

Public Service Superannuation Board



Annual Report for 2019-2020

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This annual report is available in electronic format at www.peba.gov.sk.ca

Letters of Transmittal



His Honour the Honourable Russ Mirasty, S.O.M., M.S.M.,
Lieutenant Governor of Saskatchewan

May it Please Your Honour:

I respectfully submit the Annual Report of the Public Service Superannuation Board for the fiscal year ending March 31, 2020.

A handwritten signature in cursive script that reads "Donna Harpauer".

Donna Harpauer
Minister of Finance

The Honourable Donna Harpauer
Minister of Finance

Madam:

On behalf of the Public Service Superannuation Board, I have the honour to present herewith the Annual Report of the Public Service Superannuation Board for the fiscal year ended March 31, 2020.

A handwritten signature in cursive script that reads "Dave Wild".

Dave Wild, Chair
The Government of Saskatchewan
Public Service Superannuation Board

Introduction

The primary purpose of the Public Service Superannuation Board (the Board) is to provide pension benefits to employees in the event of retirement and secondarily in the event of termination of employment. The Public Service Superannuation Plan (PSSP) or (the Plan) also provides benefits to the dependents of deceased employees and superannuates in the event of death either prior, or subsequent, to retirement.

The Plan is a defined benefit pension plan, which provides a benefit based on an employee's highest earnings during specified periods taking into consideration their total years of service to a maximum of 35 years. Currently employees who are contributing to the Plan make contributions at a rate of seven per cent, eight per cent or nine per cent, depending on their age when they entered the Plan. This contribution is offset by an amount equal to 1.8 per cent of their pensionable earnings between the Year's Basic Exemption and the Year's Maximum Pensionable Earnings as defined on an annual basis by the Canada Pension Plan.

The Plan is governed by *The Public Service Superannuation Act*, (the Act) which came into being on May 1, 1927.

The Act also governs employees of the Anti-Tuberculosis League and the Saskatchewan Transportation Company.

The Plan was closed to new members as of October 1, 1977.

Public Service Superannuation Board

The Board, which consists of three members appointed by the Lieutenant Governor in Council, is responsible for the administration of *The Public Service Superannuation Act*.

At March 31, 2020, the Board was composed of three members (listed in *Table 1.1*).

Public Service Superannuation Board Members

Dave Wild	Chair
Mac Trost	Member
Peggy Atkinson	Member

Table 1.1

Members of the Board receive no compensation for the performance of their roles as Board members. They are reimbursed for reasonable expenses for attending Board meetings and other functions in their capacity as Board members.

Administration

The Board is ultimately responsible for the Plan's administration and communication activities. To discharge these responsibilities, the Board uses the services of various organizations. The Public Employees Benefits Agency (PEBA) has responsibility for the operation, administration and management of several superannuation plans and other employee benefits programs. PEBA provides the following administrative services for the Public Service Superannuation Plan:

- Pension estimates on retirement, termination, death and breakdown of spousal relationships;
- Annual member statements by the end of June each year;
- Calculation of termination, pension, and death benefits;
- Collection of any contributions;
- Pension payroll; and
- Executive management services to the Board.

PEBA is responsible for ensuring that all transactions are made in accordance with *The Public Service Superannuation Act*, *The Superannuation (Supplementary Provisions) Act*, and their related regulations.

Mission

The Board's mission as the Plan's administrator is to manage the Plan solely in the best interests of the members.

Operational Goals and Objectives

The Board has adopted Operational Goals and Objectives for the administration of the Plan.

Annually, the results of the accomplishment of the objectives set for the Plan are reported to the Board.

The Board has identified three Operational Goals:

1. Financial Management

The Board provides sound financial management of the Plan.

2. Service Delivery and Communications

The Board provides excellent service to the members of the Public Service Superannuation Plan.

3. Performance Measurement

The Board evaluates the performance of the Plan's service providers.

Operational Goals and Objectives

1. Financial Management

The Board provides sound financial management of the Plan.

The primary focus is service delivery for retired members.

Objectives

- The Board carries out an actuarial valuation of the Public Service Superannuation Plan at least every three years.
- The Board carries out an audit of the Plan annually.
- The Board annually reviews and approves the operating budget for the Plan and monitors it quarterly.

