

Judicial Pension Scheme 1992

Public Sector Pensions Authority
Annual Report and Accounts
for year ended 31 March 2018



Isle of Man
Government
Reilrys Ellan Vannin

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1. Introduction

- 1.1 The Public Sector Pensions Authority (PSPA) was established in 2012, as the Statutory Board responsible for the administration and management of the majority of public sector pension schemes (the 'schemes') as defined in the Public Sector Pensions Act 2011 (the 'Act').
- 1.2 Board Members are appointed by the Council of Ministers and comprise of a legally qualified Chair, who is independent of employer and employee interests, two Members representing the interests of employers, one being the Chair of the Public Services Commission, who is also the Vice-Chair of the PSPA. Two further Members represent the interests of employees, one being nominated by the Isle of Man Trades Council and the other by any other Isle of Man trade union body representing the interests of public sector employees.
- 1.3 The Board operates in a similar way to a corporate trustee for a private sector pension scheme, with the Board members representing the interests of all the schemes' beneficiaries and not solely the interests of the body or union that nominated them. However, the Board is not constituted as a Trustee Board and does not therefore have the same fiduciary responsibilities.
- 1.4 Under the Act, the PSPA is responsible for ensuring that the schemes are properly maintained and administered. The Board meets on a regular basis to consider management and administrative matters, delegating the day to day management and administration to the officers of the PSPA.
- 1.5 Under the Act the functions of the PSPA include:
 - Administering and managing the majority of the public sector pension schemes established in the Island;
 - Acting as a policy adviser to the Council of Ministers on the superannuation of public sector employees;
 - Making and amending public sector superannuation schemes, subject to Tynwald approval; and
 - Preparing annual accounts hereafter referred to as financial statements, relating to those schemes it administers and manages.
- 1.6 The Isle of Man Treasury and Cabinet Office provide the PSPA with finance and payroll services. In practice, the PSPA coordinates and administers the calculation and set up of expenditure and monitors income, whilst the Treasury makes payments and receives funds from contributions and transfers to the schemes.

PSPA's Mission Statement

- 1.7 To deliver high quality pension and other superannuation benefit services, which are customer focused and cost effective for all stakeholders.

PSPA's Management and Administration Costs

- 1.8 In accordance with section 9(3)(c) of the Act, the cost for the management and administration of the schemes must be paid by the PSPA out of monies provided by Tynwald or from such other sources of funding as is approved by Tynwald. These costs are not reflected in the annual report and financial statements of the individual schemes.

2. Public Sector Pensions Authority Board

Mr J Carter, LLB Chair (Independent) Re-appointed 12 January 2017

PSPA Members representing the interests of Employers

Hon C C Thomas, MHK Vice Chair Appointed 3 November 2016

Mr D J Ashford, MHK Resigned 8 January 2018

Mrs J Poole – Wilson Appointed 22 March 2018

PSPA Members representing the interests of Employees

Mr E Holmes Re-appointed 1 February 2017

Ms A Moffatt Appointed 24 November 2015

3. Public Sector Pensions Authority Advisers

Scheme Management and Administration

Public Sector Pensions Authority
3rd Floor Prospect House
27-29 Prospect Hill
Douglas
Isle of Man IM1 1ET

Financial and Payroll Services

Office of Human Resources
Payroll Team
Cabinet Office
Illiam Dhone House
Circular Road
Douglas
Isle of Man IM1 3AG

Scheme Actuary

Hymans Robertson LLP
20 Waterloo Street
Glasgow G2 6DB

Independent Auditor

KPMG Audit LLC
Heritage Court
41 Athol Street
Douglas
Isle of Man IM99 1HN

Bankers (via Treasury)

Isle of Man Bank Limited
2 Athol Street
Douglas
Isle of Man IM99 1AN

4. Public Sector Pensions Authority's Report

- 4.1 The Judicial Pension Scheme 1992 (the 'Scheme') is a public sector pension scheme which commenced on 1 May 1992.
- 4.2 The Scheme is an unfunded, contributory, voluntary membership, defined benefit scheme which provides retirement, death and dependants' benefits for qualifying members.

