

Public Service Pensions
Board

2007-2008
Annual Report

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**BOARD OF DIRECTORS
AS AT 30 JUNE 2008**

BOARD OF DIRECTORS

Hon. Kenneth Jefferson JP
*Financial Secretary
Chairman*

Mrs. Sonia McLaughlin JP
*Deputy Financial Secretary
Deputy Chairman*

Mrs. Jewel Evans Lindsey
Managing Director

Mr. Donovan Ebanks MBE
Deputy Chief Secretary, Portfolio of Internal & External Affairs

Mr. James Watler
President, Civil Service Association

Mr. Wayde Bardswell
Crown Counsel, Legal Department

Mr. Leonard N. Ebanks JP
Private Sector Representative

Mr. Eric Crutchley MBE
Private Sector Representative

Mr. Kirkland Nixon MBE, QFSM, JP
Pensioner's Representative

Ms. Nekita Rodriques
Acting Executive Secretary to the Board

BOARD ADVISORS FOR 2007/08

Professional Services

Actuary

Subramanian Sundaresan
In-house Actuary

Auditor

Cayman Islands Audit Office
Grand Cayman
Cayman Islands

Investment Managers

Morgan Stanley Investment Management
London, England
U.K.

Western Asset Management
Pasadena, California
U.S.A.

ING Clarion Real Estate Securities
London, England
U.K.

Attorneys

Pillsbury Winthrop Shaw Pittman, LLP
New York, NY
U.S.A.

Custodian

RBC Dexia
Toronto, Ontario
Canada

Legal Department
C I Government
Grand Cayman
Cayman Islands

Investment Advisors

Advisory Capital Group
Toronto, Ontario
Canada

Managing Director & Chairman of the Board's Message

The 2007/2008 fiscal year proved to be more challenging for the Public Service Pensions Board (PSPB) than the previous as the full effects of the global recession were experienced by all. The impact was significant as the Fund suffered a \$17.3 million unrealized loss as a result of devaluation across all asset classes, global equities in particular. This came as a result of the slowed growth and tightening credit crisis which has driven many to abandon their stocks regardless of profitability. Global real estate equities have experienced problems as many have become nervous over the eventual impact that slowing economic growth and rising inflation may have. History, however, suggests that real estate is a good long-term inflation hedge. US fixed incomes fell victim to the fastest inflation in 17 years along with the Federal Reserve's choice not to raise rates, a decision which turned out to fuel the downfall of the US dollar and the rise of commodity prices.

It should be noted that while the vast majority of markets were suffering across the board, the PSPB Fund fared well as its investment strategy is designed to minimize the impact that downturns in the market have on returns, and the intent of the strategy became a reality.

Despite the unavoidable nature of investment performance during the 07/08 fiscal year the PSPB remains confident that the markets will sufficiently recover and investor confidence will increase as a result.

On a brighter note, the PSPB staff was able to make good on their commitment to supporting the local community by pooling together almost CI\$11,000 which was donated to the Cancer Society of the Cayman Islands, Kiwanis Club and Kimberley Myles to aid her fight against Wolf Parkinson's White Syndrome. The PSPB takes great pride in working with its clients to ensure that they can enjoy as comfortable a retirement as possible. However, the larger community cannot be ignored and measures are taken annually to lend a helping hand to those in need.

We sincerely believe that as time passes we will begin to move ever closer to the end of this financial crisis and regain our stability and confidence as a country. With patience and sound decision making we should all emerge from this situation stronger and better equipped to manage the inevitable "black swans" of the markets and future challenges.

Managing Director

Chairman

OVERVIEW OF THE PUBLIC SERVICE PENSIONS BOARD

Background Information

The Public Service Pensions Board (the Board) was re-established as a Statutory Authority on 14 April 1999, by virtue of the Public Service Pensions Law, 1999, which was revised in 2004. The Public Service Pensions Law (2004 Revision) (the Law) repealed the Pensions Law (1999 Revision) and with its amendments governs the Public Service Pensions Plan (the Plan). The head office of the Board is located at Century Yard, Cricket Square, Elgin Avenue, in George Town. Responsibilities of the Board include but are not limited to, administering the Plans, investing the Public Service Pensions Fund (the Fund), communicating with the Plan employers and participants, prescribing contribution rates in accordance with the latest actuarial valuation, and recommending amendments to the Plans and quantifying their financial impact as needed. The main functions of the Fund are to receive prescribed contributions, invest and pay out pension benefits as they become due under the Law. The Fund is vested in the Board.

The Fund has a defined benefit and a defined contribution component. All employees who joined the Plan prior to 14 April 1999 were enrolled in the Defined Benefit Part of the Plan. Those employees joining after 14 April 1999 were enrolled in either one of the two components depending on their circumstances. The Public Service Pensions (Amendment and Validation) Law, 2000 which was passed on 20 June 2000 amended the date after which all new employees were to be enrolled in the Defined Contribution Part of the Plan to 1 January 2000.

Contribution Rates

Employees who participate in the Plan contribute at the rate of 6% of pensionable earnings and employers contribute a matching 6%. Contribution rates to cover additional defined benefit costs are prescribed by the Board based on latest Actuarial Valuation. This additional defined benefit cost largely reflects the eventual liability of benefits related to the past service at the valuation date. The full liability for additional defined benefit costs is borne by each respective employer.

Payment of Benefits

The Law provides for payment of retirement benefits to eligible participants. The normal retirement age is 60. However, participants with more than 10 years of qualifying service may retire at age 55 with unreduced benefits. The maximum amount of pension payable shall not exceed two-thirds of highest pensionable earnings drawn by a participant at any time during the course of his/her service. The formula used to calculate retirement benefits varies depending on whether the participant joined the service before or after 10 July 1980, with a higher rate of benefit accrual to those who commenced service before that date.

OTHER PLANS UNDER ADMINISTRATION

***Ex-Gratia* Pensions**

The Board administers the payment of *Ex-Gratia* Pensions on behalf of the Cayman Islands Government under Section 6(1)(i) of the Public Service Pensions Law (2004 Revision), which covers these transitional provisions. The *ex-gratia* recipients are former Caymanian civil servants over the age of 60, who were not in receipt of any pension, allowance, gratuity or other retirement or termination benefit. Those with an aggregate of four or more years but less than 10 years of service receive an *ex-gratia* pension of \$200 per month. Those with 10 or more years of service received an *ex-gratia* pension of \$300 per month. It should be noted that these payments are not subject to increase for cost of living nor augmented annually.

The Government makes a quarterly pre-payment into the Fund to cover the expected payments for *Ex-Gratia* Pensions for each quarter.

The Board does not charge any fee for the administration of the *Ex-Gratia* Pensions.

