

Public Sector Pensions Authority

Operations Report

Quarter 3

January 2021



Isle of Man
Government

Reilrys Ellan Vannin

Operations Report

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Executive summary

Membership Information

The figures shown on page's 5 to 8 reflect current membership data held by the PSPA.

Work Statistics

The number of tasks outstanding at the end of the quarter is 1089. This exceeds the operational goal of having no more than 300 tasks outstanding. The total output over the quarter was 2042 cases completed, with 1574 cleared within the service Level Agreements (SLA) shown below, resulting in performance 77%.

Service Level Agreements (SLA)

The service level agreements are:

- 5 working days for miscellaneous enquiries
- 7 working days for Estimates
- 8 working days for New Starters
- 9 working days for Transfers, Deaths, Deferred Preservations, Refunds and Awards

COVID-19: Due to the initial disruption to the PSPA ability to carry out its administration functions and the restrictions of remote working, the PSPA extended its SLA from 25 March 2020.

Operation Team - Work for the next period (Q4 2020-21)

Implementation of PIP

The PSPA continue to work collaboratively with OHR Payroll on numerous longstanding data issues, including delays and levels of accurate data being reported for starters and leavers and the mandatory financial data it requires to manage and administer the pension schemes.

Annual Benefit Statements to 31 March 2020

Active and Deferred Members: The Annual Benefits Statements for deferred members have been issued and the Active statements are due to being issued early 2021.

PSPA administration team

Below are the contact details of the team administering the IOM Public Service Pension Schemes:

Team Member	Name	Contact Details
Legislation and Governance Manager	Ruth Hussey	T 685739 E ruth.hussey@pspa.im
Operations Manager (Quotes, Awards and Deaths)	John McMillan	T 686388 E john.mcmillan@pspa.im
Operations Manager (Data, refunds, transfers)	Catherine Devine	T 685717 E catherine.devine@pspa.im
Data Manager	Mark Williams	T 687097 E mark.williams@pspa.im

Pension Scheme Membership information

This section sets out the membership profile of each scheme as at the 31 December 2020. The PSPA reports the number of memberships in a scheme not the number of individual members. This is because schemes operate a "one employment equals one membership" rule. As such, members who are employed in multiple employments will have multiple memberships.

Active Memberships

Scheme Name	Active Memberships
Isle of Man Government Unified Scheme	9914
Judicial Scheme 2004	9
Police Pension Regulations 1991 and 2010	240
Teachers Superannuation Order 2010	1423
Total	11586

Deferred Members with Preserved Benefits

Scheme Name	Deferred Memberships
Isle of Man Government Unified Scheme	2858
Police Pension Regulations 1991 and 2010	55
Teachers Superannuation Order 2010	353
The Superannuation Manual Workers No1 Scheme	4
Total	3270

Pensioners

Scheme Name	Pensioner Memberships
Isle of Man Government Unified Scheme	6122
Judicial Scheme 2004	9
Police Pension Regulations 1991 and 2010	290
Teachers Superannuation Order 2010	1139
The Superannuation Manual Workers No1 Scheme	60
Total	7620

Retirement Cases

The table below details the number and description of Retirement Cases completed during the reporting period.

Scheme	Description	Number
Teachers	Normal Retirement	3
Police Pension Regulations	Normal Retirement	1
Unified Scheme	Normal Retirement	62
Unified Scheme	Ill Health Retirement	1

Description Key	Type
Normal Retirement	Member has collected their pension entitlement at or after their schemes permitted retirement age.
Ill Health Retirement	Member has been awarded their pension early due to ill health
Actuarial Reduced Retirement	Member has collected their pension earlier than the schemes Normal Retirement Age
Augmented Retirement	Member has retired on grounds of redundancy or approved early retirement and received augmented benefits

Forthcoming retirements

This section highlights the members of the schemes who will attain or will be beyond their Normal Retirement Date (NRD) within the next quarter.

