Ind AS 19
Employee Benefits

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WIRC of ICAI

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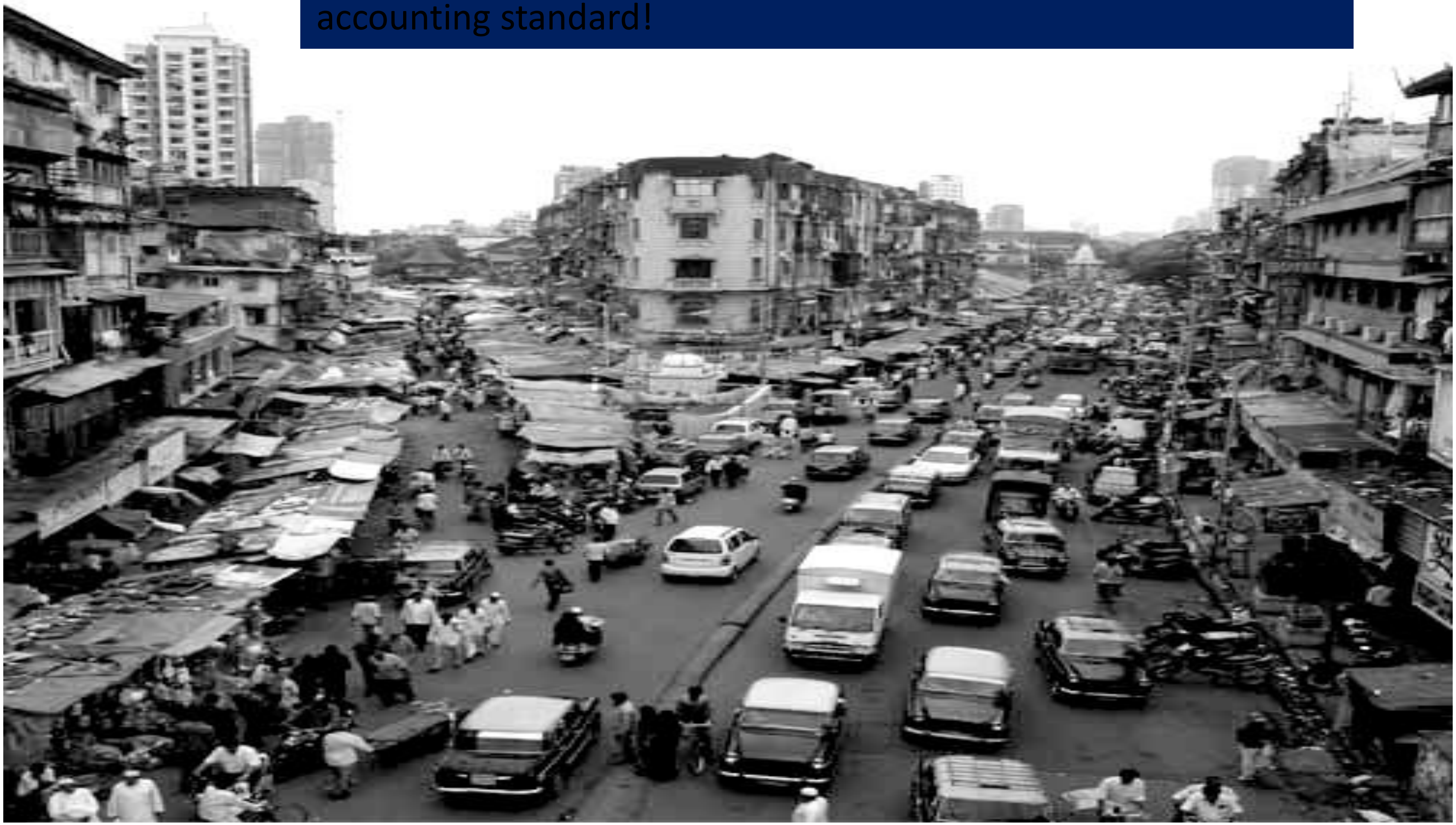
There’s a method to the madness of the employee benefits accounting standard!



Run-up to the vocabulary

Today’s discussion

- Ind AS 19’s applicability
- Benefit Classification
- Post Employment Plans DB and DC
- Other Long Term Benefits
- Disclosures in Financial Statements
- Special Cases: Exempt PF and Long Service Awards
- Key Differences between Ind AS 19 and AS 15 (revised)
- Important Aspects

Entity Applicability Ind AS 19

MCA Notification dated Feb 16, 2015

	FY 16-17	FY 17-18
I. Listed and Unlisted with Net worth>= Rs 500 cr		
II. Listed with Net worth < Rs 500 cr Unlisted Rs 250 cr<=Net Worth<Rs 500 cr		

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Entity Applicability AS 15 (R)

AS15 (R)is applicable in its **entirety** to the following enterprises:

1. Equity or Debt securities are listed or are in the process of being listed
2. Carrying on Insurance business
3. Turnover > Rs50 cr
4. Borrowings > Rs10 cr at any instance during the year
5. Banks (incl co-operative banks)
6. Financial Institutions
7. Holding or subsidiary company of any of the above

Companies not falling within clauses 1 to 7 are classified as **Small and Medium Enterprises (SMCs)-** need to apply the standard restrictively i.e. limited disclosures but value liabilities actuarially.

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Applicability of Actuarial Valuation to Post Employment Defined Benefit & Other Long-term Plans AS 15(R)

Classification of Companies under AS15(R)

If Equity or Debt securities are listed or are in the process of being listed, or

In Insurance business, or

Turnover > than Rs 50 crores, or

Borrowings > than Rs 10 crores, or

Banks (incl. co-operative banks), or

Financial Institutions, or

Holding or subsidiary of any one of the above

Not a Small and Medium Sized Company (Non SMC)

Valuation by an Actuary; full disclosures

If any of the criteria does not apply, then company will be a

Small and Medium Sized Company (SMC)

Valuation by an Actuary; Limited disclosures

(AS 15 paras 50 to 123 except 120 (l) i.e. detailed disclosures are not applicable to SMC)

Projected Unit Credit Method

Need for an Actuary under Ind AS 19?