Parliamentary Pension Plan

The Elected Members of the Legislative Assembly participate in the Parliamentary Pensions Plan (the PPP) as governed by the Parliamentary Pensions Law, 2004 (the PPL). These members contribute at a rate of 6% of pensionable earnings and the Government contributes 95% as prescribed by the Board based on the 1 January 2005 actuarial results. These contributions have been pooled for investment purposes with those of the Fund.

The Board began to administer the PPP with effect from 1 September 1999.

Benefits under the PPP were paid directly from the Government's General Revenue for the first eight months of 1999. For the remainder of 1999, the Government made quarterly pre-payments to the Fund to cover the payment of PPP pensions. This pay as you go arrangement continued until the passage of the amendment to the PPL in August 2004, which mandated that the payment of parliamentary pensions be made from the Fund. Under this new arrangement monthly pension contributions were made to the Fund in accordance with the latest Actuarial Valuation.

Judicial Pension Plan

Judges of the Grand Court of the Cayman Islands participate in the Judicial Pensions Plan (JPP). Judges' pensions fall under the remit of His Excellency the Governor as set out in The Judges' Emoluments and Allowances Law (2006 Revision). Members of the JPP contribute at a rate of 10% of pensionable earnings; the Government contributes a matching 10% and an additional 31% of pensionable earnings in accordance with the 1 January 2005 actuarial valuation. The assets duly belonging to the Judges of the Grand Court are under the administration of the Board and pooled with the assets of the other Plans for investment purposes.

The JPP started in 1997 notwithstanding the absence of the requisite order setting out Plan details and specifics relating to administration to the Plan. The Judges Emoluments and Allowances Order was effected by His Excellency the Governor in 2005.

FINANCIAL OVERVIEW

Growth of the Fund

The Public Service Pensions Fund (the “Fund”) continues to be in good financial health. The Fund holds a diversified portfolio of bonds and equity securities that, over the long term, provides above average returns with minimized variability.

The Fund is subject to an actuarial valuation every three years which assesses the financial viability of the Fund, and the adequacy of the contribution rates for funding of the Plan. An actuarial valuation was carried out 2005 based on assets and liabilities as at 1 January 2005.

The results of the actuarial valuation as at 1 January 2005 which determined the past service liability to be \$317 million past service liability is based on pensionable earnings as of the valuation date, and reflects the liability in respect of benefits actually earned up to 31 December 2004. Although the Fund remains underfunded, the actuaries determined that the liability for inactive members (existing pensioners and beneficiaries, and those with deferred pensions) is sufficiently covered by available assets. It should be noted that the full liability for additional defined benefit costs is borne by each respective employer.

As at 30 June 2008, the Fund stood at \$240.99 million, which represents a 1.88% or \$4.46 million increase in net assets from 30 June 2007.

Investment Policy

The stated investment objective of the Board is “To preserve capital while adding value above its policy benchmark.” The Board is committed to the investment objective, and has actively managed investment portfolios which are diversified, within the constraints of the Law as well as the Board’s investment policy, to ensure that risk is not unduly concentrated in any one type of investment or area of currency. The Board adheres to internationally recognized benchmarks, and has established an asset mix policy, in collaboration with its investment advisors, for the purpose of achieving long-term returns of 3–4% above inflation. The asset mix policy establishes the percentage holdings by asset class and permissible ranges within the broad classes of investments. Within this framework, each investment manager is not limited by sector or country restrictions and is able to make discretionary decisions to capitalize on market opportunities. The Fund is biased to equities over the long term in order to achieve optimum returns. Equities, when compared to other classes of investments over the long term, have historically proven to generally out perform other forms of investments.

Market Summary

Global Equities

During the period under review, the Fund lost \$17.3 million, with Global Equities experiencing the greatest loss. This segment of the Fund underperformed by negative 2.1% relative to its benchmark, which has been attributable to the slowing economic growth and borrowers experiencing tighter credit conditions. Equities have underperformed its benchmark over the last three years.

In terms of outlook, the credit crisis could prolong and there could be further financial scares, however the equity markets are refocusing their attention back to the fundamentals of the economy that of maintaining a defensive approach by owning high quality stocks.

The PSPB continues to monitor closely its asset mix especially as it relates to equities (currently underweight in this area).

Fixed Income

The sluggish economy and intensifying inflation fears contributed to the negative 2.1% value added for the period ending June 30, 2008 compared to a negative 1.3% for the previous period. Fixed income represents 46% of the Fund's total assets.

Performance slippage coupled with information that the Manager's parent company continues to experience financial difficulties has resulted in the Board maintaining this Manager on "watch" status as they manage almost half of the PSPB Fund.

Fund Performance

2007/8 proved to be a challenging year for Investment Management firms and our Managers were not immune. Our plans overall earned a negative 5.4% return, slightly higher than the policy benchmark of negative 5.3%. The fund was most affected in the global equities segment which accounted for 49.3% of our assets as slow global growth and consumer reluctance to invest presented a challenge. Accordingly, the Board appointed a new manager in December 2007 who specializes in Global Real Estate to broaden the diversification. The Board is pleased to report that the value added for this segment was 2.1%.

In response to the poor investment performance of the two managers and other factors of concern, the Board placed them both on "watch" status pending completion of calendar year 2008's performance. The Board continues to monitor and evaluate each manager's performance and re-balance the asset mix as and when needed to ensure optimum performances.

Credited Rate of Return

The Credited Rate of Return (CRR) on contributions, calculated annually, is based on a three-year geometric average of actual returns, net of expenses, amounted to a negative -0.41% for calendar 2008. All participant contribution accounts would have been credited at calendar year end with an interest base of -0.41%. Table 1 indicates the CRR earned for the period 2000 to 2008 expressed in percentages.

Table 1

Year	2001	2002	2003	2004	2005	2006	2007	2008
Return	-6.00	-5.08	8.10	4.40	7.85	12.78	4.40	-15.56
CRR	1.86	-4.41	-1.20	2.32	6.77	8.29	8.29	-0.41

APPENDIX 1

**Copy of Public Service Pensions Board
Certified Financial Statements and Notes for the
six months ended 30 June 2007 and
for the year ended 30 June 2008**



Public Service Pensions Board

Financial Statements

June 30, 2008

PUBLIC SERVICE PENSIONS BOARD

FINANCIAL STATEMENTS

JUNE 30, 2008

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Public Service Pensions Board
Financial Statements
30 June 2008

STATEMENT OF RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

These financial statements have been prepared by the Public Service Pensions Board in accordance with the provisions of the *Public Management and Finance Law (2005 Revision)*.

We accept responsibility for the accuracy and integrity of the financial information in these financial statements and their compliance with the *Public Management and Finance Law (2005 Revision)*.

As Chairman and Managing Director, we are responsible for establishing; and have established and maintain a system of internal controls designed to provide reasonable assurance that the transactions recorded in the financial statements are authorised by law, and properly record the financial transactions of the Public Service Pensions Board.

As Chairman and Managing Director we are responsible for the preparation of the Public Service Pensions Board financial statements and for the judgements made in them.

