Australian Capital Territory Chief Minister, Treasury and Economic Development Directorate

Report on Actuarial Investigation as at 30 June 2019

Statement of Advice

19 May 2020

Towers Watson Australia Pty Ltd
ABN 45 002 415 349 AFSL 229921

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Section 1: Executive Summary

Introduction and Scope

1.1 This report presents the results of the actuarial investigation conducted as at 30 June 2019 of the ACT Government's superannuation liability in respect of current and former employees who are members of the Commonwealth Superannuation Scheme (CSS) or the Public Sector Superannuation Scheme (PSS) to the ACT Chief Minister, Treasury and Economic Development Directorate ("the Directorate").

1.2 From 1 July 1989, the ACT Government became a separate body politic. From that date the ACT Government, including all ACT Government Agencies, has an ongoing financial obligation in respect of its current or former employees who are or have been members of the CSS or the PSS. The total estimated value of these obligations as determined by the actuary at a particular point in time is referred to as the Accrued Superannuation Liability[1].

1.3 A triennial investigation is conducted every three years and includes detailed analysis of the CSS and PSS experience of ACT Government employees, review of the assumptions adopted and projection of the Accrued Superannuation Liability and Emerging Cost Payments. The previous triennial investigation into the Accrued Superannuation Liability of the ACT Government was carried out by Matthew Burgess at 30 June 2017. The results of that investigation were set out in our "Report on Actuarial Investigation as at 30 June 2017" dated 25 May 2018 (the "2017 Triennial Report").

1.4 In addition to triennial investigations, an update of the valuation results ("annual actuarial review") is also conducted in each of the years during which no triennial investigation is performed. An annual actuarial review was conducted by Matthew Burgess at 30 June 2018 and the results were set out in our "Report on Actuarial Investigation as at 30 June 2018" dated 25 February 2018 (the "2018 Annual Report").

1.5 This investigation is the second annual investigation since the 2017 Triennial report and this report sets out the following key results:

- An estimate of the annual payments expected to be made by the ACT Government to the Commonwealth Government to discharge its superannuation obligations. These estimated annual payments are known as the "Emerging Cost Payments" (Appendices F and I);
- An estimate of the Accrued Superannuation Liability (as at 30 June 2019 and the projected liabilities in future years) in respect of ACT Government employees and former employees who are or have been members of the CSS or the PSS, including liabilities in respect of their dependants (Appendices D and G); and
- Determination of the net balance of the amount owed to the Commonwealth Government by the ACT Government as at 30 June 2019 in respect of benefits already paid to that date by the Commonwealth Government. This is known as the "Emerging Cost Surplus/Deficit" (more details of this amount are provided in Appendix J).

1.6 This investigation has been carried out by Matthew Burgess, FIAA, of Willis Towers Watson and reviewed by Kate Maartensz, FIAA to ensure Willis Towers Watson excellence standards were applied.

[1] Appendix M contains a Glossary that includes a definition of Accrued Superannuation Liability.

Membership Data

1.7 The results in this report are based on membership data as at 30 June 2019 provided by Commonwealth Superannuation Corporation (CSC). A summary of the membership is shown in the following table:

Table 1.1 – Membership Summary as at 30 June 2019

	CSS	PSS	Total
Group A			
Contributors	308	6,282	6,590
Deferred Beneficiaries	148	8,764	8,912
Current Pensioners	5,640	5,175	10,815
Dependent Pensioners	604	263	867
Group B			
Contributors	158	2,690	2,848
Deferred Beneficiaries	61	2,191[1]	2,252
Current Pensioners	1,109	1,835	2,944
Dependent Pensioners	65	64	129

[1] Includes 210 PSS Family Law non-member spouses.

1.8 Details of the data and the reconciliation process used to verify the data are contained in Section 3, Appendix B and Appendix K of the report. Data limitations, assumptions and/or methodologies to deal with them are also documented in Section 3 and Section 4.

Assumptions

1.9 As requested, separate results have been prepared on two sets of financial assumptions, one for ACT Government budgeting purposes and the other to meet the reporting requirements of applicable accounting standards.

1.10 The two sets of assumptions may differ in three critical areas:

- Discount Rate – in order to place a value on the Accrued Superannuation Liability it is necessary to allow for the investment return that could be earned on money set aside at the valuation date to meet a future payment obligation. For accounting purposes, a Government bond yield must be used with a term consistent with the term of the liabilities;
- Expected Rate of Salary Growth; and
- Expected Rate of Price Increases (CPI).

1.11 The following assumptions were made for each of the two bases.

a **Budget Assumptions**: For the purpose of the ACT Government's future budgeting, a discount rate of 5.0% per annum was used, as advised, for the purpose of reflecting the estimate of the Commonwealth Government bond yield over the long term. Also as advised, a long term salary inflation assumption of 3.0% per annum (with a short term salary inflation assumption of 2.75% p.a. until 30 June 2024) and long term price increases (CPI) assumption of 2.5% per annum were adopted for use in conjunction with this discount rate. These are known as the Budget assumptions.

b **Disclosures Assumptions at 30 June 2019**: The Australian Accounting Standard requires the yields on Commonwealth Government bonds to be used for setting the discount rate. These assumptions (which were set in July 2019 when preliminary AASB 119 results were provided to the Directorate) include a discount rate of 1.92% per annum, reflecting the yield on the 21 March 2047 Commonwealth Government bonds as at 30 June 2019. A long term salary inflation assumption of 2.25% per annum and long term price increases (CPI) assumption of 1.75% per annum were also adopted for use in conjunction with this discount rate. These are known as the Disclosures assumptions.

1.12 For the Budget assumptions in the most recent annual review conducted as at 30 June 2018, a discount rate of 5.0% per annum, long term salary inflation of 3.0% per annum (with a short term salary inflation assumption of 2.75% p.a. until 30 June 2023) and long term price increases (CPI) assumption of 2.5% per annum were used.

1.13 For the Disclosures assumptions in the most recent annual review conducted as at 30 June 2018, a discount rate of 3.11% per annum, salary inflation of 2.75% per annum and long term price increases (CPI) assumption of 2.0% per annum were used.

1.14 All assumptions used in preparing this report have been discussed and agreed with the Directorate.

1.15 The assumptions used for this report are further discussed in Section 5 and set out in detail in Appendix C.

Methodology

1.16 All methodologies have remained the same as those applied for the 2018 Annual Report.

1.17 Further information on the methodology used is contained in Section 4 and additional information in respect of the Emerging Cost Payments and Surplus/Deficit calculations is in Appendix J.

1.18 A Memorandum of Understanding (the Memorandum of Understanding) between the ACT Government and the Commonwealth was agreed on 6 October 2017. This documents the agreed approach used for the calculation of the Emerging Cost Payments, including the Surplus/Deficit, and is consistent with the approach already being used and adopted in this and prior reports.

Results and Recommendations

Projected Accrued Superannuation Liability

1.19 On the basis of the selected actuarial assumptions we have determined that the values of the Accrued Superannuation Liability as at 30 June 2019 were:

a Budget Assumptions: $ 7,783.5 million; and

b Disclosures Assumptions: $ 11,880.8 million.

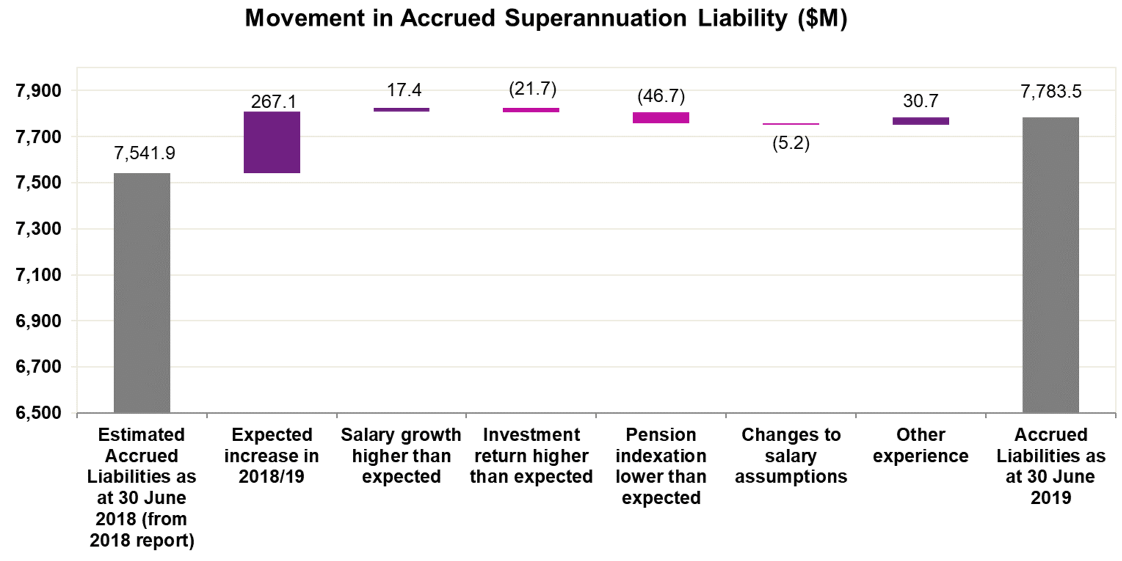
1.20 The Accrued Superannuation Liability at 30 June 2019 of $7,783.5 million on the Budget assumptions is $25.5 million lower than the estimated value at 30 June 2019 of $7,809.0 million provided in the 2018 Annual Report. The main reasons for the variation are:

- Higher than expected investment returns over 2018/19; and
- Lower than expected pension indexation in 2018/19;

partially offset by

- Higher than expected rates of salary growth in 2018/19; and
- The assumed short term future salary inflation rate of 2.75% per annum extended until 30 June 2024 instead of 30 June 2023.

1.21 The following chart shows the reconciliation of the movement in the Accrued Superannuation Liability from 30 June 2018 to 30 June 2019:



1.22 The following table provides a summary of the Accrued Superannuation Liabilities at 30 June 2019 and the projected Accrued Superannuation Liabilities for the next five years based on the Budget assumptions:

Table 1.2 – Accrued Superannuation Liability

As at	Total Accrued Superannuation Liabilities (Budget Assumptions) ($M)
30 June 2019	7,783.5
30 June 2020	8,038.8
30 June 2021	8,281.1
30 June 2022	8,506.6
30 June 2023	8,716.1
30 June 2024	8,908.9

1.23 Appendices D and G in this report set out estimates of the Accrued Superannuation Liability at 30 June for each of the next 40 years on the Budget and Disclosures assumptions respectively.

Emerging Cost Payments

1.24 The Emerging Cost Payments are the estimates of the annual amounts which the ACT Government is expected to pay to the Commonwealth Government. We have determined the estimated values of the Emerging Cost Payments for each of the next 40 years. The results are set out in Appendices F and I.

1.25 The Emerging Cost Payments for the period beginning 30 June 2019 based on the Budget assumptions are set out below:

Table 1.3 – Emerging Cost Payments

Year Ending	Emerging Cost Payments* (Budget Assumptions) ($M)
30 June 2020^	289.811
30 June 2021	308.993
30 June 2022	330.357
30 June 2023	350.469
30 June 2024	371.001

* A quarter of each annual payment is assumed to be made at the end of each quarter.

^ Actual annual payment amount agreed with the Commonwealth Government for the 2019/20 financial year, based on the Emerging Cost Payment estimate from the 2018 Annual Report.

Emerging Cost Surplus/Deficit

1.26 The Emerging Cost Payments made by the ACT Government for the year ending 30 June 2019 have been reconciled with the payments incurred for individual members who actually left the CSS or the PSS and the pension payments over that period.

1.27 As at 30 June 2019 there is an estimated accumulated surplus, the Emerging Cost Surplus, of $7.749 million due to the actual benefit payments being less than expected. The Emerging Cost Surplus as at 30 June 2018 was estimated to be $13.338 million.

1.28 Full details of the Emerging Cost Payments and the Emerging Cost Surplus/Deficit are provided in Section 6 and Appendix J of the report.

Standards

1.29 We confirm that this actuarial investigation and report meet the requirements of the relevant Professional Standards of The Institute of Actuaries of Australia, to the extent they apply.

Reliances and Limitations

1.30 This report is based on information available to Willis Towers Watson at the date of this report and takes no account of subsequent developments after that date. In preparing this report we have relied on the information supplied by CSC and the Directorate. In particular we have discussed and agreed the assumptions with the Directorate and relied on the accuracy of the membership data. As agreed with the Directorate, estimates have been used for some calculations. Whilst reasonable care has been taken to gauge the reliability of the data, we provide no guarantee as to its accuracy or completeness and Willis Towers Watson and its affiliates and their respective directors, officers and employees accept no responsibility and will not be liable for any errors or misrepresentations in the data made by any third party.

1.31 This report was prepared for the Directorate to use in the context described above under the terms of our engagement and for the purpose indicated. It may not be suitable for use in any other context or for any other purpose and we accept no responsibility for any such use.

1.32 This report was prepared for the sole and exclusive use of the Directorate. It was not prepared for use by any other party and may not address their needs, concerns or objectives. This report should not be disclosed or distributed to any third party other than as agreed with you in writing. Willis Towers Watson and their respective Directors, officers and employees accept no responsibility, or accept any duty of care or liability to any third party who may obtain a copy of this advice and will not be liable for any consequence howsoever arising from any third part’s use of or reliance on this material or the opinions we have expressed.

Matthew Burgess

Matthew Burgess
Fellow of the Institute of Actuaries of Australia
19 May 2020

Professional Excellence Standards Review

I confirm that Willis Towers Watson's Professional Excellence standards have been applied in the preparation of this report.

Kathryn Maartensz

Kate Maartensz
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19 May 2020

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Section 2: Introduction

2.1 Superannuation arrangements for ACT Government employees vary due to the type of superannuation scheme available at the time of commencing employment. The relevant arrangements for employees commencing as noted below are:

- prior to 1 July 1990, the Commonwealth Superannuation Scheme (CSS);
- between 1 July 1990 and 30 June 2005, the Public Sector Superannuation Scheme (PSS);
- from 1 July 2005 to 5 October 2006, the Public Sector Superannuation Accumulation Plan (PSSap); and
- from 6 October 2006, the superannuation fund of choice arrangements, with First State Super as the default arrangement.

CSS and PSS

2.2 From 1 July 1989, the ACT Government became a separate body politic.

2.3 An agreement was reached with the Commonwealth Government that permanent ACT Government employees (those transferring from the Commonwealth Government or new employees) could continue to access the Australian Government CSS arrangement. Casual employees were not eligible to join the CSS. The CSS was closed to new members from 1 July 1990.

2.4 The Public Sector Superannuation Scheme (PSS) was opened on 1 July 1990 and was compulsory for all ACT Government employees employed in a permanent capacity, unless the employee was an existing CSS member. CSS members could choose to transfer from the CSS to the PSS. Casual employees could elect to join PSS. The PSS was closed to new members from 1 July 2005.

2.5 The CSS and the PSS are both defined benefit schemes in which the benefits payable to members are defined in advance according to a set of formulas which are linked to factors such as years of service, final average salary and level of member contribution. Details of the benefits provided by the CSS and the PSS are set out in Appendix A.

2.6 The CSS was introduced on 1 July 1976. Its operations are governed by the Superannuation Act 1976, as amended, and associated regulations. The CSS provides an indexed pension and member and productivity financed lump sum benefits that can be converted into a non-indexed pension.

2.7 The PSS was established on the basis of a Policy Statement made by the then Commonwealth Minister for Finance on 15 October 1989. Its operations are governed by the Superannuation Act 1990 and a Trust Deed and Rules. In the PSS, the primary benefit is expressed as a lump sum based on a multiple of final average salary that is related to the average member contribution rate and total service. On exit, the benefit may be wholly or partially taken as an indexed pension.

2.8 The CSS and PSS are administered by the Commonwealth Superannuation Corporation (CSC). All benefits of the CSS and PSS are paid to members by CSC.

2.9 With effect from 1 July 1989 the ACT Government became responsible to the Commonwealth Government for the employer financed portion of superannuation benefits provided to employees of the ACT Government and their dependants. This requirement now applies to benefits provided from both the CSS and PSS.

2.10 Under the arrangements agreed to by the Commonwealth Government and the ACT Government, the ACT Government is to reimburse the Commonwealth Government for the cost of superannuation benefits paid in respect of ACT Government employees and former employees who are or were members of the CSS or PSS. This requirement applies to benefits in respect of employment with the ACT Government after 1 July 1989 or such later date as may be agreed between the Commonwealth Government and the ACT Government for agencies that become part of the ACT Government Service after 1 July 1989.

2.11 As part of this requirement the ACT Government has a liability in respect of productivity contributions accruing after 1 July 1990. This liability is discharged by contributions made directly to the CSC.

2.12 The remaining liability to the Commonwealth Government in respect of benefit payments is discharged by payments from the ACT Government's Superannuation Provision Account (SPA) to CSC. These payments are represented by:

a The estimated annual "Emerging Cost Payments" of the employer financed component of superannuation benefit payments; and

b The balancing payment/credit which adjusts the accumulated value of the Emerging Cost Payments with the estimated value of the employer financed component of actual benefit payments for the year.

PSSap and Other Superannuation Schemes

2.13 From 1 July 2005, all new ACT Government employees were required to become members of the Public Sector Superannuation Accumulation Plan (PSSap). Existing CSS and PSS members were not able to transfer. The scheme design is a defined contribution arrangement where employer contributions are made regularly to the scheme on behalf of members.

2.14 From 6 October 2006, the ACT Government introduced superannuation fund of choice arrangements for all new employees. Employees can elect to join a superannuation fund of their choice and employees who do not elect a fund will become members of the default superannuation fund, which is currently provided by First State Super.

2.15 The ACT Government's superannuation liability for employees who have either joined PSSap, the default fund or other approved superannuation schemes, is fully funded by regular payments to the schemes and hence they have been ignored for the purposes of this report.

Superannuation Provision Account

2.16 The Superannuation Provision Account (SPA) was established in 1991 to assist the ACT Government in managing its CSS/PSS defined benefit employer superannuation liabilities. The SPA is not a superannuation scheme for ACT Government employees, nor does it receive contributions from ACT Government employees.

2.17 The SPA is an ACT Government account which receives appropriations and makes payments to the CSC in connection with the ACT Government's defined benefit CSS/PSS employer superannuation liabilities.

2.18 The operations of the SPA are subject to the legislative requirements of the Territory Superannuation Provision Protection Act 2000 and the Financial Management Act 1996.

2.19 The Emerging Cost Payments are made by the ACT Government to CSC, from the SPA, and are the means by which the ACT Government's share of the employer financed superannuation benefits is reimbursed. The Memorandum of Understanding dated 6 October 2017 sets out the approach used for this calculation.

