

Value >  
Mission >  
Mandate >

ANNUAL REPORT 2019 - 2020





## Vision

To Be an Innovative  
Provider of Relevant  
National Insurance.



## Mission

The Effective Management of  
National Insurance through  
**Good Governance, Technological  
Advancements & Empowered  
Employees**, to Ensure Quality  
Service Delivery.



## Mandate

The National Insurance Act (as amended),  
Chapter 32:01 of 1971 mandates that the Board

“...operate and manage a system  
on National Insurance.”

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# NIBTT's CORE VALUES

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At the National Insurance Board of  
Trinidad and Tobago we CARE.

We stand for the following core values  
that define how we conduct business,  
govern how we behave, communicate,  
and interact internally and externally.

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## Collaboration & Commitment

Through cooperation &  
dedication we multiply  
the value we create for  
Trinidad and Tobago.

## Accountability

Underpinning all our  
work, we think and act  
with integrity & respect.  
Through effective  
corporate governance we  
will be held accountable  
to the highest standards  
of fairness, integrity  
and transparency.

## Resourcefulness & Resilience

We endure despite  
challenges and  
respond with  
innovative solutions  
that enable us to  
achieve our vision.

## Empathy

We serve our  
internal and  
external customers  
by understanding  
what they are  
going through,  
and improve our  
service based on  
this understanding.

# CARE





## CORPORATE INFORMATION

### HEAD OFFICE

14-19 Queen's Park East  
Port of Spain  
Trinidad, W.I.

(868) 625-2171-8

NIBTT HOTLINE

625 4NIS[4647]

customercare@nibtt.net

www.nibtt.net

### BANKERS

#### First Citizens

9 Queen's Park East  
Port of Spain  
Trinidad and Tobago, W.I.

#### Republic Bank Limited

9-17 Park Street  
Port of Spain  
Trinidad and Tobago, W.I.

### AUDITORS

Ernst & Young  
5-7 Sweet Briar Road,  
St. Clair,  
Port of Spain  
Trinidad and Tobago, W.I.

## SERVICE CENTRES

### ARIMA COLLECTION CENTRE

Shops of Arima

### ARIMA

Cor. Woodford and Sorzano  
Streets

### BARATARIA

35-36 Fifth Street

### CHAGUANAS

Market and Ramsaran Streets

### COUVA

2 Captain Watson Street  
Exchange Lots

### POINT FORTIN

7A Techier Main Road

### PRINCES TOWN

Marlson's Building  
Charlotte and High Streets

### RIO CLARO

2461 Naparima/Mayaro  
Road

### SANGRE GRANDE

Henderson Street

### SIPARIA

Grell Street

### SOUTH REGIONAL

27 Harris Promenade,  
San Fernando

### TUNAPUNA

Eastern Main Road

### WOODBROOK

4 Luis Street

### TOBAGO

Fircon Building,  
9 Bacolet Street,  
Scarborough, Tobago

# NATIONAL INSURANCE BENEFITS

There are 23 Benefits in 7 categories.



## SICKNESS

The Sickness Benefit is paid to an insured person who is employed but unable to work and suffers loss of pay as a result of illness not related to an accident on the job. The period of illness must be certified by a registered medical practitioner and must be for four or more days. This benefit is intended to provide financial assistance during certified periods of illness. The benefit you receive, however, may not cover full loss of earnings.



## MATERNITY

The Maternity Benefit is paid to a pregnant insured woman using her National Insurance contributions. A special maternity grant, however, is paid to a pregnant woman using the father's contributions when the mother does not have sufficient contributions for the benefit. The pregnancy must have lasted at least 26 weeks or have resulted in a live birth. Both the maternity benefit and the special maternity grant are paid as a lump sum. The maternity benefit consists of an allowance for up to 14 weeks and a grant per child, while the special maternity grant is a single payment per child.



## INVALIDITY

The Invalidity Benefit is paid to an insured person who is medically certified as unable to work for a year or more because of a mental or bodily disease or illness, not caused by a job-related injury.