Need for an actuary?

Extracts from paragraphs 59 and 67 of Ind AS 19:

59. This Standard encourages, but does not require, an entity to involve a qualified actuary in the measurement of all material post-employment benefit obligations….

67. An entity shall use the projected unit credit method to determine the present value of its defined benefit obligations ….

Assumption Setting

Under paragraph 76, the demographic and financial assumptions (salary increase, expected inflation, claim rates under medical plans, withdrawal rate, etc) are those of the employer.

As these are vetted by the actuary (reference to APS 26 of the Institute of Actuaries of India).

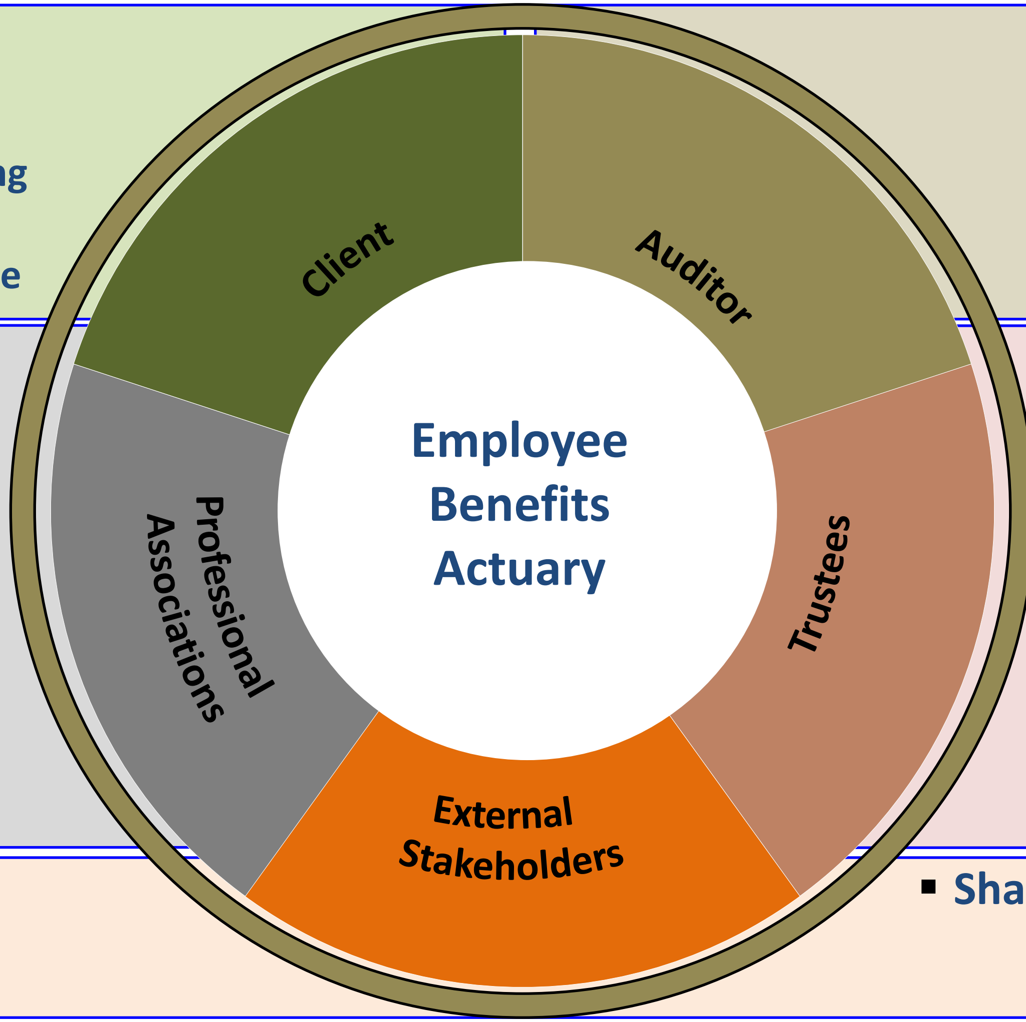
An actuarial valuation is usually a joint effort of employer and actuary.