Activities Accomplished in 2019-2020

- Actuarial valuations as at December 31, 2018 with extrapolation to March 31, 2019 were prepared for the Public Service Superannuation Plan, Saskatchewan Transportation Company Superannuation Plan, and Anti-Tuberculosis League Employees Superannuation Plan.
- The Board received the actuarial valuations as at December 31, 2018 with extrapolation to March 31, 2019 for the Public Service Superannuation Plan, Saskatchewan Transportation Company Superannuation Plan, and Anti-Tuberculosis League Employees Superannuation Plan.
- The Board reviewed the audit of the Plan for the 2018-2019 year provided by the Provincial Auditor of Saskatchewan (PAS) on June 20, 2019. In its opinion, PAS stated, for the year ended March 31, 2019:
 - The financial statements were reliable; and
 - The financial-related controls to safeguard public resources, prepare reliable financial statements, and conduct its affairs following financial-related laws were effective.
- The Board approved its 2019-2020 budget at its meeting on March 21, 2019.
- The Board received quarterly updates on the 2019-2020 budget in the Quarterly Administration Report for the periods ended, March 31, June 30, September 30, and December 31, 2019.
- The Board approved its 2020-2021 budget at its meeting on March 31, 2020.

Operational Goals and Objectives

2. Service Delivery and Communications

The Board provides excellent service to the members of the Public Service Superannuation Plan.

Objectives

- Administrative tasks are completed within service standards.
- Plan members have access to the information they require to make decisions about their retirement.
- The Board tables an annual report in the Saskatchewan Legislature.

Activities Accomplished in 2019-2020

- Within 2019-2020, the Board received quarterly updates on service standard performance in quarterly administration reports for the periods ended March 31, June 30, September 30, and December 31, 2019.
- For 2019-2020, 86 per cent of all transactions met or exceeded service standards.
- The member booklet is available on the PEBA website.
- *Your Path to Retirement* planning workshops were held throughout Saskatchewan in 2019-2020. These workshops are available to Plan members who wish to attend these sessions.
- 2018-2019 Annual Member Statements were mailed to active members on May 24, 2019 and to deferred members on June 12, 2019.
- The Board's 2018-2019 Annual Report was tabled in the Saskatchewan Legislature on July 16, 2019.

Operational Goals and Objectives

3. Performance Measurement

The Board evaluates the performance of the Plan's service providers.

Objectives

- The Board evaluates the performance of the Plan's actuary annually.
- Administration performance is reported to the Board on a quarterly basis.

Activities Accomplished in 2019-2020

- The Board reviewed the performance of its actuary on June 20, 2019.
- The Board received quarterly reports on administration performance from the Public Employees Benefits Agency for the periods ended March 31, June 30, September 30, and December 31, 2019.

Investments

In November 2014, the remaining assets of the Saskatchewan Transportation Company Employees Superannuation Fund were liquidated to provide retirement benefits to members. Remaining member benefits are paid out of the General Revenue Fund (GRF).

Plan Administration

The Board has delegated the day-to-day administration of the Plan and management of its assets to PEBA.

PEBA provides all services required to operate, administer and manage the Plan in a manner consistent with and according to all statutory provisions and regulations that apply to the Plan. PEBA reports measurement against standards to the Board quarterly. *Table 1.2* provides measurement results for the 2019-2020 year.

PEBA provides Senior Executive Officer services and Executive Secretary services to the Board.

Any deficiencies in the Plan are paid out of the GRF and are the responsibility of the Government of Saskatchewan, including \$0.7 million for administrative services.

PEBA Service Standards April 1, 2019 to March 31, 2020

Task	Completed	Number that Meet or Exceed Standard	% that Meet or Exceed Standard	Standard* (Days)
Statement on Termination	0	0	N/A	60
Payments	3	2	67%	14
Retirements	17	16	94%	20
Deaths	201	180	90%	10
Pension Estimates	25	14	56%	25
Spousal Breakdown Calculations	0	0	N/A	20
Reciprocal Transfer Values	0	0	N/A	30
Purchase of Service	0	0	N/A	30
General Inquiries	N/A	N/A	N/A	14
Total	246	212	86%	-

* Standard is set by agreement between the Board and PEBA.

Table 1.2

Plan Expenditures and Statistics

Benefit Payments

Benefit payments are made in accordance with the Plan rules due to retirement of employees, termination of employment and death benefits (employee or a superannuate).

