The 10 DOs and DON'Ts of Pensions

A practical guide for responsible pension stewardship

1. DO not create unfunded liabilities.
Every benefit promise must come with a plan to pay for it.

2. DO use sound actuarial assumptions.
All pension legislation should include updated, credible actuarial analysis.

3. DO pay the full required contribution each year. Delaying or skipping payments only shifts the burden to future taxpayers and retirees.

4. DON'T use pension funds for anything else. Pension assets exist for retirees, not for budget fixes or emergencies.

5. DO keep promises already made.
Honoring commitments preserves trust between the state and its workforce.

6. DON'T create benefits you cannot afford.
New benefits must be sustainable, fully costed, and never retroactive.

7. DO ensure full transparency.
Pension data, assumptions, and liabilities should always be open for public review.
All pension legislation must go through the full legislative process, no shortcuts.

8. DO invest prudently.
Avoid speculative risks; prioritize long-term stability and responsible management.

9. DO guard against inequity.
Reforms should treat workers, retirees, and future generations fairly.
All pension legislation must be presented to PPOB in December.

10. DO plan ahead.
Regular reviews, stress tests, and honest projections ensure a strong system for decades to come.