



A Future You Can Count On

2026 - 2028 Strategic Plan



Welcome to PSPP

The Public Service Pension Plan (PSPP) has been providing a secure lifetime retirement to Albertans for almost 80 years. Established in 1947, the PSPP is a defined benefit pension plan that serves current, former and retired employees of the Government of Alberta and its agencies, boards, and commissions as well as select post-secondary institutions. The Plan has 27 participating employers and serves 100,000 members.

The Plan operates within a legislated governance framework that sets out responsibilities of different entities. Policy decisions that define the benefits of the Plan are the responsibility of the PSPP Sponsor Board. Through representation on the PSPP Sponsor Board, members and employers share control of Plan design and funding.

PSPP Corporation is responsible for administering the Plan and managing the Plan fund. The legislation requires that we engage the services of Alberta Pensions Services Corporation (APS) and Alberta Investment Management Corporation (AIMCo) to assist us in carrying out these responsibilities. As the trustee and administrator of the Plan, we have a duty to act in the best interests of members. We also provide support to the PSPP Sponsor Board.

This Strategic Plan defines our key priorities as we strive for service excellence and uphold our commitments within a complex regulatory environment, an evolving workforce, and a dynamic global investment landscape.





Our Purpose

To ensure that your earned pension is there for your retirement.



Our Promise to Our Members

- You will have the information you need at all stages of your pension journey.
- Your pension is calculated right and paid on time.
- The Plan is managed so it is secure for you and future generations.



Our Values

All our work is grounded in these commitments.

Trustworthiness: We will earn your trust through integrity and transparency.

Quality: We will take action to achieve service, operational, and investment excellence.

Governance: Good governance puts the Plan's members first and ensures that our fiduciary duties are met.

Collaboration: Productive relationships with our partners, service providers, and government are crucial to delivering on our purpose and promise.

Organizational Capacity: We realize our promise by having the right team, with the right skills, and an organizational culture aligned with our values.

Strategic Areas of Focus

Our strategic areas of focus reflect our dedication to excellence in the work we do to deliver on our purpose and promise.

1.

Investment Decision-Making

Our investment program is critical to meeting the long-term funding requirements of the Plan. Continuous improvement in investment decision-making and oversight processes will serve our members now and for generations to come.

We are committed to strengthening a collaborative and results-driven relationship with AIMCo, grounded in the shared accountability underlying our investment program.

We will collaborate with AIMCo to:

- Apply best-practice discipline and rigour to investment decision-making.
- Advance our portfolio construction and oversight capabilities.
- Enhance the timeliness, accuracy and strategic relevance of investment reporting.

2.

Member and Employer Service

We will deliver a supportive, member-centric pension experience for members and employers. We are committed to a collaborative relationship with APS that prioritizes responsive service delivery.

To advance the member-centric pension experience, we will:

- Ensure high-quality pension administration through clear administrative protocols and service standards.
- Provide members and employers with accessible tools and support reflective of their evolving expectations.
- Drive service modernization by leveraging technology and exploring new service offerings.

3.

Organizational Resilience

We will ensure PSPP has the resources to deliver on our commitments. This includes a resilient corporate structure that enables effective planning and decision-making.

To build an increasingly resilient organization, we will:

- Uphold governance processes that reflect our accountability and fiduciary obligations.
- Engage in cross-organizational planning, fostering collaboration and a member-centric culture.
- Attract and retain qualified talent, while investing in employee development and succession planning.

4.

Evolving Plan Design & Participation

A relevant and fair Plan is essential for current and future members. We will collaborate with the Sponsor Board to advance consideration of Plan design changes to meet the needs of an evolving workforce and provide equitable funding and benefits among members.

To advance this commitment, we will:

- Support the Sponsor Board with research-based analysis and insight for plan design proposals.
- Equip the Sponsor Board to make informed plan funding decisions through comprehensive actuarial valuations and forward-looking balance sheet analysis.
- Promote awareness and increased Plan participation across the Alberta public sector.

5.

Communication

We aim to ensure that stakeholders understand the value of the pension benefit and have confidence in the Plan. We are committed to providing transparent, timely, and tailored communications.

To achieve this objective, we will:

- Report decision-making activities to strengthen stakeholder trust in the governance and stewardship of the Plan.
- Engage members and employers through targeted communications and use feedback and measurable outcomes to evaluate the effectiveness of our efforts.
- Provide tools and messaging that help employers promote the value of the Plan to their employees.

6.

Collaborative Relationships

Collaborative relationships with member-serving unions and employers help us understand the needs of our members. Interaction with government, peer pension organizations and industry leaders drive the advancement of investment, administration and governance standards.

To build relationships that benefit the long-term outcomes of the Plan, we will:

- Further our reputation with government as a trusted voice, providing policymakers with the information they need to uphold plan members' pension security.
- Collaborate with our peers to advance overall pension governance effectiveness.
- Enhance our profile as a leader in the pension sector locally and nationally.

We will ensure your pension is there for you.

PSPP is a robust and well-managed plan that provides thousands of members with a secure, reliable retirement income. Building on our strengths and successes, we will continue to protect the Plan, invest in excellence, and evolve our services to meet the needs of a diverse and changing workforce.