Annual pensions are calculated as two per cent of a member's average salary during the five years of highest salary, multiplied by the total number of years of service to a maximum of 35 years. At age 65, members' pensions are reduced due to integration with the Canada Pension Plan.

In the year ended March 31, 2020, PSSP paid a total of \$122.0 million in benefits to pensioners, including retired employees of the Saskatchewan Transportation Company and the Anti-Tuberculosis League.

Contributions to the Plan

In accordance with the contribution schedules, employee contributions to the Plan during the year totaled \$13,000. This compares to \$19,000 as of the previous fiscal year end. No employer contributions were made in the year.

Table 1.3 shows the number of active and retired employees in the Plan as of the current and prior year-ends.

Active and Retired Employees						
	March 31, 2020			March 31, 2019		
	PSSP	Anti-TB	STC	PSSP	Anti-TB	STC
Active Employees	23	0	1	40	0	1
Inactive Employees	1	0	0	4	0	0
Retired Employees*	<u>4,709</u>	<u>25</u>	<u>82</u>	<u>4,847</u>	<u>27</u>	<u>86</u>
	4,733	25	83	4,891	27	87

* Includes superannuates, plus their dependents now in receipt of a survivor pension

Table 1.3

These tables are summaries that show the total number of death benefits paid on behalf of superannuates who died during the year and benefits upon termination of employment other than retirement.

Death Benefit Summary		
	March 31, 2020	March 31, 2019
Superannuate Survivor Pension	51	69
Superannuate Cash Benefit	2	3
Totals	53	72

Table 1.4

Termination of Employment Summary		
	March 31, 2020	March 31, 2019
Cancel Deferred *	0	0
Termination of Membership	0	0
Reciprocal Transfers	0	0
Totals	0	0

Table 1.5

* Clean-up project of deferred members not eligible for retirement; paid out contributions and interest.

Plan Expenditures and Statistics

Table 1.6 summarizes all employees who retired during the year, including employees of the Saskatchewan Transportation Company and The Anti-Tuberculosis League.

The table is divided by category of retirement and includes employees who terminated and elected retirement at a future date, as well as those who died during the year.

Employee Retirement Summary		
	March 31, 2020	March 31, 2019
Attained Age 71	0	0
Attained Age 60 - with reduction	0	0
Attained Age 60 - no reduction	0	0
Attained 35 Years of Service	18	15
Age 55 and 30 Years of Service - reduced pension	0	0
Ill Health Pension	0	0
Granted Deferred Allowance	0	0
Deferred Allowance Now Payable	0	0
Early Retirement Allowance	0	0
Deceased Employees	1	2
Totals	19	17

Table 1.6

Management's Report

To the Members of the Legislative Assembly of Saskatchewan

Administration of the Plan is presently assigned to the Public Employees Benefits Agency of the Ministry of Finance. Management is responsible for financial administration and administration of the funds and fund assets.

The financial statements which follow have been prepared by management in conformity with Canadian Accounting Standards for Pension Plans as outlined in the CPA Canada Handbook Section 4600, Pension Plans. For matters not addressed in Section 4600, International Financial Reporting Standards (IFRS) have been followed. Management uses internal controls and exercises its best judgment in order that the financial statements fairly reflect the financial position of the Plan.

The pension obligations are determined by an actuarial valuation. Actuarial valuation reports require best judgment in order that the financial statements reflect fairly the financial position of the Plan.

The financial statements have been audited by the Provincial Auditor whose report follows.

Regina, Saskatchewan
June 23, 2020



Dave Wild
Associate Deputy Minister
Public Employees Benefits Agency
Ministry of Finance

Actuarial Opinion

This opinion is given with respect to the Public Service Superannuation Plan (the “Plan”).

We performed a valuation based on the Plan provisions and assumptions as at March 31, 2020. The membership data was determined as at December 31, 2017. The valuation was prepared to provide the 2020 year-end information for financial statement reporting in accordance with Public Sector 3250 (“PS 3250”) and Section 4600 of the *Chartered Professional Accountants Canada Handbook – Accounting* (“CPA 4600”).

In our opinion, for the purposes of this actuarial valuation:

- The membership data on which the valuation is based is sufficient and reliable for the purposes of the valuation.
- The assumptions are appropriate for the purposes of the valuation.
- The calculations have been made in accordance with our understanding of the requirements of PS 3250 and CPA 4600.