Spectrum of Stakeholders

- Data
- Assumption Setting
- Terms of Reference

- Interactions
- Report usage

- Institute of Actuaries of India
- Institute of Chartered Accountants of India



- Advice on funding
- Asset Liability Management

- Tax authorities
- IRDA

- Shareholders

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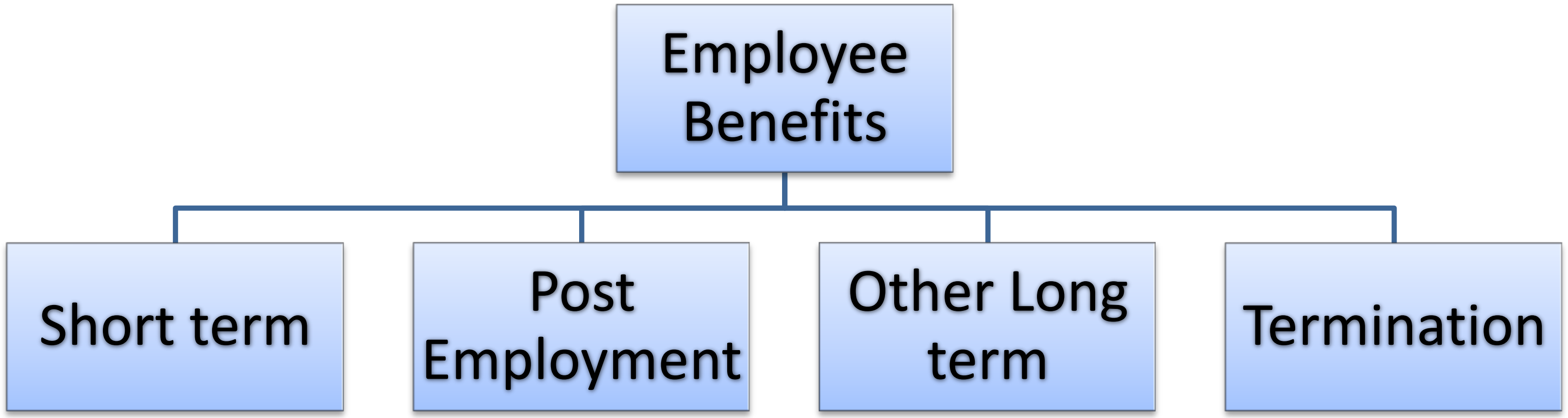
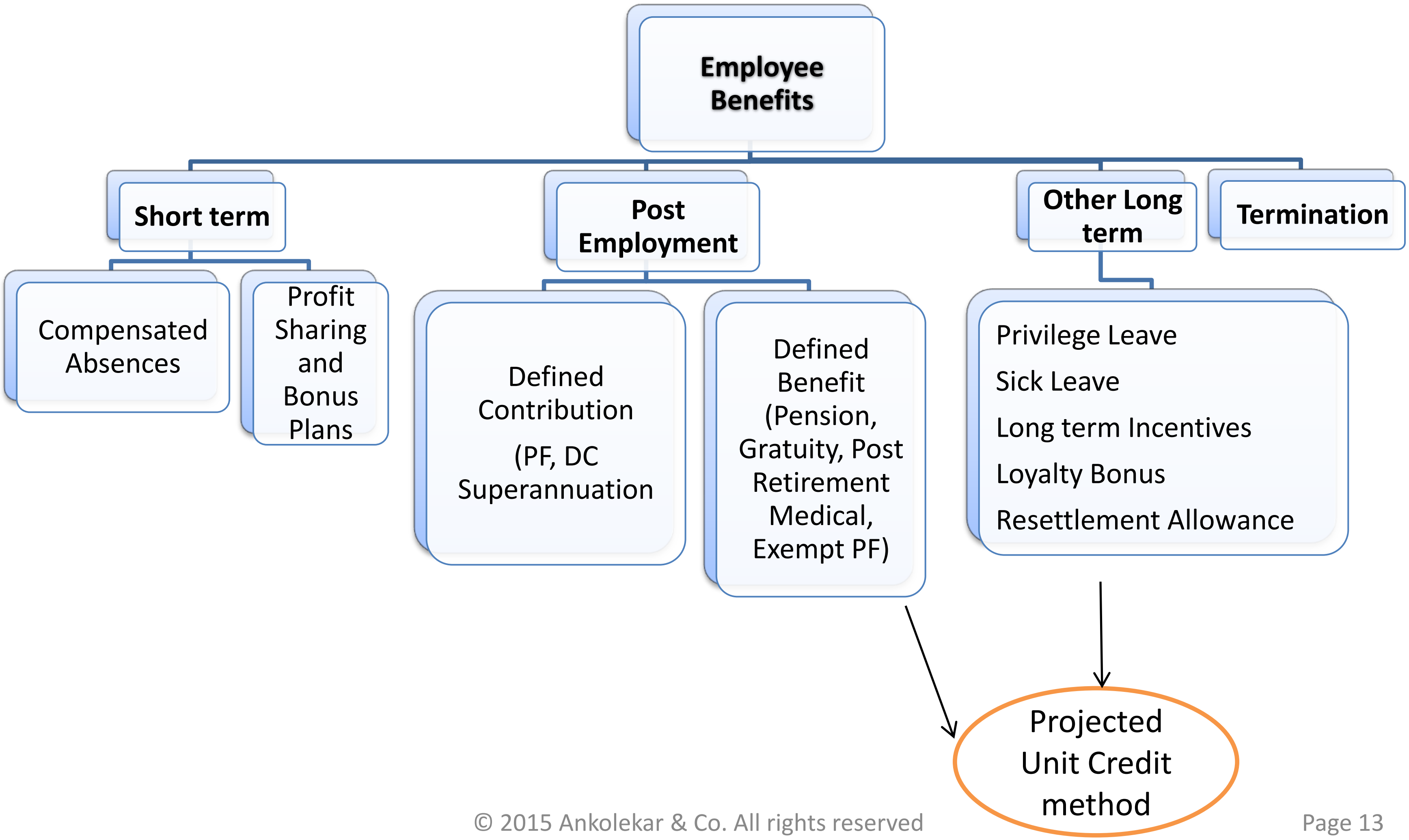
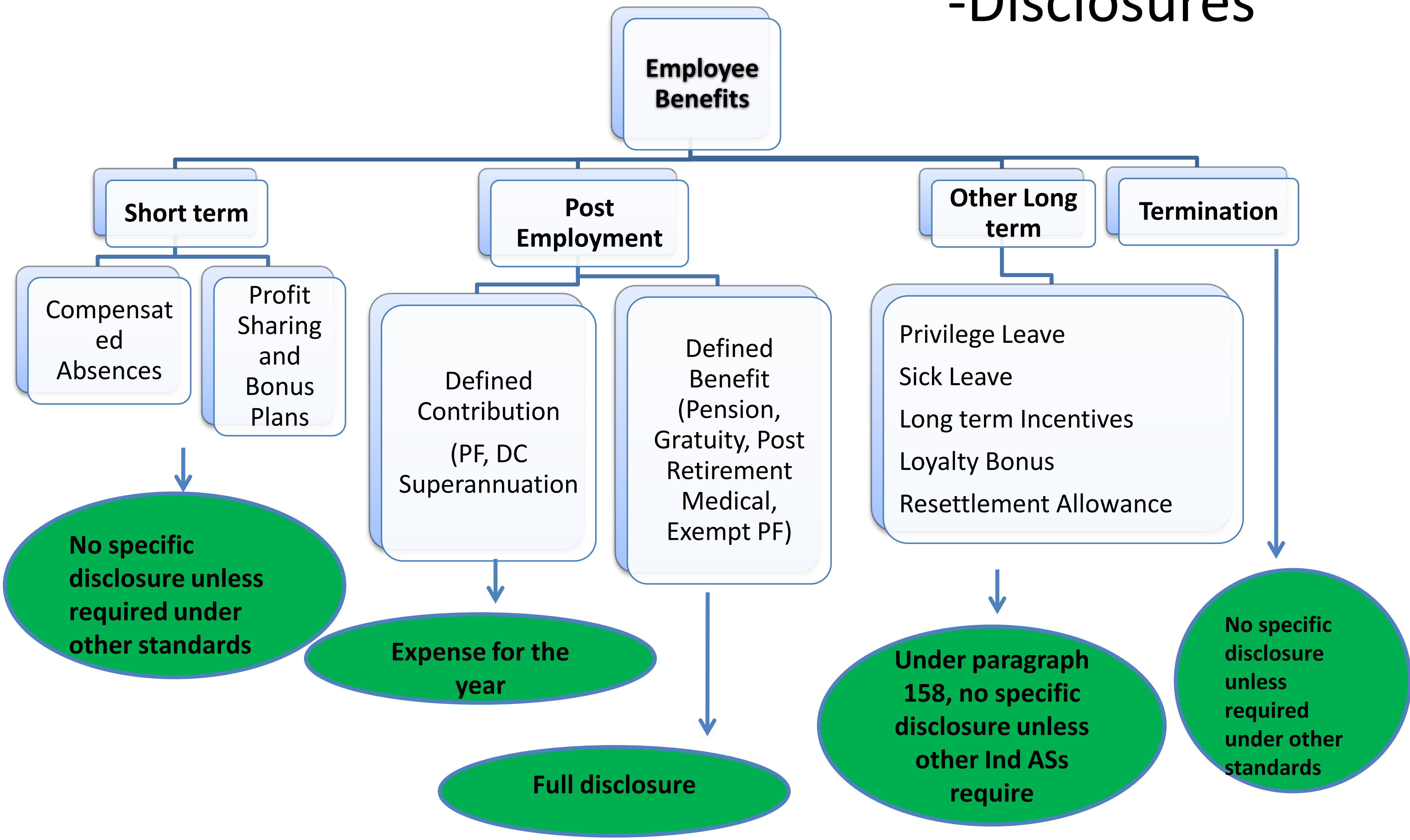
Employee Benefits under Ind AS 19



