

Course 6A Global Retirement Income Systems Syllabus

Item	Unit/Key Performance Objective/Learning Objective
0	GRIS Overview
1	Introduction and Background
1.1	Explain the need for retirement income, and the general environmental factors that influence those needs
1.1.1	Describe the context of retirement and the related consequences
1.1.2	Explain the range of retiree expenses and associated retirement considerations
1.1.3	Interpret and describe why the emphasis on retirement management is increasing globally
1.1.4	Discuss what is meant by “adequate retirement income” and demonstrate using examples how this can be achieved
1.1.5	Accurately define and apply terminology associated with retirement, and recognise global variances in terms
	Performance Outcome 1 Exercise 1
	Performance Outcome 1 Exercise 2
2	The Environment and Context
2.2	Interpret and describe the structures of various Global Retirement Income Systems
2.2.1	Interpret and describe the principles of a multi-pillar approach and the roles of each pillar (including the role of compulsion in retirement savings)
2.2.2	Identify the stakeholders relevant to the retirement income considerations and discuss their role
2.2.3	Analyse and discuss the retirement systems of a wide variety of countries with particular reference to their different emphasis on each pillar
2.2.4	Analyse and describe the impact of the various regulatory and tax regimes around the world on how each retirement income system developed
2.2.5	Identify and analyse the major areas in which applicable regulations should be anticipated
	Performance Outcome 2 Exercise 1
	Performance Outcome 2 Exercise 2

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3	The Australian Environment
3.3	Interpret and describe the legislative, regulatory and other environmental factors of the Australian retirement income system
	ANZIIF external reading material plus associated learning objectives based on RG146 requirements
3.3.1	Know the types of Superannuation products, including characteristics and structure of annuities/pensions, allocated pensions and income stream products.
3.3.2	Know the fee structures/administration and management costs of superannuation.
3.3.3	Know the types of contribution.
3.3.4	Know the structure of superannuation management and product administration.
3.3.5	Know the preservation rules.
3.3.6	Know the trustees appointment, duties and responsibilities.
3.3.7	Know the investment strategies within superannuation funds
3.3.8	Know the restrictions on investment strategies
3.3.9	Know industry codes of practice and conduct
3.3.10	Know complaints resolution procedures specifically relevant to superannuation
3.3.11	Know the Superannuation Industry (Supervision) Act 1993 (Cwlth)
3.3.12	Know the Superannuation Guarantee Act 1992 (Cwlth)
3.3.13	Know the Retirement Savings Accounts Act 1997 (Cwlth)
3.3.14	Know taxation issues in relation to Superannuation financial products and markets.
	Performance Outcome 3 Exercise 1
	Performance Outcome 3 Exercise 2
4	The Role of the Actuary
4.4	Explain the role of the Actuary in retirement income systems
4.4.1	Analyse and critically discuss the elements of the Actuarial Control Cycle tool
4.4.2	Analyse and describe the broad role of actuaries in the provision of retirement income benefits, including their statutory roles, obligations and professional responsibilities to the various stakeholders
4.4.3	Delineate the various professional issues involved in providing advice to retirement income schemes, such as statutory obligations, the potential for conflicts of interest and the need for disclosure of various interests

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4.4.4	Identify how actuaries should interact with other independent professionals and apply this understanding
4.4.5	Identify the questions of equity in the provision of retirement benefits and describe how they are affected by governing legislation such as anti-discrimination and privacy
	Performance Outcome 4 Exercise 1
	Performance Outcome 4 Exercise 2
5	Governance
5.5	Apply a Risk Management framework that appropriately addresses the key risks of major stakeholders through its policy framework, governance structure and monitoring procedures
5.5.1	Analyse and categorise the key risks faced by stakeholders in the provision of retirement income benefits
5.5.2	Interpret and describe the roles of the major stakeholders in the management and mitigation of risks
5.5.3	Analyse, describe and apply the risk management model and processes required to manage and mitigate the various risks, including aspects relating to the governance structure, policy framework and measurement of net risks
5.5.4	Identify and analyse the major risks associated with managing a pension plan and discuss the consequences and deduce how each may impact on the various stakeholders
5.5.5	Discuss the consequences of money laundering, fraud and other external risks and propose strategies for their management
5.5.6	Explain alternative ways of monitoring and managing pre-identified risks
	Performance Outcome 5 Exercise 1
	Performance Outcome 5 Exercise 2
	Performance Outcome 5 Exercise 3
6	Identify the Issues
6.6	Explain the causes and trends relating to ageing populations and the impact of ageing populations upon Global Retirement Income Systems
6.6.1	Define what an ageing population is and analyse the potential economic and financial impacts

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6.6.2	Compare different population trends around the world and explain the underlying causes
6.6.3	Discuss the effects of longevity and analyse the impact of its associated risks upon retirement savings
	Performance Outcome 6 Exercise 1
	Performance Outcome 6 Exercise 2
6.7	Propose and explain the forces driving the shift from managing group risks (DB) to individual risks (DC) and the implications of this shift
6.7.1	Construct an explanation of reasons behind the shift from managing group risks (DB) to individual risks (DC)
6.7.2	Describe the major differences between DB and DC schemes and deduce the risks to various stakeholders
6.7.3	Explain the sharing of risk between government, employers and the individual under different scenarios
6.7.4	Explain the impact and consequences of individual choice on the adequacy and efficiency of retirement savings
	Performance Outcome 7 Exercise 1
	Performance Outcome 7 Exercise 2
7	Develop Solutions
7.8	Design retirement income systems based on sound principles
7.8.1	Analyse and describe the design features that can be used to improve retirement outcomes, including how the three pillars integrate
7.8.2	Assess the government involvement in the three pillar system, including direct government provision of retirement incomes and tax concessions for personal provision
	Performance Outcome 8 Exercise 1
	Performance Outcome 8 Exercise 2

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7.9	Design Defined Benefit schemes based on sound principles
7.9.1	Analyse and describe the design issues of various benefits, including insurance benefits and pensions versus lump sums
7.9.2	Discuss any actuarial equity issues in the design of such benefits (e.g. DB versus DC) and analyse the impact of regulation, stakeholder needs (e.g. the sponsoring employer) and any social constraints
7.9.3	Analyse and describe the impact of legislators and regulators on DB schemes Performance Outcome 9 Exercise 1 Performance Outcome 9 Exercise 2
7.10	Design Defined Contribution and other schemes based on sound principles
7.10.1	Analyse and describe the design issues that relate specifically to DC schemes
7.10.2	Discuss alternative scheme designs and their particular management challenges
7.10.3	Analyse and describe the impact of legislators and regulators on DC schemes Performance Outcome 10 Exercise 1 Performance Outcome 10 Exercise 2
8	Monitor the Experience
8.11	Assess the outcomes of performance against policy levers (for example, co-contributions, tax, fees and charges)
8.11.1	Explain how to monitor individual outcomes and suggest how various policy levers can be adjusted
8.11.2	Discuss the issue of equity and delineate it from the issue of equality
8.11.3	Analyse the conflicts that could emerge when developing retirement incomes policy and deduce effective approaches to their management Performance Outcome 11 Exercise 1 Performance Outcome 11 Exercise 2

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8.12	On the basis of new environmental and fund information make appropriate adjustments to retirement fund design
8.12.1	Analyse any external levers that impact future modelling and risk management, such as investment restrictions, means tests, benefit design
8.12.2	Analyse the conflicts that could emerge when adjusting retirement fund settings and discuss how they can be managed
	Performance Outcome 12 Exercise 1
	Performance Outcome 12 Exercise 2