Actuarial Reports and Standards

2.20 A triennial investigation is conducted every three years and includes detailed analysis of the CSS and PSS experience of ACT Government employees, review of the assumptions adopted and projection of the Accrued Superannuation Liability and Emerging Cost Payments. The previous triennial investigation into the Accrued Superannuation Liability of the ACT Government was carried out by myself at 30 June 2017. The results of that investigation were set out in the 2017 Triennial Report dated 25 May 2018.

2.21 In addition to triennial investigations, an annual actuarial review is also conducted in each of the years in which no triennial investigation is performed. The previous annual actuarial review was carried out by myself as at 30 June 2018. The results of the review were set out in the "Report on Actuarial Investigation as at 30 June 2018" dated 25 February 2019 (the "2018 Annual Report").

2.22 This is the second annual actuarial investigation since the 2017 Triennial Report and this report sets out the results of that investigation.

2.23 This report complies with relevant Professional Standards of the Institute of Actuaries of Australia. This report is however not required by the Superannuation Industry (Supervision) Act nor APRA's Prudential Standard SPS 160, nor is it an actuarial investigation of a public sector superannuation scheme (although it considers funding obligations under such a scheme), and therefore is not required to comply with Professional Standard 400 of the Institute of Actuaries of Australia.

Section 3: Data

3.1 The results in this report were based on data as at 30 June 2019 provided by CSC and the subsequent responses from CSC to our data queries.

3.2 We were provided with the data extract for actuarial purposes, consistent with data provided in previous years. Limitations with the data provided, and the assumptions or methodologies adopted to overcome the limitations, are discussed below.

3.3 CSC supplied the following data, for the period from 1 July 2018 to 30 June 2019:

Data in respect of "Group A" members:

- Data of CSS and PSS contributors who were employees of the ACT Government at 30 June 2019, including data in respect of prior memberships; and
- Data of CSS and PSS pensioners and deferred beneficiaries who were employees of the ACT Government on the termination of their employment (or dependants of such employees).

Data in respect of "Group B" members:

- Data of CSS and PSS contributors who were not employees of the ACT Government at 30 June 2019, but were so previously; and
- Data of CSS and PSS pensioners and deferred beneficiaries who were not employees of ACT Government on the termination of their employment, but were so previously (or dependants of such employees).

3.4 CSC has also provided details of the ACT Employment Ratio for current and previous ACT Government employees, being the ratio of the member's ACT service period(s) after 1 July 1989 to their entire service. As a result, the Accrued Superannuation Liability calculations recognise estimated service with ACT Government of both current and former employees.

3.5 A listing of the ACT Government Agencies as at 30 June 2019 is set out in Appendix B. The listing contains the number of Group A members and their salaries as at 30 June 2019 for each agency. Similar data was provided as at 30 June 2018 for the 2018 Annual Report.

3.6 A summary of the membership of the contributors, deferred beneficiaries and pensioners as at 30 June 2019 is set out below (only members with non-zero ACT employer ratios are shown):

Table 3.1 – Membership by category as at 30 June 2019

	CSS	PSS	Total
Group A			
Contributors	308	6,282	6,590
Deferred Beneficiaries	148	8,764	8,912
Current Pensioners	5,640	5,175	10,815
Dependent Pensioners	604	263	867
Group B			
Contributors	158	2,690	2,848
Deferred Beneficiaries	61	2,191[1]	2,252
Current Pensioners	1,109	1,835	2,944
Dependent Pensioners	65	64	129

[1] Includes 210 PSS Family Law members.

3.7 Detailed statistics for the membership data are set out in Appendices K and L.

3.8 Tables 3.2 and 3.3 summarise the key statistics for the membership as at 30 June 2018 and 30 June 2019.

Table 3.2 – Group A: Membership Summary as at 30 June 2018 and 30 June 2019

		CSS 30 June 2019	CSS 30 June 2018	PSS 30 June 2019	PSS 30 June 2018
Contributors					
Number of Members		308	379	6,282	6,572
Salaries	**Total**	$35,719,983	$43,285,660	$702,006,928	$710,518,450
	Average	$115,974	$114,210	$111,749	$108,113
Average Age		56.6	56.1	51.0	50.5
Average Service		28.3	27.9	16.6	16.0
Average ACT Employment Ratio		0.852	0.849	0.898	0.903
Deferred Beneficiaries					
Number of Members		148	186	8,764	9,038
Average Age		56.5	56.3	50.2	49.6
Average Service		14.9	15.0	4.5	4.5
Average ACT Employment Ratio		0.755	0.752	0.899	0.899
Pensioners					
Number of Pensioners		5,640	5,627	5,175	4,857
Average Age		72.4	71.8	67.5	67.0
Total Indexed Pension*		$122,302,743	$117,540,954	$134,483,986	$119,874,754
Average ACT Employment Ratio		0.597	0.590	0.884	0.881
Dependent Pensioners					
Number of Pensioners		604	563	263	233
Average Age		74.9	74.2	66.4	65.6
Total Indexed Pension*		$5,692,773	$5,135,494	$3,621,512	$3,085,963
Average ACT Employment Ratio		0.479	0.476	0.835	0.848

* This is the Indexed Pension amount multiplied by the ACT Employment Ratio.

Table 3.3 – Group B: Membership Summary as at 30 June 2018 and 30 June 2019

		CSS 30 June 2019	CSS 30 June 2018	PSS 30 June 2019	PSS 30 June 2018
Contributors					
Number of Members		158	193	2,690	2,818
Salaries	**Total**	$22,085,754	$25,977,827	$311,985,938	$317,027,418
	Average	$139,783	$134,600	$115,980	$112,501
Average Age		54.9	54.5	49.3	48.8
Average Service		29.0	28.4	15.5	15.0
Average ACT Employment Ratio		0.231	0.235	0.232	0.235
Deferred Beneficiaries					
Number of Members		61	68	2,191	2,227
Average Age		55.5	54.7	49.4	48.8
Average Service		14.0	14.8	5.8	5.5
Average ACT Employment Ratio		0.234	0.228	0.404	0.403
Pensioners					
Number of Pensioners		1,109	1,073	1,835	1,667
Average Age		67.2	66.6	63.0	62.4
Total Indexed Pension*		$10,482,699	$9,891,498	$15,811,004	$13,805,708
Average ACT Employment Ratio		0.214	0.214	0.259	0.259
Dependent Pensioners					
Number of Pensioners		65	58	64	57
Average Age		65.3	65.5	61.9	59.9
Total Indexed Pension*		$242,770	$190,225	$324,677	$308,567
Average ACT Employment Ratio		0.173	0.171	0.229	0.241

* This is the Indexed Pension amount multiplied by the ACT Employment Ratio.

3.9 Detailed checks have been carried out to test the integrity of the data. In addition we carried out a detailed reconciliation of the current data with the data used for the previous valuation as at 30 June 2018.

3.10 Our data checking and reconciliation process resulted in a number of queries in relation to the data supplied by CSC and these queries were raised with CSC.

3.11 We believe all queries raised have been resolved such that we are satisfied that the data is sufficiently reliable for the purposes of this report. Please refer to Section 4 for details of assumptions made in respect of data, noting that they are the same as at 30 June 2018. The assumptions have been agreed with the Directorate.

3.12 The results of our reconciliation of the membership data are set out in Appendix B.

Section 4: Methodology

Accrued Superannuation Liability

4.1 The ACT Government has financial obligations in respect of its current or former employees (and their dependants) who are, or have been members of the CSS or the PSS. The obligation is to meet the employer financed component of the benefits paid from CSS or PSS to members and their dependants that is attributable to service with the ACT Government on or after 1 July 1989 (or such later date as may apply for specific agencies).

4.2 To meet these obligations the ACT Government provides an annual payment to CSC of the estimated amount of the employer financed benefits attributable to the ACT Government for that year. This payment is known as the Emerging Cost Payment. A further balancing payment/credit is subsequently determined to adjust the payments to CSC once the employer financed cost in respect of actual benefit payments has been determined for the year. This payment is known as the Emerging Cost Deficit/Surplus.

4.3 The total estimated value of these obligations as determined by the actuary at a particular point in time, taking into account relevant service with the ACT Government up to the valuation date, is referred to as the Accrued Superannuation Liability at that time.

4.4 The Accrued Superannuation Liability is therefore an estimate of the amount expected to be paid by the ACT Government to the Commonwealth Government (or CSC) in accordance with the Emerging Cost Payments, but only taking into account relevant service with the ACT Government to the date of valuation.

4.5 For the purpose of this determination and consistent with the methodology used to calculate the Emerging Cost Payments, the employer financed component is the total benefit payable (i.e. lump sum benefit and the value of the pension) excluding the following components:

- The amount of the benefit derived from the member financed component, being the accumulated member contributions with interest; and
- The amount of the benefit derived from the productivity component, being the accumulated productivity contributions with interest.

4.6 The portion of the employer financed component recognised in the Accrued Superannuation Liability is based on the service with the ACT Government from the later of:

a 1 July 1989;

b the date at which the ACT agency started; and

c the date the member’s employment commenced.

Actuarial Method

4.7 The method used by the actuary to determine the value of Accrued Superannuation Liability is known as the ‘actual accruals’ basis, and is consistent with current practice of the Australian Accounting Standard AASB119 and its requirement to use a projected unit credit valuation approach.

4.8 The approach is consistent with that used for both the 2017 Triennial Actuarial Investigation and the 2018 Annual Report and also as set out in the Memorandum of Understanding.

Determination of Service with ACT Government

4.9 CSC provides the "ACT Employment Ratio" for each member in the CSS and PSS. The ACT Employment Ratio in respect of a member is the ratio of the member's ACT service period(s) after 1 July 1989 (or relevant later date) to their entire service.

4.10 The ACT Government's Accrued Superannuation Liability for each member in the CSS and PSS is valued based on the ratios provided.

4.11 Accordingly the determination of the Accrued Superannuation Liability includes:

- Group A - CSS and PSS members who were employed by the ACT Government at the valuation date (or for whom the ACT Government was their last employer) and their dependants; and
- Group B - CSS and PSS members who are not currently employed by the ACT Government but had previously been employed (or the ACT Government was not their last employer before they became entitled to a deferred benefit or a pension but was a previous employer) and their dependants.

Assumptions under the Current Methodology

4.12 As a consequence of data limitations, in undertaking the valuation it was necessary to make a number of assumptions regarding the membership. The assumptions set out below and in the remainder of Section 4 affect the Accrued Superannuation Liability, Emerging Cost payments and Emerging Cost Surplus/Deficit:

a **Uniform accrual of benefits**: In both the CSS and PSS the accrual of benefits can vary for different periods of service. For example in the CSS, a higher accrual rate applies for the first 20 years of membership. But the methodology (which applies the ACT Employment Ratio to the total accrued benefit) apportions the benefit by assuming that the accrual of benefits while employed by the ACT Government is the same as while employed by the Commonwealth Government. A similar issue applies to PSS where the employer funded accrual varies depending upon the member contribution rate but the methodology apportions the benefit assuming a uniform accrual of benefits;

b **Uniform salary increases**: The methodology is based on apportioning the member's final benefit (which is based on their Final Average Salary), in proportion to their length of employment with the ACT Government and Commonwealth Government. For those employees who have had a change of employer, this approach does not reflect the historical salaries earned during their employment with the ACT Government. In other words, the impact of salary increases are shared uniformly among the employers; and

c **Uniform part-time history**: For those employees who have both changed employers and who have a period of part-time employment, the methodology assumes that part-time employment has applied uniformly for the whole period of employment with different employers.

4.13 We consider that any approach to deal more accurately with the above assumptions would be complex, requiring further detailed data capture and transfer while noting the difficulties already associated with obtaining satisfactory data. These assumptions are the same as those adopted previously.

10 Year Rule

4.14 In the PSS the employer's share of the benefit multiple cannot be greater than that which would have accrued if the member contributions had been made at 5% for 10 years (or total membership if less) and 10% for any membership period in excess of 10 years.

4.15 This cap is recognized in the 30 June 2019 benefit multiple provided by CSC and therefore will be reasonably reflected in the 30 June 2019 Accrued Superannuation Liability. However, we currently aren't able to allow for the 10 year rule's cap impact on future accruals as there is insufficient information to identify the affected members and determine the cap.

4.16 Therefore, the estimated Accrued Superannuation Liability for some PSS members in some future years has been overstated. In our opinion this is not a material difference and we have continued with this practice in this investigation particularly given the PSS has been closed to new members for over 10 years.

CSS Non-Indexed Pensions

4.17 CSS members can elect to take a lump sum or a non-indexed pension with their member and productivity financed benefits. A majority of the CSS members convert their member and productivity financed benefits into a lump sum.

4.18 For those who elect a non-indexed pension, the amount of pensions being paid is provided by CSC. However, CSC has not provided an apportionment of the non-indexed pensions being paid between the employer-financed component and the member-financed component. An employer financed component exists because the present value of the pension payments is greater than the amount of the member-financed benefit used to purchase the pension.

4.19 We have retained our assumption that the employer financed component of the non-indexed pensions is 25% of the overall value. This assumption is as specified in the Memorandum of Understanding and is consistent with our previous analysis. Accordingly we have adopted this ratio in valuing the liabilities.

4.20 Basic contributions for CSS members are either 0% or 5% of salary. Members can contribute more than 5% of salary and the excess balance does not directly impact the employer financed benefit. However members can convert these supplementary contributions into a non-indexed pension which, as outlined above, are assumed to be 25% employer financed. Combined with the assumed proportion of members who elect a non-indexed pension, the impact of the contributions above 5% on the employer-financed component has not been included in the estimate of the Accrued Superannuation Liability and the estimated Emerging Cost Schedule. The impact of this approximation is estimated to be immaterial relative to the amounts involved.

PSS Indexed Pensions

4.21 CSC has supplied the lump sum employer financed component, productivity component and member financed component that were converted to a pension at the date the pension commenced. This allows us to estimate the employer financed component of their PSS pensions. This data is available for approximately 80% of the existing pensioners and is now also provided for all emerging pensioners.

4.22 When a PSS member converts his/her member or productivity component into a pension, the value of the pension (based on the assumptions used to develop the approach in the Memorandum of Understanding) is expected to be higher than the lump sum value of the benefit due to the generous pension conversion factor. We have continued to assume that 40% of the member/productivity funded pension will be employer financed. This assumption is as specified in the Memorandum of Understanding.

4.23 This approach is applied consistently for contributors, deferred beneficiaries and pensioners. It is applied for the current and projected Accrued Superannuation Liability, Emerging Cost Payments and Emerging Cost Surplus/Deficit.

4.24 For the remaining approximately 20% of current pensioners for whom the pension component information is not provided, 75% of retirement pension and 90% of invalidity pension is assumed to be employer financed. Consistent with the Memorandum of Understanding, this is based on the average employer financed proportion derived for those with the relevant information provided. The Memorandum of Understanding also specifies these percentages be updated annually and rounded to the nearest 5%. Based on the 30 June 2019 data, the assumptions are unchanged from last year.

ACT Employment Ratio

4.25 As noted previously in this report the portion of a member's benefit attributable to service with the ACT Government is determined as the product of the member's benefit and their ACT Employment Ratio. The ACT Employment Ratio is calculated as:

$$\frac{\text{ACT service post 1 July 1989 (or later as applicable)}}{\text{Total Service}}$$

4.26 In the absence of an accurate employment history of members, this method is considered to be a suitable means of apportioning a member's benefit. However, because many members do not accrue benefits uniformly over their working life, its use gives rise to a number of matters requiring further attention.

4.27 For contributing members no longer employed by the ACT Government i.e. Group B members, the ACT Employment Ratio will gradually reduce over time. For members employed by the ACT Government, i.e. Group A, the ACT Employment Ratio will either gradually increase over time or be fixed at 100%.

4.28 For the purpose of determining both Emerging Cost Payments and the Emerging Cost Surplus/Deficit, benefits are apportioned using the member's ACT Employment Ratio at the date of payment. However for the purpose of determining the value of Accrued Superannuation Liability, benefits are apportioned using the members' ACT Employment Ratio at the date of valuation.

4.29 In the CSS, the accrual of retirement benefits is highest in the first 20 years of service. This also means that as service increases the average retirement accrual of CSS members with greater than 20 years of service will reduce. As identified under paragraph 4.12, use of the ACT Employment Ratio (in lieu of more detailed information being available) means that liabilities are apportioned uniformly between employers with the result that:

- For Group B members the accrued retirement benefit apportioned to the ACT at 30 June 2019 in respect of service to 30 June 2019 for the purpose of determining the value of the Accrued Superannuation Liability may be greater than the corresponding benefit apportioned to the ACT Government in future years. As a consequence, the Accrued Superannuation Liability determined at 30 June 2019 in respect of these members may be higher than the value which may apply in future years.

- For Group A members the reverse is true for members with an ACT Employment Ratio of less than 100%. The accrued retirement benefit apportioned to the ACT at 30 June 2019 in respect of service to 30 June 2019 may be less than the corresponding benefit apportioned to the ACT in future years.

4.30 Accounting Standards allow the approach we have adopted for valuing the Accrued Superannuation Liability and we consider it an appropriate method to value benefits accrued in respect of service to the valuation date. In the past we have tested the sensitivity of the Accrued Superannuation Liability to this approach by allowing for the changes in the ACT Employment Ratio in calculating the accrued retirement benefit and it was found that the impact is not significant.

4.31 The assumption of uniform accrual is not expected to be as material for the PSS due to the more even accrual of benefits over the service period. However, the accrual of the employer financed benefit can be uneven because of factors such as:

- Members changing their contribution rates; and
- Variable crediting rates affecting the amount of the member financed benefit being deducted from the total benefit to calculate the employer financed benefit.

Preservation Rules

4.32 In both the CSS and PSS, legislated preservation requirements impact when members can receive their benefits. In particular, the benefits for PSS members joining on or after 1 July 1999 must be preserved and it continues to be assumed that all resignation benefits must be retained within the Scheme. For members who joined prior to 1 July 1999 the preservation requirements have not explicitly been allowed for but are implicitly allowed for because the assumptions around benefit options taken by members reflect experience (refer to Appendix C).

PSS Pre 1996 Transfer Amount

4.33 Transfer amounts received prior to 1 January 1996 from another superannuation fund into the PSS can be taken as either a pension or a lump sum with amounts equal to:

- For pensions: calculation based on the “transfer multiple amount” being the transfer multiple multiplied by Final Average Salary. The transfer multiple is calculated at the transfer date by dividing the transfer amount into the PSS by the Final Average Salary at that date.
- For lump sums: the greater of the “transfer multiple amount” and the accumulated transfer amount (i.e. the original transfer amount increased with earnings).

4.34 For current pensioners we continue to assume that:

- 40% of the pension converted from the transfer amount is assumed to be funded by the employer (i.e. the same treatment as member or productivity components);
- Any shortfall (where the transfer multiple amount is greater than the accumulated transfer amount) is funded by employer; and
- Any excess amount (where the accumulated transfer amount is greater than the transfer multiple amount) is used to offset the employer liability.