This report has been prepared, and our opinions given, in accordance with accepted actuarial practice in Canada.

Actuarial valuation results are only estimates. Actuarial valuations are performed based on assumptions and methods that are in accordance with sound actuarial principles. Emerging experience differing from these assumptions may result in gains or losses. These gains or losses will be revealed in future actuarial valuations.



Amy Pun
Fellow, Canadian Institute of Actuaries
Morneau Shepell



Kevin Smiley
Fellow, Canadian Institute of Actuaries
Morneau Shepell

April 21, 2020

**Public Service Superannuation Board
Public Service Superannuation Plan**

**Financial Statements
Year Ended March 31, 2020**



INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of the Public Service Superannuation Plan, which comprise the statement of financial position as at March 31, 2020, and the statements of changes in net assets available for benefits and changes in pension obligations for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Public Service Superannuation Plan as at March 31, 2020, and the changes in its net assets available for benefits and changes in its pension obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Public Service Superannuation Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the *Public Service Superannuation Board Annual Report for 2019-2020*, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or any knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in this auditor's report. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans for Treasury Board's approval, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Public Service Superannuation Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Public Service Superannuation Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Public Service Superannuation Plan's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Public Service Superannuation Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Public Service Superannuation Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Public Service Superannuation Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Regina, Saskatchewan
June 23, 2020



Judy Ferguson, FCPA, FCA
Provincial Auditor
Office of the Provincial Auditor

**Public Service Superannuation Plan
Statement of Financial Position**

Statement 1

As At March 31

(in thousands)

	Anti-Tuberculosis League Employees Superannuation Fund		Sask. Transportation Company Employees Superannuation Fund		Public Service Superannuation Fund		Total	
	2020	2019	2020	2019	2020	2019	2020	2019
Assets								
Receivables:								
Due from General Revenue Fund (Note 5)	\$ 4	\$ -	\$ 14	\$ -	\$ 1,426	\$ -	\$ 1,444	\$ -
Deficiency Contribution Due from GRF (Note 6)	-	-	1	-	-	-	1	-
Accounts Receivable	-	-	-	-	15	-	15	-
Total Assets	4	-	15	-	1,441	-	1,460	-
Liabilities								
Deficiency Contribution Due to GRF	2	-	-	-	77	-	79	-
Accounts Payable and Accrued Liabilities	2	-	15	-	1,364	-	1,381	-
Total Liabilities	4	-	15	-	1,441	-	1,460	-
Net Assets Available for Benefits (Statement 2)	-	-	-	-	-	-	-	-
Pension Obligations (Statement 3, Note 4)	1,404	1,715	18,790	20,863	1,599,336	1,774,007	1,619,530	1,796,585
Deficit	\$ 1,404	\$ 1,715	\$ 18,790	\$ 20,863	\$ 1,599,336	\$ 1,774,007	\$ 1,619,530	\$ 1,796,585

(See accompanying notes to the financial statements)

Public Service Superannuation Plan
Statement of Changes in Net Assets Available for Benefits

Statement 2

Year Ended March 31

(in thousands)

	Anti-Tuberculosis League Employees Superannuation Fund		Sask. Transportation Company Employees Superannuation Fund		Public Service Superannuation Fund		Total	
	2020	2019	2020	2019	2020	2019	2020	2019
Increase In Assets:								
Contributions								
Employees'	\$ -	\$ -	\$ -	\$ -	\$ 13	\$ 19	\$ 13	\$ 19
	-	-	-	-	13	19	13	19
Deficiency Contribution from GRF (Note 6)	278	296	1,590	1,685	120,134	122,289	122,002	124,270
Total Increase in Assets	278	296	1,590	1,685	120,147	122,308	122,015	124,289
Decrease In Assets:								
Superannuation Allowances	278	296	1,590	1,685	119,842	121,856	121,710	123,837
Refunds and Transfers (Note 10)	-	-	-	-	305	452	305	452
Total Decrease in Assets	278	296	1,590	1,685	120,147	122,308	122,015	124,289
Net Increase (Decrease) in Assets	-	-	-	-	-	-	-	-
Net Assets Available for Benefits, Beginning of Year	-	-	-	-	-	-	-	-
Net Assets Available for Benefits, End of Year (Statement 1)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

(See accompanying notes to the financial statements)

