

November 21, 2008

Pension Review Panel
c/o Nova Scotia Labour and Workforce Development
Policy Division
PO Box 697
Halifax, NS
B3J 2T8

Dear Sirs,

I am pleased to have this opportunity to present my views on the Pension Review Panel's Position Paper.

Thank you for your consideration of my comments.

Doug Taylor
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Goals of Pension Legislation and Regulation

It is encouraging that the “bias in interpreting the Act and regulations should be permissive, not restrictive”. I hope that this opens the door to more innovative plan designs that cater to the needs and wishes of employers and employees.

Types of Pension Plans

It is also encouraging to read that the “legislation should be flexible enough to enable “Adjustable Contribution/Benefit (ACB) plans” and “accommodation of new designs by subsequent regulation”. The ACB concept is one that I endorse whole-heartedly and should help to increase the number of employees who are covered by employer-sponsored pension plans.

I also endorse the suggestion of promotional activities through the Department of Labour and Workforce Development and believe it is a good idea to separate this function from the office of the Superintendent of Pensions.

Funding

The proposal for a new minimum funding standard is interesting and promising, but I think the details need to be explored further and more testing should be done.

Grow-in Benefits

I support the position taken in this regard.

Partial Wind-ups

I’m not convinced that the requirement to make up deficits, arising in the event of withdrawals, by the next valuation date is reasonable. This could potentially place undue strain on an employer in difficult times, and I’m not sure how this would even be applied under a multi-employer pension plan. I would encourage further discussion and testing of this proposal.

Unlocking

I support the position taken in this regard.

Role of Regulators

I agree with the recommendation that appeals from the Superintendent’s decisions be made to a third party.

Phased Retirement

I support the position taken in this regard.

Miscellaneous

One interesting proposal in the Ontario Expert Commission on Pensions is the establishment of a new agency to receive, pool, administer and invest funds for members who can't be located (for example on wind-up). I think this is an excellent idea and suggest the same for Nova Scotia.