4.35 For current contributors, due to data limitations, in calculating the Accrued Superannuation Liability we have assumed that the transfer amounts will fully fund the additional transfer benefits irrespective of whether they are taken as a pension or a lump sum. This may understate the employer financed component when the transfer amount is converted to a pension or if the accumulated transfer amount is less than the transfer multiple amount. Based on our estimation, the potential impact as at 30 June 2019 on the Accrued Superannuation Liability would not be material relative to the amount of liabilities.

4.36 For deferred members, CSC has advised that:

- The accumulated transfer amount is included in the member and productivity components provided; and
- The excess of the transfer multiple amount over the accumulated transfer amount (if any) is reflected in the employer financed component provided.

Therefore, the Accrued Superannuation Liability allows for the impact of the pre 1996 transfers for deferred members.

New CSS and PSS Contributors

4.37 Because CSS and PSS are closed to new entrants, no allowance has been made for new entrants for the purpose of this valuation.

4.38 However, new entrants for ACT liability recognition could emerge when:

a The ACT Government re-employs a former ACT Government employee who retains a PSS/CSS deferred/preserved benefit. Such members are able to commence a new contributory PSS/CSS membership. Eventually the deferred/preserved benefit membership record will be consolidated with the new contributory record.

b The ACT Government employs a former Commonwealth Government employee who retains a PSS/CSS membership. Such members are also able to commence a new contributory membership and eventually all past memberships will be consolidated.

c Former ACT Government employees who retain a deferred/preserved benefit are employed by the Commonwealth Government. Such members are able to recommence their contributory PSS/CSS membership and eventually all past memberships will be consolidated.

d ACT Government employees with multiple linked memberships are consolidated into a new membership record during the year.

e A number of other minor causes including members being reinstated or having a new record created as a result of a change in their surname.

4.39 In each of these cases, the increase in superannuation liability will relate only to the future employment with the ACT Government, as the liability in relation to their previous deferred/preserved benefit or PSS/CSS membership is already appropriately reflected in the Accrued Superannuation Liability.

4.40 Because we have not allowed for the future service liability of new entrants, the Accrued Superannuation Liability projections at future dates may be understated. The liability of the new entrants will, of course, be recognised in the Accrued Superannuation Liability calculation following their joining and their impact (if significant) identified in the reconciliation with the projected liability calculated in the previous year.

4.41 The membership reconciliations in Appendix B show that there were 284 new CSS and PSS contributory members in Group A over the year to 30 June 2019.

4.42 The number of new entrants has gradually reduced over time. This is expected for schemes which have been closed for a long time, resulting in a reducing pool of existing CSS/PSS members or deferred members from which new entrants may arise. For this reason we expect that the number of new entrants to the ACT Government's superannuation liability will continue at similar or reduced levels but are not expected to materially increase. Further, the age of the group of possible new entrants is increasing, so that the possible future service with the ACT Government is consequently also reducing.

4.43 The impact of new entrants will in any case be recognised gradually as they occur.

Family Law

4.44 We have 146 contributors and 58 deferred beneficiaries (i.e. 1.0% of contributors and deferred beneficiaries membership) with a family law split and data associated with their former spouses.

4.45 For CSS we calculate the Accrued Superannuation Liability by valuing members' entire benefit prior to the family law split. This approach is appropriate for CSS because the split occurs when the benefit is paid.

4.46 For PSS members we have been provided with sufficient information to value the benefit of the original member (post-split) and the family law beneficiary separately.

4.47 For the purpose of valuing the Accrued Superannuation Liability and Emerging Cost Payments, the benefit entitlements of the PSS non-member spouses are valued in the same way as other deferred beneficiaries. In particular, for the employer component of the PSS non-member spouse entitlement, we assume the family law entitlement increases in line with CPI instead of the 10-year Commonwealth Government bond rate. Based on our assessment, we do not expect this approach to have a material impact relative to the total liability and payment amounts.

4.48 When the benefits are paid, the relevant data is available for the Emerging Cost Surplus/Deficit to be more accurately estimated

Other Data Assumptions

4.49 We noted a number of data issues and limitations which required the use of estimates in calculations:

a No information was available in relation to the service ratios for Casual employees and additional salary information was used to estimate the service ratios for these employees (i.e. we used the actual salary paid and the amount of the full time equivalent salary for the year to 30 June 2019 to estimate the service ratio). As there is a relatively small number of casual members, this is not expected to have a material impact relative to the total amounts.

b Prior to 2005 some members may have accrued a surcharge debt. For any such members a surcharge debt account is maintained and credited with interest at the ten year Commonwealth Government bond yield. The balance of the surcharge debt account is paid to the Australian Tax Office when the relevant member's benefit becomes payable and the amount of their benefit is reduced by the amount of the surcharge debt. We do not have sufficient data to ensure we are calculating the amount of employer financed benefits correctly for members who have had a surcharge liability. While we expect that the amounts would be immaterial, we do not have the data to confirm this.

Emerging Cost Payments

4.50 The Emerging Cost Payments schedule sets out the estimated future cash flows resulting from the employer financed component of superannuation benefits payable after 30 June 2019.

4.51 The Emerging Cost Surplus/Deficit arises from the difference between the Emerging Cost Payments made by the ACT Government to the Commonwealth Government (based on the estimates) and the ACT financed benefit payments derived from actual benefit payments data. The Emerging Cost Surplus/Deficit at 30 June 2019 consists of:

a That part of the Emerging Cost Surplus/Deficit as at 30 June 2018, as calculated in the 2018 Annual Report, which had not been paid at 30 June 2019, with interest; and

b The Emerging Cost Surplus/Deficit arising during the period 1 July 2018 to 30 June 2019, with interest.

4.52 The Emerging Cost Surplus/Deficit arising during the period 1 July 2018 to 30 June 2019 is estimated based on the ACT financed benefit payments (determined using exit information and pensioners data at 30 June) and ACT Employment Ratios provided by CSC. The ACT financed benefit payments are multiplied by the relevant ACT Employment Ratio, and the total compared to the Emerging Cost Payments for the year.

4.53 Because of limitations in the data provided, assumptions are required to determine the employer financed portion of PSS pension payments that were converted from the member financed component and the productivity component. Similarly, assumptions are required to determine the employer financed portion of the unindexed CSS pension payments that were converted from the member financed component and the productivity component. These assumptions are specified in the Memorandum of Understanding.

4.54 In Section 3 and earlier in Section 4 of this report various limitations in the data were identified and the method used to overcome these limitations discussed, those methods often involving estimates. Where relevant these estimates also apply to the calculation of the Emerging Cost Surplus/Deficit.

4.55 In the determination of the Emerging Cost Surplus/Deficit as at 30 June 2019, interest is applied to take into account the different timing of the starting Emerging Cost Surplus/Deficit as at 30 June 2018, the Emerging Cost Deficit Payment (or Surplus Credit), the Emerging Cost Payments made by ACT during the year, and the ACT financed benefit payments during the year. The effective interest rate applied in the calculation is the geometric average yield on one year Australian Commonwealth Government bonds at the end of each month over the year to 30 June 2019.

4.56 Please refer to Appendix J for more information on the method and assumptions used to calculate the Emerging Cost Surplus/Deficit.

Section 5: Financial and Demographic Assumptions

5.1 The calculation of the Accrued Superannuation Liability and Emerging Cost Payments require assumptions about the future experience of the membership of the CSS and PSS and the future financial experience, due to the long term nature of the liabilities.

5.2 These financial and demographic assumptions are detailed in Appendix C. The assumptions in respect of the data and methodology used are summarised in Sections 3 and 4.

5.3 All assumptions used in preparing this report have been discussed and agreed with the Directorate.

Financial Assumptions

2. Separate results have been prepared on two sets of financial assumptions:

   a **Budget Assumptions:** For the purpose of the ACT Government's future budgeting, a discount rate of 5.0% per annum was used, as advised, for the purpose of reflecting the estimate of the Commonwealth Government bond yields over the long term. Also as advised, a long term salary inflation assumption of 3.0% per annum (with a short term salary inflation assumption of 2.75% p.a. until 30 June 2024) and long term price increases (CPI) assumption of 2.5% per annum were adopted.

   b **Disclosures Assumptions 30 June 2019:** The Australian Accounting Standard requires the yields on Commonwealth Government bonds to be used for setting the discount rate in respect of public sector entities. These assumptions (which were set in July 2019 when preliminary AASB 119 results were provided to the Directorate) include a discount rate of 1.92% per annum, reflecting the yield on the 21 March 2047 Commonwealth Government bond as at 30 June 2019. A long term salary inflation assumption of 2.25% per annum and long term price increases (CPI) assumption of 1.75% per annum were adopted.

5.4 For the Budget assumptions in the most recent annual review conducted as at 30 June 2018, a discount rate of 5.0% per annum, long term salary inflation of 3.0% per annum (with a short term salary inflation assumption of 2.75% p.a. until 30 June 2023) and long term price increases (CPI) assumption of 2.5% per annum were used. Considered in isolation, extending the short term salary inflation of 2.75% p.a. from 30 June 2023 to 30 June 2024 in this investigation has marginally decreased the Accrued Superannuation Liability for the Budget results.

5.5 For the Disclosures assumptions in the most recent annual review conducted as at 30 June 2018, a discount rate of 3.11% per annum, a long term salary inflation of 2.75% per annum and long term price increases (CPI) assumption of 2.0% per annum were used. The significant decrease in discount rate has materially increased the Accrued Superannuation Liability, which was only partially offset by the decrease in both the long term salary inflation and the long term price increases (CPI) assumptions.

Demographic Assumptions

5.6 The demographic assumptions adopted for this investigation were the same as those adopted for the 2018 Annual Report and 2017 Triennial Report.

Section 6: Results

Projected Accrued Superannuation Liability

6.1 On the basis of the assumptions set out in Appendix C, we have determined that the value at 30 June 2019 of the Accrued Superannuation Liability attributable to the ACT Government in respect of current and former members of CSS and PSS was as follows:

a. Budget Assumptions: $7,783.5 million; and

b. Disclosures Assumptions: $11,880.8 million.

6.2 The Accrued Superannuation Liability at 30 June 2019 on the Budget Assumptions of $7,783.5 million is $25.5 million (or 0.33%) lower than the estimated value at 30 June 2019 of $7,809.0 million provided in the 2018 Annual Report. The main factors contributing to the variation in the liability are summarised below:

a. **Experience in 2018/19 being different from expected**

i. **Salary growth was higher than assumed:** The salary increase rate over the 2018/19 financial year was 2.99% for CSS contributors and 3.64% for PSS members which includes both inflationary and promotional increases. These increases in salary were 0.23% and 0.52% higher than the assumptions for CSS and PSS, respectively, after taking into account the expected short term salary inflationary increases of 2.75% and promotional salary increases.

ii. **Crediting Rates on Member and Productivity Accounts were higher than assumed:** Investment of the Member and Productivity Accounts in CSS and PSS is managed by the CSC. The default fund earning rate over the financial year 2018/19 credited to member and productivity accounts was 7.94% and 7.82% for CSS and PSS respectively. It was higher than the assumed rate of 5.0% per annum. This leads to:

- Higher accumulated member contributions for CSS members, which increases the employer financed liabilities which are linked to the members' account (for example the 54/11 benefit); and

- A decrease in the employer financed PSS liability which is determined by deducting the member and productivity components from the total benefit. Higher than expected earning rates increases the value of the member and productivity components which in turn decreases the overall employer financed liability.

iii. **Pension indexation was lower than expected:** The pension indexation rate over the 2018/19 financial year was 1.3% which was lower than the assumed rate of 2.5%. This has the effect of decreasing the pension liabilities for current pensioners and the employer financed component for PSS deferred beneficiaries.

iv. **New members:** The impact of new entrants/re-joiners. This has the impact of increasing the liability.

v. **Other experience different from expected:** For example the higher pension take up on retirement for PSS contributors or the number of exits being different to assumed.

b. **Assumptions changes**

i. The assumption of short term salary inflation of 2.75% p.a. to 30 June 2023 was extended to 30 June 2024. The effect of this change is a decrease in liability of approximately $5.2 million.

Overall, the combined effect of these experience and assumption items was to decrease the liabilities by $25.5 million over the year to 30 June 2019.

6.3 The estimated impact of the changes in the Accrued Superannuation Liability due to the reasons stated above are presented in the table below:

Table 6.1 – Explanation of change in Accrued Superannuation Liability (Budget Assumptions) as at 30 June 2019

	($ Million)
Projected Accrued Superannuation Liability at 30 June 2019 (based on 30 June 2018 membership data)	7,809.0
Changes due to experience and membership movements being different from expected:	
Salary growth higher than expected	17.4
Crediting rates higher than expected	(21.7)
Pension indexation lower than expected	(46.7)
New and appearing contributors	14.0
Other variations	16.7
Changes due to financial assumptions:	
Short term salary inflation of 2.75% extended until 2024 instead of 2023	(5.2)
Accrued Superannuation Liability at 30 June 2019 (based on 30 June 2019 membership data)	7,783.5

Future Values of Accrued Superannuation Liability

6.4 The tables in Appendices D and G of the report show the estimated values of the Accrued Superannuation Liability at 30 June for each of the next 40 years beginning 30 June 2019, for the Budget and Disclosure assumptions. The results in the tables have been split between the CSS and the PSS, and further sub-divided between active and inactive members.

6.5 The following table provides a summary of the Accrued Superannuation Liabilities at 30 June 2019 and the projected Accrued Superannuation Liabilities for the next five years based on the Budget and Disclosure assumptions:

Table 6.2 – Accrued Superannuation Liability

	Total Accrued Superannuation Liabilities (Budget) ($M)	Total Accrued Superannuation Liabilities (Disclosures) ($M)
30 June 2019	7,783.5	11,880.8
30 June 2020	8,038.8	12,112.7
30 June 2021	8,281.1	12,313.7
30 June 2022	8,506.6	12,481.9
30 June 2023	8,716.1	12,619.5
30 June 2024	8,908.9	12,726.5

6.6 The expected duration of the liabilities (based on the Budget assumptions) as summarised in the table below gives the weighted average term until benefit payments are expected to occur. It provides a measure of how sensitive the movement of liability is to the movement of interest rates. For example, the value placed on a liability with a longer duration tends to move up or down more (in relative movement) as interest rates change than one with a shorter duration. The duration of the CSS liability is lower than for the PSS liability because it has been closed to new members for a longer period.

Table 6.3 – Expected Duration of Liabilities (Budget Assumptions)

	Current Contributors	Current Deferred Beneficiaries	Current Pensioners	Total
CSS	18.1	17.2	11.3	12.3
PSS	23.1	22.2	12.3	19.6

Projections of Emerging Cost Payments

6.7 On the basis of the assumptions set out in Appendix C, we have estimated the annual Emerging Cost Payments in respect of the CSS and PSS members for each of the next 40 years beginning 30 June 2019. The tables in Appendices F and I show the results of these determinations. Appendix J sets out the methodology used.

6.8 The results for the first five years are summarised below in Table 6.4 which also shows the Emerging Cost Payments arising from the three membership categories within CSS and PSS of contributors, pensioners (including dependent pensioners) and deferred beneficiaries.

Table 6.4 – Projection of emerging cost payments (Budget Assumptions)

Year Ending	Current Contributors		Current Pensioners	Current Deferred Beneficiaries	Total
	CSS ($M)	PSS ($M)	($M)	($M)	($M)
30 June 2020^	4.729	33.496	242.622	8.964	289.811
30 June 2021	4.595	34.383	261.666	8.349	308.993
30 June 2022	7.159	45.379	266.218	11.602	330.357
30 June 2023	9.247	56.184	270.566	14.471	350.469
30 June 2024	11.327	68.148	274.708	16.817	371.001

^ Actual annual payment amount agreed with the Commonwealth Government for the 2019/20 financial year, based on the Emerging Cost Payment estimate (Budget) from the 2018 Report.

Emerging Cost Surplus/Deficit as at 30 June 2019

6.9 The Emerging Cost Payments made by the ACT Government in any year are based on estimates in prior years' reports. The actual benefits payable to the CSS and PSS may be different to the estimated amount. Hence, the Emerging Cost (Surplus)/Deficit calculation is performed on a yearly basis to account for the difference between the amount paid by the ACT and the actual benefit payments incurred during the year.

6.10 The reconciliation of the Emerging Cost (Surplus)/Deficit amount at 30 June 2019 is provided in the table below:

Table 6.5 – Emerging cost (Surplus)/Deficit at 30 June 2019

	($M)
(Surplus)/Deficit as at 30 June 2018	(13.338)
Surplus Credit/(Deficit) Payment	13.338
Emerging Cost Payments in 2018/19^	(269.070)
Employer Financed Benefit Payments in 2018/19	261.046
Interest Component	0.275
(Surplus)/Deficit as at 30 June 2019	(7.749)

^ The Emerging Cost Payments of $269.070 million for year 2018/19 were based on the projections from the 2017 Report. Accordingly, ACT Government has made the first three quarterly payments of $67.268 million each in 2018/19. However, the last quarterly payment in 2018/19 was adjusted to be $53.930 million to reflect the Surplus Credit of $13.338 million.

Further details including the breakdown of the actual member benefit payments are summarised in Appendix J.

6.11 As at 30 June 2019 the accumulated surplus was $7.749 million. As at 30 June 2018, there was a surplus of $13.338 million.

6.12 The surplus of $7.749 million as at 30 June 2019 was a result of the employer financed component of the actual benefit payments (including interest) during the year to 30 June 2019 being less than the Emerging Cost Payments. The primary reasons for this variation are set out in the table below:

Table 6.6 – Emerging Cost (Surplus)/Deficit Analysis

				($M)
1.	**Variation – CSS Payments**			**(0.133)**
	a.	A difference arising from changes in membership due to the initial Emerging Cost Payments being an estimate from the 2017 valuation (as opposed to the 2018 valuation).	(0.093)	
	b.	Other experience in 2018/19 compared to that expected.	(0.040)	
2.	**Variation – PSS Payments**			**(7.891)**
	a.	A difference arising from changes in membership due to the initial Emerging Cost Payments being an estimate from the 2017 valuation (as opposed to the 2018 valuation).	3.045	
	b.	Proportion of benefit taken as pension was higher than expected	(8.603)	
	c.	Other experience in 2018/19 compared to that expected.	(2.333)	
3.	**Interest Component**			**0.275**
Total				**(7.749)**

Appendix A: Summary of Benefits and Conditions

THE SUPERANNUATION ACT 1990 (PSS)

Membership

The PSS was closed to new members from 1 July 2005.

Superannuation Salary

From July 2003, this is the amount agreed between the member and employer through a certified agreement or Australian Workplace Agreement. If no such agreement is in place, Superannuation salary is basic salary plus any recognised allowances.