## FUNERAL GRANT

The Funeral Grant is a lump sum, one-time payment that is made to the person who met the costs of the funeral expenses for a deceased insured. It is intended to ease the funeral-related costs for a deceased insured and does not include the cost of items such as food, flowers, rental of chairs, etc.



## RETIREMENT

The Retirement Benefit is paid to an insured person who has made contributions to the NIBTT and has attained retirement age. This benefit is intended to supplement one's retirement income and can either be in the form of a pension, payable for life, or a lump sum/one-time grant payment. The number of contributions made over an insured's working life determines whether a pension or grant is paid. A pension is paid where the insured has a minimum of 750 contributions and a grant where the insured has contributed less than 750 contributions. The minimum pension or grant payable is \$3,000.00.



## EMPLOYMENT INJURY

The Employment Injury Benefit is paid to an insured person who is injured in the course of and as a result of his/her employment and comprises a range of individual benefits including Injury Benefit, Disablement Benefit, Death Benefit and Medical Expenses. These benefits are intended to provide financial assistance for various contingencies in the case of a job related injury or accident. An insured person does not have to experience any loss of earnings in order to access these benefits.



## SURVIVOR'S

The Survivor's Benefit is paid to certain dependents of a deceased insured person who has died other than by a job-related accident. If the insured person died as a result of a job-related accident or injury, an application for Death Benefit can be made. The benefit is payable to a widow, widower, child, stepchild, disabled child, orphan or dependent parent of a deceased insured person who has made a least 50 contributions. Survivor's Benefit is intended to provide financial assistance in the event of the death of a breadwinner.









# CHAIRMAN'S REVIEW

Financial Year ended June 30, 2020.

**Helen Drayton**  
Chairman

From its establishment in 1971, the National Insurance Board of Trinidad and Tobago (NIBTT) has overcome many challenges. The very nature of the organisation, with its revenue streams tied to the strength of the business community and the economy as a whole, means that it must be vigilant, pro-active and demonstrate resilience if it is to fulfil its mandate to citizens under the National Insurance (NI) Act No. 35 of 1971. I remain optimistic that the NIBTT will overcome the current economic challenges and in the next few years, emerge a technologically re-engineered and more robust organisation.

During the financial year, the NIBTT provided relief to 204,613 beneficiaries. These persons were among the most vulnerable members of society and would have received more than \$5.3 Bn in benefits during the financial year, representing 4.12% growth in Benefit Expenditure over the previous year. That payout certainly highlights the growing importance of the organisation to citizens and the country more so when the Investment Fund of \$28.65 Bn is considered. Its relevance to the working and pensioned populations can only grow over time.

I was pleased to launch the new Corporate Strategic Plan: Vision 2020-2024 during the financial year. The Plan's focus over the next five years will encapsulate five critical Strategic Themes to enable us to achieve our vision of becoming an innovative provider of relevant National Insurance services. These themes—Governance & Legal; Empowerment, Engaged & Enabled Workforce; Customer Experience; Compliance & Collections; and Leveraging Technology are critically important. Undoubtedly, the recent experiences resulting from the Government's sensible COVID-19 public measures have highlighted the importance of leveraging technology for the organisation's ongoing success. Most critical, is ensuring that we implement robust strategies and plans to improve the customer experience.

The COVID-19 pandemic and the ensuing economic problems have forced countries and organisations to accept a "new normal" and compel the NIBTT, like most organisations worldwide, to change the way we do business and interact with our key stakeholders. The strategic objective of Leveraging Technology is at the forefront of the organisation's focus.

## Impact of COVID-19

As an essential service provider, we outfitted the service centres to meet the new health and safety norms while continuing full operations. We undertook significant infrastructural works and systems' improvements across all public offices, updated key policies, and continued to assure all stakeholders of a safe environment for working and conducting business.