Employee Benefits under Ind AS 19



Employee Benefits under Ind AS 19 -Disclosures



Short Term Employee Benefits

Definition

- Employee benefits which are expected to be settled wholly before 12 months after the end of the annual reporting period of the employee rendering the related service

Recognition

- As a liability (accrued expense) after deducting any amount already paid
- As an expense

Disclosure

- No specific disclosures unless required by other accounting standards

Short Term Employee Benefits- When should they be recognized?

Accumulating Compensated Absences *e.g. privilege leave which can be accumulated for 1 year only*	**When services rendered increase an employee's entitlement to future compensated absences**
Non-accumulating compensated absences *e.g. maternity and paternity leave*	**When absences occur**
Profit-sharing and bonus plans	**When a present obligation to make such payment arises as a result of past events e.g. annual incentive, MD's commission.**

Expected cost of **accumulating compensated absences** - additional amount that the enterprise expects to pay as a result of the unused entitlement that has accumulated at the balance sheet date**.**

Termination Benefits

Termination benefits are employee benefits payable as a result of

I. Employer's decision to terminate an employee's employment, which is not conditional on future service being provided; or

II. An employee's decision to accept an offer of benefits in exchange for the termination of employment

Recognition (When?)

An enterprise should **recognize** termination benefits as a liability and an expense at the earlier of the following dates:

1. The entity can no longer withdraw the offer for those benefits
2. The entity recognizes restructuring costs within the scope of Ind AS 37 and involves the payment of termination benefits

Termination Benefits .. Contd.

Measurement

Benefits that are expected to be settled 12 months after B/S date should be discounted using the logic of other Long-term Benefits,

Else should be recognized using requirement of Short-term Benefits

Disclosure

No specific disclosure unless other Ind ASs require.

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Post Employment Benefits

Post Employment Benefits include:

a. Retirement Benefits e.g. Gratuity and Pension

b. Other Benefits e.g. Post employment medical care

Defined Contribution Plans	Defined Benefit Plans
1. Obligation is limited to the **amount contributed** to the fund 2. Risk (Actuarial and Investment) fall on the employee E.g. Superannuation, Provident Fund	1. Obligation is to provide **agreed benefits** to the employees 2. Risk (Actuarial and Investment) falls on the enterprise E.g. Pension, Gratuity, Post employment Medical Benefits, Exempt PF

Examples: Pension, Gratuity, Medical Benefits

Net Defined Benefit Liability (Asset) is equal to:

Defined Benefit Obligation (DBO) at the balance sheet date

Less: Fair Value of Plan Assets

Calculation of the DBO is the first step in Actuarial Valuation!

DBO is the Present Value of the obligation of the company towards its employees for their services rendered over a period of time

Actuarial Assumptions

Financial Assumptions

- Discount rate
- Salary escalation
- Medical cost Inflation

Demographic Assumptions

Mortality

Attrition/ withdrawal

Disability

Assumptions should be **unbiased** and **mutually compatible**

Discount rate should be determined by reference to **market yields on government bonds** (paragraph 83, Ind AS 19). Subsidiaries, associates, joint ventures and branches outside India could use yields on high quality corporate bonds, if the market is deep

http://www.nseindia.com/products/content/debt/wdm/archieve_debt.htm

Weighted expected remaining lifetime of employees is calculated to track the **appropriate YTM, which becomes the discount rate**.

Actuarial Assumptions .. Contd.

Financial Assumptions

- Discount rate
- Salary escalation
- Medical cost Inflation

Demographic Assumptions

Mortality

Attrition/ withdrawal

Disability

Actuarial assumptions are an enterprise's **best estimates** of the variables that will determine the ultimate cost of providing post-employment benefits (paragraph 76, Ind AS 19)

Financial assumption should be based on market expectations **at the balance sheet date** for the period over which the obligations are to be settled (paragraph 80, Ind AS 19)

Expected return on plan assets is now not applicable, **interest should be recognized on net liability (asset)** at the discount rate used in the previous year (paragraph 123, Ind AS 19)

DBO Reconciliation
between two valuation dates

a) Current Service cost
b) Interest cost
c) Past Service cost
d) Settlement
e) (Curtailment)
f) Acquisition/ (Divestiture)
g) Transfer in/ (Transfer out)
h) Actuarial (gains)/losses or Re-measurements

Closing DBO and Opening DBO needs to be reconciled through these movements!

