



SUBJECT	STAFF PENSION PLAN STATEMENT OF INVESTMENT POLICIES & PROCEDURES
MEETING DATE	FEBRUARY 14, 2017

Forwarded to the Board of Governors on the Recommendation of the President

APPROVED FOR SUBMISSION



 Santa J. Ono, President and Vice-Chancellor

DECISION REQUESTED	IT IS HEREBY REQUESTED that the UBC Board of Governors approve the UBC Staff Pension Plan Statement of Investment Policies & Procedures, effective January 1, 2017.
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Report Date	December 20, 2016
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Presented By Lisa Castle, Vice-President Human Resources
 Orla Cousineau, Executive Director, Pensions

EXECUTIVE SUMMARY

Under the terms of the UBC Staff Pension Plan Pension Board (“SPP Board”) Terms of Reference and Governance Policy, the Pension Board is required to review the UBC Staff Pension Plan Statement of Investment Policies and Procedures (“SIPP”), and recommend re-adoption of or amendments to the SIPP at least once per calendar year.

The SPP Board has reviewed and approved the revisions to the SIPP, effective January 1, 2017, which were recommended by the Plan’s Investment Consultant in consultation with UBC IMANT. The SPP Board is recommending the Board of Governors adopt the revised SIPP, effective January 1, 2017.

The proposed changes to the SIPP are as follows:

1. Confirms the Plan’s status as a target benefit provision under the *Pension Benefits Standards Act*.
2. Removes the transition benchmark.
3. Changes the constraints for the fixed income portfolio to match the broader bond index:
 - The minimum invested in bonds with a rating higher than “A” is reduced from 55% to 45%; and the permitted allocation to “BBB” rated or higher issues is increased from 10% to 20%.
4. Clarifies that where real estate investments are structured as participating debentures or debt, the investments will be looked through to the income producing or development components.
5. Reports any non-compliance with the SIPP to both the IMANT and SPP Boards.
6. Provides other housekeeping changes.

A copy of the SIPP, effective January 1, 2017, along with a summary of the changes, is on file with the Board Secretary.

INSTITUTIONAL STRATEGIC PRIORITIES SUPPORTED

- Learning
 Research
 Innovation
 Engagement (Internal / External)
 International

or Operational

DESCRIPTION & RATIONALE	The UBC Board of Governors has governance and fiduciary duties for the administration of the UBC Staff Pension Plan. UBC acting through the Board of Governors and senior management, is the sponsor and administrator of the UBC Staff Pension Plan, and is responsible for maintaining the Statement of Investment Policies and Procedures.
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