



**Human Resource Secretariat**

**Pension Policy Committee  
Activity Plan**

**Government of  
Newfoundland and Labrador**

**April 1, 2014 – March 31, 2017**

## **Table of Contents**

1.0	Overview .....	2
2.0	Mandate .....	2
3.0	Values.....	3
4.0	Primary Clients and Stakeholders.....	3
5.0	Vision .....	3
6.0	Mission.....	3
7.0	Issues.....	3

**PENSION POLICY COMMITTEE  
OF THE  
GOVERNMENT OF NEWFOUNDLAND AND LABRADOR**

P.O. Box 8700  
St. John's, NL  
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June 13, 2014

Honourable Charlene Johnson  
Minister Responsible for the Human Resource Secretariat  
Minister of Finance  
Government of Newfoundland and Labrador  
Confederation Building  
St. John's, NL. A1B 4J6

Dear Minister Johnson:

As chair of the Pension Policy Committee of the Government of Newfoundland and Labrador, I am pleased to present the Committee's 2014-2017 Activity Plan. In accordance with the *Transparency and Accountability Act*, this plan takes into consideration the strategic direction of the Provincial government as communicated by the Minister Responsible for the Human Resource Secretariat and was prepared under the direction of the Committee, which is accountable for the preparation of the plan and the achievement of the objective contained herein.

The Pension Policy Committee is classified as a Category 3 entity under the *Transparency and Accountability Act*. This means that the Committee must prepare an activity plan that clearly outlines the activities it will undertake within its mandate in the timeframe allotted.

Sincerely,



Geoff Williams  
Chair of the Pension Policy Committee  
Of the Government of Newfoundland and Labrador

## Activity Plan

### 1.0 Overview

The Pension Policy Committee (PPC) was established pursuant to provisions under the *Public Service Pensions Act, 1991, the Teachers' Pensions Act, and the Uniformed Services Pensions Act* which govern the public sector pension plans sponsored by the Province. The plans include the Public Service Pension Plan, the Teachers' Pension Plan, and the Uniformed Services Pension Plan (the pension plans).

As outlined in Section 31 of the *Public Service Pensions Act, 1991*,

The Lieutenant-Governor in Council may appoint a committee to assist the minister in the administration of this Act and may prescribe the duties of the committee and designate from time to time the matters on which the Committee shall make recommendations to the minister.

As such, the committee does not meet on a regular basis, but may sit at the request of the Lieutenant-Governor in Council or the Minister, where it may be asked to review matters relating to the administration of pension plans. Issues may arise as the result of collective bargaining negotiations, regulatory changes, compensation and benefit reviews, or changes in human resource policy. While the strategic directions of government as communicated by the Minister Responsible for the Human Resource Secretariat have been taken into consideration in the preparation of the Committee's plan, none apply to the Committee at this time. The PPC has 7 members which have been appointed to the PPC by virtue of their position and includes:

Chair:	Deputy Minister, Human Resource Secretariat
Vice Chair:	Deputy Minister, Finance
Members:	Assistant Deputy Minister of Finance, Financial Planning and Benefits Assistant Deputy Minister, Labour Relations, Classification and Organization and Management Director of Pension Administration Director of Human Resources Development and Services
Secretary:	Manager of Pension Benefits

### 2.0 Mandate

The PPC's mandate, as directed by the legislation governing the pension plans, is to assist the Minister of Finance in the development and implementation of relevant pension policy in order to facilitate prudent operation of government's pension program.

### **3.0 Values**

Inclusion: Each member of the PPC acknowledges each others' views and perspectives and has the right/opportunity to express their own.

### **4.0 Primary Clients and Stakeholders**

The primary clients and stakeholders for the PPC include Government, active and retired members of the public service who have contributed to the pension plans, and the employers who participate in the plans.

### **5.0 Vision**

The vision of the PPC is for effective administration of the pension plans.

### **6.0 Mission**

The Pension Policy Committee (PPC) has chosen not to develop its own mission statement as its work is clearly articulated in the mandate and objective identified in the plan. Further, the PPC has reviewed the mission statement of the Human Resource Secretariat and has concluded that it is not relevant to the work of the Committee.

### **7.0 Issues**

In consideration of its mandate, the Committee's only required activity is to meet as needed to discuss pension policy issues applicable to the government-sponsored pension plans that may arise either through collective bargaining negotiations, human resource policy development, regulatory changes, or compensation and benefit reviews. The Committee intends to report on its activities through its annual Activity Report for March 31<sup>st</sup> of 2015, 2016 and 2017.

Objective: By March 31, 2015, the PPC will have continued to provide advice to Government with respect to the development and implementation of pension policy as it relates to the government-sponsored pension plans.

Measure: Advice to government.

Indicators:

- Met, as required, to develop advice on pension policy, when directed to do so by Government.
- As required, presented advice to Government on the development and implementation of pension policy.