



**Staff Pension Plan - Benefit Funding**

	UBC	
	Dec 2011	Dec 2012
Benefit Funding - Going concern basis Funded Ratio	114%	112%

**Benchmark**

The funding must be maintained over 100% to continue the stable funding of the Plan.

**Description**

The Funded Position of the Staff Pension Plan (SPP) is determined as the market value of the Plan's assets divided by the Plan's unbiased liabilities. It illustrates the Plan's financial position with the assumption that the Plan will continue indefinitely into the future.

The discount rate used to determine the unbiased liabilities is a key assumption and small changes to the assumption can cause a large change in the position. The discount rate used for 2010 and 2011 was 6.5%. Effective July 1, 2012 the discount rate was changed to 6.0%.

Person with lead responsibility for this metric: Peter Smailes

Data collection will be from: Jay Parker

Date: December 31

**Explanation of Results**

The current funded position indicates that the SPP continues to be adequately funded to support the basic benefit however, the Plan continues to experience the negative results of extremely low interest rates and modest investment returns.

**Recommended Action**

The SPP Pension Board has recommended changes to the asset mix policy in response to the continued economic environment.

The UBC Board of Governors approved the recommended changes effective April 3, 2013.