The financial statements fairly present the statement of net assets available for benefits, statement of changes in net assets available for benefits and statement of cash flows for the financial year ended 30 June 2008.

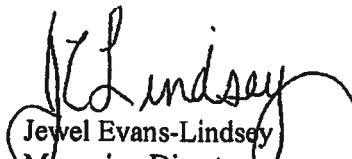
To the best of our knowledge we represent that these financial statements:

- (a) are completely and reliably reflect the financial transactions of Public Service Pensions Board for the year ended 30 June 2008;
- (b) fairly reflect the financial position as at 30th June 2008 and performance for the year ended 30th June 2008;
- (c) comply with International Financial Reporting Standards under the responsibility of the International Accounting Standards Board.

The Office of the Auditor General conducts an independent audit and expresses an opinion on the accompanying financial statements. The Office of the Auditor General has been provided access to all the information necessary to conduct an audit in accordance with International Standards of Auditing.


Mr. Kenneth Jefferson, JP
Chairman
Public Service Pensions Board

Date- 29 October 2010


Jewel Evans-Lindsey
Managing Director
Public Service Pensions Board

Date- 29 October 2010



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Auditor General's Report

To the Board of Directors of the Public Service Pensions Board

I have audited the accompanying financial statements of the Public Service Pensions Board (the "Board") which comprise the Statement of Net Assets Available for Benefits as at 30 June 2008, Statement of Changes in Net Assets Available for Benefits and the Statement of Cash Flows for the year then ended, a Statement of Accumulated Plan Benefits as at 30 June 2008 and a summary of significant accounting policies and other explanatory notes as set out on pages 5 to 26 in accordance with the provisions of Section 11(3) of the *Public Service Pensions Law (2004 Revision)* and Section 52 (3) of the *Public Management and Finance Law (2005 Revision)*.

Management's Responsibilities for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with International Standards on Auditing. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend upon the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the

financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Public Service Pensions Board as at 30 June 2008 and the results of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards.

Matters of Emphasis

Without qualifying my opinion, I draw your attention to the following:

1. The *Public Service Pensions Law (2004 Revision)*, *Parliamentary Pensions Law, 2004* and *The Judges' Emoluments and Allowances Order, 2005* separately state that

"...the Board shall prepare and submit to the Auditor General in respect of that year a balance sheet and a statement of revenue and expenditure by the Board during the year; and such other financial statements as may be required..."

The Public Service Pensions Board pooled the Funds of each of the Plans into one set of financial statements, and did not identify or disclose the investments and administrative expenses for each Fund.

The management of the Public Service Pensions Board stated: *"the Passage of the Parliamentary Pensions Law in 2004 created the unintended effect of requiring the Board to prepare and maintain a distinct and separate set of financials for the Parliamentary Pensions Fund."*

I believe that the intent of these laws was to have separate reporting of financial information for each Fund. Section 9 (3) of the *Parliamentary Pensions Law, 2004* and *The Judges' Emoluments and Allowances Order, 2005* and Section 11(3) of the *Public Service Pensions Law (2004 Revision)*, clearly details the Auditor General's requirements in relation to each Fund specifically. These responsibilities imply that my Office is required to give an opinion on separate sets of financial statements that disclose separately the assets, liabilities and operations of each fund.

2. The preparation of these financial statements did not comply with the requirements of the *Public Management and Finance Law (2005 Revision)* under the following sections:

Section 4: the financial statements are to be prepared in accordance with International Public Sector Accounting Standards. The Public Service Pensions Board presented the financial statements in accordance with International Financial Reporting Standards and were audited to those Standards. In our opinion, we do not believe there would be a material difference in the presentation and accounting of the financial transactions of the Public Service Pensions Board.

Section 52: annual financial statements are to be prepared, submitted to the Auditor General for auditing, and included in an annual report that is required to be presented to the Legislative Assembly four months and two weeks after the end of the financial year. In this case, the Public Service Pensions Board did not submit its information in the timeframe required, to be in compliance with the Law.

3. According to International Accounting Standard (IAS) 19, the Board should disclose the portion of assets or liabilities held for each ministry/ portfolio, statutory authority and government company participating in the plan. The Board's accounting system can not provide this information.



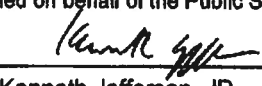
Alastair Swarbrick, MA (Hons), CPFA
Auditor General

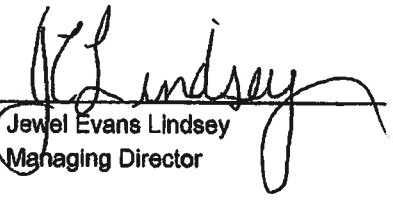
Cayman Islands
29 October 2010

Public Service Pensions Board
Statement of Net Assets Available for Benefits
As at 30 June 2008
(Expressed in Cayman Islands Dollars)

	2008 \$ 000		2007 \$ 000
ASSETS			
Current Assets			
Cash and Cash Equivalents (Note 3)			
Cash	4,949		1,728
Term Deposits	2,506	7,455	14,076
			15,803
Investments, at Fair Market Value (Note 4)		228,376	214,069
Receivables			
Contributions Receivable			
Employer's contributions	2,976		3,646
Employer's - Additional Defined Benefit Costs	1,891		3,292
Employee's contributions	1,210		1,862
Pension Grants receivable			
Parliamentarian Grants Receivable (Note 7)	2,849		1,866
Judiciary Grant Receivable (Note 9)	66		66
Ex-gratia Grants Receivable (Note 7)	(229)		24
Operating Grant Receivable	150		150
Other Receivables	122	9,036	135
			11,041
Prepayments			
PSP Fund Surplus (Note 14)	81		100
Prepaid Expenses	24	105	-
			100
Non-Current Assets			
Fixed Assets, Net (Note 5)		308	169
Total Assets		245,280	241,183
LIABILITIES			
Current Liabilities			
Investment Management Fees	-		121
Accounts Payable	331		489
Overpaid Contributions (Note 6)	1,765		1,772
Benefits Due (Note 13)	438	2,534	461
			2,843
Non-Current Liabilities			
Due in Respect of Judiciary Contributions (Note 9)	1,689		1,680
Capitalized Government Grant (Note 11)	62	1,750	111
			1,791
Total Liabilities		4,285	4,633
Net Assets		240,995	236,549
Represented by			
Net Assets Available for Benefits:			
Accumulated Fund		240,995	236,549

Signed on behalf of the Public Service Pensions Board on 29 Oct 2010.