Scheme	Normal Retirement Age (NRA)	Number
Judicial 2004	65	2
Police 1991	55	6
Teachers 2007 (with pre 2007 service)	60	64
Teachers 2007 (with post 2006 service only)	65	25
Unified Scheme	65	201

NOTE

- For the purposes of this report we have assumed a NRA for all Unified Scheme members as age 65.
- Although this table is based upon the Normal Retirement Age (NRA) for each Scheme, there are variations which mean that some members can retire at differing ages and a number of members retire after NRA. For the purpose of this table, only the Normal Scheme Retirement Age has been analysed.

Financials

Table 1 on pages 9 and 10 reports the income and expenditure from the schemes managed by the PSPA for the year end to 31 December 2020. It includes data for the previous five years for comparison purposes. It is important to note that these figures are compiled on a cash flow basis and are unaudited. Furthermore, the figures are subject to rounding and may not correctly total.

Commentary and Observations:

1. There were 102 retirements recorded in the quarter to 31 December 2020. The total number of retirements for previous years are listed in the table below:

Scheme Year	Number of retirements
2010-11	224
2011-12	353
2012-13	368
2013-14	366
2014-15	393
2015-16	398
2016-17	345
2017-18	355
2018-19	328
2019-20	279
2020-21	226

2. For the quarter to 31 December 2020 the average retirement age for retirements was 59 years and 7 months. The average retirement ages of previous years are shown below:

Scheme Year	Average Retirement Age
2013-14	59 years and 7 months
2014-15	59 years and 2 months
2015-16	59 years and 2 months
2016-17	59 years and 7 months
2017-18	59 years and 6 months
2018-19	59 years and 4 months
2019-20	59 years and 10 months
2020-21	58 years and 6 months

3. Transfers-in: total transfers into the schemes to the end of the third quarter is £725,000.
4. Transfers-out: total transfers out from the schemes to the end of the third quarter is £75,000.
5. Income and Expenditure: total income to the end of the third quarter was £54.3 million and expenditure totalled £84 million.

ELEMENT	YEAR	UNIFIED SCHEME	TEACHERS' SCHEME	POLICE 1991 & 2010 SCHEMES	JUDICIAL 1992 & 2004 SCHEMES	MANUAL WORKERS NO 1	TOTAL
INCOME	Year	£000	£000	£000	£000	£000	£000
Contributions Combined	2015/16	23,437	8,952	1,002	37	5	33,433
Contributions Combined	2016/17	46,018	9,397	2,072	205	3	57,695
Contributions Combined	2017/18	47,908	9,680	2,087	220	2	59,897
Contributions Combined	2018/19	48,455	9,896	2,207	209	0	60,767
Contributions Combined	2019/20	55,548	10,078	2,275	220	0	68,121
Contributions Combined	2020/21	43,790	7,811	1,820	193	0	53,614
Transfers In	2015/16	863	247	348	646	0	2,104
Transfers In	2016/17	843	419	351	0	0	1,613
Transfers In	2017/18	953	822	965	0	0	2,740
Transfers In	2018/19	1,562	1,050	783	0	0	3,395
Transfers In	2019/20	154	0	571	0	0	725
Transfers In	2020/21	389	20	342	0	0	751
Total Income	2015/16	25,686	9,284	1,350	683	5	37,008
Total Income	2016/17	47,356	9,816	2,423	205	3	59,803
Total Income	2017/18	48,996	10,502	3,052	220	2	62,772
Total Income	2018/19	50,104	10,947	2,990	209	0	64,250
Total Income	2019/20	55,702	10,078	2,846	220	0	68,846
Total Income (to date)	2020/21	44,191	7,831	2162	193	0	54,377
EXPENDITURE	Year	£000	£000	£000	£000	£000	£000
Pensions in Payment	2015/16	-40,631	-12,186	-5,296	-420	-361	-58,894
Pensions in Payment	2016/17	-43,805	-12,395	-5,641	-484	-354	-62,679
Pensions in Payment	2017/18	-47,130	-12,879	-6,079	-495	-348	-66,931
Pensions in Payment	2018/19	-50,700	-13,435	-5,603	-480	-351	-70,569
Pensions in Payment	2019/20	-53,800	-13,872	-6,603	-431	-354	-75,060
Pensions in Payment	2020/21	-42,516	-10,725	-4,524	-361	-258	-58,384
Lump Sums/Awards Paid	2015/16	-20,914	-3,824	-2,686	0	-8	-27,432