Concerning the pandemic's financial impact, the National Insurance System (NIS) is designed as a partially funded pay-as-you-go facility. Therefore, the organisation must ensure an appropriate balance between the system's revenue and expenditure. The largest stream of income comes from contributions by the working population and their employers. COVID-19 started as a health issue that morphed to a severe economic contraction resulting from lockdown measures to control the virus' spread. The NIBTT has markedly felt the impact.

Regarding NI contributions, we observed a decrease of approximately 45,000 employees during the period March to May 2020 with trends indicating a slow recovery. The implications are even more significant for sustainability of the Fund when the results of the 2016 10th Actuarial Review of the NIS are considered. With the ageing population identified as an ongoing challenge, the Fund is certainly under significantly more pressure than before COVID-19. Undoubtedly, the ageing population is a challenge that social security institutions are grappling with globally. These challenges are not insurmountable. To this end, we have also extended our partnership with the International Labour Organisation to conduct the 11th Actuarial Review in the 2021 financial year.

Additionally, the NIBTT was pleased to work alongside the Ministry of Finance in ensuring the social protection of persons who had lost their jobs due to the pandemic by administering the Salary Relief Grant Project, which is owned and funded by the Ministry of Finance. Grants amounting to \$129 Million were given to over 33,000 affected persons from April to June 30, 2020.

## Corporate Governance

The NIBTT remains committed to the continuous strengthening of the corporate governance framework, which must reconcile diverse interests, namely the Government, Business and Labour sectors. This tri-partisanship is the foundation upon which the NIBTT was created. As we continue to ensure that good governance permeates the organisation's administrative and financial operations, management made essential improvements to the financial year's corporate governance framework. The most significant of these were:

- The review of Strategic Goals in light of the effects of COVID-19, which include a planned overhaul of collections strategies.
- Development of Investment Strategies to promote sustainability of the Fund.
- Review of Board Committees' Charters.
- Implementation of a Fraud Framework and associated policies.

We will continue to strengthen the Corporate Governance Framework as outlined in the organisation's Vision 2020-2024 Plan toward ensuring the continued relevance and sustainability of the National Insurance System.

## Acknowledgements

On behalf of the Board of Directors, I extend sincere gratitude to Ms. Jacqueline Quamina for her excellent stewardship as Chairman of the NIBTT over the last two years, and to thank the outgoing Directors Ms. Gwendolyn Mc Laren, Mr. John Boisselle and Ms. Ermine De-Bique Meade whose terms of office came to an end in 2019. They displayed commitment and dedication to the goals of the NIBTT and by extension, to the country.



I convey heartfelt thanks to the Board of Directors, Members of the Sub-Committees of the Board, and the Management and Staff for their skilled navigation of the institution throughout a turbulent year. Their collective performance has set the tone and pace for the financial year 2021, which will, undoubtedly, be another challenging one for the NIBTT, the Government, businesses and the country.

I have the confidence that as we continue on our mission to ensure quality service delivery, we will become a stronger National Insurance System.

I thank you all.



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**Helen Drayton**  
Chairman



# CORPORATE GOVERNANCE STRUCTURE

The NIBTT is governed by a tripartite Board with its investments managed by the Investment Committee.

The Board of Directors is a tripartite body with equal representation by Government, Business and Labour, an independent Chairman and the Executive Director, who is an ex-officio member. Directors are appointed for a period of not more than two years but may be reappointed. The NIBTT reports to Parliament through the Ministry of Finance.



# BOARD OF DIRECTORS



**Helen Drayton**  
Chairman



**Robin Lewis**  
Director - Business



**Giselle Estrada**  
Director - Business



**Douglas Camacho**  
Deputy Chairman, Director - Business



**Ann Chan Chow**  
Director - Labour



**James Lambert**  
Director - Labour



**Gregory Marchan**  
Director - Labour



**Marilyn Gordon**  
Director - Government



**Patrick Ferreira**  
Director - Government



**Muriel Alfred-James**  
Director - Government



**Niala Persad-Poliah**  
Executive Director (Ex-Officio)

# INVESTMENT COMMITTEE

**Douglas Camacho**

Deputy Chairman, Member - Business



**Helen Drayton**

Chairman



**Peter Clarke**

Member - Business



**Niala Persad-Poliah**

Executive Director  
(Ex-Officio)