Kenneth Jefferson, JP
Chairman


Jewel Evans Lindsey
Managing Director

The Notes to the Financial Statements on pages 9 to 26 form an integral part of these financial statements

Public Service Pensions Board Statement of Changes In Net Assets Available for Benefits For the Year Ended 30 June 2008 (Expressed In Cayman Islands Dollars)
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	2008	2007
	\$ 000	\$ 000
Pensions		
Contributions		
Employers	12,460	11,892
Employers' - Additional Defined Benefit Cost	14,644	19,260
Employees	12,450	11,892
Total	39,553	43,044
Late payment penalty income	19	21
Pre-Funded Pensions In Payment (Note 7)		
Parliamentarian Pensions	-	1,265
Judicial	50	42
Ex-Gratia Pensions	520	422
Total Contributions	40,142	44,795
Benefits paid to participants (Note 10)		
Public Service Pensions	(16,752)	(16,296)
Parliamentarian Pensions	(1,027)	(1,266)
Judicial	(43)	(42)
Ex-Gratia Pensions	(312)	(312)
Total Benefits paid to participants	(18,134)	(17,916)
Net Pensions	22,008	26,879
Investing		
Investment Income		
Unrealized (Loss) on Investments	(14,569)	28,482
Interest Earned on Investments	223	125
Interest Earned on Term Deposits and Call Accounts	209	256
Dividends Earned on Investments	19	24
Gain (Loss) on Sale of Investments	-	373
Total Investment Income (Loss)	(14,118)	29,260
Investment Expenses		
Investment Management and Custodial Fees (Note 15)	(1,621)	(1,737)
Interest Attributable to Judiciary Contributions (Note 10)	(58)	(347)
Total Investment Expenses	(1,679)	(2,084)
Net Investment Income (Loss)	(15,798)	27,176
Operating		
Operating Income		
Government Grant (Note 11)	649	925
Other Income	89	104
Total Operating Income	737	1,029
Operating Expenses		
Administrative Expenses (Note 12)	(2,386)	(2,502)
Depreciation - Fixed Assets (Note 5)	(116)	(78)
Total Operating Expense	(2,502)	(2,580)
Net Operating Loss	(1,764)	(1,552)
Net Increase in assets	4,446	52,503
Net Assets Available for benefits at start of year	236,549	184,046
Net Assets Available for benefits at end of year	240,995	236,549

The Notes to the Financial Statements on pages 9 to 26 form an integral part of these financial statements.

Public Service Pensions Board Statement of Cash Flows For the Year Ended 30 June 2008 (Expressed in Cayman Islands Dollars)
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	2008 \$ 000	2007 \$ 000
Cash flows from operating activities		
Contributions received from employees	16,111	8,680
Contributions received from employers	9,450	7,676
Benefits Paid to Participants - Public Service	(16,608)	(12,667)
Benefits Paid to Participants - Parliamentary	(1,027)	(1,266)
Benefits Paid to Participants - ExGratia	(288)	(312)
Net Investment Income Received	262	8,720
Other Income Received	691	840
Administrative Expenses Paid	(2,530)	(2,156)
Investment Management Fees and Other Expenses Paid	(1,736)	(1,752)
Net cash provided by operating activities	<u>4,326</u>	<u>7,762</u>
Cash flows from investing activities		
Purchase of Investments	(27,605)	(45,563)
Proceeds from sale and maturity of investments	304	35,392
Purchase of Fixed Assets	(256)	(40)
Net cash applied to investing activities	<u>(27,557)</u>	<u>(10,211)</u>
Cash flows from financing activities		
Contributions received from employers - Additional Defined Benefit	14,427	15,875
Pensions In Payment Grant - Parliamentary		760
Ex-gratia Grant and Prepaid Ex-gratia Grant	477	422
Net cash received from financing activities	<u>14,903</u>	<u>17,058</u>
Cash flows from judiciary contributions		
Contributions received from employees	-	48
Contributions received from employer	46	148
Benefits Paid to Participants	(66)	(42)
Interest Attributable to Judiciary Contributions	-	-
Net cash received from judiciary contributions	<u>(20)</u>	<u>154</u>
Net increase / (decrease) in cash and cash equivalents	(8,349)	14,762
Cash and cash equivalents at beginning of year (Note 3)	<u>15,803</u>	<u>1,041</u>
Cash and cash equivalents at end of year (Note 3)	<u>7,455</u>	<u>15,803</u>

The Notes to the Financial Statements on pages 9 to 26 form an integral part of these financial statements.

Public Service Pensions Board
Statement of Accumulated Plan Benefits
As at 30 June 2008
(Expressed in Cayman Islands Dollars)

	2008 \$ 000	2007 \$ 000
¹ Actuarial present value of accumulated plan benefits inactive and Active Participants	(316,931)	(316,931)
Total Actuarial present value of accumulated plan benefits	<u>(316,931)</u>	<u>(316,931)</u>
Fund's Net Assets Available for Benefits at the Valuation Date	<u>240,995</u>	<u>236,549</u>
Fund Deficit	<u><u>(75,936)</u></u>	<u><u>(80,382)</u></u>

¹ Based on the 2005 Actuarial Valuation Report

Public Service Pensions Board Notes to the Financial Statements For the Year Ended 30 June 2008 (Expressed in Cayman Islands Dollars)
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1. Introduction and Background Information

a. Introduction

The Public Service Pensions Board (the “Board”) was re-established as a Statutory Authority on 14 April 1999. Principal place of business is Smith Road Centre, 154 Smith Road, Grand Cayman, Cayman Islands. The Board’s responsibilities include, but are not limited to, administering the Public Service Pensions Plan (the “Plan”), investing all contributions received from public sector employers and employees into the Fund, making pension benefits as required under the Law, communicating with the plan employers and participants, recommending contribution rates to the Government in accordance with the latest actuarial valuation and determining the financial implications of any amendments to the Plan. The Public Service Pensions Law (2004 Revision) (the “Law”) is the law governing the Fund.

b. General Background Information

The Plan consist of two parts: a defined benefit part and a defined contribution part. All employees who joined the Plan prior to 14 April 1999 were enrolled in the Defined Benefit Part of the Plan. Those employees joining after 14 April 1999 were enrolled in either one of the two parts depending on their circumstances. The Public Service Pensions (Amendment and Validation) Law, 2000 which was passed on 20 June 2000 amended the date after which all new employees were to be enrolled in the Defined Contribution Part of the Plan to 1 January 2000. Those employees receiving Contracted Officers Supplement (COS) are exempted from participation in the Plan through the Public Service Pensions (Amendment and Validation) Law, 2000. However, when existing contracts are renewed, employees will no longer be in receipt of COS and will be eligible join the defined contribution part of the Plan.

c. Contributions

Employees who participate in the Plan contribute at the rate of 6% of pensionable earnings and employers contribute a matching 6%. Contribution rates to cover additional defined benefit costs were prescribed by the Board based on the 1 January 2005 and 1 January 2002 actuarial results and were as follows:

	2005		2002	
	<u>Defined Benefit*</u>	<u>Defined Contribution</u>	<u>Defined Benefit*</u>	<u>Defined Contribution</u>
Cayman Islands Government (See note 20)	28.53%	1.00%	10.00%	1.00%
Cayman Islands Monetary Authority	1.00%	1.00%	1.00%	1.00%
Cayman Turtle Farm (1983) Ltd.	9.44%	1.00%	10.00%	1.00%
Civil Aviation Authority	26.10%	1.00%	10.00%	1.00%
University College of the Cayman Islands	3.99%	1.00%	3.99%	1.00%
Public Service Pensions Board	1.00%	1.00%	10.00%	1.00%
Water Authority	9.57%	1.00%	0.26%	1.00%
Cayman Islands Airport Authority	13.14%	1.00%	N/A	1.00%
Health Services Authority	1.00%	1.00%	N/A	1.00%
National Roads Authority	2.24%	1.00%	N/A	1.00%
Cayman Islands Development Bank	17.11%	1.00%	N/A	1.00%
Cays Foundation	12.31%	1.00%	N/A	1.00%
National Housing Development Trust	N/A	1.00%	N/A	1.00%
Information & Communication Technology Authority	N/A	1.00%	N/A	N/A

** The full liability for additional defined benefit costs will be borne by each respective employer.*

Contribution rates for the additional defined benefit costs are based on pensionable earnings as of the valuation date and reflect the following:

- i. with respect to the defined contribution participants, the cost of certain benefits provided that are of a defined benefit nature;
- ii. with respect to the defined benefit participants, the excess over 12% of pensionable earnings, of the normal benefit accrual cost plus the annual cost of meeting the unfunded past service liabilities.

Additional employers have joined the Public Service Pensions Plan as a result of the increasing number of Statutory Authorities being established by the Government. It

was not possible to determine an appropriate additional defined benefit rate for the newer authorities as they have not been subject to an actuarial valuation. An interim rate of 1% was applied to all authorities during 2004 and 2005. New rates will be prescribed based on the 2008 actuarial valuation.

d. Investment Policy

The investment objective of the Board is for the Fund to earn returns that will, in conjunction with the financing plan, result in it becoming fully funded or self-sustaining. The investments are diversified within the constraints of the Law to ensure that risk is not unduly concentrated in any one type of investment or area of currency. The Board has established an Asset Mix Policy in collaboration with its investment managers with a goal to achieve long-term returns 3-4% above inflation. The Asset Mix Policy indicates the policy and permissible ranges for broad classes of investments. In the longer term the investment portfolio will have a bias to equities because these have been shown to provide a greater return when compared to other classes of investments.

2. Significant Accounting Policies

These financial statements are prepared on a going concern basis under the historical cost convention and in accordance with International Financial Reporting Standards and present the aggregate financial position of the Fund as a separate financial reporting entity independent of the plan sponsors and plan participants. They are prepared to assist participants and others in reviewing the activities of the Fund for the fiscal period, but they do not portray the funding requirements of the Plan or the benefits security of individual plan participants. The significant policies adopted by the Board are as follows:

Contributions:

Contributions are accounted for on the accrual basis.

Investments:

Investments are stated at their fair market value at the date of the Statements of Net Assets Available for Benefits. Realised and unrealised gains and losses are recognised in the Statements of Changes in Net Assets Available for Benefits.

Investment Income: Investment income is accounted for on the accrual basis.

Fixed Assets: Fixed assets are initially recorded at cost. Subsequently amortization is computed per annum on a straight line basis as follows:

Furniture and Fixtures	10 %
Computer Equipment and Software	20%
Office Equipment	20%
Vehicle	25%
Leasehold Improvements	16.67 - 33%

Foreign Currency Transactions: Transactions in foreign currencies, other than US Dollars, are translated at the rate of exchange prevailing at the date of the transaction. Transactions in US Dollars are translated at the rate of US\$1.20 = CI\$1.00. Assets and liabilities denominated in foreign currencies are translated at the rate prevailing at the date of the Statement of Net Assets Available for Benefits. Exchange gains and losses are recognised in the Statement of Changes in Net Assets Available for Benefits.

3. Cash and Cash Equivalents

For the purposes of the Statement of Cash Flows, cash and cash equivalents consist of bank balances and term deposits maturing within one year from the financial statement date.

	<u>30 June 2008</u>	<u>30 June 2007</u>
Cash:	\$ 4,948,766	\$ 1,727,703
Term Deposits:	<u>2,505,822</u>	<u>14,075,530</u>
Total	<u>\$ 7,454,588</u>	<u>\$ 15,803,233</u>

4. Investments

The appointed Investment Managers manage the Fund's investments under discretionary investment agreements which conform to the list of Approved Investments detailed in the Second Schedule of the Public Service Pensions Law (2004 Revision).

The fair market value of investment portfolios are detailed below:

	<u>30 June 2008</u>	<u>30 June 2007</u>
Equities	\$ 113,031,414	\$ 136,082,048
Fixed Income	104,326,898	77,987,152
Real Estate	11,017,597	Nil
Total	<u>\$ 228,375,909</u>	<u>\$ 214,069,200</u>

5. Fixed Assets

Fixed assets consist of the following components:

	Furniture & Fixtures	Computer Equipment	Office Equipment	Leasehold Improvements	Computer Software	Vehicles	Total
Cost							
As at 01 July 2007	105,880	94,842	99,867	170,616	17,715	19,900	508,820
Purchased in the period	44,663	21,440	4,917	196,781	7,133	-	274,934
Disposals in the period	-	-	-	(19,242)	-	-	(19,242)
As at 30 June 2008	<u>\$150,543</u>	<u>\$116,282</u>	<u>\$104,784</u>	<u>\$348,155</u>	<u>\$24,848</u>	<u>19,900</u>	<u>\$764,512</u>
Accumulated Depreciation							
As at 01 July 2007	49,368	57,899	85,528	133,224	8,659	4,975	\$339,653
Provision for the period	15,201	11,706	5,114	(97,733)	2,975	2,985	(116,472)
Disposals in the period	-	-	-	(19,242)	-	-	(19,242)
As at 30 June 2008	<u>\$64,569</u>	<u>\$69,605</u>	<u>\$90,642</u>	<u>\$211,715</u>	<u>\$11,634</u>	<u>\$7,960</u>	<u>\$(456,125)</u>
Net Book Value							
As at 30 June 2008	<u>\$85,974</u>	<u>\$46,677</u>	<u>\$14,142</u>	<u>\$136,440</u>	<u>\$13,214</u>	<u>\$11,940</u>	<u>\$308,387</u>
As at 30 June 2007	<u>\$56,512</u>	<u>\$36,945</u>	<u>\$14,339</u>	<u>\$37,392</u>	<u>\$9,054</u>	<u>\$14,925</u>	<u>\$169,166</u>

6. Overpaid Contributions

Overpaid contributions are contributions, both employee and employer, which are paid over the amount of pension due or on behalf of employees not eligible to participate in the Plan.