**Public Service Superannuation Plan
Statement of Changes in Pension Obligations**

Statement 3

Year Ended March 31

(in thousands)

	Anti-Tuberculosis League Employees Superannuation Fund		Sask. Transportation Company Employees Superannuation Fund		Public Service Superannuation Fund		Total	
	2020	2019	2020	2019	2020	2019	2020	2019
Pension Obligations Beginning of Year	\$ 1,715	\$ 1,931	\$ 20,863	\$ 21,189	\$ 1,774,007	\$ 1,789,123	\$ 1,796,585	\$ 1,812,243
Increase in Pension Obligations								
Interest on Accrued Benefits	39	50	522	610	46,278	51,842	46,839	52,502
Benefits Accrued	-	-	-	-	73	95	73	95
Change in Assumptions (Note 4)	-	29	-	739	-	54,425	-	55,193
Net Experience Loss (Note 4)	-	1	104	10	-	830	104	841
	39	80	626	1,359	46,351	107,192	47,016	108,631
Decrease in Pension Obligations								
Benefits Paid	278	296	1,590	1,685	120,150	122,308	122,018	124,289
Change in Assumptions (Note 4)	62	-	1,109	-	92,688	-	93,859	-
Net Experience Gain (Note 4)	10	-	-	-	8,184	-	8,194	-
	350	296	2,699	1,685	221,022	122,308	224,071	124,289
Pension Obligations, End of Year (Statement 1, Note 4)	\$ 1,404	\$ 1,715	\$ 18,790	\$ 20,863	\$ 1,599,336	\$ 1,774,007	\$ 1,619,530	\$ 1,796,585

(See accompanying notes to the financial statements)

Public Service Superannuation Plan

Notes to the Financial Statements

March 31, 2020

1. Description of the Plan

a) General

The Public Service Superannuation Board (the Board) administers the funds that make up the Public Service Superannuation Plan (the Plan, PSSP). Day-to-day administration is provided by the Public Employees Benefits Agency (PEBA).

The Plan is a defined benefit final average pension plan. Plan details are contained in *The Public Service Superannuation Act* and *The Superannuation (Supplementary Provisions) Act*. The Plan was closed to new members as of October 1, 1977. The three main components of the Plan are described as follows:

i) *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.

ii) *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 accumulates contributions of employees of the Saskatchewan Transportation Company as of March 31, 1981.

iii) *Public Service Superannuation Fund*

Members of the Public Service Superannuation Fund (PSSF) include those public service employees who were employed prior to October 1, 1977, and did not elect to transfer to the Public Employees Pension Plan prior to October 1, 1978.

b) Funding Policy

Members contribute at the rate of seven per cent, eight per cent or nine per cent of salary depending on their age at the date of commencement of employment. Contributions are reduced by an amount equal to deemed Canada Pension Plan contributions.

Certain employers are required to match employees' contributions in respect of current service.

c) Retirement

Normal retirement is at age 65. Members may retire earlier under certain conditions.

d) **Pensions**

Annual pensions are calculated as two per cent of a member's average salary during the five years of highest salary, multiplied by the total number of years of service to a maximum of 35. Members' pensions are reduced due to a bridge benefit granted from retirement to age 65. Pensions are indexed each April 1, based upon 70 per cent of the year-over-year increase in the Consumer Price Index.

e) **Income Tax**

The Plan is a registered pension plan as defined by the *Income Tax Act* (Canada) and accordingly, is not subject to income taxes. Allowances and refunds are subject to withholding taxes that are remitted to Canada Revenue Agency.

2. Basis of Preparation

a) **Statement of compliance**

The financial statements for the year ended March 31, 2020, have been prepared in accordance with Canadian Accounting Standards for Pension Plans as outlined in the CPA Canada Handbook Section 4600, *Pension Plans*. For matters not addressed in Section 4600, International Financial Reporting Standards (IFRS) have been followed.

These financial statements were authorized by the Board for issuance on June 23, 2020.

b) **Basis of measurement**

The financial statements have been prepared on the historical cost basis except for financial instruments which have been valued at fair value.

c) **Functional and presentation currency**

These financial statements are presented in Canadian dollars, which is the Plan's functional currency, and are rounded to the nearest thousand unless otherwise stated.