**Sylvan Wilson**

Member - Labour



**Marilyn Gordon**

Member - Government



**Natalie Mansoor**

Member - Government



**James Lambert**

Member - Labour





# CORPORATE GOVERNANCE STRUCTURE

## AUDIT, RISK & COMPLIANCE COMMITTEE

Robin Lewis	Chairman, Member - Business
Patrick Ferreira	Member - Government
Ann Chan Chow	Member - Labour

## TENDERS COMMITTEE

Gregory Marchan	Chairman - Labour w.e.f. August 14 2019
John Boisselle	Chairman - Labour until August 13 2019
Giselle Estrada	Director - Business w.e.f. August 14 2019
Gwendoline Mc Laren	Member - Business until August 13 2019
Muriel Alfred-James	Member - Government
Niala Persad-Poliah	Executive Director
Brendon Nelson	Chief Operating Officer – Corporate Services
Sarah Baboolal	Executive Manager, Legal Services

## HUMAN RESOURCES COMMITTEE

Giselle Estrada	Chairman - Business w.e.f. August 14 2019
Gwendoline Mc Laren	Chairman Business until August 13 2019
Muriel Alfred-James	Member - Government
Joseph Remy	Member - Labour (Alternate)
Niala Persad-Poliah	Executive Director
Brendon Nelson	Chief Operating Officer - Corporate Services
Debra Thomas	Executive Manager, Human Resources

## ICT OVERSIGHT COMMITTEE

Robin Lewis	Chairman, Member - Business
Douglas Camacho	Member - Business
Giselle Estrada	Member - Business w.e.f. August 14 2019
Gwendoline Mc Laren	Member - Business until August 13 2019
Muriel Alfred-James	Member - Government
Gregory Marchan	Member - Labour w.e.f. August 14 2019
John Boisselle	Member - Labour until August 13 2019

## STAKEHOLDER RELATIONS COMMITTEE

Helen Drayton	Chairman - w.e.f. January 14 2020
Jacqueline Quamina	Chairman until November 24 2019
Robin Lewis	Member - Business
Muriel Alfred-James	Member - Government
Charmaine Alleyne	Member - Labour (Alternate)

## ACTUARIAL REVIEW COMMITTEE

Douglas Camacho	Chairman, Member - Business
Patrick Ferreira	Member - Government
Sylvan Wilson	Member - Labour
Niala Persad-Poliah	Executive Director
Feyaad Khan	Chief Operating Officer - Business Services
Andy Edwards	Executive Manager, Policy, Planning and Actuarial Services

## NOMINATIONS & GOVERNANCE COMMITTEE

Helen Drayton	Chairman - w.e.f. January 14 2020
Jacqueline Quamina	Chairman until November 24 2019
Ann Chan Chow	Member - Labour
Douglas Camacho	Member - Business
Patrick Ferreira	Member - Government
Niala Persad-Poliah	Executive Director

## RIVERWOODS MANAGEMENT COMMITTEE

Marilyn Gordon	Chairman, Member - Government w.e.f. January 20 2020
Ermine De Bique-Meade	Chairman - Labour until August 13 2019
Gregory Marchan	Member - Labour w.e.f. August 14 2019
Giselle Estrada	Member - Business w.e.f. August 14 2019
Gwendoline Mc Laren	Member - Business until August 13 2019
Niala Persad-Poliah	Executive Director
Navin Rajkumar	Executive Manager Investments

## BUILDING GOVERNANCE COMMITTEE

Douglas Camacho	Chairman - Business
James Lambert	Member - Labour
Muriel Alfred-James	Member - Business
Niala Persad-Poliah	Executive Director
Brendon Nelson	Chief Operating Officer - Corporate Services

## FINANCIAL YEAR

The financial year of the NIBTT is the 12-month period ending June 30.