The Rules Affecting the Scheme

- 4.3 The Rules governing the management and administration of the Scheme were implemented under Section 1 and 12 of the Superannuation Act 1984.
- 4.4 The Scheme now operates under the Public Sector Pensions Act 2011, which has superseded the Superannuation Act 1984.
- 4.5 The Scheme was replaced by the Judicial Pension Scheme 2004, and is now closed to new members.

Analogous to the UK Judicial Pension Scheme

- 4.6 The Scheme is consistent with the United Kingdom Judicial Pension Act 1981 (as amended) and related orders and regulations, subject to modifications. However, changes to the UK Scheme only apply in the Isle of Man if a consultation has taken place with affected members, their representatives, Treasury, relevant Departments and Boards prior to approval being sought in Tynwald for the Scheme amendment.

Sponsoring Employer

- 4.7 There are no active scheme members only pensioners, and as such no sponsoring employers.

Information about the Scheme

- 4.8 Information about the Scheme is provided in the Member Guide, available from the PSPA office.

Benefits of the Scheme

- 4.9 Benefits under the Scheme are calculated using final pensionable pay and length of pensionable service.
- 4.10 Further information about the Scheme's benefits is contained in the Member Guide.

Changes and Forthcoming Changes affecting the Scheme

- 4.11 The UK Government has introduced a new "stand alone" judicial pension scheme based upon the new (UK) Civil Service pension scheme. The new scheme came into effect on 1 April 2015.

- 4.12 However, on the basis that there are no active members in the Scheme, it is unlikely that the proposed UK reforms would apply.

Annual Pension Increase

- 4.13 Pension increases are made in accordance with the Pensions (Increase) Act 1974, by way of the Isle of Man Treasury's Pensions Increase (Annual Review) Order. The Order is made under Section 59 of The Social Security Pensions Act 1975, as it has effect in the Isle of Man, which requires the Isle of Man Treasury to increase the annual rate of an "official pension" by the same percentage as it is raised by the Secretary of State for Work and Pensions in the United Kingdom.
- 4.14 Pension increases are linked to those for additional state pension, such as the State Second Pension, and any uprating takes into account the rate of UK inflation over the previous year to September.
- 4.15 The pension increase on 10 April 2017 was in line with the UK's Consumer Prices Index for the 12 months to September 2016, and this was 1%.

Membership Information

- 4.16 Details of the membership of the Scheme are as follows:-

	31 March 2018	31 March 2017
Pensioners	3	4
Total membership	3	4

Movements within the Scheme's Pensioner Membership during the Year

Pensioner membership	2017/18	2016/17
Pensioner members on 1 April	4	4
Additions		
Retirements	1	0
Reductions		
Deaths in retirement	(2)	0
Pensioner membership on 31 March	3	4

Note: The figures include Pensioners, Child Allowances, Surviving Adult Dependent Pensions, Injury Pensions/Awards and Additional Pension beneficiaries.

Funding Status

- 4.17 The PSPA has undertaken an assessment of the future funding of all the schemes it manages and administers on a collective basis. The PSPA expects the schemes, including this Scheme, to continue operating on an unfunded basis for the foreseeable future, with any shortfall between income and expenditure being funded by the Treasury.

Accounting Records

- 4.18 Prior to 1 April 2012, the Scheme's accounting records were maintained on a cash receipts and payments basis and there was no requirement to prepare financial statements.
- 4.19 Since 1 April 2012, the PSPA has been responsible for the preparation of the Scheme's financial statements in accordance with the Public Sector Pensions Act 2011 (the 'Act'). The PSPA has concluded that this Scheme's accounting records should be prepared on an accruals basis.