Final Average Salary

Final Average Salary is the average superannuation salary on the three birthdays before leaving the PSS.

Member Contributions

Members can choose to contribute at any rate between 2% and 10% of superannuation salary, or not contribute at all. Contributions are paid fortnightly. The rate of contribution can be varied at any time.

Benefit Multiple

A member's Benefit Multiple is the sum of the accrual rate for each year of membership. The accrual rate varies with member contribution rate and is set out in the table below:

Member Contribution Rate	Annual Accrual Rate
0%	0.11
2%	0.15
3%	0.17
4%	0.19
5%	0.21
6%	0.23
7%	0.25
8%	0.27
9%	0.29
10%	0.31

Example: A member who contributes at 5% for 10 years will have a Benefit Multiple of 2.1.

Preservation

For members who joined from 1 July 1999 all benefits must be preserved until a legislated condition of release such as permanent retirement occurs. For members who joined prior to 1 July 1999 preservation may partially restrict the lump sum benefit options available to some members as described below.

Benefits

The benefits from the PSS consist of three parts:

- employer financed component is determined as the Total Benefit net of the productivity and member component. This component is an untaxed benefit.
- productivity component is made up of accumulated productivity contributions with investment earnings. This is a “taxed benefit”.
- member component made up of accumulated member contributions with investment earnings. The investment earnings are a “taxed benefit”.

Total Benefit

A member’s Total Benefit is calculated by multiplying the member’s Benefit Multiple by his or her FAS. A member’s Benefit Multiple increases with each contribution made as follows:

= 2 x Member Contribution Rate + 0.11 (per year of service)

The employer financed component is calculated by deducting the member component and the productivity component from the total benefit.

10 year Rule - Restriction on Employer’s Share of Benefit Multiple

Employer’s share of Benefit Multiple cannot be greater than that which would have accrued if member contributions had been made at 5% for 10 years (or total membership if less) and 10% for any membership in excess of 10 years.

On death or disablement the 5% maximum average applies to prospective service until the 10-year period is notionally completed.

Maximum Benefit

The maximum benefit allowable under the PSS is known as the Maximum Benefit Limit (MBL). On reaching the MBL, a member will cease contributing to the scheme. The MBL for the 2019/20 financial year is set out as below:

Average Salary	Maximum Benefit
Less than $75,500	$755,000
$75,500 and over	10 times average salary

Retirement Benefits

Retirement benefits are payable upon retirement after minimum retiring age (usually age 55).

The options on retirement are as follows:

- **Lump sum benefit** – The three benefit components can be taken as a lump sum;
- **Pension benefit** – The three benefit components can be taken as an indexed pension;
- **Lump sum plus pension benefit** – The benefits can be taken as a pension (subject to a minimum of 50% of the total benefit) and a lump sum; or
- **Preserve total benefit** – The total benefit can be preserved in the PSS and later taken as a lump sum, indexed pension or a combination of both.

While a benefit is being preserved in the PSS, member and productivity components are increased at the Fund allocation rate and the employer financed component is adjusted annually in accordance with the Price Increases (CPI).

Lump sums are converted into indexed pensions by dividing by the factors in the following table.

Age	Factor
70	9.0
65	10.0
60	11.0
55	12.0

Invalidity Retirement

The following benefit choices are available on retirement on medical grounds before reaching age 60:

- **Invalidity pension with no lump sum** – This option provides for the payment of the three benefit components as an indexed pension. Under this option, the total benefit is calculated based on potential service to age 60 (assuming that the member will continue to contribute at their current rate or 5% if more, but subject to a maximum average contribution of 5% for the first 10 years of service, actual or potential). The total benefit is converted to an indexed pension using the same factors used to convert the age retirement pension but assuming that the member is aged 60 at the time of invalidity retirement;
- **Invalidity pension with a lump sum** – Under this option, the member component can be taken as a lump sum. The remainder must be taken as an indexed pension. The total benefit is calculated based on service to age 60 and the amount in excess of the member component is converted to an indexed pension.

After age 60 the retirement benefit is paid on invalidity.

Death of a Contributor

- **Full pension with no lump sum** – A pension payable at the rate of 67% of the invalidity pension that would have been payable to the deceased plus 11% of the invalidity pension for each eligible child (until age 16 or if a full-time student, until age 25) with total pension limited to 100% of the invalidity pension;
- **Part pension and part lump sum** – The spouse can convert up to half of the pension to a lump sum. The lump sum value of any children's pensions for children living with the spouse is deducted from the lump sum. The benefits for the children are paid as a pension;
- **Maximum lump sum and no pension** – This allows the spouse to take the benefit wholly as a lump sum except for the lump sum value of any pension payable to children who are not living with the spouse. The maximum lump sum also applies where a member has no dependants.

Death of a Pensioner

A pension payable based on the percentages (table below) that apply to the pension payable to the deceased at the time of death.

Other than members who retired on invalidity, at commencement members can elect to reduce their pension to 93% of the normal pension in exchange for a higher dependant pension rate payable to spouse and/or eligible children.

The table below sets out the percentages used to calculate the spouse pension under the two options:

Number of dependants	Normal Dependant Pension Option (Amount as % of standard pension rate)	Higher Dependant Pension Option (Amount as % of reduced pension rate)
Spouse only	67%	85%
Spouse and one child	78%	97%
Spouse and two children	89%	108%
Spouse and three or more children	100%	108%

Resignation

Benefit options are as follows:

- Preserve all benefits in the PSS;
- Immediate refund of member financed benefit and preserve all employer financed benefits in the PSS; or
- Transfer all benefits to another eligible superannuation scheme.

Any employer financed benefit preserved in the PSS is indexed to Price Increases (CPI). The member financed component and productivity component are adjusted with the crediting rates calculated from the investment earnings. Pension options apply to preserved benefits once the member reaches age 55 but only if all components of the benefit are preserved.

Members who joined the PSS after 1 July 1999 are required to preserve the whole benefit.

Retrenchment

On retrenchment, a PSS member's benefit options are:

- Preserve all benefits in the PSS;
- Take the entire benefit in the form of an indexed pension;
- Take the member component as a lump sum and take the rest of the benefit as an indexed pension;
- Take the member component as a lump sum and preserve the rest of the benefit in the PSS;
- Take the member component as a lump sum and rollover the rest of the benefit to another fund; or
- Transfer the entire benefit to another eligible superannuation scheme.

Any employer financed benefit preserved in the PSS is indexed to Price Increases (CPI). The member financed component and productivity component are adjusted with the crediting rates based on the investment earnings. Pension options apply to preserved benefits once the member reaches age 55 but only if all components of the benefit are preserved.

The Superannuation Act 1976 (CSS)

Membership

The CSS has been closed to new entrants since 1 July 1990.

Salary

The salary used for contribution purposes is the annual rate of salary, generally the basic salary plus any recognised allowance at member's last birthday.

Final Salary

The salary used for calculating benefits is, in most cases, the annual rate of salary on a member's date of exit.

Member Contributions

Basic contributions are either 0% or 5% of salary. Additional supplementary contributions may be made. Contributions are accumulated with interest based on the earning rates of the CSS Fund.

Employer financed indexed pension

The employer financed indexed pension is calculated as a percentage of final salary based on the period of contributory service and discounted for early retirement before age 65.

The discount factors for retirement prior to age 65 are age-dependent. They reduce at the rate of 0.02 per year from 1 at age 65 to 0.90 at age 60 and then at the rate of 0.03 per year to 0.75 at age 55.

The accrual rates are based on years of contributory service and on whether the member joined the:

- CSS before 1 July 1976,
- Former Provident Account before 1 July 1976, or
- CSS after 30 June 1976.

For membership commencing after 30 June 1976, generally, the accrual rates are 2% per annum for the first 20 years of membership, 1% per annum for the next 10 years, and 0.25% per annum for each of the next 10 years. The maximum percentage is 52.5% of salary.

Retirement Benefits

Retirement benefits are payable upon retirement at maximum retirement age (usually age 65) or early retirement at ages 55 or above.

The amount of retirement benefit is the sum of:

- employer financed indexed pension being a percentage of final salary based on the period of contributory service and discounted for early retirement before age 65;
- productivity component made up of productivity contributions plus earnings which can be taken as lump sum or converted into a non-indexed pension; and
- member component made up of accumulated basic and supplementary contributions plus earnings which can be taken as lump sum or a non-indexed pension.

The factors to convert the productivity component and member component to a non-indexed pension are the same as the factors used to calculate the employer financed indexed pension summarised under resignation below.

Note that non-indexed pensions are limited to 20% of the final super salary if members retire at age 60 or more. If members retire under 60, that percentage is reduced. These limitations do not apply when members preserve their benefit.

Invalidity Retirement

The following benefits are payable on invalidity retirement:

- an employer financed indexed pension being a percentage of final salary depending on the period of prospective service to maximum retirement age (usually 65), or the actual contributory service where this is over 30 years;
- a lump sum of accumulated basic contributions or, at the member's election, an additional non-indexed pension being a percentage of final salary based on the period of prospective service to maximum retirement age (usually age 65);
- a lump sum of accumulated supplementary and productivity contributions.

Death of a Contributor

A spouse pension payable at the rate of a 67% of the invalidity pension that would have been payable to the deceased, plus 11% of invalidity pension for each eligible child (until age 16 or if a full-time student, until age 25) with total pension limited to 100% of the invalidity pension.

The accumulated productivity contributions and any supplementary contributions are also payable.

If the member had no dependants a benefit to satisfy the Superannuation Guarantee legislation is payable.

Death of a Pensioner

A pension payable based on the percentages (table below) that apply to the pension payable to the deceased at the time of death.

Other than members who retired on invalidity, members could elect to reduce their pension to 93% of the normal pension in exchange for a higher dependant pension rate payable to spouse and/or eligible children.

The table below sets out the percentages used to calculate the spouse pension under the two options:

Number of dependants	Normal Dependant Pension Option (Amount as % of standard pension rate)	Higher Dependant Pension Option (Amount as % of reduced pension rate)
Spouse only	67%	85%
Spouse and one child	78%	97%
Spouse and two children	89%	108%
Spouse and three or more children	100%	108%

Resignation

The following benefits are payable on resignation:

- A lump sum benefit of accumulated member and productivity contributions; and
- A top-up amount which is the difference between the minimum Superannuation Guarantee amount and the productivity component.

Alternatively, the member may elect to receive a deferred benefit by preserving the benefit in the CSS. Under this option, after reaching preservation age, the member will receive the following:

- an indexed pension based on 2.5 times the basic contributions plus earnings at the date of payment converted to an indexed pension (refer to conversion factors below);
- productivity component as a lump sum or converted into a non-indexed pension; and
- member component as lump sum or converted into a non-indexed pension.

Alternatively, the member can choose to take a transfer value of 3.5 times the accumulated basic contributions plus supplementary and productivity contributions, to another eligible superannuation arrangement.

The conversion factors used to calculate the employer financed indexed pension and the non-indexed pension are summarized below:

Age at which benefit claimed	Factor
65	0.11
60	0.10
55	0.0925

Retrenchment

Upon retrenchment, CSS members have the following options:

- lump sum benefit (equal to 3.5 times the total of the member's basic contributions plus supplementary and productivity contributions);
- an employer financed indexed pension, and the productivity and member component as lump sum (member component can be converted into a non-indexed pension if member is aged 31 or more, member and productivity component can be converted into non-indexed pension if member is aged 55 or more);
- receive a deferred benefit by preserving the benefit in the CSS.

Where a member elects to preserve their benefit in the CSS, after preservation age the member can elect to receive:

- an indexed pension based on 2.5 times the basic contributions plus earnings at the date of payment converted to an indexed pension;
- productivity component as a lump sum or converted into a non-indexed pension; and
- member component as lump sum or converted into a non-indexed pension.

Indexation

Pensions are indexed half yearly in January and July, in line with changes in the Consumer Price Index (CPI). Pensions purchased with accumulated member contributions and productivity contributions are fixed in dollar terms and are not subject to indexation.

Appendix B: Membership Summary

Listing of ACT Government Agencies

Agency	CSS Contributors	CSS Salary[1] as at 30 June 2019 ($ Million)	PSS Contributors	PSS Salary[1] as at 30 June 2019 ($ Million)	Total Contributors	Total Salary[1] as at 30 June 2019 ($ Million)
Act Electricity & Water Corporation Ltd	8	0.839	125	16.154	133	16.993
Act Cultural Facilities Corporation	1	*	23	1.976	24	*
Act Calvary Hospital Public	6	0.821	266	33.518	272	34.340
Act Legal Aid	1	*	12	1.538	13	*
Act Legislative Assembly	-	-	3	0.312	3	0.312
Act Legislative Assembly Secretariat	2	*	24	2.559	26	*
Act Government	290	33.602	5,829	645.949	6,119	679.551
Total	**308**	**35.720**	**6,282**	**702.007**	**6,590**	**737.727**

[1] based on full time adjusted salaries

* Salaries not disclosed for privacy.

Group A: Reconciliation of Contributors Data

	CSS	PSS	Total
Contributors as at 30 June 2018	**379**	**6,572**	**6,951**
Transfers from Group B	-	14	14
New Entrants[1]	2	254	256
Appearing Entrants[2]	-	28	28
Exits[3]	(71)	(556)	(627)
Transfers to Group B	(2)	(30)	(32)
Contributors as at 30 June 2019	**308**	**6,282**	**6,590**

Note:

1. 'New Entrants' refer to new membership records in respect of members who transferred to a new ACT Agency during the year. These members may have multiple membership records which will be consolidated in the future. Please refer to Section 4 for more information.
2. 'Appearing Entrants' refer to new membership records in respect of members who transferred to a new ACT Agency prior to 1 January 2018 (allows for 6 months processing lag), but had not been advised to us by CSC.
3. 'Exits' refer to contributors who ceased employment with the current agency during the year and either:
   - received a lump sum or pension payment;
   - become entitled to a deferred benefit payable in the future; or
   - result of consolidation of memberships.

Group A: Reconciliation of Deferred Beneficiaries data

	CSS	PSS	Total
Members as at 30 June 2018	**186**	**9,038**	**9,224**
New Entrants[1]	34	240	274
Appearing Entrants[2]	3	32	35
Exits[3]	(75)	(546)	(621)
Members as at 30 June 2019	**148**	**8,764**	**8,912**

Note:

1. 'New Entrants' refer to members who ceased active employment and became a deferred beneficiary during the year.
2. 'Appearing Entrants' refer to members who became a deferred beneficiary prior to 1 January 2018 (allows for 6 months processing lag), but had not been advised to us by CSC.
3. 'Exits' refer to deferred beneficiaries who received their benefits during the year or had their membership consolidated with other records during the year.

Group A: Reconciliation of Current and Dependent Pensioners Data

	Current Pensioners		Dependent Pensioners		
	CSS	PSS	CSS	PSS	Total
Pensioners as at 30 June 2018	**5,627**	**4,857**	**563**	**233**	**11,280**
New Entrants[1]	107	358	57	37	559
Appearing Entrants[2]	1	2	1	1	5
Exits[3]	(95)	(42)	(17)	(8)	(162)
Pensioners as at 30 June 2019	**5,640**	**5,175**	**604**	**263**	**11,682**

Note:

1 'New Entrants' refer to members who became a pensioner or a dependent pensioner during the year.

2 'Appearing Entrants' refer to members or dependents who commenced a pension prior to 1 January 2018 (allows for 6 months processing lag), but had not been advised to us by CSC.

3 'Exits' refer to pensioners or dependents who ceased pension payments during the year.

Group B: Reconciliation of Contributors Data

	CSS	PSS	Total
Contributors as at 30 June 2018	**193**	**2,818**	**3,011**
Transfers from Group A	2	30	32
New Entrants[1]	2	120	122
Appearing Entrants[2]	1	29	30
Exits[3]	(40)	(293)	(333)
Transfers to Group A	-	(14)	(14)
Contributors as at 30 June 2019	**158**	**2,690**	**2,848**

Note:

1. 'New Entrants' refer to new membership records in respect of members who transfer to a new non-ACT Agency during the year. These members may have multiple membership records which will be consolidated in the future. Please refer to Section 4 for more information.
2. 'Appearing Entrants' refer to new membership records in respect of members who transferred to a new non-ACT Agency prior to 1 January 2018 (allows for 6 months processing lag), but had not been advised to us by CSC.
3. 'Exits' refer to contributors who ceased employment with the current agency during the year and either:
   - received a lump sum or pension payment;
   - become entitled to a deferred benefit payable in the future; or
   - result of consolidation of memberships.

Group B: Reconciliation of Deferred Beneficiaries data

	CSS	PSS[4]	Total
Members as at 30 June 2018	**68**	**2,227**	**2,295**
New Entrants[1]	24	143	167
Appearing Entrants[2]	1	84	85
Exits[3]	(32)	(263)	(295)
Members as at 30 June 2019	**61**	**2,191**	**2,252**

Note:

1. 'New Entrants' refer to members who ceased active employment and became a deferred beneficiary during the year.
2. 'Appearing Entrants' refer to members who became a deferred beneficiary prior to 1 January 2018 (allows for 6 months processing lag), but had not been advised to us by CSC.
3. 'Exits' refer to deferred beneficiaries who received their benefits during the year or had their membership consolidated with other records during the year.
4. Includes PSS Family Law non-member spouses.

Group B: Reconciliation of Current and Dependent Pensioners Data

	Current Pensioners		Dependent Pensioners		
	CSS	PSS	CSS	PSS	Total
Pensioners as at 30 June 2018	**1,073**	**1,667**	**58**	**57**	**2,855**
New Entrants[1]	44	174	7	9	234
Appearing Entrants[2]	-	1	1	-	2
Exits[3]	(8)	(7)	(1)	(2)	(18)
Pensioners as at 30 June 2019	**1,109**	**1,835**	**65**	**64**	**3,073**

Note:

1 'New Entrants' refer to members who became a pensioner or a dependent pensioner during the year.

2 'Appearing Entrants' refer to members or dependents who commenced a pension prior to 1 January 2018 (allows for 6 months processing lag), but had not been advised to us by CSC.

3 'Exits' refer to pensioners or dependents who ceased pension payments during the year.

Appendix C: Financial and Demographic Assumptions

Financial Assumptions

- **For the Accrued Superannuation Liability and Emerging Cost Payments Calculation**

Item	30 June 2019 Budget	30 June 2018 Budget	30 June 2019 Disclosures	30 June 2018 Disclosures
Discount Rate	5.0% p.a.	5.0% p.a.	1.92% p.a.	3.11% p.a.
General Salary Increases	2.75% p.a. to 30 June 2024; 3.0% p.a. thereafter	2.75% p.a. to 30 June 2023; 3.0% p.a. thereafter	2.25% p.a.	2.75% p.a.
CPI increases	2.5% p.a.	2.5% p.a.	1.75% p.a.	2.0% p.a.

