

# The PSPP Advantage

BC's Public Service Pension Plan is a recognized leader in Canada for pension plan design, governance and value to members and employers. Learn why.

	Registered retirement savings plan (personal retirement savings vehicle)	Defined contribution pension plan	Public Service Pension Plan	The PSPP advantage
<b>What is the payment amount based on?</b>	Depends on investment returns	Depends on investment returns	Determined by a set formula that uses your highest average salary, and how many years you worked and contributed to the plan	Regardless of investment returns, your basic monthly retirement income is guaranteed for life
<b>What type of pension payment do you get?</b>	You annuitize or make withdrawals—the amount and duration of this income depends on various factors	You annuitize or make withdrawals—the amount and duration of this income depends on various factors	You (and possibly your spouse, depending on the pension option you choose) receive a guaranteed monthly pension payment for your lifetime	You know ahead of time what your monthly pension income will be and can build your overall retirement income strategy around it
<b>Are inflation adjustments provided to help offset inflation?</b>	No	No, however you may be able to buy a lifetime annuity that includes additional benefits such as inflation protection  Note: these extras can be expensive	Sustainable inflation adjustments may be granted annually at the discretion of the Public Service Pension Board of Trustees  Once an inflation adjustment is granted, it becomes part of your basic lifetime pension  Your basic lifetime pension is guaranteed	Inflation adjustments may be granted annually to help offset the effects of inflation
<b>Who contributes?</b>	You	You and/or your employer	You and your employer	You and your employer contribute monthly to build your future pension
<b>Who manages the investments?</b>	You, often using a financial adviser who charges fees for their services	You, often using a financial adviser who charges fees for their services	Member and employer contributions are pooled and invested by British Columbia Investment Management Corporation (BCI)  BCI is guided by a set of principles and policies set by the Public Service Pension Board of Trustees  A Public Service Pension trustee sits on BCI's board of directors	You don't have to make investment decisions—plan investments are managed by a globally recognized institutional investor that provides opportunities and services at a cost individual investors can rarely access on their own
<b>Is health and dental coverage available?</b>	No	No	When you retire, you may have access to health care and dental coverage  Retirement group benefits are not guaranteed; coverage may be changed at any time by the board	The plan currently offers retired members access to health and dental coverage, and extended health care premium subsidies based on their pensionable service. The plan does not subsidize dental premiums.