Statement of PSPA's Responsibilities for the financial statements

- 4.20 The audited financial statements, which are to be prepared in accordance with United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applicable to an Isle of Man entity, are the responsibility of the PSPA. The Public Sector Pensions Act 2011 requires the PSPA to make available to the Council of Ministers audited financial statements for each Scheme year which show a true and fair view of the financial transactions of the Scheme during the Scheme year and of the amount and disposition at the end of the Scheme year of the assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Scheme year.
- 4.21 The PSPA has supervised the preparation of the financial statements and has agreed suitable accounting policies, to be applied consistently, making any estimates and judgements on a prudent and reasonable basis. The PSPA is also responsible for:
- Assessing the Scheme's ability to continue as a going concern, disclosing, as applicable, matters related to going concern;

- Using the going concern basis of accounting unless they either intend to close the Scheme, or have no realistic alternative but to do so; and
- Making available each year, commonly in the form of an annual report, information about the Scheme, which they should ensure is consistent with the financial statements it accompanies.

- 4.22 The PSPA also has certain responsibilities in respect of contributions which are set out in the statement of PSPA's responsibilities accompanying the PSPA's summary of contributions.
- 4.23 The PSPA is responsible for such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and has a general responsibility for ensuring that adequate accounting records are kept and for taking such steps as are reasonably open to them to prevent and detect fraud and other irregularities.
- 4.24 The PSPA is also responsible for the maintenance and integrity of the PSPA website. Legislation in the Isle of Man governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Further Information

- 4.25 The Isle of Man Government Unified Scheme (Amendment) Scheme 2017, was approved with amending motion at February 2017 sitting of Tynwald, the following related to this Scheme:-
- that the PSPA and Treasury should further investigate options for managing the legacy position in the long term in order to report back to the Council of Ministers so that it can put forward full options and proposals to Tynwald by November 2017. In July 2018 Tynwald considered a PSPA report which included proposals for managing the legacy funding gap.
- 4.26 The legacy funding gap, the difference between contribution income and expenditure, work is ongoing between PSPA and the Treasury to present full options and recommendations to Tynwald before December 2019.
- 4.27 Enquiries about the Scheme generally, or about an individual member's entitlements to benefit, should be addressed to:-

Scheme Administrator
Public Sector Pensions Authority
3rd Floor Prospect House
27-29 Prospect Hill
Douglas
Isle of Man
IM1 1ET



Mr J Carter, LLB
Chair, PSPA
15 July 2019



Hon C C Thomas, MHK
Vice Chair, PSPA
15 July 2019

5. Actuarial Statement

Addressee and Purpose

- 5.1 This statement has been prepared for the Public Sector Pensions Authority ("PSPA"). The purpose of this statement is to set out the disclosures required for the 2017/18 Annual Report and Accounts of the Judicial Pension Scheme 1992 ("the Scheme").

Description of the Scheme

- 5.2 The Scheme is one of a number of unfunded defined benefit schemes with relatively small numbers of members in the Isle of Man that are governed by the PSPA.
- 5.3 The Scheme was replaced by the Judicial Pension Scheme 2004, and is now closed to new members. There are now only pensioner members remaining in the scheme.

Principal Actuarial Assumptions and Method used to Value the Liabilities

- 5.4 The financial and demographic assumptions adopted are consistent with those used for the actuarial valuation of the PSPA pension schemes as at 31 March 2016. Details are set out below.
- 5.5 Data provided by the PSPA for the purpose of the 2016 actuarial valuation was used in the preparation of this statement.

Method

- 5.6 The liabilities were assessed using an accrued benefits method which takes into account pensionable membership up to the valuation date, and makes an allowance for expected future salary growth to retirement or expected earlier date of leaving pensionable membership.

Assumptions

- 5.7 The same financial and demographic assumptions were adopted for all PSPA pension schemes at the 2016 valuation.
- 5.8 The key financial assumptions adopted are set out below.