3. Significant Accounting Policies

The significant accounting policies are as follows:

a) **Basis of Accounting**

These financial statements are prepared on the going-concern basis and present the aggregate financial position of the Plan as a separate financial reporting entity independent of the sponsor and Plan members. They are prepared to assist Plan members and others in reviewing the activities of the Plan for the fiscal period but they do not portray the funding requirements of the Plan or the benefit security of individual Plan members.

b) **Use of estimates**

The preparation of financial statements in accordance with Canadian Accounting Standards for Pension Plans requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from these estimates and changes in estimates are recorded in the accounting period in which they are determined. The most significant estimation process is related to the actuarial determination of the pension obligation (Note 4).

4. Pension Obligations

Public Service Superannuation Fund:

An actuarial valuation of the Public Service Superannuation Plan was performed by Aon Hewitt as at December 31, 2017 and extrapolated to March 31, 2020 by Morneau Shepell. As all active members were assumed to retire immediately, the actuary used the traditional unit credit method to determine the actuarial present value of benefit obligations in respect of service to the valuation date. The next triennial valuation is due December 31, 2020.

The accrued benefit obligations is based on a number of assumptions about future events including: discount rate, mortality, retirement rates and inflation. The actual rates may vary significantly from the long-term assumptions used. The discount rate is based on a 10-year average of the yield on Saskatchewan provincial bonds with cash flows that match the timing and amount of expected benefit payments, calculated by the Ministry of Finance. Previously the discount rate was based on the yield on Saskatchewan provincial bonds with cash flows that match the timing and amount of expected benefit payments as at the valuation date. As a result, the discount rate increased from 2.70% per annum to 3.10% per annum. The inflation rate also decreased from 2.25% per annum to 2.00% per annum. The net result of these changes is a decrease to the accrued benefit obligation of \$92,688,000.

The actual indexing at April 1, 2020 was 1.23%, which is less than the assumed indexing of 1.575% per annum causing a gain to the Plan of \$5,965,000. Due to a change of actuary, the accrued benefit obligation was recalculated resulting in a gain of \$2,219,000. The net result of the changes is a decrease of \$8,184,000 to the accrued benefit obligation.

Details of assumptions used in determining the pension obligations are as follows:

	2020	2019
Inflation Rate	2.00%	2.25%
Discount Rate	3.10%	2.70%
Mortality Table	Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the CPM-B Improvement Scale	Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the CPM-B Improvement Scale
Indexing	1.40% (70% CPI)	1.575% (70% CPI)

The following illustrates the effect of changing the discount rate and the inflation rate on the accrued benefit obligation as at March 31, 2020:

	Long-Term Assumptions			
	Inflation*		Discount Rate	
Increase (Decrease) in rate	1.00%	(1.00%)	1.00%	(1.00%)
(Decrease) Increase in Liability	(3.20%)	3.40%	(9.00%)	10.70%

*A change in the inflation rate of one per cent has a corresponding change in the discount rate of one per cent.

Anti-Tuberculosis League Employees Superannuation Fund:

An actuarial valuation of the Anti-Tuberculosis League Employees Superannuation Plan was performed by Aon Hewitt as at December 31, 2017 and extrapolated to March 31, 2020 by Morneau Shepell. As there are only inactive members in the Plan, the actuary used the traditional unit credit method to determine the actuarial present value of benefit obligations in respect of service to the valuation date. The next triennial valuation is due December 31, 2020.

The accrued benefit obligations is based on a number of assumptions about future events including: discount rate, mortality and inflation. The actual rates may vary significantly from the long-term assumptions used. The discount rate is based on a 10-year average of the yield on Saskatchewan provincial bonds with cash flows that match the timing and amount of expected benefit payments, calculated by the Ministry of Finance. Previously the discount rate was based on the yield on Saskatchewan provincial bonds with cash flows that match the timing and amount of expected benefit payments as at the valuation date. As a result, the discount rate has increased from 2.50% per annum to 3.10% per annum. The inflation rate also decreased from 2.25% per annum to 2.00% per annum. The net result of these changes is a decrease to the accrued benefit obligation of \$62,000.

The actual indexing at April 1, 2020 was 1.23%, which is less than the assumed indexing of 1.575% per annum causing a gain to the Plan of \$4,000. Due to a change of actuary, the accrued benefit obligation was recalculated resulting in a small gain of \$6,000. The net result of the changes is a decrease of \$10,000 to the accrued benefit obligation.