The crediting rate applied to accumulation accounts is assumed to be equal to the discount rate.

- **For the Emerging Cost Surplus/Deficit Calculation**

  The interest rate used to accumulate the Emerging Cost and Surplus/Deficit payments is 1.71% per annum. This is the geometric average yield of the one year Australia Commonwealth Government bonds over the 12 months to 30 June 2019.

Detailed Demographic Assumptions used in Valuation

The following assumptions are unchanged from those adopted in both the 2017 Triennial Report and the 2018 Annual Report.

- **Promotional Increases in Salaries**

  The following tables show examples of the assumed percentage increase due to promotion (excluding general salary increases due to inflation). Promotional salary increases are assumed to depend on both entry age and membership for the first 8 years of service and on age only thereafter.

Salary progression - Males (% per annum)				
	Membership less than 8 years		Membership 8 years or more	
Entry Age	**0- 3 years**	**3-8 years**	**Attained Age**	**8 years or more**
17	14.0%	4.6%	25	4.2%
22	6.7%	3.7%	30	2.7%
27	4.5%	2.7%	35	0.9%
32	3.0%	1.9%	40	1.5%
37	2.8%	1.3%	45	1.0%
42	2.2%	0.8%	50	0.0%
47	0.7%	0.4%	55	0.0%
52	0.4%	0.4%	60	0.0%
57	0.4%	0.4%	65	0.0%

Example:

A male member who joined the scheme at age 32 is assumed to have a promotional salary increase of 3.0% p.a. for the first 3 years, followed by 1.9% p.a. for the next 5 years, 1.5% at age 40 etc.

Salary progression - females (% per annum)				
	Membership less than 8 years		Membership 8 years or more	
Entry Age	**0- 3 years**	**3-8 years**	**Attained Age**	**8 years or more**
17	16.0%	3.0%	25	2.4%
22	5.8%	2.3%	30	2.1%
27	4.7%	1.5%	35	1.8%
32	3.5%	1.3%	40	0.0%
37	3.3%	1.1%	45	0.0%
42	3.0%	1.0%	50	0.0%
47	1.6%	1.0%	55	0.0%
52	1.0%	1.0%	60	0.0%
57	1.0%	1.0%	65	0.0%

Example:

A female member who joined the scheme at age 32 is assumed to have a promotional salary increase of 3.5% p.a. for the first 3 years, followed by 1.3% p.a. for the next 5 years and 0% from age 40 onwards.

- **Member Contributions to the PSS**

The following table summarises the assumed contribution rate for PSS members throughout their future membership.

PSS Contribution Rate	
Age	**Contribution Rate (%)**
25	4.0
30	4.1
35	4.6
40	5.3
45	6.2
50	7.2
55	8.4
60	8.8
65	8.8
70	8.8

Example:

A PSS member is assumed to contribute at 5.3% p.a. at age 40 and 6.2% p.a. at age 45.

Other Demographic Assumptions

- **Death and Invalidity Assumptions.**

Death and invalidity assumptions (per 1,000 active members at age shown)						
Age	PSS & CSS Deaths		PSS Invalidities		CSS Invalidities	
	Males	Females	Males	Females	Males	Females
25	0.26	0.07	0.20	0.12	0.20	0.15
30	0.34	0.08	0.35	0.32	0.35	0.40
35	0.44	0.12	0.63	0.61	0.63	0.76
40	0.56	0.16	0.88	1.03	0.88	1.29
45	0.77	0.25	1.45	1.64	1.45	2.05
50	1.08	0.38	2.75	2.55	2.75	3.19
55	1.53	0.64	3.93	3.89	4.45	5.33
60	2.25	1.04	n/a	n/a	8.08	8.08
64	3.09	1.46	n/a	n/a	9.80	10.05

Example:

2.25 out of 1,000 PSS male members aged 60 are expected to die each year.

Age Retirement Assumptions

Age Retirement Assumptions PSS (per 1,000 active members at age shown)				
	Contributors		Preserved Members	
Age	Males	Females	Males	Females
55	85	110	120	160
56	70	80	40	60
57	70	85	20	50
58	70	90	30	50
59	70	95	60	60
60	120	150	130	120
61	100	130	90	100
62	100	150	80	90
63	100	200	100	90
64	100	200	150	120
65	300	300	1,000	1,000
66	300	300	1,000	1,000
67	300	300	1,000	1,000
68	300	300	1,000	1,000
69	300	300	1,000	1,000
70	1,000	1,000	1,000	1,000

Age Retirement Assumptions CSS (per 1,000 active members at age shown)				
	Contributors		Preserved Members	
Age	Males	Females	Males	Females
55	50	120	750	750
56	70	100	250	170
57	80	110	200	160
58	90	120	200	150
59	90	130	250	130
60	160	210	400	220
61	160	170	350	200
62	170	170	330	200
63	180	200	350	300
64	180	300	400	500
65	400	400	1,000	1,000
66	400	400	1,000	1,000
67	400	400	1,000	1,000
68	400	400	1,000	1,000
69	400	400	1,000	1,000
70	1,000	1,000	1,000	1,000

Example:

For every 1,000 CSS male contributors aged 60, 160 are expected to retire each year.

■ Resignation Assumptions

	Resignation Assumptions – PSS			
Age Attained	**Males (per 1,000)**		**Females (per 1,000)**	
	Membership 0	**Membership 10**	**Membership 0**	**Membership 10**
20	157.9	0.0	124.9	0.0
25	174.2	86.5	150.8	44.2
30	153.2	76.5	130.6	73.5
35	134.0	67.3	108.0	52.6
40	117.0	59.2	91.1	40.6
45	99.7	47.0	79.9	33.2
50	86.6	42.6	73.2	32.2
Factor*	**0.86**	**0.89**	**0.92**	**0.95**

	Resignation Assumptions – CSS			
Age Attained	**Males (per 1,000)**		**Females (per 1,000)**	
	Membership 0	**Membership 10**	**Membership 0**	**Membership 10**
30	71.5	35.5	49.3	43.3
35	70.3	30.8	47.1	36.5
40	74.0	29.4	41.1	30.2
45	74.9	28.7	33.0	24.4
50	81.7	31.2	30.1	23.2
54**	600.0	600.0	500.0	500.0
Factor*	**0.88**	**0.91**	**0.90**	**0.95**

* These factors are used to determine rates for durations other than 0 and 10. The rate for duration "y" where "y" is in the range 0-9 is derived by multiplying the duration 0 rate by the duration 0 factor raised to the power of "y". For durations greater than 10 the rate for duration 10 is multiplied by the duration 10 factor raised to the power of "y-10".

** The factor is not applied to the CSS resignation decrement at age 54.

Example:

For every 1,000 PSS male member aged 30 and with 11 years of membership, 68.1 (i.e. 76.5 x $0.89^{(11-10)}$) are expected to resign each year.

Retrenchment Assumptions

	Retrenchment assumptions			
Age Attained	Males (per 1,000)		Females (per 1,000)	
	CSS	PSS	CSS	PSS
20	0.0	1.1	0.0	0.5
25	14.2	2.6	7.6	1.8
30	12.1	4.1	8.8	3.5
35	9.4	5.3	7.8	4.2
40	8.4	6.1	6.6	4.1
45	9.2	7.1	7.8	4.0
50	16.3	9.6	10.9	4.5
55	30.8	13.6	17.8	7.4
60	43.7	20.6	25.7	10.5

Example:

For every 1,000 PSS female members aged 45, 4 are expected to be retrenched each year.

Mortality of Pensioners

The table below shows the base mortality rates assumed for pensioners, including mortality improvements since 30 June 2014:

	Pensioner Mortality (per 1,000 pensioners at age shown)			
Age	Males		Females	
	Age Retired	Widow (female)	Age Retired	Widower (male)
20		0.24		0.66
30		0.32		1.04
40		0.60		1.24
50		1.39		2.24
55	1.40	2.27	1.30	3.64
60	2.43	3.47	2.05	6.07
65	4.86	5.41	3.35	10.38
70	9.68	9.06	5.77	18.32
75	18.73	15.64	11.07	30.17
80	38.88	29.78	21.83	52.68
90	142.80	113.16	96.70	157.49
100	340.82	356.52	324.07	358.75

These mortality rates apply from 1 July 2017 and are adjusted in subsequent years to allow for mortality improvement.

Invalid pensioner mortality (per 1,000 pensioners at age shown)								
	Males				Females			
Age	0-1 years	1-2 years	2-3 years	3+ years*	0-1 years	1-2 years	2-3 years	3+ years*
20	65.00	45.00	30.00	0.71	70.00	40.00	25.00	0.32
30	65.00	45.00	30.00	0.97	70.00	40.00	25.00	0.41
40	65.00	45.00	30.00	1.28	70.00	40.00	25.00	0.78
50	65.00	45.00	30.00	2.30	70.00	40.00	25.00	1.76
55	65.00	45.00	30.00	3.64	70.00	40.00	25.00	2.91
60	65.00	45.00	30.00	6.35	70.00	40.00	25.00	4.68
65	65.00	45.00	30.00	11.48	70.00	40.00	25.00	7.63
70	n/a	n/a	n/a	19.71	n/a	n/a	n/a	12.84
75	n/a	n/a	n/a	32.48	n/a	n/a	n/a	22.64
80	n/a	n/a	n/a	58.17	n/a	n/a	n/a	43.57
90	n/a	n/a	n/a	148.56	n/a	n/a	n/a	110.93
100	n/a	n/a	n/a	340.82	n/a	n/a	n/a	324.06

* These mortality rates apply from 1 July 2017 and are adjusted in subsequent years to allow for mortality improvement.

Example:

For female invalid pensioners aged 55, 70 out of 1,000 are expected to die in the first year of payments; but only about 3 out of 1,000 are expected to die if the pensions have been paid for more than 3 years.

- **Improvements in Pensioner Mortality**

The future improvements in pensioner mortality are based on the mortality improvement rates from the Australian Life Table (ALT) 2010-12 where the rates derived from the 25 year experience are used as the short term reduction rates and the rates derived from the 100 year experience are used as the long term reduction rates.

The following table summarises the assumed rates of improvement in future mortality of age pensioners and widow/widower pensioners.

	Assumed rates of mortality reduction			
	Males		Females	
Age	Short term 1 July 2017 to 30 June 2020 (% p.a.)	Long term 1 July 2020 onwards (% p.a.)	Short term 1 July 2017 to 30 June 2020 (% p.a.)	Long term 1 July 2020 onwards (% p.a.)
60	3.04	1.26	2.46	1.42
70	3.14	1.07	2.55	1.29
80	2.29	0.77	2.06	1.05
90	0.89	0.37	0.83	0.55
100	-	0.09	-	0.10

Example:

The base mortality rate for male pensioner aged 70 is reduced by 3.14% p.a. until 30 June 2020 and 1.07% p.a. thereafter.

At 30 June 2019 the assumed mortality rate for a male pensioner aged 70 would be 0.908% (base rate of 9.68/1,000 reduced by 3.14% for 2 years).

At 30 June 2021 the assumed mortality rate for a male pensioner aged 70 would be 0.870% (base rate of 9.68/1,000 reduced by 3.14% for 3 years and 1.07% for 1 year).

- **New Entrants**

Both the CSS and the PSS are closed to new members. Therefore no new employees of the ACT Government may become a member of CSS or PSS although ACT Government may employ a person for the first time who is already a member of CSS or PSS. For the purpose of the valuation no allowance has been made for new entrants.

- **Spouse Assumptions**

It has been assumed that the proportion of males who are married at death will gradually increase with age to 75% at age 42, remain constant to age 72 and then reduce.

For females, it has been assumed that the proportion married at death will gradually increase to 55% by age 27, remaining constant to age 55; increase to 60% at age 60 and remain constant to age 70 and then reduce.

It is assumed that male members would, on average, be three years older than their spouses and that female members would be two years younger than their spouses.

Preservation and Benefit Options – Assumptions

PSS

- **Resignation options**

Members who joined the PSS after 1 July 1999 are required to retain all their benefits within the scheme.

For members who joined the scheme before 1 July 1999, it has been assumed that 100% of those who resign will retain the whole benefit within the PSS.

When members claim the benefit, it has been assumed that 80% of the benefit will be taken as indexed pension and 20% as lump sum.

- **Retrenchment options**

Members under age 55

We have assumed PSS members who are retrenched before age 55 will either preserve their benefit in the PSS, or take their benefit as an immediate pension. None are assumed to take a lump sum benefit option.

For members who joined before 1 July 1999, we have assumed:

40% of members preserve their benefit in the PSS; and

60% of members take the whole benefit as an immediate pension.

For members who joined after 1 July 1999, we have assumed:

50% of members preserve their benefit in the PSS; and

50% of members take the whole benefit an immediate pension.

For those who preserve the whole benefit, it has been assumed that 80% of the benefit will be taken as pension and 20% as lump sum when members claim the benefit.

Members aged 55 and above

It has been assumed that 80% of the benefit is taken as a pension and 20% is taken as a lump sum.

- **Retirement options**

  It has been assumed that 80% of the benefit of contributors will be converted into pension and 20% is taken as lump sum.

- **Death options**

  It has been assumed that on average 30% of the benefits will be converted into spouse pensions and 70% is taken as lump sum.

- **Invalidity options**

  It has been assumed that 70% of the members will take the member component as lump sum with the remainder of the benefit taken as pension and 30% of the members will take the whole benefit as pension.

CSS

- **Resignation options**

  It has been assumed that 100% of all benefits are retained within the Scheme. The employer financed component of the benefit will be taken as indexed pension when members claim the benefit. It has been assumed that on average 20% of members components are converted to a non-indexed pension and 80% taken as a lump sum when members claim the benefit. It has also been assumed that on average 25% of the productivity components are converted to a non-indexed pension and 75% will be taken as a lump sum when the benefit is claimed by members.

- **Retrenchment options**

  Members under age 55

  It has been assumed that 90% of members preserve the whole benefit and the remaining 10% take the employer financed component as a pension. For members who do not preserve their benefit upon retrenchment, it has been assumed that on average 15% of member components are converted to a non-indexed pension and 85% taken as a lump sum. All productivity components are assumed to be taken as a lump sum.

  It has been assumed that upon claiming the benefit, those who preserve the whole benefit will take the employer financed component as a pension. It has also been assumed that on average 20% of member components are converted to a non-indexed pension and 80% taken as a lump sum when members claim the benefit whilst on average 25% of the productivity components are converted to a non-indexed pension and 75% will be taken as a lump sum.

  Members aged 55 and above

  It has been assumed that members take the greater value of deferred pension and retirement pension upon retrenchment. Irrespective of their choice of pension, these members are assumed to claim the benefit immediately.

  It has also been assumed that on average 15% of member components are converted to a non-indexed pension and 85% taken as a lump sum whilst the productivity components will be taken as a lump sum.

- **Retirement options**

  It has been assumed that the employer financed component of the benefit is taken as pension. It has also been assumed that on average 20% of member components are converted to a non-indexed pension and 80% taken as a lump sum whilst the productivity components will be taken as a lump sum.

- **Death options**

  For contributors with dependants, it has been assumed that the employer financed component of the benefit is taken as indexed pension. 25% of member components are assumed to be converted to a non-indexed pension and 75% taken as a lump sum whilst the productivity components will be taken as a lump sum.

  For contributors without dependants, the superannuation guarantee amount and member contributions are payable as lump sum.

- **Invalidity options**

  It has been assumed that the employer financed component of the benefit is taken as a pension. 25% of member components are assumed to be converted to a non-indexed pension and 75% taken as a lump sum whilst the productivity components will be taken as a lump sum.

Other Assumptions

Other assumptions in respect of the data and methodology are set out in Sections 3 and 4 of the report. Where appropriate, assumptions are consistent with those set out in the Memorandum of Understanding.

Appendix D: Projection of Accrued Superannuation Liabilities (Budget)

PROJECTION OF ACCRUED SUPERANNUATION LIABILITIES (BUDGET)							
Liabilities as at	CSS ($M)			PSS ($M)			Total ($M)
	Actives	Inactives	Total	Actives	Inactives	Total	
30 June 2019	313.7	2,379.2	2,692.9	2,391.4	2,699.1	5,090.6	7,783.5
30 June 2020	332.2	2,351.7	2,683.9	2,644.4	2,710.5	5,354.8	8,038.8
30 June 2021	347.6	2,319.6	2,667.2	2,894.8	2,719.1	5,613.9	8,281.1
30 June 2022	360.4	2,282.6	2,643.0	3,140.2	2,723.4	5,863.6	8,506.6
30 June 2023	370.8	2,241.0	2,611.9	3,380.9	2,723.3	6,104.2	8,716.1
30 June 2024	379.2	2,195.0	2,574.2	3,615.8	2,718.9	6,334.7	8,908.9
30 June 2025	385.6	2,144.5	2,530.1	3,843.0	2,709.5	6,552.5	9,082.6
30 June 2026	390.1	2,089.7	2,479.8	4,061.7	2,695.4	6,757.1	9,236.9
30 June 2027	393.1	2,030.5	2,423.6	4,270.4	2,675.6	6,946.0	9,369.6
30 June 2028	394.7	1,967.2	2,362.0	4,468.3	2,650.4	7,118.7	9,480.6
30 June 2029	395.1	1,900.1	2,295.2	4,654.2	2,618.8	7,273.0	9,568.2
30 June 2030	394.3	1,829.3	2,223.6	4,826.4	2,582.5	7,408.9	9,632.5
30 June 2031	392.3	1,755.2	2,147.5	4,984.1	2,540.4	7,524.5	9,672.0
30 June 2032	389.3	1,678.0	2,067.3	5,125.6	2,492.2	7,617.8	9,685.1
30 June 2033	385.3	1,598.1	1,983.4	5,250.9	2,438.8	7,689.7	9,673.1
30 June 2034	380.4	1,516.0	1,896.5	5,358.3	2,378.9	7,737.3	9,633.7
30 June 2035	374.7	1,432.1	1,806.8	5,446.4	2,313.8	7,760.2	9,567.0
30 June 2036	368.0	1,346.8	1,714.9	5,514.4	2,243.9	7,758.3	9,473.2