## RELATED BODIES

### The National Insurance Appeals Tribunal

The National Insurance Appeals Tribunal (NIAT) is an independent body comprising 11 members appointed by the President of the Republic of Trinidad and Tobago in accordance with Section 60 of the National Insurance Act. This body functions as a tribunal of fact for persons aggrieved by decisions of the Board with respect to their claims.

## EXECUTIVE AND SENIOR MANAGEMENT STRUCTURE

The Executive Director is the Chief Executive Officer of the NIBTT and is responsible for carrying out the decisions of the Board of Directors. The Executive Director leads a team of executive managers who oversee the operations of the NIBTT.



INVESTMENTS



PLANNING, POLICY &  
ACTUARIAL SERVICES



LEGAL SERVICES



RISK



FINANCE & ACCOUNTING

## SUBSIDIARIES OF THE NIBTT



**National Insurance Property  
Development Company  
Limited (NIPDEC)**

NIPDEC is a fully owned subsidiary of the NIBTT. Its mission is to develop, manage and sell property, goods and services in partnership with the NIBTT and other organisations in Trinidad and Tobago, utilising a project management approach to bring value to their shareholders and stakeholders.



**Home Mortgage Bank (HMB)**

HMB is a fully owned subsidiary of the NIBTT. Its purpose is to develop a mortgage market and maintain a secondary mortgage market in Trinidad and Tobago, contribute to the mobilisation of long-term savings for investment in housing, support the development of a system of real property and housing finance, provide leadership in the housing and home finance industry and promote growth of the capital market.



**Trinidad & Tobago Mortgage  
Finance Company Limited  
(TTMF)**

TTMF is a subsidiary of the NIBTT. Its mission is to provide mortgage financing for the purchase of residential properties.



INSURANCE OPERATIONS



HUMAN RESOURCES



TECHNOLOGY

# EXECUTIVE DIRECTOR and EXECUTIVE MANAGEMENT TEAM

The Executive Director is the Chief Executive Officer of the NIBTT and is responsible for carrying out the decisions of the Board of Management. The Executive Director leads a team of executive managers who oversee the operations of the Board.

## Operational Structure

The operations of the NIBTT are divided into eight (8) Business Units as follows:

- Risk
- Technology
- Investments
- Legal Services
- Corporate Services
- Insurance Operations
- Finance and Accounting
- Planning, Policy and Actuarial Services



# EXECUTIVE MANAGEMENT Team

**Feyaad Khan**  
Chief Operating Officer – Business Services



**Niala Persad-Poliah**  
Executive Director



**Brendon Nelson**  
Chief Operating Officer – Corporate Services



**Sarah Baboolal**  
Executive Manager – Legal Services



**Debra Thomas**  
Executive Manager – Human Resources



**Navin Rajkumar**  
Executive Manager – Investments



**Adrian Clarke**  
Executive Manager – Risk



**Greta Stephen**  
Executive Manager – Insurance Operations



**Andy Edwards**  
Executive Manager – Policy, Planning & Actuarial Services



**Amanda Fulchan-Lakhan**  
Executive Manager – Technology



## SENIOR MANAGEMENT Team

There are also five (5) independent departments that report to the Executive Director.

- Corporate Projects
- Corporate Communications
- Investigations and Controls
- Corporate Secretary (Administrative)
- Internal Audit (Administrative)

**Clint Connelly**  
Manager Corporate Projects

**Tricia Clarke**  
Manager Corporate Communications

**Anika Gordon-Bedeau**  
Manager Investigations and Controls

**Madhavi Teeluckchan-Maraj**  
Corporate Secretary

**Renée Camillo-Castillo**  
Internal Auditor



# SENIOR MANAGEMENT Team (continued)

## OFFICE OF THE CHIEF OPERATING OFFICER – CORPORATE SERVICES

Theresa Taitt	Manager Facilities, Services & Security
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## INVESTMENTS

Viveka Goolcharan	Manager Investments (Fixed Income)
Amrit Seunarine	Manager Investments (Equities)
Schinelle Dyer	Senior Investment Analyst
Trevis Gangaya	Senior Investment Analyst
Debra Gross	Manager Mortgages (Ag.)