These overpayments are either netted with receivables or refunded at the request of the employer.

	<u>30 June 2008</u>	<u>30 June 2007</u>
Overpaid Contributions – Employer	\$ 139,037	\$ 141,182
Overpaid Contributions – Employee	168,001	171,145
Overpaid Contributions – Additional Defined Benefit Cost	<u>1,458,346</u>	<u>1,458,346</u>
Total Overpaid Contributions	<u>\$1,765,384</u>	<u>\$1,771,673</u>

7. Ex-Gratia and Parliamentary/Payments

Ex-Gratia Pensions:

The Board administers the payment of Ex-gratia Pension Plan (“Ex-Gratia”) on behalf of the Cayman Islands Government as set out in The Public Service Pensions (Ex-Gratia Pensions) Regulations, 2004. Eligibility for Ex-Gratia Pension as set out by said law:

- i. Any Caymanian (as defined in the Immigration Law, 2003) who-
- ii. Is sixty years of age or older; or
- iii. Is not sixty years of age but who has been certified by the Chief Medical Officer of the Government as being permanently disabled; and
- iv. Held an office in the Public Service or the Other Public Service for any period of at least four or more years in the aggregate; and
- v. During at least four years (in the aggregate) of his said service, was not entitled to a pension or did not receive a contracted officer’s supplement or similar compensation.

Ex-Gratia Pension Payment Actvitiy 2004-2008

Year	2004	2005	2005-6	2006-7	2007-8
Annual Grant	138,700	60,650	97,500	422,090	520,000
Annual Payments	(140,005)	(79,832)	(203,624)	(311,722)	(312,318)
Surplus / (Deficit)	(1,305)	(19,182)	(106,124)	110,368	207,692
Accumulated Surplus/(Deficit)	36,679	17,497	(88,627)	21,741	229,433

Parliamentary Pensions:

The Members of the Legislative Assembly participate in the Parliamentary Pensions Plan as governed by the Parliamentary Pensions Law, 1984 (1995 Revision) (the "Parliamentary Pensions Law"). Members contribute at a rate of 6% of pensionable earnings and employers contribute a matching 6%. An additional contribution as prescribed by the latest Actuarial Valuation, is made by the employer to cover the additional defined benefit cost associated with the plan. All contributions received are pooled for investment purposes with those of the Public Service Pensions Fund. The Board does not charge any fees for acting as administrators of the Parliamentary Pensions Plan

The Parliamentary Pensions Law provides for payment of retirement benefits to eligible members with 2 or more parliamentary terms or for periods equal in aggregate to not less than 6 years. Normal retirement age under the Parliamentary Pensions Law is 55. The maximum amount of pension payable to the Parliamentarians cannot exceed two-thirds of their highest salary earned whilst a member of the Legislative Assembly.

8. Assets Allocated to Parliamentary Pensions Fund

The Board administers the Government sponsored pension plans which consist of the Public Service Pensions Plan, Ex-gratia allowances, and the Parliamentary Pensions Plan. Historically, and in accordance with the establishment of the Fund under the Parliamentary Pensions Law (1995), the financial statements and records of the Fund have been prepared and maintained on a combined or consolidated basis.

Passage of the Parliamentary Pensions Law in 2004 created the unintended effect of requiring the Board to prepare and maintain a distinct and separate set of financial statements for the Parliamentary Pensions Fund. Section 9 of the Parliamentary Pensions Law, 2004 currently states that "the Board shall prepare and maintain financial statements relating to the Parliamentary Pensions Fund. These financial statements shall include a balance sheet, statement of revenue and expenditure, and any other financial statements as may be required."

The Parliamentary Pensions Fund, since inception, has been pooled for investment purposes with those of the larger Public Service Pensions Fund for greater investment return opportunities and to contain administrative costs, and given the fact that no administration fees were charged to the Parliamentary Pension Fund, it was never necessary to maintain separate financial records for each fund under management. Therefore, at this stage, to prepare and submit a balance sheet and statement of revenue and expenditure specifically for the Parliamentary Pensions Fund would require the PSPB to establish a basis for the split of financial data, and would involve significant allocation estimations for all financial transactions, other than for contributions and benefit payments for Members of the Legislative Assembly. Presentation of such information in a specific financial statement format would imply a greater accuracy than the allocation estimates warrant.

The Board acted as advisor to Government, and was closely involved in the process of drafting the Parliamentary Pensions Law, 2004. To ensure consistency, the language and provisions of the Parliamentary Pensions Law were initially extracted directly from the Public Service Pensions Law. Through an oversight exacerbated by the Board's delays in tabling financial statements, not all administrative aspects of the draft law were fully tested, and inadvertently, the provision requiring a separate set of financial statements was repeated in the Parliamentary Pensions Law. It was not the intention to create unnecessary administrative burden in the compilation of data that provides little or no meaning to the users of the financial information. Accordingly, the Board has chosen to comply with the spirit of the Parliamentary Pensions Law, 2004, and has prepared these financial statements on a combined or consolidated basis in accordance with historical practice. Note 14 to these financial statements outlines the share of assets allocated to each of the Plan Funds, including the Parliamentary Pensions Plan.

9. Judiciary Pension Contributions

The Fund receives contributions on behalf of Judges of the Grand Court. These members contribute at a rate of 10% of pensionable earnings and employers were to contribute an additional 31% effective 1 January 2000 through to 1 January 2005. An actuarial valuation

as at 1 January 2005 concluded that existing contribution rates to the plan are sufficient. The assets duly belonging to the Judges of the Grand Court are under the administration of the Board. These contributions have been pooled for investment purposes with those of the Fund. The liability as shown on the Statement of Net Assets reflects contributions received to date, and an element of income allocated to those contributions based on the Fund's annual rate of return.

10. Benefits Paid to Participants

Beginning in April 1999, payments were paid out of the Fund for pensioners of the Public Service Pensions Plan. The Government continued to pre-fund payments made to recipients of the Ex-gratia Allowances. The Parliamentary Pension Plan were pre-funded by payments from the Government up until the passage of the Parliamentary Pensions Law (2004) on 23 August 2004 which required that benefit payments should be paid from the Parliamentarian Pensions Fund.

Benefits Due relates to participants who had attained the age of 60 prior to 30 June 2005 and whose pension payments had not commenced. Under section 23 of the Public Service Pensions Law (2004 Revision), participants of the Plan were required to initiate their pension upon attaining the age of 60 and as such were no longer eligible to accrue further benefits.

11. Capitalized and Operating Governments

Prior to 2005, the Board received an annual subsidy from the Cayman Islands Government to cover Operating, Capital and Investment Management Expenses. Under the Cayman Islands Government's Financial Management Initiative, services are now purchased from the Board and the funds treated as operating income; and as such, funds used to purchase fixed assets will no longer be capitalised.