Lump Sums/Awards Paid	2016/17	-23,716	-1,936	-1,350	-181	-56	-27,239
Lump Sums/Awards Paid	2017/18	-25,245	-2,996	-2,398	-51	-38	-30,728
Lump Sums/Awards Paid	2018/19	-23,025	-2,503	-1,259	0	0	-26,787
Lump Sums/Awards Paid	2019/20	-21,862	-1,431	-1,237	-130	0	-24,660
Lump Sums	2020/21	-20,497	-1,859	-423	0	0	-22,779
Triviality Payments	2018/19	-1,295	-95	-87	0	0	-1,477
Triviality Payments	2019/20	-1,509	0	0	0	0	-1,509
Triviality Payments	2020/21	-1,725	-130	0	0	0	-1,855
Injury Benefit Schemes	2020/21	-216	0	-570	0	0	-786
Transfers Out	2015/16	-8,961	-184	-85	0	0	-9,230
Transfers Out	2016/17	-898	-41	0	0	0	-939
Transfers Out	2017/18	-664	-9	0	0	0	-673
Transfers Out	2018/19	-1,179	-373	0	0	0	-1,552
Transfers Out	2019/20	-923	0	0	0	0	-923
Transfers Out	2020/21	-75	0	0	0	0	-75
Refunds Paid	2015/16	-250	-35	-6	0	0	-291
Refunds Paid	2016/17	-283	-48	-7	0	0	-338
Refunds Paid	2017/18	-237	-32	-8	0	0	-277
Refunds Paid	2018/19	-154	-10	-4	0	0	-168
Refunds Paid	2019/20	-216	-26	-5	0	0	-247
Refunds Paid	2020/21	-179	-6	-12	0	0	-197
Total Expenditure	2015/16	-70,756	-16,229	-8,083	-420	-369	-95,857
Total Expenditure	2016/17	-68,702	-14,420	-6,998	-665	-410	-91,195
Total Expenditure	2017/18	-73,276	-15,916	-8,485	-546	-386	-98,609
Total Expenditure	2018/19	-76,353	-16,416	-6,953	-480	-351	-100,553
Total Expenditure	2019/20	-78,310	-15,329	-7,845	-561	-354	-102,399
Total Expenditure (to date)	2020/21	-65,208	-12,720	-5,529	-361	-258	-84,076
CASHFLOW	Year	£000	£000	£000	£000	£000	£000
Net Cashflow	2015/16	-45,070	-6,945	-6,733	264	-364	-58,848
Net Cashflow	2016/17	-21,346	-4,604	-4,575	-460	-407	-31,392
Net Cashflow	2017/18	-24,280	-5,414	-5,433	-326	-384	-35,837
Net Cashflow (to date)	2018/19	-26,249	-5,469	-3,963	-271	-351	-36,303

Net Cashflow	2019/20	-22,608	-5,251	-4,999	-341	-354	-33,553
Net Cashflow	2020/21	-21,017	-4,889	-3,367	-168	-258	-29,699

Important notes:

These figures are compiled on a cash flow basis and are unaudited.

Figures are subject to rounding and may not correctly total.

Injury Awards represent payments of Permanent Injury Allowance from Police Injury Benefits Regulations 2010 and Public Sector Injury Benefits Scheme 2015.