PROJECTION OF ACCRUED SUPERANNUATION LIABILITIES (BUDGET)							
Liabilities as at		CSS ($M)			PSS ($M)		Total ($M)
	Actives	Inactives	Total	Actives	Inactives	Total	
30 June 2037	360.6	1,260.8	1,621.4	5,561.5	2,169.6	7,731.1	9,352.5
30 June 2038	352.3	1,174.5	1,526.8	5,588.3	2,091.3	7,679.6	9,206.4
30 June 2039	343.3	1,088.4	1,431.7	5,594.3	2,009.4	7,603.7	9,035.4
30 June 2040	333.4	1,003.3	1,336.7	5,579.7	1,924.4	7,504.1	8,840.8
30 June 2041	322.7	919.6	1,242.3	5,545.0	1,836.8	7,381.9	8,624.2
30 June 2042	311.2	837.9	1,149.1	5,490.5	1,747.6	7,238.1	8,387.2
30 June 2043	299.0	758.7	1,057.8	5,417.3	1,657.0	7,074.3	8,132.0
30 June 2044	286.1	682.6	968.7	5,326.3	1,566.1	6,892.3	7,861.0
30 June 2045	272.5	610.0	882.4	5,217.7	1,474.8	6,692.5	7,574.9
30 June 2046	258.2	541.2	799.4	5,093.0	1,384.1	6,477.2	7,276.5
30 June 2047	243.4	476.5	720.0	4,953.8	1,294.8	6,248.6	6,968.6
30 June 2048	228.2	416.3	644.4	4,802.2	1,207.8	6,010.0	6,654.4
30 June 2049	212.6	360.6	573.1	4,638.9	1,123.5	5,762.4	6,335.5
30 June 2050	196.7	309.5	506.2	4,465.6	1,042.1	5,507.7	6,013.9
30 June 2051	180.7	263.1	443.8	4,283.3	963.9	5,247.2	5,691.0
30 June 2052	164.6	221.4	386.0	4,093.5	889.1	4,982.6	5,368.6
30 June 2053	148.8	184.2	333.0	3,897.3	817.9	4,715.2	5,048.2
30 June 2054	133.2	151.5	284.7	3,696.2	750.4	4,446.7	4,731.3
30 June 2055	118.1	123.0	241.0	3,490.3	686.5	4,176.9	4,417.9
30 June 2056	103.5	98.5	202.0	3,281.3	626.2	3,907.5	4,109.5
30 June 2057	89.6	77.7	167.3	3,070.3	569.4	3,639.7	3,807.0
30 June 2058	76.6	60.4	137.0	2,858.5	515.9	3,374.5	3,511.5
30 June 2059	64.5	46.2	110.7	2,647.5	465.8	3,113.3	3,224.0

Appendix E: Projection of Normal Cost & Interest Cost (Budget)

PROJECTION OF NORMAL COST & INTEREST COST (BUDGET)

Year Ending	Normal Cost ($M) (Group A and B)			Interest Cost* ($M) (Group A and B)		
	CSS Actives	PSS Actives	Total	CSS	PSS	Total
30 June 2020	4.6	153.0	157.6	131.1	256.4	387.5
30 June 2021	3.4	146.1	149.5	130.7	271.2	401.9
30 June 2022	2.5	140.1	142.7	129.7	283.5	413.1
30 June 2023	1.8	134.6	136.4	128.3	295.3	423.6
30 June 2024	1.4	129.2	130.5	126.6	306.7	433.3
30 June 2025	1.0	123.5	124.5	124.6	317.5	442.1
30 June 2026	0.7	117.6	118.3	122.3	327.6	450.0
30 June 2027	0.5	111.6	112.0	119.7	337.1	456.8
30 June 2028	0.3	105.5	105.8	116.8	345.8	462.6
30 June 2029	0.2	99.3	99.5	113.7	353.6	467.3
30 June 2030	0.1	92.6	92.8	110.3	360.5	470.9
30 June 2031	0.1	86.0	86.1	106.7	366.5	473.3
30 June 2032	0.0	79.5	79.5	102.9	371.5	474.4
30 June 2033	0.0	73.0	73.0	98.9	375.4	474.3
30 June 2034	0.0	66.5	66.5	94.8	378.1	472.9
30 June 2035	0.0	60.0	60.0	90.4	379.7	470.1
30 June 2036	0.0	53.6	53.6	86.0	380.1	466.1
30 June 2037	0.0	47.2	47.2	81.5	379.2	460.7

PROJECTION OF NORMAL COST & INTEREST COST (BUDGET)						
Year Ending	Normal Cost ($M) (Group A and B)			Interest Cost* ($M) (Group A and B)		
	CSS Actives	PSS Actives	Total	CSS	PSS	Total
30 June 2038	0.0	40.9	40.9	76.9	377.1	454.0
30 June 2039	0.0	35.0	35.0	72.2	373.8	446.0
30 June 2040	0.0	29.4	29.4	67.6	369.5	437.1
30 June 2041	0.0	24.2	24.2	63.0	364.0	427.0
30 June 2042	0.0	19.5	19.5	58.4	357.4	415.8
30 June 2043	0.0	15.3	15.3	53.9	349.8	403.7
30 June 2044	0.0	11.7	11.7	49.5	341.7	391.2
30 June 2045	0.0	8.6	8.6	45.2	331.9	377.1
30 June 2046	0.0	6.1	6.1	41.1	321.7	362.8
30 June 2047	0.0	4.1	4.1	37.1	310.8	347.9
30 June 2048	0.0	2.6	2.6	33.3	299.4	332.7
30 June 2049	0.0	1.5	1.5	29.8	287.3	317.0
30 June 2050	0.0	0.7	0.7	26.4	275.2	301.6
30 June 2051	0.0	0.3	0.3	23.2	262.6	285.9
30 June 2052	0.0	0.0	0.0	20.3	249.8	270.1
30 June 2053	0.0	0.0	0.0	17.6	236.8	254.4
30 June 2054	0.0	0.0	0.0	15.1	224.4	239.5
30 June 2055	0.0	0.0	0.0	12.9	210.6	223.5
30 June 2056	0.0	0.0	0.0	10.8	197.5	208.3
30 June 2057	0.0	0.0	0.0	9.0	184.3	193.4
30 June 2058	0.0	0.0	0.0	7.4	171.3	178.8
30 June 2059	0.0	0.0	0.0	6.1	158.8	164.8

** The interest cost for year n is calculated as: Accrued Superannuation Liability (n) - Accrued Superannuation Liability (n-1) – Normal Cost (n) + Emerging Cost Payment (n)*

Appendix F: Projection of Emerging Cost Payments (Budget)

PROJECTION OF EMERGING COST PAYMENTS (BUDGET)							
Year Ending	Contributors		Pensioners		Deferred Beneficiaries		Total
	CSS ($M)	PSS ($M)	CSS ($M)	PSS ($M)	CSS ($M)	PSS ($M)	($M)
30 June 2020^	4.729	33.496	138.033	104.589	1.939	7.025	289.811
30 June 2021	4.595	34.383	144.449	117.217	1.695	6.654	308.993
30 June 2022	7.159	45.379	146.637	119.581	2.616	8.985	330.357
30 June 2023	9.247	56.184	148.675	121.891	3.341	11.130	350.469
30 June 2024	11.327	68.148	150.538	124.171	3.791	13.026	371.001
30 June 2025	13.288	81.320	152.185	126.381	4.223	15.473	392.871
30 June 2026	15.048	94.643	153.601	128.466	4.646	17.532	413.935
30 June 2027	16.635	108.889	154.741	130.459	4.989	20.496	436.209
30 June 2028	17.944	123.393	155.569	132.269	5.293	22.943	457.411
30 June 2029	19.130	138.383	156.045	133.923	5.522	26.200	479.204
30 June 2030	20.227	153.997	156.132	135.265	5.699	28.006	499.325
30 June 2031	21.241	169.821	155.791	136.425	5.871	30.723	519.871
30 June 2032	22.128	186.593	154.986	137.276	6.033	33.846	540.862
30 June 2033	22.898	202.730	153.684	137.775	6.179	35.980	559.246
30 June 2034	23.585	219.571	151.856	137.877	6.313	39.561	578.763
30 June 2035	24.202	237.139	149.481	137.539	6.446	42.133	596.940
30 June 2036	24.748	254.362	146.548	136.718	6.574	44.469	613.419
30 June 2037	25.235	271.501	143.052	135.377	6.696	46.673	628.533

^ Actual annual payment amount agreed with the Commonwealth Government for the 2019/20 financial year, based on the Emerging Cost Payment estimate (Budget) from the 2018 Report.

PROJECTION OF EMERGING COST PAYMENTS (BUDGET)							
Year Ending	Contributors		Pensioners		Deferred Beneficiaries		Total
	CSS ($M)	PSS ($M)	CSS ($M)	PSS ($M)	CSS ($M)	PSS ($M)	($M)
30 June 2038	25.666	287.183	138.991	133.486	6.813	48.892	641.031
30 June 2039	26.055	302.671	134.375	131.018	6.923	50.999	652.041
30 June 2040	26.399	317.412	129.221	127.956	7.025	53.053	661.067
30 June 2041	26.695	330.968	123.561	124.293	7.116	55.164	667.796
30 June 2042	26.936	343.898	117.440	120.039	7.194	56.762	672.269
30 June 2043	27.115	355.225	110.915	115.217	7.257	58.481	674.209
30 June 2044	27.224	365.692	104.051	109.856	7.300	59.799	673.922
30 June 2045	27.256	374.790	96.923	104.010	7.320	61.502	671.802
30 June 2046	27.201	382.626	89.618	97.742	7.315	62.776	667.277
30 June 2047	27.046	388.730	82.237	91.132	7.279	63.624	660.049
30 June 2048	26.781	392.411	74.870	84.270	7.210	63.889	649.431
30 June 2049	26.396	395.183	67.594	77.262	7.103	63.949	637.487
30 June 2050	25.882	396.333	60.486	70.210	6.955	64.048	623.913
30 June 2051	25.232	396.164	53.619	63.224	6.764	64.021	609.025
30 June 2052	24.445	394.450	47.057	56.407	6.532	63.660	592.551
30 June 2053	23.520	391.348	40.839	49.851	6.256	63.009	574.823
30 June 2054	22.462	387.049	35.022	43.652	5.938	62.177	556.300
30 June 2055	21.281	381.415	29.637	37.884	5.579	61.114	536.910
30 June 2056	19.986	374.429	24.728	32.591	5.184	59.797	516.716
30 June 2057	18.587	366.147	20.301	27.811	4.758	58.229	495.833
30 June 2058	17.091	356.596	16.393	23.547	4.309	56.416	474.353
30 June 2059	15.523	345.794	12.978	19.805	3.843	54.373	452.317

Appendix G: Projection of Accrued Superannuation Liabilities (Disclosures)

PROJECTION OF ACCRUED SUPERANNUATION LIABILITIES (DISCLOSURES)							
Liabilities as at		CSS ($M)			PSS ($M)		Total ($M)
	Actives	Inactives	Total	Actives	Inactives	Total	
30 June 2019	470.7	3,146.0	3,616.6	4,464.5	3,799.7	8,264.2	11,880.8
30 June 2020	484.8	3,062.3	3,547.1	4,814.5	3,751.1	8,565.6	12,112.7
30 June 2021	494.7	2,974.9	3,469.6	5,144.9	3,699.3	8,844.2	12,313.7
30 June 2022	501.0	2,883.8	3,384.8	5,454.3	3,642.8	9,097.1	12,481.9
30 June 2023	504.3	2,789.4	3,293.7	5,744.0	3,581.7	9,325.8	12,619.5
30 June 2024	505.1	2,691.9	3,197.1	6,013.0	3,516.4	9,529.4	12,726.5
30 June 2025	503.5	2,591.8	3,095.3	6,259.8	3,446.4	9,706.1	12,801.4
30 June 2026	499.9	2,489.0	2,988.9	6,483.9	3,372.1	9,855.9	12,844.9
30 June 2027	494.6	2,384.0	2,878.6	6,684.3	3,292.7	9,977.0	12,855.6
30 June 2028	487.9	2,277.0	2,764.9	6,860.9	3,209.0	10,069.8	12,834.8
30 June 2029	479.9	2,168.5	2,648.4	7,012.9	3,120.2	10,133.1	12,781.5
30 June 2030	470.8	2,058.7	2,529.5	7,139.2	3,028.0	10,167.2	12,696.7
30 June 2031	460.7	1,948.0	2,408.7	7,239.8	2,931.7	10,171.5	12,580.3
30 June 2032	449.7	1,837.0	2,286.6	7,313.8	2,831.3	10,145.1	12,431.7
30 June 2033	437.9	1,725.9	2,163.8	7,362.1	2,727.8	10,089.9	12,253.7
30 June 2034	425.4	1,615.3	2,040.7	7,384.2	2,620.3	10,004.5	12,045.3
30 June 2035	412.3	1,505.7	1,918.0	7,379.2	2,510.2	9,889.4	11,807.4
30 June 2036	398.6	1,397.4	1,796.1	7,347.5	2,398.0	9,745.6	11,541.7

PROJECTION OF ACCRUED SUPERANNUATION LIABILITIES (DISCLOSURES)

Liabilities as at	CSS ($M)			PSS ($M)			Total ($M)
	Actives	Inactives	Total	Actives	Inactives	Total	
30 June 2037	384.4	1,291.2	1,675.6	7,289.6	2,284.4	9,574.0	11,249.6
30 June 2038	369.8	1,187.3	1,557.0	7,207.2	2,169.6	9,376.9	10,933.9
30 June 2039	354.6	1,086.3	1,440.9	7,100.4	2,054.4	9,154.7	10,595.6
30 June 2040	339.0	988.7	1,327.7	6,971.3	1,939.2	8,910.5	10,238.2
30 June 2041	323.1	894.8	1,217.9	6,821.4	1,824.5	8,646.0	9,863.9
30 June 2042	306.8	805.2	1,112.0	6,652.0	1,711.3	8,363.3	9,475.3
30 June 2043	290.3	720.1	1,010.4	6,465.2	1,599.8	8,065.0	9,075.4
30 June 2044	273.5	640.0	913.4	6,262.8	1,490.8	7,753.6	8,667.0
30 June 2045	256.5	564.9	821.4	6,046.1	1,384.5	7,430.6	8,251.9
30 June 2046	239.4	495.1	734.5	5,817.4	1,281.4	7,098.7	7,833.3
30 June 2047	222.3	430.7	653.0	5,578.7	1,182.2	6,760.9	7,413.9
30 June 2048	205.3	371.7	577.0	5,332.8	1,087.5	6,420.3	6,997.3
30 June 2049	188.4	318.1	506.5	5,080.4	997.6	6,078.0	6,584.5
30 June 2050	171.7	269.8	441.5	4,824.3	912.5	5,736.8	6,178.3
30 June 2051	155.4	226.6	382.0	4,565.3	832.2	5,397.5	5,779.5
30 June 2052	139.6	188.4	328.0	4,305.0	756.9	5,061.9	5,389.8
30 June 2053	124.3	154.9	279.2	4,044.9	686.4	4,731.3	5,010.5
30 June 2054	109.7	125.8	235.5	3,786.2	620.8	4,407.0	4,642.5
30 June 2055	95.8	100.9	196.7	3,529.3	559.8	4,089.1	4,285.8
30 June 2056	82.8	79.8	162.6	3,275.7	503.3	3,778.9	3,941.5
30 June 2057	70.7	62.2	132.9	3,026.3	451.0	3,477.3	3,610.2
30 June 2058	59.5	47.8	107.3	2,782.3	402.7	3,185.0	3,292.3
30 June 2059	49.4	36.1	85.5	2,544.6	358.2	2,902.8	2,988.3

Appendix H: Projection of Normal Cost & Interest Cost (Disclosures)

PROJECTION OF NORMAL COST & INTEREST COST (DISCLOSURES)						
Year Ending	Normal Cost ($M) (Group A and B)			Interest Cost* ($M) (Group A and B)		
	CSS Actives	PSS Actives	Total	CSS	PSS	Total
30 June 2020	7.0	285.5	292.4	68.2	161.1	229.3
30 June 2021	5.0	267.8	272.9	66.8	168.1	234.9
30 June 2022	3.8	252.3	256.1	65.2	173.0	238.2
30 June 2023	2.7	238.1	240.8	63.5	177.5	241.0
30 June 2024	2.0	224.5	226.5	61.8	181.4	243.2
30 June 2025	1.4	211.0	212.4	59.9	184.9	244.8
30 June 2026	0.9	197.5	198.4	57.9	187.9	245.8
30 June 2027	0.7	184.2	184.9	55.8	190.4	246.2
30 June 2028	0.5	171.3	171.8	53.7	192.3	246.0
30 June 2029	0.3	158.5	158.8	51.5	193.6	245.1
30 June 2030	0.2	145.4	145.6	49.3	194.4	243.7
30 June 2031	0.1	132.8	132.9	47.0	194.7	241.7
30 June 2032	0.0	120.7	120.7	44.7	194.4	239.0
30 June 2033	0.0	109.0	109.0	42.3	193.5	235.8
30 June 2034	0.0	97.6	97.6	40.0	192.2	232.2
30 June 2035	0.0	86.6	86.6	37.7	190.0	227.7
30 June 2036	0.0	76.0	76.0	35.3	187.5	222.8
30 June 2037	0.0	65.8	65.8	33.0	184.4	217.4

PROJECTION OF NORMAL COST & INTEREST COST (DISCLOSURES)						
Year Ending	Normal Cost ($M) (Group A and B)			Interest Cost* ($M) (Group A and B)		
	CSS Actives	PSS Actives	Total	CSS	PSS	Total
30 June 2038	0.0	56.2	56.2	30.8	180.8	211.5
30 June 2039	0.0	47.2	47.2	28.5	176.2	204.7
30 June 2040	0.0	39.0	39.0	26.3	172.2	198.5
30 June 2041	0.0	31.6	31.6	24.2	167.3	191.5
30 June 2042	0.0	25.1	25.1	22.2	162.0	184.2
30 June 2043	0.0	19.4	19.4	20.2	156.4	176.6
30 June 2044	0.0	14.6	14.6	18.3	150.9	169.2
30 June 2045	0.0	10.6	10.6	16.5	144.5	161.0
30 June 2046	0.0	7.4	7.4	14.8	138.3	153.1
30 June 2047	0.0	4.9	4.9	13.2	131.9	145.1
30 June 2048	0.0	3.0	3.0	11.7	125.4	137.1
30 June 2049	0.0	1.7	1.7	10.3	118.4	128.7
30 June 2050	0.0	0.8	0.8	9.0	112.4	121.4
30 June 2051	0.0	0.3	0.3	7.8	105.9	113.8
30 June 2052	0.0	0.0	0.0	6.8	99.5	106.3
30 June 2053	0.0	0.0	0.0	5.8	93.2	98.9
30 June 2054	0.0	0.0	0.0	4.9	87.3	92.2
30 June 2055	0.0	0.0	0.0	4.1	80.8	84.9
30 June 2056	0.0	0.0	0.0	3.4	74.9	78.3
30 June 2057	0.0	0.0	0.0	2.8	69.0	71.8
30 June 2058	0.0	0.0	0.0	2.3	63.4	65.7
30 June 2059	0.0	0.0	0.0	1.8	57.9	59.7

** The interest cost for year n is calculated as: Accrued Superannuation Liability (n) - Accrued Superannuation Liability (n-1) – Normal Cost (n) + Emerging Cost Payment (n)*

Appendix I: Projection of Emerging Cost Payments (Disclosures)

PROJECTION OF EMERGING COST PAYMENTS (DISCLOSURES)							
Year Ending	Contributors		Pensioners		Deferred Beneficiaries		Total
	CSS ($M)	PSS ($M)	CSS ($M)	PSS ($M)	CSS ($M)	PSS ($M)	($M)
30 June 2020^	4.729	33.496	138.033	104.589	1.939	7.025	289.811
30 June 2021	4.536	34.690	143.153	116.143	1.664	6.532	306.718
30 June 2022	6.983	46.026	144.280	117.618	2.521	8.750	326.178
30 June 2023	8.931	57.163	145.237	119.013	3.168	10.745	344.257
30 June 2024	10.826	69.457	146.001	120.351	3.549	12.463	362.648
30 June 2025	12.573	82.964	146.539	121.598	3.902	14.661	382.236
30 June 2026	14.101	96.466	146.841	122.699	4.235	16.450	400.792
30 June 2027	15.443	110.774	146.868	123.691	4.493	19.041	420.310
30 June 2028	16.522	125.163	146.593	124.489	4.712	21.093	438.574
30 June 2029	17.472	139.901	145.985	125.124	4.868	23.841	457.191
30 June 2030	18.324	155.100	145.016	125.453	4.980	25.209	474.083
30 June 2031	19.085	170.233	143.659	125.603	5.086	27.361	491.027
30 June 2032	19.724	186.195	141.890	125.462	5.183	29.828	508.283
30 June 2033	20.253	201.259	139.687	124.997	5.267	31.361	522.823
30 June 2034	20.701	216.820	137.034	124.174	5.342	34.138	538.208
30 June 2035	21.084	232.918	133.923	122.963	5.413	35.953	552.254
30 June 2036	21.399	248.419	130.352	121.335	5.480	37.526	564.510
30 June 2037	21.659	263.574	126.330	119.266	5.541	38.959	575.328

^ Actual annual payment amount agreed with the Commonwealth Government for the 2019/20 financial year, based on the Emerging Cost Payment estimate (Budget) from the 2018 Report.