Financial assumptions	31 March 2016	
	% p.a. Nominal	% p.a. Real
Discount rate	4.5%	2.5%
Pay increases	4.0%	2.0%
Price inflation/Pension increases	2.0%	-

- 5.9 The key demographic assumption is the allowance made for longevity. The life expectancy assumptions are based on the Club Vita tables used for the 2016 PSPA valuations, with improvements in line with the CMI 2013 projections model, assuming that the recent rate of improvements will start to tail off immediately before reaching a long term rate of improvement of 1.25% p.a.
- 5.10 Based on these assumptions, the average future life expectancies at age 65 are summarised below:

	Males	Females
Current Pensioners	22.7 years	24.3 years

Other Demographic Assumptions

- 5.11 Family details - A varying proportion of members are assumed to be married (or have an adult dependant) at retirement or on earlier death. Husbands are assumed to be 3 years older than wives.

Value of Past Service Liabilities as at 31 March 2016

- 5.12 The PSPA commissioned an actuarial valuation of the Scheme as at 31 March 2016. This valuation revealed the past service liabilities of the Scheme as at 31 March 2016 to be £1.65m.
- 5.13 Technical Actuarial Standard (TAS)¹ 100 is applicable in relation to this report.



Peter Summers FFA

For and on behalf of Hymans Robertson LLP

Scheme Actuary

¹ Technical Actuarial Standards (TASs) are issued by the Financial Reporting Council (FRC) and set standards for certain items of actuarial work, including the information and advice contained in this report.

6. Report of the Independent Auditors, KPMG Audit LLC, to the Public Sector Pensions Authority, Judicial Pension Scheme 1992

We have audited the financial statements of the Public Sector Pensions Authority, Judicial Pension Scheme 1992 ("the Scheme") for the year ended 31 March 2018 which comprise the Fund Account for the year ended 31 March 2018 and the Statement of Net Assets Available for Benefits as at 31 March 2018 and related notes, including the accounting policies in note 9.

In our opinion the financial statements:

- Show a true and fair view of the financial transactions of the Scheme during the year ended 31 March 2018 and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Scheme year;
- Have been properly prepared in accordance with UK Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland, as applicable to an Isle of Man entity.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law.

Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the Scheme in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Other matter

The financial statements of the Scheme for the year ended 31 March 2017 were audited by another auditor who expressed an unmodified opinion on those statements on 13 November 2017.

Going concern

The Public Sector Pensions Authority has prepared the financial statements on the going concern basis as they do not intend to close the Scheme or to cease its operations, and as they have concluded that the Scheme's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

We are required to report to you if we have concluded that the use of the going concern basis of accounting is inappropriate or there is an undisclosed material uncertainty that may cast significant doubt over the use of that basis for a period of at least a year from the date of approval of the financial statements. In our evaluation of the Public Sector Pensions Authority's conclusions, we considered the inherent risks to the Scheme and analysed how those risks might affect the Scheme's financial resources or ability to

continue operations over the going concern period. We have nothing to report in these respects.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the Scheme will continue in operation.

Other information

The Public Sector Pensions Authority is responsible for the other information presented with the financial statements. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon in this report.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on this work we have not identified material misstatements in the other information.

Public Sector Pensions Authority's responsibilities

As explained more fully in their statement set out on page 9, the Public Sector Pensions Authority is responsible for: supervising the preparation of financial statements which show a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Scheme's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to close the Scheme, or have no realistic alternative but to do so.

Auditor's responsibilities

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

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the Public Sector Pensions Authority, as a body, in accordance with the Public Sector Pensions Act 2011. Our audit work has been undertaken so that we might state to the Public Sector Pensions Authority those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Public Sector Pensions Authority, as a body, for our audit work, for this report, or for the opinions we have formed.