Details of assumptions used in determining the pension obligations are as follows:

	2020	2019
Inflation Rate	2.00%	2.25%
Discount Rate	3.10%	2.50%
Mortality Table	Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the CPM-B Improvement Scale	Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the CPM-B Improvement Scale
Indexing	1.40% (70% CPI)	1.575% (70% CPI)

The following illustrates the effect of changing the discount rate and the inflation rate on the accrued benefit obligation as at March 31, 2020:

	Long-Term Assumptions			
	Inflation*		Discount Rate	
Increase (Decrease) in rate	1.00%	(1.00%)	1.00%	(1.00%)
(Decrease) Increase in Liability	(2.10%)	2.20%	(5.40%)	6.00%

*A change in the inflation rate of one per cent has a corresponding change in the discount rate of one per cent.

Saskatchewan Transportation Company Employees Superannuation Fund:

An actuarial valuation of the Saskatchewan Transportation Company Employees Superannuation Plan was performed by Aon Hewitt as at December 31, 2017 and extrapolated to March 31, 2020 by Morneau Shepell. As all active members were assumed to retire immediately, the actuary used the traditional unit credit method to determine the actuarial present value of benefit obligations in respect of service to the valuation date. The next triennial valuation is due December 31, 2020.

The accrued benefit obligations is based on a number of assumptions about future events including: discount rate, mortality, retirement rates and inflation. The actual rates may vary significantly from the long-term assumptions used. The discount rate is based on a 10-year average of the yield on Saskatchewan provincial bonds with cash flows that match the timing and amount of expected benefit payments, calculated by the Ministry of Finance. Previously the discount rate was based on the yield on Saskatchewan provincial bonds with cash flows that match the timing and amount of expected benefit payments as at the valuation date. As a result, the discount rate increased from 2.60% per annum to 3.10% per annum. The inflation rate also decreased from 2.25% per annum to 2.00% per annum. The net result of these changes is a decrease to the accrued benefit obligation of \$1,109,000.

The actual indexing at April 1, 2020 was 1.23%, which is less than the assumed indexing of 1.575% per annum causing a gain to the Plan of \$66,000. Due to a change of actuary, the accrued benefit obligation was recalculated resulting in a loss of (\$170,000). The net result of the changes is an increase of \$104,000 to the accrued benefit obligation.

Details of assumptions used in determining the pension obligations are as follows:

	2020	2019
Inflation Rate	2.00%	2.25%
Discount Rate	3.10%	2.60%
Mortality Table	Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the CPM-B Improvement Scale	Males: 95% of 2014 CPM Private Females: 110% of 2014 CPM Private Both combined with the CPM-B Improvement Scale
Indexing	1.40% (70% CPI)	1.575% (70% CPI)

The following illustrates the effect of changing the discount rate and the inflation rate on the accrued benefit obligation as at March 31, 2020:

	Long-Term Assumptions			
	Inflation*		Discount Rate	
Increase (Decrease) in rate	1.00%	(1.00%)	1.00%	(1.00%)
(Decrease) Increase in Liability	(2.90%)	3.10%	(7.90%)	9.20%

*A change in the inflation rate of one per cent has a corresponding change in the discount rate of one per cent.

5. Due from General Revenue Fund

The Fund's bank accounts are included in the Consolidated Offset Bank Concentration arrangement for the Government of Saskatchewan. The Funds began using these accounts in May 2019 to facilitate the payments of pensioner payroll. This was in conjunction with all functions of pensioner payroll being administered in-house at PEBA starting in May 2019.

6. Deficiency Contribution from the General Revenue Fund

Under Section 40 of *The Public Service Superannuation Act*, all deficiency contributions received from the GRF are recorded as revenue for the Plan. No funds are set aside for the payment of future benefits. All allowances and other payments are made out of the GRF. The transactions relating to employers' and employees' contributions, superannuation allowances and refunds and transfers are recorded in these financial statements for accountability purposes.

Any deficiency of allowances and other payments over employers' and employees' contributions are recorded as a Deficiency Contribution from the GRF. The administration costs of the PSSF, STC Fund and the AntiTB Fund are borne by the GRF (see Note 7).

Subsections 60.1(12) and 60.2(13) of *The Public Service Superannuation Act* state that if there is insufficient money in the STC Fund and the AntiTB Fund to pay allowances or make other payments, the Minister of Finance is obligated to pay any such deficiency out of the GRF.