PROJECTION OF EMERGING COST PAYMENTS (DISCLOSURES)							
Year Ending	Contributors		Pensioners		Deferred Beneficiaries		Total
	CSS ($M)	PSS ($M)	CSS ($M)	PSS ($M)	CSS ($M)	PSS ($M)	($M)
30 June 2038	21.866	277.005	121.865	116.739	5.596	40.374	583.445
30 June 2039	22.033	290.097	116.974	113.742	5.645	41.665	590.156
30 June 2040	22.157	302.254	111.683	110.271	5.686	42.893	594.943
30 June 2041	22.236	312.951	106.028	106.330	5.717	44.139	597.402
30 June 2042	22.267	322.912	100.058	101.940	5.737	44.953	597.867
30 June 2043	22.243	331.186	93.826	97.129	5.744	45.860	595.987
30 June 2044	22.160	338.481	87.394	91.932	5.735	46.438	592.141
30 June 2045	22.013	344.391	80.829	86.403	5.708	47.314	586.659
30 June 2046	21.796	349.011	74.208	80.602	5.661	47.834	579.113
30 June 2047	21.501	352.005	67.616	74.601	5.591	48.023	569.337
30 June 2048	21.119	352.716	61.125	68.479	5.496	47.775	556.710
30 June 2049	20.647	352.684	54.797	62.325	5.373	47.396	543.222
30 June 2050	20.079	351.181	48.690	56.222	5.220	47.062	528.455
30 June 2051	19.412	348.599	42.861	50.257	5.038	46.640	512.808
30 June 2052	18.649	344.648	37.353	44.510	4.827	45.976	495.963
30 June 2053	17.790	339.535	32.192	39.049	4.587	45.109	478.262
30 June 2054	16.844	333.531	27.414	33.943	4.319	44.124	460.177
30 June 2055	15.819	326.486	23.039	29.242	4.026	42.987	441.599
30 June 2056	14.725	318.391	19.089	24.973	3.711	41.684	422.574
30 June 2057	13.571	309.315	15.564	21.154	3.379	40.222	403.204
30 June 2058	12.365	299.298	12.481	17.780	3.035	38.612	383.570
30 June 2059	11.126	288.359	9.813	14.845	2.684	36.866	363.692

Appendix J: The Accumulation of Emerging Cost and Actual Payments required for Superannuation Liability

Background

Effective from 1 July 1989 ACT Government became responsible to the Commonwealth Government for the employer financed portion of superannuation benefits provided to employees of the ACT Government. This applies to current or former employees of the ACT Government who are members of the Commonwealth Superannuation Scheme (CSS) or the Public Sector Superannuation Scheme (PSS).

All CSS and PSS benefits are currently paid by the Commonwealth Government from the Consolidated Revenue Fund (CRF). Under the current arrangement, ACT Government discharges its superannuation liability by making regular payments to CSC based on the estimated benefit payments as advised by Willis Towers Watson. This is known as the "**Emerging Cost Payment**". In any year, the Employer financed benefits payable to the CSS and PSS members may be estimated from actual benefit payment data provided by CSC. The difference between the Emerging Cost Payments and the updated estimate based on actual benefit data is known as the **Emerging Cost (Surplus)/Deficit.** It is calculated on a yearly basis to account for the difference between the amount paid by the ACT and the benefit payments incurred during the year.

The Memorandum of Understanding sets out the method and assumptions to be used to calculate Emerging Cost Payments and the Emerging Cost (Surplus)/(Deficit).

Process

1. Determine the Emerging Cost Payments

Every year as part of the annual valuation of the ACT liabilities, we advise the Emerging Costs Payments – the estimated future cash flows resulting from the employer financed component of superannuation benefits. This forms the basis of the Emerging Cost Payments made to CSC.

The schedule is updated every year to reflect any changes in the membership, assumptions and methodologies. This takes into account the likelihood of people leaving under various exit modes (eg. retirement, resignation, death and disablement) and the benefit options chosen by the members. The budget assumptions are used for the purpose of this calculation.

2. The Emerging Cost Payments to CSC

The ACT Government makes the Emerging Cost Payment quarterly in arrears to CSC based on the schedule advised by us. Due to the timing of the report, there is generally a lag between the time of advice and the time of payment. For example, the Emerging Cost Payment made to the Commonwealth Government in FY 2019/20 is based on the recommendation in the 30 June 2018 report.

3. Determine the Employer Financed Benefit Payments

At the end of each year, Willis Towers Watson estimates the amount of employer financed benefit payments incurred during the year, based on the exit information and the pensioners' data at 30 June supplied by CSC.

4. Determine the Emerging Cost (Surplus)/Deficit

The actual benefits incurred in a particular year may be different to the estimated payments in the Emerging Cost Payments schedule as the assumptions are not always borne out in practice. For example there may be more people leaving the scheme during the year; or more people taking out a pension rather than lump sum.

The purpose of the Emerging Cost (Surplus)/Deficit calculation is to account for any variation between the amount paid by the ACT Government (according to the schedule) and the amount which should be paid by the ACT Government (according to the actual benefit data).

A deficit during the year means that the Emerging Cost Payments made to CSC during the year is less than the employer financed benefits paid out to members. On the other hand, a surplus during the year means that ACT Government has overpaid CSC in regard to the employer financed benefits paid out to members in that particular year. At the end of each year, the accumulated (surplus)/deficit amount will be determined.

Data

To calculate the Emerging Cost (Surplus)/Deficit, the following data was supplied by CSC in respect of the current and former employees of the ACT Government:

1. To determine the Emerging Cost Payments:

- Data of the CSS and PSS contributors as at 30 June;
- Data of the CSS and PSS Deferred Beneficiaries as at 30 June;
- Data of the CSS and PSS Pensioners (including dependants) as at 30 June; and
- ACT Employment Ratio - the ratio of the member's post 1 July 1989 ACT service to Total Service.

2. To estimate the actual employer financed benefits paid:

- Data of the CSS and PSS contributors who terminated their employment during the year;
- Data of the CSS and PSS deferred beneficiaries who claimed their benefits during the year;
- Data of the CSS and PSS pensioners (including dependants) at 30 June who received a pension during the year; and
- ACT Employment Ratio – the ratio of the member's post 1 July 1989 ACT service to Total Service.

As set out in Sections 3 and 4 of this report some assumptions and estimates have been made in respect of the data as a result of limitations in the data provided.

Methodology

ACT Employment Ratio

For the calculations of the **Emerging Cost Payments** and **Employer Financed Benefit Payments,** the ACT Employment Ratio provided by CSC is applied to the employer financed benefits to determine the portion of the benefits which relate to the ACT Government.

Pension indexation

CSS and PSS pensions are indexed half yearly which occur in January and July each year. CSC provides the pension amounts as at 1 July instead of the actual pension amount paid during the financial year. In calculating the **Employer Financed Benefit Payment**, we adjusted the pension amount to allow for the half yearly pension indexation.

CSS Employer Financed Benefits

For CSS members, the employer financed benefit is often payable in the form of an indexed pension, which is calculated as a percentage of final salary based on age and service. The employer financed lump sum benefit is only available on certain benefits (e.g. Retrenchment and Resignation) and is less likely to be taken by the members.

CSS lump sum

In determining the **Emerging Cost Payments** we currently assume that all members take their employer financed benefit as an indexed pension and hence no lump sum is payable.

In determining the **Employer Financed Benefit Payments**, the employer financed lump sum was provided in the termination data for those who elected a lump sum.

Member and Productivity components paid as lump sums have no employer component.

CSS indexed pension

In determining the **Emerging Cost Payments** and **Employer Financed Benefit Payments**, the full indexed pension is employer financed.

CSS non-indexed pension

CSS members have the option of converting the member/productivity components into a non-indexed pension. Due to the generosity of the pension conversion factor, the cost of providing the pension often exceeds the value of the member and productivity components, hence the employer is required to fund the additional cost when a member takes out a non-indexed pension.

In determining the **Emerging Cost Payments** and **Employer Financed Benefit Payments** we assume that 25% of the non-indexed pension is employer financed. This assumption is as specified in the Memorandum of Understanding.

PSS Employer Financed Benefits

For PSS members, the employer financed benefit is calculated as the PSS benefit net of member and productivity components. Members may take their benefit as a pension, a lump sum, or a combination of both.

The split of the PSS benefit between the employer financed component, member component and productivity component is provided for all contributors, all deferred beneficiaries and about 80% of the pensioners.

PSS lump sum payments

For the purpose of determining the **Employer Financed Benefit Payments**, the employer financed lump sum was provided in the termination data and hence no calculation was required. For the purpose of projecting the **Emerging Cost Payments**, the employer financed lump sum was the amount of PSS benefit net of member and productivity component. Both methods are consistent in the way the employer financed portion is determined.

PSS indexed pension

For the purpose of determining the **Employer Financed Benefit Payments** and the **Emerging Cost Payments**, we have determined:

- For those with benefits component split into employer, productivity and member component:

  The employer financed proportion of the indexed pension is determined at an individual level based on the split of pension converted from various benefit components and by assuming that 40% of the pension converted from the member and productivity component is funded by the ACT

Government to reflect the additional cost required to fund an indexed pension for a typical new pensioner. This assumption is as specified in the Memorandum of Understanding.

- For the remaining members without the benefit components separately provided:

  75% of retirement pension and 90% of invalidity pension is assumed to be employer financed. These percentages are based on the average employer financed proportion of those with the additional information provided (rounded to the nearest 5%, as specified in the Memorandum of Understanding).

How is Emerging Cost (Surplus)/Deficit calculated?

The Emerging Cost (Surplus)/Deficit arises from the difference between the Emerging Cost Payments made by the ACT Government to the Commonwealth Government and the Employer Financed Benefit Payments. The ACT Government is obliged to reimburse the Commonwealth Government to account for the shortfall which arises due to the variation in the actual versus expected benefit payments.

Therefore, the Emerging Cost (Surplus)/Deficit at a particular point consists of:

a The unpaid Emerging Cost (Surplus)/Deficit at the beginning of the year; less

b The Emerging Cost Deficit (Credit)/Payment made by ACT (assumed to occur at the end of the year); less

c The Emerging Cost Payments made by ACT during the year (assumed to occur at the end of each quarter); plus

d The Employer Financed Benefit Payment (assumed to occur mid-year); plus

e Interest

Results

The table below summarises the estimated Emerging Cost Surplus/Deficit for CSS and PSS as at 30 June 2019:

Emerging Cost (Surplus)/Deficit at 30 June 2019 (CSS & PSS)

	Starting (Surplus)/ Deficit(i)	Surplus Credit/ (Deficit Payment)	Emerging Cost Payment	Employer Financed Benefit Payment	Interest Component	Accumulated (Surplus)/ Deficit with interest
	($M)	**($M)**	**($M)**	**($M)**	**($M)**	**($M)**
CSS	0.415	(0.415)	(138.869)	138.736	0.301	0.168
PSS	(13.753)	13.753	(130.201)	122.310	(0.026)	(7.917)
Total	**(13.338)**	**13.338**	**(269.070)**	**261.046**	**0.275**	**(7.749)**

Note (i): Surplus as at 30 June 2018, as estimated in the 2018 Annual Report.

The following table shows for CSS and PSS the estimated employer financed component of actual benefit payments recognized in determining the Emerging Cost Surplus/Deficit.

Summary of the Actual employer Financed Benefit payments 2018/19 ($M)

	CSS	PSS	Total
Lump sum			
Contributors	0.065	5.442	5.507
Deferred Beneficiaries	0.032	7.731	7.763
Total Lump sum	**0.097**	**13.173**	**13.270**
Pension			
Current Pensioners	132.890	106.061	238.951
Dependent Pensioners	5.749	3.076	8.825
Total Pension	**138.639**	**109.137**	**247.776**
Total	**138.736**	**122.310**	**261.046**

Appendix K: Membership Tables: Group A

CSS Actives – Group A												
	Male				Female				Total			
Age Group	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio
45-49	10	105,205	29.35	91.2%	12	91,080	27.84	97.6%	22	97,501	28.53	94.7%
50-54	64	115,854	29.96	81.7%	73	121,206	26.29	83.6%	137	118,706	28.01	82.7%
55-59	25	103,998	29.95	90.4%	45	129,838	24.54	86.5%	70	120,609	26.47	87.9%
60-64	16	116,180	30.36	81.9%	38	115,574	27.99	88.5%	54	115,754	28.69	86.5%
65 or over	11	97,787	34.80	81.3%	14	110,236	32.58	80.1%	25	104,758	33.56	80.6%
Total	**126**	**111,120**	**30.38**	**84.1%**	**182**	**119,334**	**26.80**	**86.0%**	**308**	**115,974**	**28.27**	**85.2%**

PSS Actives – Group A												
	Male				Female				Total			
Age Group	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio
30-34	12	115,378	11.84	87.7%	11	97,631	10.48	87.6%	23	106,890	11.19	87.6%
35-39	141	105,032	13.33	88.9%	414	107,579	12.52	89.3%	555	106,932	12.73	89.2%
40-44	311	116,342	15.54	88.4%	702	110,517	13.52	89.0%	1,013	112,305	14.14	88.8%
45-49	460	116,573	16.68	88.5%	913	110,990	15.60	89.5%	1,373	112,861	15.96	89.2%
50-54	460	118,314	17.86	87.0%	799	112,731	17.34	87.6%	1,259	114,771	17.53	87.4%
55-59	407	119,208	19.48	90.6%	765	107,799	17.55	91.1%	1,172	111,761	18.22	90.9%
60-64	229	114,041	19.73	91.1%	444	104,927	19.21	95.5%	673	108,029	19.38	94.0%
65 or over	88	118,844	19.98	94.1%	126	101,883	19.12	94.7%	214	108,858	19.47	94.4%
Total	**2,108**	**116,468**	**17.53**	**89.1%**	**4,174**	**109,366**	**16.11**	**90.1%**	**6,282**	**111,749**	**16.59**	**89.8%**

CSS Deferred – Group A									
	Male			Female			Total		
Age Group	Number	Average Active Service (Years)	Average ACT Employment Ratio	Number	Average Active Service (Years)	Average ACT Employment Ratio	Number	Average Active Service (Years)	Average ACT Employment Ratio
45-49	2	16.58	91.1%	3	10.86	81.5%	5	13.15	85.3%
50-54	25	15.65	85.4%	28	15.31	77.3%	53	15.47	81.1%
55-59	23	19.97	75.4%	38	14.04	75.2%	61	16.28	75.3%
60-64	8	11.22	48.4%	18	11.33	70.2%	26	11.29	63.4%
65 or over	1	5.18	42.4%	2	11.99	83.2%	3	9.72	69.6%
Total	**59**	**16.59**	**75.9%**	**89**	**13.74**	**75.2%**	**148**	**14.87**	**75.5%**

PSS Deferred – Group A									
	Male			Female			Total		
Age Group	Number	Average Active Service (Years)	Average ACT Employment Ratio	Number	Average Active Service (Years)	Average ACT Employment Ratio	Number	Average Active Service (Years)	Average ACT Employment Ratio
30-34	50	2.94	97.4%	36	2.74	85.2%	86	2.86	92.3%
35-39	226	3.59	93.0%	503	3.45	93.2%	729	3.49	93.1%
40-44	504	3.68	90.4%	983	4.08	93.4%	1,487	3.95	92.4%
45-49	711	4.35	90.8%	1,328	4.29	91.3%	2,039	4.31	91.2%
50-54	709	5.26	88.1%	1,312	5.03	87.8%	2,021	5.11	87.9%
55-59	491	5.14	86.3%	1,007	5.27	87.2%	1,498	5.23	87.0%
60-64	286	4.78	87.3%	513	4.69	90.2%	799	4.72	89.2%
65 or over	40	2.76	87.3%	65	2.65	90.1%	105	2.69	89.0%
Total	**3,017**	**4.52**	**89.3%**	**5,747**	**4.53**	**90.2%**	**8,764**	**4.53**	**89.9%**

CSS Pensioners Retirement – Group A												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	4	92,859	23,215	96.5%	4	84,984	21,246	84.1%	8	177,843	22,230	90.3%
55-59	159	6,389,331	40,184	79.3%	153	5,767,414	37,696	79.0%	312	12,156,745	38,964	79.2%
60-64	342	11,677,154	34,144	71.5%	310	9,252,906	29,848	74.5%	652	20,930,060	32,101	72.9%
65-69	515	15,072,143	29,266	60.6%	547	14,748,823	26,963	73.5%	1,062	29,820,966	28,080	67.3%
70-74	620	13,690,172	22,081	53.1%	771	16,522,229	21,430	70.7%	1,391	30,212,401	21,720	62.8%
75-79	419	6,554,191	15,642	43.4%	630	9,256,091	14,692	58.5%	1,049	15,810,282	15,072	52.5%
80-84	251	2,857,292	11,384	37.6%	360	3,412,919	9,480	45.5%	611	6,270,211	10,262	42.3%
85-89	128	947,587	7,403	32.1%	144	866,547	6,018	34.1%	272	1,814,134	6,670	33.2%
90-94	29	122,539	4,225	16.4%	31	132,108	4,262	23.3%	60	254,647	4,244	20.0%
Total	**2,467**	**57,403,267**	**23,268**	**54.2%**	**2,950**	**60,044,021**	**20,354**	**64.1%**	**5,417**	**117,447,288**	**21,681**	**59.6%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.