The portion of the Government Subsidy received prior to 2005 that relates to the purchase of capital assets is included in the Statement of Net Assets Available for Benefits as

Capitalized Government Grant. This will be amortized to the Statement of Changes in Net Assets Available for Benefits over the useful lives of the assets purchased.

	<u>30 June 2008</u>	<u>30 June 2007</u>
CAPITALIZED GOVERNMENT GRANT		
Opening Net Capitalized Government Grant	\$110,552	\$176,307
Amortization of Capitalized Government Grant	(48,996)	(65,755)
Closing Net Capitalized Government Grant	<u>\$61,556</u>	<u>\$110,552</u>
OPERATING INCOME FROM GOVERNMENT SUBSIDY		
Income from Government (Cash Basis)	\$600,000	\$859,513
Plus Amortization of Capitalized Government Subsidy	48,996	65,755
Total for the year	<u>\$648,996</u>	<u>\$925,268</u>

12. Administrative Expenses

	<u>30-Jun-08</u>	<u>30-Jun-07</u>
Salaries and Benefits	\$1,499,016	\$1,608,307
Office Accommodation	181,962	172,588
General Administrative	553,519	336,124
Actuarial Fees	37,491	52,762
Audit Fees	65,000	60,040
Other Professional Fees	27,196	146,803
Trustee Allowances & Training	21,318	9,367
Total	<u>\$2,385,502</u>	<u>\$2,385,991</u>

13. Benefits Due

Benefits Due represents the liability to pay participants who had attained the age of 60 and whose pension payments had not commenced prior to the fiscal year ends of 30 June 2008 and 30 June 2007. Under section 23 of the Public Service Pensions Law (2004 Revision), participants of the Plan were required to initiate their pension upon attaining the age of 60 and as such were no longer eligible to accrue further pension benefits.

14. Pension Contributions (Re: Actuarial Valuations – Effective 1 January 2005)

Actuarial Valuations with an effective date of 1 January 2005 were conducted for three separate Plans; the Public Service Pensions Plan, the Parliamentary Pensions Plan and the Judiciary Pensions Plan. These Actuarial Valuation Reports were accepted by the Board, approved by Cabinet, and tabled in the Legislative Assembly on 9 November 2006.

The principal assumptions (excluding the estimated retirement age which varied with each Plan) used in the computation of the actuarial estimate of the pension liability for each of the three named Pension Plans are as follows:

- i. annual salary increases of 4.0%;
- ii. long term inflation rate of 2.5% per annum;
- iii. valuation interest rate to discount future benefit payments of 7%;
- iv. expected long-term rate of return on the Fund's invested assets of 7%;
- v. anticipated future pensions payments increases of 3% per annum; and
- vi. estimated retirement age of 55 for the Parliamentary Pensions Plan, 57 for the Public Service Pensions Plan, and 65 for the Judiciary Pensions Plan.

Where actuarial results calculate that a Plan's share of Fund assets exceed the calculated past service liability, the Plan is said to have a Fund Surplus. Conversely, should Past Service Liabilities exceed a particular Plan's share of Fund assets, the result is called a Fund Deficiency. Fund Deficiencies arise mainly as a result of participants having accrued considerable Defined Benefit entitlements prior to establishment of the Fund. Results of the Actuarial Valuations are summarized under separate caption below for each of the Plans.

a. Public Service Pensions Plan Actuarial Valuation – 1 January 2005

The Actuarial Valuation calculated a Fund Deficiency as at 1 January 2005 of \$165,675,517 consisting of the following components:

Value of Pension Fund Allocated Assets	\$ 134,906,139
Past Service Liability	(300,581,656)
Fund Deficiency	\$ (165,675,517)

The actuarial valuation calculated a normal cost of 13.00% which is the required amount to fund the cost of Defined Contribution benefits earned during the current year, with allowance for future pay projections. The normal cost to fund the cost of Defined Benefit contributions was determined to be 15.70% during the current year. Amortization of the Fund Deficiency, attributable to the Defined Benefit component of the Plan, over a 20 year period results in an additional contribution rate of 28.53%. Therefore, the total annual cost of the Defined Benefit component of the Plan as at 1 January 2005 was calculated to be 40.53% of total pensionable emoluments.

While the Plan remains under funded, the actuaries determined that the liability for inactive members (existing pensioners and beneficiaries and those with deferred pensions) is sufficiently covered by available assets. The actuary recommended that the basic 12.00% employee/employer contribution rates be increased by 28.53% for the Defined Benefit, and 1.00% for the Defined Contribution components of the Plan. With respect to the current reporting periods ending 30 June 2005 and 31 December 2004, this represents a recommended increase of 18.53% to the employer contribution rate for Defined Benefits, and no change in contribution rates for Defined Contributions.

b. Parliamentary Pensions Plan Actuarial Valuation – 1 January 2005

The Actuarial Valuation calculated a Fund Deficiency as at 1 January 2005 of \$13,276,266 consisting of the following components:

Value of Pension Fund Allocated Assets	\$ 2,237,802
Past Service Liability	(15,514,068)
Fund Deficiency	\$ (13,276,266)

The Actuarial Valuation calculated a normal cost of 25.52% which is the required amount to fund the cost of benefits earned during the current year, with allowance for future pay projections. Amortization of the Fund Deficiency over a 20 year period results in an additional contribution rate of 75.63%.

Therefore, the total annual cost of the Plan as at 1 January 2005 was calculated to be 101.15% when both active and inactive members were considered.

The actuary advised that if future contribution payments continue to follow the practice of paying at the rate applicable for the main Public Service Pensions Plan, it will be necessary for Government to continue meeting directly the actual benefit payments as they arise.

c. Judiciary Pensions Plan Actuarial Valuation – 1 January 2005

The Actuarial Valuation calculated a Fund Surplus as at 1 January 2005 of \$ 55,325 consisting of the following components:

Value of Pension Fund Allocated Assets	\$ 890,688
Past Service Liability	(835,363)
Fund Deficiency	\$ 55,325

The actuarial valuation calculated a normal cost of 41.00% which is the required amount to fund the cost of benefits earned during the current year, with allowance for future pay projections. Therefore, the actuary recommended that the current contribution rates of 10% for the Employee and 31% for the Employer continue until the date of the next actuarial valuation.

