

# 2024-2025 PLAN PERFORMANCE

*At a Glance...*

as at March 31, 2025

## 106.8% **Funded ratio**

The Plan was 106.8 per cent funded as at March 31, 2025. The funded ratio increased by 3.0 per cent from 103.8 per cent as at March 31, 2024.

## \$8.275 b **Assets available for benefits**

## \$7.750 b **Liabilities**

## \$0.525 b **Funding surplus**

Assets available for benefits were \$8.275 billion as at March 31, 2025. This is an increase of \$369 million from \$7.906 billion as at March 31, 2024.

## 7.03% **The Plan**

## 9.21% **Benchmark**

## 6.50% **Discount Rate**

The Plan's return on investment for fiscal 2024-2025 was 7.03 per cent, net of investment fees (7.19 per cent, gross of investment fees). The Fund outperformed the actuarial assumed rate of return, or discount rate, of 6.50 per cent, but underperformed the policy benchmark of 9.21 per cent.

## \$293 m **Contributions received\***

Plan member and employer contributions received by the Plan this year.

*\*includes all matched and unmatched current and past service contributions*

## \$460 m **Benefits paid\***

Benefits paid to retirees and survivors by the Plan this year.\*

*\*includes refunds*

# PLAN MEMBERSHIP *By the Numbers*

as at December 31, 2024

45,255

Total members

1,533 new members in 2024

- 953 new active members
- 299 new retired members
- 281 new deferred members

21,475

Active  
members

19,916

Retired  
members\*

3,864

Deferred  
members\*\*

\* includes survivors (which encompasses surviving spouses/ex-spouses, children, and dependants)

\*\* Deferred members are Plan members who have terminated employment, but have not yet retired or removed their funds from the Plan.



Average age

46.8 Active member

71.9 Retired member

Median age

47.3 Active member

71.1 Retired member



Average  
pensionable  
earnings

Active members

\$78,525 average

\$71,720 median



Average  
lifetime  
pension \*

Retired members

\$22,545 average

\$18,740 median



Retirees and  
survivors over  
100 years of age

34 members

\*This does not include any supplementary pension amount. Plan members may also receive income from the Canada Pension Plan, the Old Age Security program, and/or the Guaranteed Income Supplement.

## Projected Retirements

There were approximately 3,990 Plan members eligible to retire from the PSSP with an unreduced pension as at December 31, 2024. The illustration below shows the number of Plan members who will be able to retire with an unreduced pension over the next several years.

Dec. 31, 2025 4,834 members

Dec. 31, 2027 6,502 members

Dec. 31, 2029 8,074 members

By way of the illustration, at December 31, 2027, 6,502 Plan members would be eligible to retire if none retired in 2025, 2026, or 2027.

The Plan  
has 1.08  
active members  
for every 1  
retiree.

A higher ratio of active members to retirees is a good indicator of a healthier pension plan.

## 2025 Funded Health Review: COLA (indexing) Approved for 2026-2030

COLA  
(indexing)  
approved at  
**2.61%** for  
2026-2030

The Trustee completed its funded-health review (2025 Funded Health Review) of the Plan in early 2025. The review was conducted in accordance with the *Public Service Superannuation Act's* (PSSA) funding policy, which requires the Trustee to assess the Plan's funded health every five years.

The purpose of the funded health review is to evaluate the Plan's ability to provide Cost-of-Living Adjustments (COLA, also referred to as indexing) for the next five-year period, and to review the adequacy of contribution rates and Plan benefits.

### The Results

The 2025 Funded Health Review was based on the Plan's funded status as at December 31, 2024. At that time, the Plan was 114.6% funded, with a funding surplus of \$1.05 billion.

Following the Review, and in accordance with the PSSA's funding policy, the Trustee approved the following actions:

- Granting of COLA at 2.61% per year for the next five-year cycle, from January 1, 2026, to December 31, 2030.
- Allocation of approximately \$525 million of the funding surplus to the Plan's strategic reserve to help protect long-term financial sustainability.
- Determination that contribution rates for members and employers were sufficient to support the Plan and no changes to contribution rates were required at this time.

After these decisions were applied, the Plan's funded status was 106.8%, with a surplus of \$525 million allocated to the strategic reserve as at December 31, 2024.

### What This Means for PSSP Retirees and Beneficiaries

Eligible retirees and beneficiaries will receive an annual COLA of 2.61% on January 1 each year from 2026 through 2030, subject to the terms of the PSSA.

This decision reflects the Plan's current funded position and the Trustee's continued commitment to the Plan's long-term financial sustainability.

The 2025 Funded Health Review was conducted with the advice and guidance of the Plan's actuary.

The next Funded Health Review will take place in 2030, where the PSSP's ability to grant COLA will be based on the Plan's funded status as at December 31, 2029. The outcome will determine if, and how much, COLA can be provided for the next five-year period, from January 1, 2031, to December 31, 2035.

## Membership Expansion through PSSP VANTAGE

As part of its membership growth initiative, PSSPTI launched PSSP VANTAGE in 2024. PSSP VANTAGE is designed to broaden the reach of the PSSP to employers across Nova Scotia by offering flexible participation levels (80% or 60%).

Whether public, private, or non-profit, any qualifying employer in Nova Scotia may now explore joining the Plan through this initiative. By offering these participation levels, PSSP VANTAGE enables a wider range of organizations to provide their employees with the long-term security of a locally managed, defined benefit pension plan.

### About PSSP VANTAGE

- ✓ **As new members join, the Plan's demographic profile becomes more balanced,** supporting its long-term financial health. A broader membership base may strengthen the Plan's capacity to offer improved benefits in the future.
- ✓ **New participants receive the same core benefits as all other Plan members,** including a guaranteed pension based on their highest five-year average salary, early retirement options, and survivor benefits for spouses, children, or estates.
- ✓ **It is structured to ensure fairness.** No member subsidizes or gains at the expense of others. Each member receives value in proportion to their contributions, and growth remains cost-neutral to the Plan overall.

### A Bold Step in Defined Benefit Innovation

The PSSP is the first traditional defined benefit (DB) plan in Canada to offer multiple participation levels to a full spectrum of employer types.

These new options reflect a forward-thinking approach to pension sustainability, designed to accommodate different employer needs while maintaining the strength of the Plan for all members.

#### Phase 1 2015 - 2024

In its first phase, the membership growth initiative brought in:

- **26** new employers
- **3,948** new members
- **\$480** million in pension assets

#### Phase 2 PSSP VANTAGE

With Phase Two now in motion, conversations with new prospective employers are ongoing.