KPMG Audit LLC
Chartered Accountants
Heritage Court
41 Athol Street
Douglas
Isle of Man IM99 1HN



7. Fund Account for the Year Ended 31 March 2018

	Notes	2018 £000	2017 £000
Benefits and other outgoings			
Benefits	9.12	(185)	(208)
Net withdrawals from dealings with members		(185)	(208)
Net assets of the Scheme at 1 April		0	0
Cancellation of current assets and current liabilities	9.4 to 9.7	185	208
Net assets of the Scheme at 31 March		0	0

7.1 The notes on pages [19 to 22](#) form part of these financial statements.

8. Statement of Net Assets Available for Benefits as at 31 March 2018

	Notes	2018 £000	2017 £000
Current assets	9.4 to 9.7	0	0
Current liabilities	9.4 to 9.7	0	0
Net assets available for benefits		0	0

- 8.1 The notes on pages [19 to 22](#) form part of these financial statements.
- 8.2 The financial statements summarise the transactions of the Scheme and deal with the net assets at the disposal of the PSPA. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Scheme year. The actuarial position of the Scheme, which does take account of such obligations, is dealt with in the actuarial statements on pages [12 to 13](#), and these financial statements should be read in conjunction with them.
- 8.3 These financial statements were approved by the PSPA Board on 15 July 2019.



Mr J Carter, LLB
Chair, PSPA
15 July 2019



Hon C C Thomas, MHK
Vice Chair, PSPA
15 July 2019

9. Notes to the Financial Statements for the Year Ended 31 March 2018

Statement of Compliance and Transition to FRS102

- 9.1 The financial statements have been prepared in accordance with applicable Isle of Man law, United Kingdom Accounting Standards ('UKAS'), including the Financial Reporting Standard (FRS) 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council ("FRS 102") and the guidance set out in the Statement of Recommended Practice "Financial Reports of Pension Schemes" (Revised November 2014)(the "SORP"), and comply with UKAS to the extent that it is considered to be appropriate for an unfunded pension scheme.

Basis of Accounting

- 9.2 Prior to 1 April 2012, the legacy schemes' accounting records were maintained on a cash receipts and payments basis and there was no requirement to prepare financial statements. The PSPA and Treasury agreed that historic debtor and creditor balances between the legacy schemes, the sponsoring employers and the Treasury would be cancelled as the legacy schemes' accounting records contain insufficient information on these balances at the date these schemes closed, being 31 March 2012.
- 9.3 Since 1 April 2012, the PSPA has been responsible for the preparation of the Scheme's financial statements in accordance with the Public Sector Pension Act 2011 (the 'Act'). The PSPA has concluded that this Scheme's accounting records should be prepared on an accruals basis.

Accounting Treatment – Cancellation of Current Assets and Current Liabilities

- 9.4 The Scheme operates on an unfunded basis and as such a separate fund has not been established from which the Scheme can pay the members' benefits and other out-goings.
- 9.5 As a consequence, the PSPA and Treasury have agreed that with effect from 1 April 2012 that neither party will seek the payment of the amounts due from the other party being:
- Amounts due from the sponsoring employers to the PSPA, mostly contributions which have been collected by the Treasury and paid into the Isle of Man Government's General Reserves; and
 - Amounts due from the PSPA to the Treasury, mostly members' benefits and other out-goings paid by the Treasury.
- 9.6 This agreement is subject to the Treasury continuing to provide sufficient additional funding, to meet the Scheme's financial obligations to pay pensions as they fall due after the end of the Scheme year.
- 9.7 The financial statements and the notes to the financial statements have been prepared on this basis. The cancellation of these balances occurs annually, as reflected in the fund account. The PSPA has concluded that this accounting treatment presents fair and true view of the Scheme's position and financial performance.

Accounting Policies

- 9.8 The following principal accounting policies, which have been applied consistently, have been adopted in the preparation of the financial statements.

Currency

- 9.9 The Scheme's functional currency and presentational currency is pound sterling (GBP).

Other Payments

- 9.10 Administrative expenses are borne by the PSPA and have not been reflected in these financial statements.