## FINANCE & ACCOUNTING BUSINESS UNIT

Karen Davis-Holder	Financial Accountant
Jennifer Creese	Manager Budgets & Controls
Annabelle Holder	Manager Settlements

## RISK BUSINESS UNIT

Donna Lawrence	Manager Compliance - Risk
Moses Mohammed	Manager Business Continuity Planning

## POLICY PLANNING & ACTUARIAL SERVICES BUSINESS UNIT

Karlene Noriega	Manager Actuarial Services (Ag.) w.e.f. 16.12.2019
Andy Edwards	Manager Actuarial Services EMPPA (Ag.) w.e.f. 30.12.2019
Denise Nicholas	Manager Research & Development w.e.f. 01.04.2020

## HUMAN RESOURCES BUSINESS UNIT

Isha Khan	Manager Employee/ Industrial Relations
Bianca Attong	Manager Human Resource Services
Michael Gopaul	Manager Organisation Development

## INSURANCE OPERATIONS BUSINESS UNIT

Carla Rojas-Andalcio	Manager Insurance Operations 18.03.2019 – 01.11.2019
Patricia George-Lezama	Area Operations Manager – Area I
Sherwin Williams	Area Operations Manager – Area III
Hilarie Hoyte	Area Operations Manager – Area II until 10.08.2019
Esther Brooks	Area Operations Manager – Area II w.e.f. 01.04.2020
Ryan Isava	Manager Customer Relations
Patricia Charles	Manager Contribution Collection and Compliance

## LEGAL SERVICES BUSINESS UNIT

Ashook Balroop	Manager Legal Services
Rishi Ramrattan	Manager Procurement
Shazard Mohammed	Legal Officer
Tamara Crichlow-Sandy	Legal Officer
Kimber Guy-Renwick	Legal Officer
Lindsay Webb	Legal Officer w.e.f. 11.05.2020

## TECHNOLOGY BUSINESS UNIT

Mikhail Noel	Manager IT Development
Adrian Fortune	Manager IT Security
Darien Peters	Manager IT Infrastructure
Roy Jack	Manager Database Administration & Support
Kareem Belcon	ICT Team Lead (Ag.)









SUSTAIN



# ABILITY

NATIONAL INSURANCE BOARD  
OF TRINIDAD AND TOBAGO  
CORPORATE ANNUAL REPORT 2020



# EXECUTIVE DIRECTOR'S REPORT

**Niala Persad-Poliah**  
Executive Director



The financial year July 1, 2019 to June 30, 2020 has seen the unprecedented impact of the Novel Coronavirus (COVID-19) pandemic, with its greatest effect being felt in the latter part of the financial year. Despite the significant challenges, the NIBTT is pleased to know that our Strategic Plan: Vision 2024 included many of the tools required in this global transitioning to the 'New Normal' imposed on us by COVID-19. We are therefore, well on our way to repositioning ourselves to work as a robust organisation going forward. Satisfying the need for greater sensitivity in this time of uncertainty, our CORE Values embody the response required in this challenging time when greater C.A.R.E is needed:

C - Collaboration and Commitment,

A - Accountability,

R - Resourcefulness and Resilience, and

E - Empathy

Since the announcement on March 12, 2020 of the first local COVID-19 case and the subsequent Stay-at-Home Order by the Government on March 29, 2020, the NIBTT, in an immediate response, introduced alternative work arrangements, with staff being required to work from home on a rostered basis. Standard protocols were implemented at our offices, as guided by the Ministry of Health, such as: social distancing, additional sanitizing and the wearing of a mask during routine operations to keep our staff and customers safe. Additionally, drop boxes and limiting access to NIBTT's premises for both staff and customers, were some of the measures put in

place to ensure customers were not placed under undue hardship on account of the virus, while catering for their safety. When the Government restrictions began to be lifted on May 10, 2020, further adjustments were also made to assure a safe environment to work and interact with customers.