Projected Unit Credit Method

An enterprise should use the Projected Unit Credit Method to determine the present value of its defined benefit obligations and the related current service cost and, where applicable, past service cost **(paragraph 67, Ind AS 19).**

The Projected Unit Credit Method (sometimes known as the accrued benefit method pro-rated on service or as the benefit/ years of service method) sees each period of service as giving rise to an additional unit of benefit entitlement and measures each unit separately to build up the final obligation **(paragraph 68, Ind AS 19).**

Let us see an example

An example of y-o-y DBO

Benefit is ½ month's salary for every yr served. Vesting period is 5 yr. Normal retirement age is 60 yr. Assumption of zero withdrawal or death.

Yr	Age	Yr served	Salary rise rate	Discount rate	Salary p.m.	Discontinuance liability	Actuarial liability
0	50 yr	5	10% pa	10% pa	100,000	250,000	250,000
1	51 yr	6	10% pa	10% pa	110,000	330,000	330,000

Assumption of yr 0 was continued in yr 1. Experience in yr 1 is as per assumption. In short, we had no deviation either in actual experience or assumptions.

No actuarial gain/ loss arises.

Reconciliation of DBO reads:

Opening DBO	**250,000**
Service cost (110,000 x½x(1.1/1.1)^9)	55,000
Interest cost (250,000 x 10%)	25,000
Closing DBO	**330,000**

A modified example of y-o-y DBO

Benefit is ½ month's salary for every yr served. Vesting period is 5 yr. Normal retirement age is 60 yr. Assumption of zero withdrawal or death.

250000 x (1.1/1.11)^10

Yr	Age	Yr served	Salary rise rate	Discount rate	Salary p.m.	Discontinuance liability	Actuarial liability
0	50 yr	5	10% pa	11% pa	100,000	250,000	228,370
1	51 yr	6	10% pa	9% pa	110,000	330,000	358,269

330000 x (1.1/ 1.09)^9

Assumption of yr 0 was changed in yr 1.

Experience in yr 1 is as per assumption.

In short, we had a deviation only due to change of assumption.

Actuarial gain/ loss arises.

Reconciliation of DBO reads:

Opening DBO	**228,370**
Service cost (110,000 x ½ x (1.1 ÷1.09)^9)	59,712
Interest cost (228,370 x 11%)	25,121
Actuarial loss	45,066
Closing DBO	**358,269**

Past Service Cost

Arises when a plan amendment or curtailment occurs

Plan amendment

New plan introduced or upward revision in benefits

Curtailment

Significant reduction in employees on an isolated event

Under Ind AS 19, past service cost should be **immediately recognized** and not amortized over the vesting period.

Position has changed from AS 15!!

If ceiling on gratuity benefits increases, the costs will need to be recognized immediately under Ind AS 19

Gains or Losses on Settlements

Settlement occurs when an enterprise enters into a transaction that eliminates all further obligations for part or all of the benefits provided under a defined benefit plan.

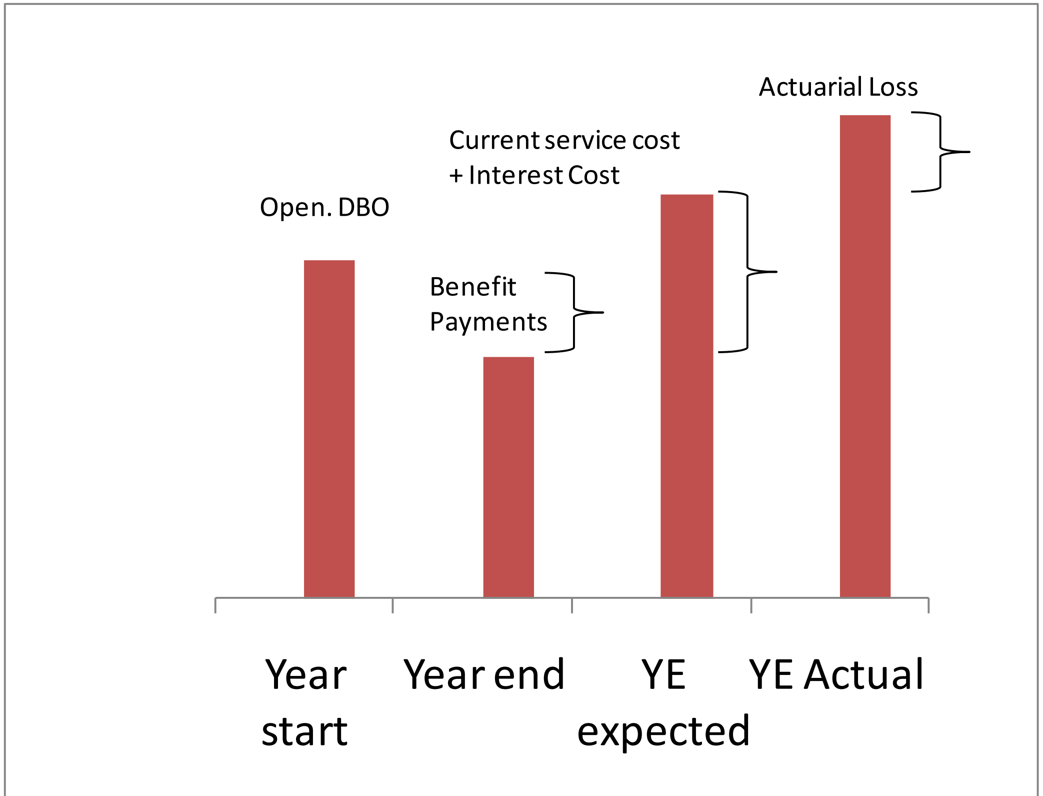
Example**, one-off transfer of significant employer obligations** to an insurance company

RECOGNISE COST/ INCOME IMMEDIATELY

paragraph 110 of Ind AS 19)

In a **Settlement and Curtailment**, a loss/ (gain) will arise if the net discount rate {discount rate minus salary escalation rate} is positive/ (negative) and the liability was transferred at discontinuance value.