Funding of Current Year Benefits and Other Outgoings

- 9.11 Benefits and other out-goings are funded on a 'pay as you go' basis, using funding provided by the Treasury, including transfers from the Public Service Employees Pension Reserve ('PSEPR'), a non ring-fenced reserve of the Isle of Man Government.

- 9.12 Benefits

	2018 £000	2017 £000
Pensions	(185)	(208)
Benefits Total	(185)	(208)

Related Party Transactions

- 9.13 Related party transactions and balances comprise:
- During the financial year there were no serving PSPA members, or their close family, who were active, deferred or pensioner members of this scheme. (2016/17: no active, deferred or pensioner members);
 - The provision of administrative services by the PSPA and Treasury was without recharge to the Scheme (see note [9.10](#)); and
 - Fees and expenses of £4,200 (2017: £4,000) paid by the PSPA, on behalf of all the Schemes that it administers to certain PSPA members that were not in the current employment of any of the sponsoring employers.

Contingent Liabilities and Commitments

- 9.14 In the opinion of the PSPA the Scheme has no contingent liabilities and commitments other than those items disclosed elsewhere in the financial statements.

Investment risk

- 9.15 The Scheme holds no financial assets in its own right and, as stated in the "Accounting treatment – Cancellation of current assets and current liabilities" section amounts due to

and from the Treasury are cancelled on an annual basis, as reflected in the fund account. As a consequence, no disclosure of information is required by FRS 102.

Future funding

- 9.16 The PSPA has performed an assessment of when the contractual obligations to pay pensions and benefits will fall due after the balance sheet date and, how these contractual obligations will be funded. This assessment has been performed on a combined basis for all public sector pension schemes (the 'schemes') as defined under the Public Sector Pensions Act 2011 (the 'Act').
- 9.17 The policy adopted in the 2017 Isle of Man Government Budget and Five Year Financial Plan is to cover the 'funding gap' between the overall cost of pensions and the contributions to the schemes through utilisation of the Public Service Employees Pensions Reserve. Once that reserve is depleted, there is an anticipated additional £45m pressure on the general revenue position, which the Five Year Financial Plan will allow to be accommodated within the revenue targets through a combination of income growth, expenditure restraint and cost savings over that period.
- 9.18 There continues to be a funding gap between the schemes' cash payments and cash receipts as described in the Cabinet Office paper called 'Public Sector Pensions – Addressing the Legacy Funding Gap', which was informally discussed with Tynwald Members and alluded to in the pensions debate and Motion in June 2016 Tynwald. The work undertaken by the Cabinet Office indicated that:
- Government funding will need to increase annually, reaching a forecast £155.6m by 2034/35; and that
 - Government funding will continue to be met through a combination of transfers from General Reserves and the non ring-fenced Public Service Employees Pension Reserve ('PSEPR') until the PSEPR is exhausted in 2021/22 (based on current budget projections). The PSEPR's market value at 31 March 2018 was £145 million (2017: £181.4 million).
- 9.19 The PSPA had supported the work of Treasury and the Cabinet Office to develop options for managing the legacy position. Detailed work on legacy funding gap, the historic difference between contribution income and expenditure, which commenced after the 2016 valuation of schemes and was completed with the assistance of the PSPA actuaries. Although the scope of possible options had been developed beforehand, this extremely technical piece of work required detailed actuarial input in order to be as precise as possible on the implications of the options being explored. A report was submitted to Tynwald in July 2018, with a further report being submitted in March 2019 which broadly recommended the introduction, in the future, of a voluntary defined contribution scheme once further cost assessments have been undertaken with Treasury and a design and communication budget plan has been put in place and that its take up should be monitored over a 3-5 year period. In addition, the report recommended that the PSPA continues to manage future costs via regular actuarial valuation assessments and the introduction of a Cost Sharing mechanism.
- 9.20 Irrespective of any uncertainties over the future funding arrangements for the Schemes based on the Isle of Man Government's future financial projections, the PSPA has

concluded that the schemes can continue to meet their contractual obligations as they fall due.