

Summary of 2019 Actuarial Report



Fire & Emergency Services
Superannuation Fund

**Actuarial Investigation as at 30 June 2019 conducted by PricewaterhouseCoopers
September 2019**

Purpose and scope of the Report

The Actuarial Report covers the main defined benefit section of the Fund only (i.e. it does not cover the accumulation section of the Fund).

Data has been provided by the Fire and Emergency Services Superannuation Board and the Report is at 30 June 2019.

Summary of annual results as at 30 June 2019

Favourable investment and salary experience compared to assumptions, partly offset by the effect of a lower number of leavers than expected, led to the Vested Benefit Index increasing from 119% to 123%.

Measure	Comments
1. Fund Experience	<p>Category A defined benefit membership numbers decreased slightly by 42 (1,277 to 1,319).</p> <p>Investment return (net of tax and investment fees) was 6.9% pa, which is 0.4% higher than expected return of 6.5% pa.</p> <p>Final Average Salary increased by 3.0% pa, which is in line with the expected increase of 1.5% pa plus an average promotional increase of 1.5%.</p> <p>Operational Risk Financial Requirement (ORFR) reserve increased marginally to \$2.2 million (0.3% of total Fund assets).</p>
2. Assets	<p>Overall total Fund assets (including the accumulation section assets) increased from \$705.9 million to \$757.1 million (7.3%).</p> <p>Defined Benefit (DB) assets (excluding the ORFR but including Supplementary Disablement assets and Investment Fluctuation Reserve (IFR)) increased from \$400.2 million to \$427.8 million (6.9%) – these assets are used for APRA reporting and the Vested Benefits Index (VBI).</p>
3. Liabilities	<p>Vested benefits increased from \$336.6 million to \$346.5 million (2.9%) including DB and Supplementary Disablement assets.</p> <p>Minimum Requisite Benefits (DB only) increased from \$259.4 million to \$273 million (5.2%) and remain fully funded.</p>



Vested Benefit Index (VBI)

The VBI (including the DB and Supplementary Disablement assets) increased from 119% to 123%, mainly due to favourable investment returns and salary experience. The funding target is 120% of vested benefits.

The Fund is in a satisfactory financial position.

Compared to targets

- The VBI is below the target of 120%.
- The early warning target is 105% and the shortfall limit is 97%. The VBI (including the Supplementary Disablement assets) is 123%, so is well above both the early warning target and the shortfall limit.
- The vested benefit liability (DB and Supplementary Disablement liabilities) increased from \$336.6 million to \$346.5 million (2.9%) mainly due to favourable investment returns and salary experience.

Accrued Retirement Benefit Ratio

The Fund's accrued benefit funding status has reduced over the year from 108% to 103% due to the change in valuation assumptions only partially offset by favourable investment returns.

- The accrued retirement benefits ratio is 103% (excluding Supplementary Disablement liabilities).
- Accrued retirement benefits increased from \$338.9 million to \$369.5 million (9%).
- The assets supporting the accrued retirement benefits are the DB only smoothed assets, which is the DB assets after excluding the Supplementary Disablement assets, the IFR and the ORFR.
- DB only smoothed assets increased from \$365.1 million to \$381.9 million (4.6%).
- This ratio assesses the Fund's long term progress towards funding the expected future benefit payments arising from service to date and should be considered together with the VBI, which looks at the immediate funding of all benefits payable at the current date..

Minimum Requisite Benefit at 30 June 2019

The Minimum Requisite Benefit (MRB) index is expected to decline as the higher superannuation guarantee rates come into effect, but is projected to remain above 100% even under the shock scenario of a 10% investment loss.

- The MRB index increased from 144% to 146% (excluding Supplementary Disablement liabilities and assets).
- The MRB increased from \$259.4 million to \$273.0 million (5.2%).
- The MRB assets (DB assets excluding the ORFR assets and the Supplementary Disablement assets but including the IFR), increased from \$373.0 million to \$397.4 million (6.6%)..
- The MRB index is expected to decrease from 2021 as the superannuation guarantee rate increases, unless there is a real return of 2% per annum or more.



Recommended Employer Contributions

As the financial position is expected to remain sound, and there is some buffer against negative investment returns, we recommend the employer contribution rate remains unchanged.

- Under Regulation 16 of the regulations governing the Fund, we are required to advise the Board of the amounts or rates of contribution required from the Department of Fire and Emergency Services and each associated employer.
- The vested benefits ratio of 123% (DB and Supplementary Disablement assets) is greater than the minimum of 100% and slightly higher than the Board's target of 120%.
- The Fund is currently in a "satisfactory financial position" as measured by the coverage of vested benefits by assets and reported to the regulator (APRA).
- The Actuary expects that, provided the employers make the recommended contributions:
 - (a) the assets at 30 June 2019, plus
 - (b) member and employer contributions over the next three years, plus
 - (c) expected investment earnings over the next three years,are sufficient to meet the defined benefit liabilities of the Fund expected to arise over the next three-year period.
- Each employer is required to contribute at a rate of at least 8.75% of salaries. Currently the employers contribute at a rate of 11.75% of salaries, representing the minimum 8.75% plus an additional 3% of salaries as a result of an industrial agreement.
- We recommend the employer contribution rate be at least 11.75% of salaries, plus the additional 1% of salaries to fund the Supplementary Disablement benefits.
- The employer contribution rate is next due to be reviewed at 30 June 2020.