Actuarial Loss/Gain: Liability



Actuarial Loss/(Gain)=Closing DBO+ Benefit Payments-(Open. DBO+ Interest Cost + Current Service cost)

Actuarial Gains and Losses

Actuarial gains and losses (paragraph 128) may result from increases or decreases in either the present value of a defined benefit obligation or the fair value of plan assets.

Causes are:

(a) unexpectedly high or low rates of employee turnover, early retirement or mortality or of increases in salaries, benefits or medical costs;

(b) the effect of changes in estimates of future employee turnover, early retirement or mortality or of increases in salaries, benefits or medical costs;

(c) the effect of changes in the discount rate; and

(a) is an Experience Gain/ Loss

(b), (c) are Assumption Change Gains/ Losses

Setting assumptions

Consistent actuarial losses due to experience are a pointer toward **sub-optimal assumption setting.**

Under AS 15, a five-year experience loss/ (gain) history had to be disclosed.

Under Ind AS 19, no disclosure on experience loss/ (gain) is necessary!

Actuarial Practice Stds and Guidance Notes

For purposes of AS 15 (R), the Institute of Actuaries of India has issued the following Actuarial Practice Standards (APS)/Guidance notes

APS 26: Actuarial Reports under ICAI's AS 15 (R)

GN 28: Other Employee Benefits

GN 29: Valuation of Interest rate guarantees of exempt provident funds

http://www.actuariesindia.org/subMenu.aspx?id=43&val=Actuarial_Practice_Standards

Reading the Disclosures, AS 15 (R)

DBO	Year ended Dec 2014
Present Value of DBO at start of period	**100**
Current Service Cost	20
Past Service Cost	10
Interest Cost	8
Benefits Paid	(25)
Actuarial Loss/(Gain)	(8)
Present Value of DBO at end of period	**105**

Fair Value of Assets	Year ended Dec 2014
Fair Value at start of period	**80**
Contributions By Employer	40
Benefits Paid	(25)
Expected Return on Plan Assets	10
Actuarial (Loss)/Gain	(2)
Fair Value at end of period	**103**

Employer Expense	Year ended Dec 2014
Current Service Cost	20
Interest Cost	8
Past Service Cost	10
Expected Return on Plan Assets	(10)
Actuarial Loss/(Gain)	(6)
Employer Expense	**22**

Movement	Year ended Dec 2014
Opening Net Liability (100 – 80)	**20**
Add: Employer Expense	**22**
Less: Employer Contribution	**(40)**
Closing Net Liability (105 -103)	**2**

Previous year Discount rate=8% pa
EROA=12.5% pa

Reading the Disclosures, AS 15 (R)

DBO	**Year ended Dec 2014**
Present Value of DBO at start of period	**100**
Current Service Cost	20
Past Service Cost	10
Interest Cost	8
Benefits Paid	(25)
Actuarial Loss/(Gain)	(8)
Present Value of DBO at end of period	**105**

Fair Value of Assets	**Year ended Dec 2014**
Fair Value at start of period	**80**
Contributions By Employer	40
Benefits Paid	(25)
Expected Return on Plan Assets	10
Actuarial (Loss)/Gain	(2)
Fair Value at end of period	**103**

Employer Expense	**Year ended Dec 2014**
Current Service Cost	20
Interest Cost	8
Past Service Cost	10
Expected Return on Plan Assets	(10)
Actuarial Loss/(Gain)	(6)
Employer Expense	**22**

Movement	**Year ended Dec 2014**
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Reading the Disclosures, Ind AS 19

DBO	Dec 2014
Present Value of DBO at start of period	**100**
Current Service Cost	20
Past Service Cost	10
Interest Cost	8
Benefits Paid	(25)
Actuarial Loss/(Gain)	(8)
Present Value of DBO at end of period	**105**

Employer Expense	Dec 2014
Current Service Cost	20
Interest Cost on net DBO	**2**
Past Service Cost	10
Employer Expense (P&L)	**32**

Previous year Discount rate=8% pa
EROA=8% pa

Fair Value of Assets	Dec 2014
Fair Value at start of period	**80**
Contributions by Employer	40
Benefits Paid	(25)
Interest Income	6
Returns above Interest Income	2
Fair Value at end of period	**103**

Re-measurements	Dec 2014
Actuarial Loss/(Gain) on DBO	(8)
Returns above Interest Income	(2)
Total Re-measurements (OCI)	**(10)**

Movement	Dec 2014
Opening Net Liability (100 – 80)	**20**
Add: Employer Expense	**32**
Less: Transfer to OCI	**(10)**
Less: Employer Contribution	**(40)**
Closing Net Liability (105 -103)	**2**

Ind AS 19 and AS 15 (R)
The changed position

Ind AS 19

Movement	Dec 2014
Opening Net Liability (100 – 80)	20
Add: Employer Expense	32
Less: Transfer to OCI	(10)
Less: Employer Contribution	(40)
Closing Net Liability (105 -103)	2

AS 15 (R)

Movement	Dec 2014
Opening Net Liability (100 – 80)	20
Add: Employer Expense	22
Less: Employer Contribution	(40)
Closing Net Liability (105 -103)	2

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Other Long-term Benefits

Other Long-term Benefits include:

a. ***Privilege Leave***
b. ***Sick Leave***
c. ***Long term incentives***
d. ***Loyalty bonus***
e. ***Resettlement allowance***

ESOP/ ESPS are not 'Other Long-term Benefits' (separately covered under Ind AS 102/ ICAI GN 18)

Other Long-term Benefits (contd.)