15. Investment Consultancy Fees

The Board utilizes the services of various Investment Managers and other investment consultants in the course of its business. During the year, the Board employed the services of the following:

- a. Western Asset Management (“WAM”, as Investment Manager)
- b. Morgan Stanley Investment Management Ltd (“Morgan Stanley”, as Investment Manager)
- c. ING Clarion Real Estate Securities, L.P. (“ING”, as Investment Manager)
- d. RBC Dexia Investment Services (“RBC Dexia” as Custodian)
- e. Advisory Capital (Investment Consultants)

The Board incurred Investment management and consultancy expenses as follows:

	<u>30 June 2008</u>	<u>30 June 2007</u>
Western Asset Management	327,878	\$1,608,307
Morgan Stanley	1,093,710	172,588
Close Asset Management	Nil	336,124
RBC Dexia Custodial Fees	77,973	52,762
Other consultancy fees	<u>121,314</u>	<u>116,491</u>
Total	<u>\$1,620,875</u>	<u>\$2,502,482</u>

16. Financial Instruments

All investments are subject to one or more types of “inherent” risk which is expected and necessary to assume in order to achieve needed returns. From a Pension Plan perspective, inherent risk factors typically comprise of:

- a. Capital risk
- b. Credit risk
- c. Inflation risk
- d. Interest Rate risk
- e. Balance Sheet/Liquidity risk
- f. Market/Equity risk

The portfolio is currently comprised primarily of investments in two pooled funds in both the equities and fixed income sectors. It is a very risk-averse strategy through which inherent risks are mitigated primarily by adherence to asset allocation and diversification policies prescribed by statute. Each class of assets is managed by separate internationally recognized money managers, who are recommended by the Committee and approved by the Board of Trustees, thereby further diversifying the portfolio among unrelated managers and investments. Performance of each investment manager is monitored and measured against international benchmarks by independent investment consultants (Advisory Capital). Senior Management and the Board also perform annual due-diligence visits to each investment managers.

Some inherent risks are further mitigated by specific circumstances:

Credit Risk: Financial assets that potentially subject the Board to credit risk consist principally of current, call and fixed deposits, long and short-term investments, accounts and interest receivable and other receivables and prepayments. The Board's current, call and fixed deposits are placed with high credit quality institutions. Credit risk with respect to long and short-term investments, accounts and interest receivable, and other receivables and prepayments is limited because the Board only transacts business with counterparts it believes to be reputable and capable of performing their contractual obligations. The greatest risk that the Board faces other than market related risks in terms of its investments, is the possibility that there could be some form of pension contribution holiday. Should this happen, it would seriously impede the Boards operations, as it would then become necessary to liquidate the investments in order to meet its statutory financial obligations.

Interest Rate Risk: The Board's interest bearing investments and deposits are at fixed interest rates.

Inflation Risk: Inflation risks are mitigated by regular review and adjustment of Plan funding, in accordance with the mandated Actuarial Valuations due every three years.

A risk factor unique to pension/annuity plans is "Longevity Risk:

Longevity Risk: Longevity risk applies primarily to the Defined Benefit (DB) part of the Plans. Longevity risk is also mitigated by regular review and adjustment of the Plans funding in accordance with the mandated Actuarial Valuations due every three years.

Fair Values: The carrying amount of current, call, and fixed deposits, accounts and interest receivable, other receivables and prepayments, demand liabilities, and other liabilities and payables approximated their fair value due to the short-term maturities of these assets and liabilities. The market value of investments is presented in Note 4. The fair values of other assets and liabilities are not materially different from the carrying amounts.

17. Commitments

a. Cricket Square Lease

The Board leased premises from Orchid Developments under a lease agreement dated, 18 December 2001 for office space of 2,567.8 square feet. The lease was for an initial three year period at US \$33 per square foot totalling US \$84,737 per annum. The option to renew through to 1 March 2009 was exercised on 1 March 2007 at US \$37.00 per square foot totaling US \$95,009 per annum for the first year and US \$102,712 per annum at a rate of US \$40.00 per square foot for the second year. Lease payments include maintenance fees and are charged under the classification of Office Accommodations as part of Administration Expenses to the Statement of Changes in Net Assets Available for Benefits.

b. Mirco Centre Lease

Due to the growth of the organization, the Board decided to move the Company's back office operations to another location. On 26 June 2007, the Board entered into a lease agreement with Mirco Centre for an additional 2,000 square feet of office space. The lease term is 30 months at a monthly rent of US\$4,460.46 plus maintenance fees of US\$7.01. There is an option to renew for an additional 2 years.

18. Subsequent Events

Capital markets experienced extreme volatility and turbulence beginning in 2007, culminating in a severe downturn in the Global Economy in 2008 and ongoing in 2009. The ensuing financial crisis has been described by many economists as second only to the Great Depression of the 1930's. Investments of every class, genre and nationality have been affected by the ongoing financial crisis. Due to the aforementioned, the market value of the PSPB fund investments declined from \$228M as at June 30, 2008 to \$212M as at March 31, 2009 and subsequently increased to \$246M as at June 30, 2009. The Credited Rate of Return (CRR) declined from 8.29% at the end in 2007 to -0.41% at the end of 2008. Despite some recovery in the global markets, much uncertainty remains entering the last quarter of physical year 2009. The Board of Trustees have tentatively agreed to an

accelerated actuarial valuation as at January 1, 2010 to determine the impact of the financial crisis on the adequacy of the funding.

In June 2009, the Public Service Pensions Board moved to a new office location at Smith Road Centre, 154 Smith Road, Grand Cayman, Cayman Islands.

19. Related Party Transactions

Key Management Personnel

There are three full-time equivalent personnel considered at the Senior Management Level. The total remuneration includes: regular salary, pension contributions, health insurance contributions, acting allowances, duty allowances, motor car upkeep/allowance, and COLA back pay. Total remuneration for Senior Management in 2007-08 was approximately \$353K.

Intra-government agencies

The Board engaged the services of the Computer Services Department and the Office of the Auditor General during the year. The transactions amounted to \$160K and \$65K respectively.

20. Plan Participants

IAS 19 Accounting policy requires the Public Service Pensions Board to disclose the entities to which the assets of the fund belong and the amounts for each participant. The accounting system does not provide this information. The ministries and portfolios in Public Service Pensions Plan are the following:

- a. Audit Office
- b. Cabinet Office
- c. Judicial Administration Department
- d. Portfolio of Legal Affairs
- e. Portfolio of Finance and Economics
- f. Ministry of Tourism, Economics, Investment and Commerce
- g. Office of the Complaints Commissioner

- h. Portfolio of the Civil Service
- i. Portfolio of Internal and External Affairs
- j. Ministry of District Administration, Planning, Agriculture and Housing
- k. Ministry of Education, Employment, Training, Youth, Sports, Culture
- l. Ministry of Health and Human Services
- m. Ministry of Communication, Works and Infrastructure

See note 1 (c) for Statutory Authorities and Government Companies that participate in the plan.

21. Events after the Reporting Period

2008 Actuarial Valuation Report

In accordance with the Public Service Pension Law (2004 Revision), the Board fulfilled its statutory obligations by preparing the 1 January, 2008 Actuarial Valuation report which was completed on 17 March, 2009 and submitted to the Financial Secretary on 28 April, 2009. As the Cabinet has not yet accepted and approved the 2008 report and the recommended rate of contributions contained therein, PSPB cannot estimate the financial effect of using the 2005 rather than the 2008 report to value the Pension Fund Deficiency.