retain any technical, professional or other adviser, specialist or consultant; or
- Do any other things that may be incidental to or necessary for the purposes of managing, investing or disposing of all or any part of the assets of the fund.

Subsection **60.2(11.3)** allows the Minister to authorize the Board, on any terms and conditions that the Minister considers appropriate, to exercise the authority vested in the Minister by subsections **(11.1)**.

Currently, there are no assets in the STC Fund.

2.5 Fiduciary Responsibilities of Board

In order for the Board to fulfill its primary fiduciary responsibility to all members and beneficiaries the Board must:

- Act solely in the best interest of plan members and beneficiaries;
- Treat members and beneficiaries impartially;
- Act with the care, skill and diligence of a prudent person;
- Interpret the plan terms fairly, impartially and in good faith;
- Prevent personal interests from conflicting with those of the plan; and,
- Within the scope of its authority, ensure that members and beneficiaries receive the benefits promised.

In addition to its primary fiduciary responsibilities, the Board also bears responsibilities to the following:

- The Minister of Finance;
- Participating employers;
- Labour unions representing members of the Plan;
- Organizations and individuals employed by the Board to provide services to the Board; and
- The Legislative Assembly of Saskatchewan.

In order to execute the Board's fiduciary responsibilities under the PSSP, the Board shall administer *The Public Service Superannuation Act* as stated in Section **3(1)** of that Act.

The Board may:

- Determine the amounts standing to the credit of members that may exist in the General Revenue Fund;
- Enter into agreements;
- Engage the services or retain any technical, professional or other advisor, specialist or consultant; or
- Do any other things that it considers necessary for the purposes of managing, investing or disposing of the assets of the Plan.

Section **65** of *The Public Service Superannuation Act* states that should a question arise as to the application of that Act to any employee or class or description of employees, it shall be determined by the Board.

The costs incurred by the Board for the administration of the plan for PSSP, the Anti-TB and the STC members and other expenses related to managing, investing or disposing of assets are payable out of the General Revenue Fund.

The Board is responsible for the effective and timely operation and management of the PSSP, Anti-TB and STC plans. To discharge this obligation, the Board has delegated specific functions to the Senior Executive Officer and to the Board's Executive Secretary, as well as to the following service providers: Plan Administrator; Actuary; Legal Counsel; and Auditor.

2.6 History

Approval date:	December 8, 2005, November 18, 2011, and December 9, 2015
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