Paragraph 155

Other long term benefits need to be ***actuarially valued using the Projected Unit Credit method*** *as shown in paragraph 67*

Paragraph 63 read with Paragraph 155

63. An entity shall ***recognize the net defined benefit liability (asset)*** *in the balance sheet*

If the entity has a surplus in a defined benefit plan, the net defined benefit asset shall be recognized at the lower of:

a. Surplus in the plan, and
b. Asset ceiling calculated using the discount rate

No specific disclosure otherwise unless other Ind ASs require

Nothing routed through OCI!

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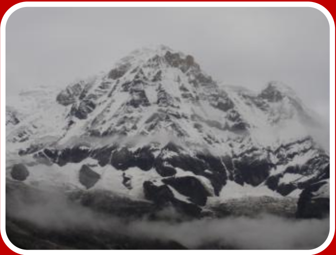
Disclosures under Ind AS 19 (Information)

Information on characteristics

- Nature of benefits
- Regulatory framework description
- Description of any other entity's responsibilities e.g. trustees



Information on Risks

- Describe the risks to which the plan is exposed to
- Unusual entity- or plan-specific risks e.g. investment concentration

Information on events

- Curtailments
- Amendments
- Settlements

Disclosures under Ind AS 19 (Explanation of Amounts)

Opening and Closing balances of

- Present Value of Defined Benefit Obligation
- Plan Assets
- Effect of asset ceiling

Tabulation

- Detailed reconciliation of DBO and Plan Assets
- Asset classification
- Own transferrable instruments in assets, if any

Information on actuarial assumptions

- In absolute terms
- Weighted averages or in narrow ranges (consolidation)

Disclosures under Ind AS 19 (Cash flows)

Sensitivity analyses

- For each significant actuarial assumption
- Methods and assumptions used in preparing the sensitivity analyses and limitations
- Changes in method from previous periods and reasons for change

Asset Liability matching

- Description of Asset Liability matching strategies
- Any tools used e.g. longevity swaps, annuities

Indication of the impact of DB plan on future cash flows

- Description of funding arrangements and funding policy
- Expected contribution in the next period
- Maturity profile information e.g. weighted average duration.

Disclosure for Short-term Provision

As per MCA Notification SO 447(E) dated 28 Feb 2011, general instructions to prepare Balance Sheet state, short term provision for Employee Benefits under Schedule III to the Companies Act, 2013 needs to be disclosed.

A)Unfunded Plans

→ **Expected Present Value (EPV) of 1 year DBO**

A)Funded Plans

→ **Max [EPV of 1 year DBO *less* Fair Value of Trust Assets, 0]**

Short-term Provision: where to disclose?

Reconciliation of Defined Benefit Obligation (DBO)

	2012
Present value of DBO at start of year	
Current service cost	
Interest cost	
Actuarial loss/(gain)	
Present value of DBO at end of the period	
Of which, Short term DBO at end of the period	**??**

Net Liability/ (Asset) recognised in the Balance Sheet

	2012
Present Value of DBO	
Fair Value of Plan Assets	
Net Liability/ (Asset)	
Less: Unrecognised Past service cost	
Liability/ (Asset) recognised in the Balance Sheet	
Of which, Short term Liability	**??**

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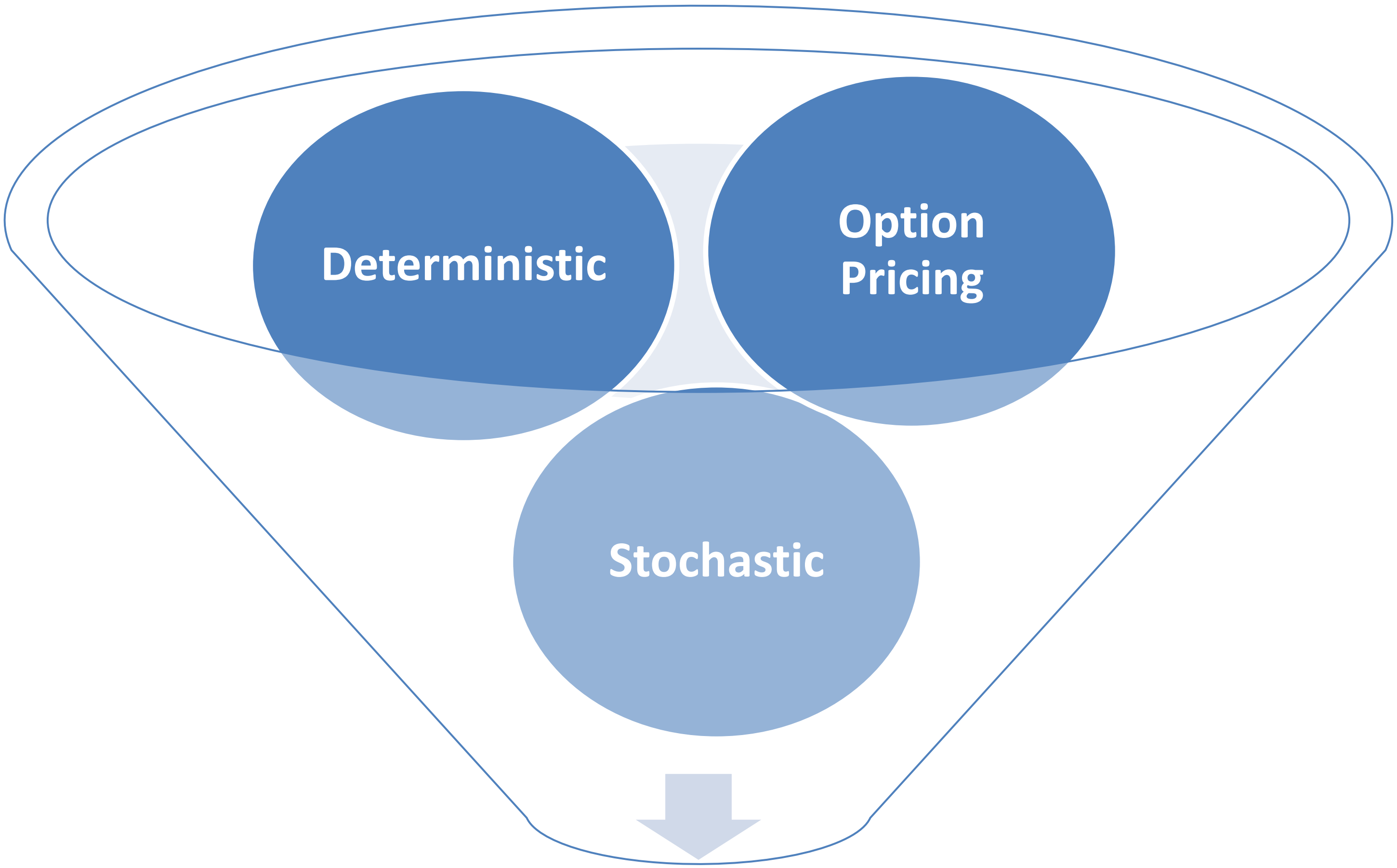
Exempt Provident Funds – Defined Benefit Pension Plans