PSS Pensioners Retirement – Group A												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	50	1,178,151	23,563	84.4%	73	1,370,167	18,769	89.3%	123	2,548,318	20,718	87.3%
55-59	142	5,905,808	41,590	88.0%	282	8,180,022	29,007	84.8%	424	14,085,830	33,221	85.9%
60-64	272	9,958,975	36,614	84.5%	772	23,297,147	30,178	92.2%	1,044	33,256,122	31,855	90.2%
65-69	393	11,984,697	30,495	84.5%	1,052	28,297,661	26,899	94.1%	1,445	40,282,358	27,877	91.5%
70-74	356	8,356,546	23,473	79.1%	768	16,800,158	21,875	89.7%	1,124	25,156,703	22,381	86.4%
75-79	183	3,353,069	18,323	81.2%	333	5,109,093	15,343	85.9%	516	8,462,163	16,400	84.3%
80-84	59	832,959	14,118	82.4%	99	1,021,559	10,319	81.0%	158	1,854,517	11,737	81.5%
85-89	12	#	#	69.2%	17	#	#	80.7%	29	#	#	75.9%
90-94	1	#	#	100.0%	1	#	#	100.0%	2	#	#	100.0%
Total	**1,468**	**41,626,633**	**28,356**	**82.9%**	**3,397**	**84,241,379**	**24,799**	**90.5%**	**4,865**	**125,868,012**	**25,872**	**88.2%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.
Not disclosed for privacy.

CSS Pensioners Invalidity – Group A												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	3	105,027	35,009	89.3%	3	88,795	29,598	78.7%	6	193,823	32,304	84.0%
55-59	9	268,231	29,803	68.0%	9	339,827	37,759	85.7%	18	608,058	33,781	76.8%
60-64	7	275,721	39,389	79.0%	15	431,032	28,735	68.1%	22	706,753	32,125	71.6%
65-69	15	339,084	22,606	64.4%	30	815,833	27,194	72.9%	45	1,154,917	25,665	70.1%
70-74	22	481,947	21,907	60.0%	31	740,953	23,902	72.9%	53	1,222,900	23,074	67.5%
75-79	19	325,516	17,132	45.3%	18	328,911	18,273	59.8%	37	654,426	17,687	52.3%
80-84	13	114,764	8,828	53.6%	20	154,025	7,701	33.8%	33	268,789	8,145	41.6%
85-89	4	17,349	4,337	18.5%	4	#	#	23.8%	8	#	#	21.1%
90-94	0	0	0	0.0%	1	#	#	30.7%	1	#	#	30.7%
Total	**92**	**1,927,639**	**20,953**	**58.2%**	**131**	**2,927,816**	**22,350**	**63.8%**	**223**	**4,855,454**	**21,773**	**61.4%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.
Not disclosed for privacy.

PSS Pensioners Invalidity – Group A												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	19	875,091	46,057	98.0%	41	1,665,906	40,632	93.8%	60	2,540,997	42,350	95.1%
55-59	23	836,756	36,381	90.5%	37	1,263,986	34,162	96.7%	60	2,100,742	35,012	94.3%
60-64	20	490,204	24,510	95.1%	55	1,494,778	27,178	94.7%	75	1,984,982	26,466	94.8%
65-69	20	397,966	19,898	82.5%	43	923,122	21,468	92.0%	63	1,321,088	20,970	89.0%
70-74	20	279,454	13,973	75.2%	18	271,309	15,073	86.1%	38	550,763	14,494	80.4%
75-79	3	20,689	6,896	100.0%	11	96,713	8,792	84.9%	14	117,402	8,386	88.1%
Total	**105**	**2,900,159**	**27,621**	**88.6%**	**205**	**5,715,814**	**27,882**	**93.1%**	**310**	**8,615,973**	**27,793**	**91.5%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.

CSS Dependent Pensioners – Group A												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	2	#	#	74.0%	8	#	#	72.2%	10	222,191	22,219	72.6%
55-59	3	#	#	75.3%	21	242,362	11,541	64.3%	24	#	#	65.7%
60-64	7	99,255	14,179	53.7%	39	546,015	14,000	61.6%	46	645,270	14,028	60.4%
65-69	14	215,898	15,421	67.9%	74	979,438	13,236	53.3%	88	1,195,336	13,583	55.6%
70-74	36	417,987	11,611	62.5%	86	1,007,909	11,720	50.6%	122	1,425,896	11,688	54.1%
75-79	43	417,332	9,705	51.4%	84	631,204	7,514	41.7%	127	1,048,536	8,256	45.0%
80-84	37	223,191	6,032	44.8%	70	357,110	5,102	31.4%	107	580,302	5,423	36.0%
85-89	22	108,916	4,951	50.4%	44	140,790	3,200	32.1%	66	249,705	3,783	38.2%
90-94	4	18,085	4,521	26.9%	9	25,430	2,826	16.1%	13	43,514	3,347	19.5%
95-99	0	0	0	0.0%	1	#	#	7.5%	1	#	#	7.5%
Total	**168**	**1,564,804**	**9,314**	**53.8%**	**436**	**4,127,969**	**9,468**	**45.6%**	**604**	**5,692,773**	**9,425**	**47.9%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.
Not disclosed for privacy.

PSS Dependent Pensioners – Group A												
	Male				Female				Total			
Age Group	**Number**	**Total Indexed Pension* ($)**	**Average Indexed Pension* ($)**	**Average ACT Employment Ratio**	**Number**	**Total Indexed Pension* ($)**	**Average Indexed Pension* ($)**	**Average ACT Employment Ratio**	**Number**	**Total Indexed Pension* ($)**	**Average Indexed Pension* ($)**	**Average ACT Employment Ratio**
54 or less	16	353,030	22,064	89.9%	22	517,487	23,522	88.6%	38	870,517	22,908	89.2%
55-59	6	110,975	18,496	85.1%	24	407,490	16,979	82.5%	30	518,466	17,282	83.0%
60-64	6	76,395	12,732	100.0%	14	214,564	15,326	78.6%	20	290,958	14,548	85.0%
65-69	21	241,400	11,495	94.6%	20	270,876	13,544	80.8%	41	512,275	12,495	87.9%
70-74	19	270,757	14,250	89.4%	41	434,234	10,591	71.0%	60	704,990	11,750	76.8%
75-79	25	298,848	11,954	97.9%	26	238,195	9,161	73.6%	51	537,043	10,530	85.5%
80-84	6	64,438	10,740	83.6%	11	77,207	7,019	78.6%	17	141,645	8,332	80.4%
85-89	3	#	#	81.0%	1	#	#	13.6%	4	#	#	64.2%
90-94	1	#	#	78.4%	1	#	#	100.0%	2	#	#	89.2%
Total	**103**	**1,444,581**	**14,025**	**92.3%**	**160**	**2,176,931**	**13,606**	**77.8%**	**263**	**3,621,512**	**13,770**	**83.5%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.
Not disclosed for privacy.

Appendix L: Membership Tables: Group B

CSS Actives – Group B												
	Male				Female				Total			
Age Group	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio
45-49	4	97,137	26.02	24.1%	9	123,449	28.46	29.2%	13	115,353	27.71	27.6%
50-54	46	129,061	29.08	18.5%	41	131,208	28.62	24.1%	87	130,073	28.86	21.1%
55-59	15	157,578	29.73	22.1%	19	147,553	26.86	26.5%	34	151,976	28.12	24.6%
60-64	13	#	32.57	28.9%	7	#	30.31	26.1%	20	177,332	31.78	27.9%
65 or over	3	#	30.81	4.3%	1	#	21.95	44.5%	4	139,010	28.60	14.4%
Total	**81**	**138,289**	**29.67**	**20.6%**	**77**	**141,355**	**28.23**	**25.8%**	**158**	**139,783**	**28.97**	**23.1%**

Note: # Not disclosed for privacy.

PSS Actives – Group B												
	Male				Female				Total			
Age Group	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio	Number	Average Salary ($)	Average Service (Years)	Average ACT Employment Ratio
30-34	10	100,324	13.08	24.8%	18	92,235	11.60	24.4%	28	95,124	12.13	24.6%
35-39	65	111,723	11.54	24.0%	217	106,552	12.89	21.6%	282	107,744	12.58	22.2%
40-44	176	120,186	14.21	22.5%	315	112,362	14.26	22.0%	491	115,167	14.25	22.2%
45-49	254	123,860	16.03	22.4%	407	114,635	15.87	22.0%	661	118,180	15.93	22.1%
50-54	213	128,345	16.52	23.7%	383	114,581	16.71	24.7%	596	119,500	16.64	24.3%
55-59	163	124,428	15.86	22.4%	267	113,499	17.03	24.7%	430	117,642	16.58	23.8%
60-64	55	114,130	15.57	28.3%	114	111,483	16.58	24.8%	169	112,345	16.25	25.9%
65 or over	12	106,855	16.23	18.7%	21	104,678	18.43	26.0%	33	105,470	17.63	23.4%
Total	**948**	**122,423**	**15.41**	**23.1%**	**1,742**	**112,473**	**15.60**	**23.2%**	**2,690**	**115,980**	**15.54**	**23.2%**

CSS Deferred – Group B									
	Male			Female			Total		
Age Group	Number	Average Active Service (Years)	Average ACT Employment Ratio	Number	Average Active Service (Years)	Average ACT Employment Ratio	Number	Average Active Service (Years)	Average ACT Employment Ratio
45-49	1	24.79	32.6%	2	5.33	29.0%	3	11.81	30.2%
50-54	15	14.53	25.2%	18	14.39	24.1%	33	14.45	24.6%
55-59	5	19.32	12.2%	9	8.85	31.3%	14	12.59	24.5%
60-64	8	16.28	13.1%	3	11.20	26.2%	11	14.89	16.7%
65 or over	0	0.00	0.0%	0	0.00	0.0%	0	0.00	0.0%
Total	**29**	**16.19**	**19.9%**	**32**	**11.97**	**26.6%**	**61**	**13.97**	**23.4%**

PSS Deferred – Group B									
	Male			Female			Total		
Age Group	Number	Average Active Service (Years)	Average ACT Employment Ratio	Number	Average Active Service (Years)	Average ACT Employment Ratio	Number	Average Active Service (Years)	Average ACT Employment Ratio
30-34	8	3.86	25.3%	11	3.69	50.2%	19	3.76	39.7%
35-39	67	4.55	41.3%	119	4.71	40.1%	186	4.65	40.5%
40-44	153	4.31	42.3%	253	5.31	40.4%	406	4.93	41.1%
45-49	206	5.86	40.1%	375	6.03	41.3%	581	5.97	40.9%
50-54	191	6.43	36.8%	313	6.20	40.1%	504	6.29	38.9%
55-59	112	6.74	34.4%	247	6.81	40.6%	359	6.79	38.6%
60-64	53	5.11	45.7%	72	4.82	46.5%	125	4.95	46.1%
65 or over	5	1.37	50.4%	6	3.98	41.8%	11	2.79	45.7%
Total	**795**	**5.62**	**39.3%**	**1,396**	**5.87**	**41.0%**	**2,191**	**5.78**	**40.4%**

CSS Pensioners Retirement – Group B												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	1	#	#	5.2%	8	#	#	19.3%	9	43,006	4,778	17.7%
55-59	64	782,267	12,223	23.0%	90	1,103,159	12,257	27.7%	154	1,885,425	12,243	25.8%
60-64	133	1,654,675	12,441	24.8%	107	1,253,789	11,718	27.4%	240	2,908,464	12,119	25.9%
65-69	138	1,605,656	11,635	20.7%	168	1,807,488	10,759	25.9%	306	3,413,144	11,154	23.6%
70-74	103	529,134	5,137	13.0%	140	920,963	6,578	19.0%	243	1,450,097	5,967	16.5%
75-79	47	238,644	5,078	11.8%	58	232,660	4,011	14.5%	105	471,305	4,489	13.3%
80-84	18	#	#	8.6%	8	#	#	14.5%	26	86,776	3,338	10.4%
85-89	0	0	0	0.0%	3	3,317	1,106	5.6%	3	3,317	1,106	5.6%
Total	**504**	**4,877,038**	**9,677**	**19.2%**	**582**	**5,384,495**	**9,252**	**23.3%**	**1,086**	**10,261,533**	**9,449**	**21.4%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.
Not disclosed for privacy.

PSS Pensioners Retirement – Group B												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	81	604,228	7,460	22.0%	135	880,934	6,525	22.4%	216	1,485,162	6,876	22.3%
55-59	107	1,076,342	10,059	22.5%	195	1,655,343	8,489	23.7%	302	2,731,685	9,045	23.3%
60-64	148	1,629,949	11,013	26.1%	338	3,335,425	9,868	28.7%	486	4,965,374	10,217	27.9%
65-69	129	1,087,401	8,429	25.3%	294	2,763,339	9,399	30.4%	423	3,850,740	9,103	28.8%
70-74	90	609,938	6,777	24.0%	149	1,025,644	6,884	28.1%	239	1,635,582	6,843	26.6%
75-79	31	111,199	3,587	19.1%	36	137,023	3,806	23.2%	67	248,222	3,705	21.3%
80-84	7	31,816	4,545	20.0%	5	24,023	4,805	27.7%	12	55,840	4,653	23.2%
Total	**593**	**5,150,873**	**8,686**	**24.0%**	**1,152**	**9,821,730**	**8,526**	**27.3%**	**1,745**	**14,972,604**	**8,580**	**26.1%**

Note: *This is the Indexed Pension amount multiplied by the ACT Employment Ratio.

CSS Pensioners Invalidity – Group B												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	3	18,876	6,292	14.1%	3	42,955	14,318	37.0%	6	61,832	10,305	25.5%
55-59	0	0	0	0.0%	2	#	#	3.9%	2	#	#	3.9%
60-64	1	#	#	0.7%	4	#	#	44.7%	5	88,607	17,721	35.9%
65-69	3	#	#	14.8%	1	#	#	1.9%	4	21,326	5,332	11.6%
70-74	1	#	#	12.2%	3	#	#	26.9%	4	41,520	10,380	23.2%
75-79	1	#	#	6.7%	0	0	0	0.0%	1	#	#	6.7%
85-89	0	0	0	0.0%	1	#	#	10.9%	1	#	#	10.9%
Total	**9**	**48,219**	**5,358**	**11.8%**	**14**	**172,947**	**12,353**	**27.9%**	**23**	**221,166**	**9,616**	**21.6%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.
Not disclosed for privacy.

PSS Pensioners Invalidity – Group B												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	15	149,305	9,954	15.7%	22	248,214	11,282	25.3%	37	397,519	10,744	21.4%
55-59	10	82,630	8,263	15.9%	14	129,844	9,275	21.7%	24	212,474	8,853	19.3%
60-64	6	32,163	5,360	12.9%	10	99,756	9,976	20.8%	16	131,919	8,245	17.9%
65-69	2	#	#	45.1%	7	#	#	22.9%	9	86,495	9,611	27.8%
70-74	2	#	#	12.7%	2	#	#	8.3%	4	9,993	2,498	10.5%
Total	**35**	**281,420**	**8,041**	**16.8%**	**55**	**556,980**	**10,127**	**22.7%**	**90**	**838,400**	**9,316**	**20.4%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.
Not disclosed for privacy.

CSS Dependent Pensioners – Group B												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	1	#	#	1.3%	5	#	#	11.9%	6	9,218	1,536	10.2%
55-59	2	#	#	21.9%	7	#	#	14.3%	9	36,310	4,034	16.0%
60-64	3	24,073	8,024	42.4%	11	62,719	5,702	21.6%	14	86,792	6,199	26.1%
65-69	3	20,144	6,715	27.4%	13	28,835	2,218	13.2%	16	48,980	3,061	15.9%
70-74	3	18,122	6,041	33.1%	7	23,778	3,397	10.3%	10	41,900	4,190	17.2%
75-79	2	#	#	13.8%	4	#	#	14.0%	6	13,986	2,331	13.9%
80-84	3	#	#	12.2%	1	#	#	8.4%	4	5,585	1,396	11.2%
Total	**17**	**91,276**	**5,369**	**24.6%**	**48**	**151,494**	**3,156**	**14.7%**	**65**	**242,770**	**3,735**	**17.3%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.
Not disclosed for privacy.

PSS Dependent Pensioners – Group B												
	Male				Female				Total			
Age Group	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio	Number	Total Indexed Pension* ($)	Average Indexed Pension* ($)	Average ACT Employment Ratio
54 or less	7	40,046	5,721	13.0%	7	43,313	6,188	24.3%	14	83,359	5,954	18.6%
55-59	1	#	#	47.6%	7	#	#	22.8%	8	59,760	7,470	25.9%
60-64	3	21,774	7,258	36.9%	9	20,000	2,222	19.3%	12	41,774	3,481	23.7%
65-69	3	10,745	3,582	31.6%	7	21,756	3,108	20.8%	10	32,501	3,250	24.0%
70-74	8	60,992	7,624	22.1%	6	33,022	5,504	34.2%	14	94,014	6,715	27.3%
75-79	2	#	#	13.7%	1	#	#	6.0%	3	8,966	2,989	11.2%
80-84	2	#	#	20.0%	1	#	#	16.7%	3	4,304	1,435	18.9%
Total	**26**	**156,358**	**6,014**	**22.6%**	**38**	**168,319**	**4,429**	**23.1%**	**64**	**324,677**	**5,073**	**22.9%**

Note: * This is the Indexed Pension amount multiplied by the ACT Employment Ratio.
Not disclosed for privacy.

Appendix M: Glossary

Accrued Superannuation Liability

The actuarial value of the ACT Government portion of members' benefits in respect of service up to the date of investigation.

ACT Employment Ratio

The ratio of ACT Government service post 1 July 1989 to Total Service.

Contributor

Member of CSS or PSS who was employed by ACT Government or Commonwealth Government at the date of investigation.

Current Pensioner

Member of CSS or PSS who was receiving a pension at the date of investigation.

Preserved Members/Deferred Beneficiary

Member of CSS or PSS who preserved his/her benefit upon ceasing employment or transfer under Choice of Fund.

Dependent Pensioner

Dependant of a former CSS or PSS member who has deceased, and was receiving a pension at the date of investigation.

Interest Cost

Increase in the Accrued Superannuation Liability resulting from unwinding of discount rate during the period.

Normal Cost

Increase in the Accrued Superannuation Liability resulting from service during the period.