7. Related Party Transactions

In accordance with *The Public Service Superannuation Act*, if there is insufficient monies available, payments are made out of the GRF (Note 6). As of April 1, 2017, all operating expenditures associated with the administration of the STC Fund and AntiTB Fund were paid out of the GRF, which is consistent with the payment of PSSF administration costs. In accordance with subsection 3(3) of *The Public Service Superannuation Act*, all general administrative and employee costs required for the administration of the PSSF are paid out of the GRF. Accordingly, no provision for administration costs is included in these financial statements.

	(in thousands)			
	2020			
	PSSF	AntiTB Fund	STC Fund	Total
Administration Costs	\$ 627	\$ 17	\$ 23	\$ 667
Actuarial Fees	11	2	2	15
	<u>\$ 638</u>	<u>\$ 19</u>	<u>\$ 25</u>	<u>\$ 682</u>

	(in thousands)			
	2019			
	PSSF	AntiTB Fund	STC Fund	Total
Administration Costs	\$ 712	\$ 18	\$ 24	\$ 754
Actuarial Fees	13	2	3	18
	<u>\$ 725</u>	<u>\$ 20</u>	<u>\$ 27</u>	<u>\$ 772</u>

8. Financial Risk Management

The nature of the Plan's operations results in a statement of financial position that consists primarily of financial instruments. The risks that arise are credit risk and liquidity risk.

Credit risk

Credit risk is the risk that one party does not pay funds owed to another party. The Plan's credit risk arises primarily from accounts receivable. The maximum credit risk to which it is exposed at March 31, 2020 is limited to the carrying value of the financial assets summarized as follows:

	(in thousands)	
	2020	2019
Due from the General Revenue Fund	\$ 1,444	\$ -
Deficiency Contribution Due from GRF	1	-
Accounts Receivable	15	-

Liquidity risk

Liquidity risk is the risk that the Plan is unable to meet its financial obligations as they fall due. Cash resources are managed on a daily basis based on anticipated cash flows. Accounts payable and accrued liabilities will be paid within the next fiscal period. All allowances and other payments are made out of the GRF (See note 6).

9. Cash Flow Forecast

The total cash inflows are the amount of contributions expected to be received by the pension plan. The total cash outflows are the amounts required to pay all pension obligations. The forecast of cash inflows and outflows have been determined using the long-term assumptions outlined in Note 4. The expected net cash flows are based on actual dollar forecasts unadjusted for inflation.

The cash required for PSSF is the amount by which the cash outflows exceed cash inflows and is forecasted to the end of the year 2050.

Year	(in thousands)
	Cash Required
2020-2021	\$ 115,030
2021-2022	111,903
2022-2023	108,874
2023-2024	106,447
2024-2025	104,168
Total within 5 years	\$ 546,422
Total 5 - 10 years	\$ 483,354
Total 11 - 30 years	\$1,053,273

The estimated net cash outflows for the AntiTB Fund for the next five years is \$0.8 million, for the next 10 years, \$1.2 million and for the next 30 years \$1.6 million. The estimated net cash outflows for the STC Fund for the next five years is \$7.4 million, for the next 10 years \$13.3 million, and for the next 30 years \$23.4 million.

10. Details of refunds and transfers

During the year, refunds and transfers were as follows:

	(in thousands)	
	2020	2019
Termination Refunds	\$ 305	\$ -
Death Benefits	-	452
Total (Statement 2)	<u>\$ 305</u>	<u>\$ 452</u>

11. Fair Value of Financial Assets and Financial Liabilities

For the following financial instruments the carrying amounts approximate fair value due to the immediate or short-term nature of these financial assets and financial liabilities:

- a) Due from General Revenue Fund;
- b) Accounts receivable; and
- c) Accounts payable and accrued liabilities.

The fair value of pension obligations cannot be readily determined, however, information about the estimated provision is provided in Note 4.

12. Impact of COVID-19

The COVID-19 pandemic has caused material disruption to organizations and has resulted in significant economic uncertainty as the Plan has been subject to market fluctuations and may continue to experience significant volatility as the situation evolves. The duration and impact of this pandemic is unknown at this time and as such, an estimate cannot be made of the potential impact on the Plan's future operating results.