ICAI ASB has provided a guidance that an 'in-house' or 'exempt' provident fund should credit a yield at least equal to or better than that declared by the EPFO.

This creates an obligation on the part of the trustees and in turn the sponsoring employer to provide for the shortfall in yield i.e. between the yield to be declared and that achieved.

The present value of such guarantee is the liability to be provided by the sponsoring employer.

Modeling Methods



PV of interest rate guarantee

Exempt Provident Funds – Defined Benefit Pension Plans … contd.

Guidance to actuaries follows the Institute of Actuaries of India's APS 29

The present value of such guarantee can be calculated on a deterministic or a stochastic basis.

So a need to understand emerging liabilities from trends in future interest rates vis-à-vis underlying assets of the provident fund.

The guarantee is the equivalent of an 'Interest Rate Floor' and can be calculated using Black's model.

Inda AS 19 is a 'fair value' standard, so assets to be measured on MTM basis.

Long term Incentives

Cash based, not shares

Deferred Compensation (part of Other Long Term EB)

Appropriate assumption e.g. escalation, attrition

Projected Unit Credit Method

Recognize P&L charge over the vesting period

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Important Differences between AS 15 (R) and Ind AS 19

	AS 15 (R)	**Ind AS 19**
Recognition of Actuarial Gains and Losses (re-measurement)	In P & L	In Other Comprehensive Income (OCI)
Asset returns in excess of discount rate	In P & L	In OCI
Past Service Cost	Recognized in P&L **over the period of vesting**	Recognized **immediately** in P&L
Other re-measurements	Effect of **change of asset ceiling in P&L**	Effect of **change of asset ceiling in OCI**

Important Differences between AS 15 (R) and Ind AS 19…contd.

	AS 15 (R)	Ind AS 19
Calculation of Interest cost (IC) affecting employers expense. e.g.. DBO= 10000 FVA= 8000 Disc. Rate= 6 % EROA= 7.5 %	Interest cost is obtained by multiplying the DBO by the discount rate as determined at the start of the annual reporting year IC & EROA are calculated separately to obtain employers expense. IC = 6% * 10000 = 600 EROA= 7.5% * 8000 = (600) Actuarial **GAIN** (40) Net expense/(**income**) = (40) ***Assuming 8% actual return on assets**	Net interest cost is calculated by multiplying the net defined benefit liability/ asset by the discount rate as determined at the start of the annual reporting year Net defined benefit liability/ (asset)=10,000-8,000 Deficit=2000 Net interest cost = 6% * 2000 Net **expense** = 120 (here, employer expense is more since the actuarial gain on assets of Rs 160 i.e 2% of 8,000 will be transferred to OCI)

Important Differences between AS 15 (R)and Ind AS 19…contd.

	AS 15 (R)	Ind AS 19
Calculation of Interest cost (IC) affecting employers expense. e.g.. DBO= 10000 FVA= 8000 Disc. Rate= 6 % EROA= 7.5 %	IC = 6% * 10000 = 600 EROA= 7.5% * 8000 = (600) Actuarial **LOSS** 200 Net **expense**/(income) = 200 ***Assuming 5% actual return on assets**	Net defined benefit liability/ (asset)=10,000-8,000 Deficit=2000 Net interest cost = 6% * 2000 Net **expense** = 120 (here, employer expense is less since the actuarial loss on assets of Rs 80 will be transferred to OCI)

Important Differences between AS 15 (R) and Ind AS 19…contd.

Disclosures	**AS15 (R)**	**Ind- AS 19**
Asset Liability Matching Strategies	Not required	Description of such strategies, use of annuities and techniques like longevity swaps to manage risks.
Sensitivity Analysis of Significant Actuarial Assumptions	Not required , except for medical benefits	i. Sensitivity analysis showing effect on DBO of each significant assumption. ii. A narrative description of the methods, assumptions and limitations of the above. iii. Changes from previous period in the methods/assumptions to calculate sensitivity.
Information of Future Cash Flows	Not required , except next year contribution	i. Description of funding arrangements and policy that affect future contributions ii. Maturity profile of DBO e.g. weighted average duration

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Important Aspects

1. In post employment DBO plans like gratuity and pension, liabilities arising for employee transfers in/ acquisition or being ceded due to employee transfers out/ divestiture would reflect in DBO reconciliation

2. Direct payments by employers and part settlements from the funds are ‘benefits paid.’ Provide right information to actuary.

3. Expenses of the fund (e.g. administration charges) are ‘employer expense.’

Look Differently

4. Pension scheme valuation – is DBO correctly defined and modeled?
    - Joint life annuities
    - Inflation assumption for index-linked pensions

5. Post employment medical benefits
    - Calculating the burn i.e. annual medical cost
    - Medical inflation, usually higher than pension indexation
    - Is enough experience and trend of the scheme considered

Assumptions OK?

6. How different is annuitant mortality assumption than in-service mortality assumption?

7. Assumption setting, particularly for salary escalation and withdrawal – need to understand how experience gains and losses feed into assumption setting

8. Large actuarial gains and losses, say beyond 10% of DBO