As we look to the economy, challenges have persisted over the last two quarters, as the energy sector continued to suffer from depressed output on account of low prices internationally. This situation was exacerbated by the COVID-19 pandemic, which caused demand from major consumers to plummet and a further depression in prices internationally. The resulting effect, globally, was the closure of the plants of inefficient producers whose costs of production was higher than prevailing prices. The attendant uncertainty on the duration of the ongoing pandemic meant that some firms could not determine when they would return to profitability. Locally, this has impacted firms within the Point Lisas Industrial Estate<sup>1</sup> which have either powered down, closed temporarily or ceased operations altogether. Firms such as Yara, Titan, Nutrien and MHTL M3 plants have all experienced difficulty within the year. Others<sup>2</sup> could not continue and have closed, laying off staff in the process.

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1 Bridglal, Carla. "[UPDATED] Nutrien temporarily shutters Pt Lisas ammonia plant." *Trinidad and Tobago Newsday*. May 5, 2020. Accessed: June 30, 2020. Available: <https://newsday.co.tt/2020/05/05/nutrien-temporarily-shutters-largest-pt-lisas-plant/>

2 Wilson, Anthony. "Massy Motors furloughs 68, rotates 35, cuts salaries of 10." *Daily Express*. Accessed: June 5, 2020. Available: [https://trinidadexpress.com/news/local/massy-motors-furloughs-68-rotates-35-cuts-salaries-of-10/article\\_144145e6-a790-11ea-be2b-eb4ee50dab6f.html](https://trinidadexpress.com/news/local/massy-motors-furloughs-68-rotates-35-cuts-salaries-of-10/article_144145e6-a790-11ea-be2b-eb4ee50dab6f.html)

Notwithstanding the challenges, the NIBTT has been able to meet its overall Contribution Income target for FY2020 on the strength of arrears collected, while we observed a decline on the level of regular Contribution Income as a result of the closure of some businesses due to the pandemic within the last quarter of the financial year.

In the year 2020, the IMF<sup>3</sup> had forecasted a local unemployment rate of about 4.75 % and a contraction of 4.54% in GDP. According to the IMF forecast which reflects the world's pre COVID-19 pandemic economic conditions, some hope would have existed for 2021, however, the forecasted GDP of 2.6% for Trinidad and Tobago is unlikely to be realised. The NIBTT is not only impacted by the economic downturn due to COVID-19, but also the decrease in the price of oil and gas are expected to have a measurable impact on the level of employment and ultimately Contribution Income. In the coming financial year, Contribution Income is also expected to decline by 10% when compared to the level of Contribution Income collected in FY2020. The negative economic situation will also impact our investments as the receipt of dividends will fall due to the uncertainty resulting from the economic fallout from COVID-19. Considering the likely economic impact, we will focus on the strategic collection of arrears and the filling of key vacancies for Authorized Officers, whose performance monitoring and management will be more appropriately linked to debt collection.

Furthermore, with the urgency of our response to the COVID-19 pandemic and the need to serve our customers, the NIBTT will continue its current path of improving our existing technology as well as the use of online means to engage our customers. During this period, we have facilitated employers' access to Compliance Certificates via online methods and have also continued the initiative of digitizing all NI Forms. In our continued efforts to champion technological innovation, an ICT End-to End system initiative is currently being undertaken which embodies the goal of the NIBTT to achieve being a sustainable, technology driven, and service-oriented organisation to EMPOWER our staff using technology.

The ageing population continues to be a concern of the NIBTT. This dynamic is represented by a decrease in the number of births, which has resulted in a decline in the working population and a sharp increase in pensioners. This trend based on NIS data as well as data from the Central Statistical Office (CSO) has classified the Trinidad and Tobago population as an ageing one with 13.4%<sup>4</sup> of the population aged 60 and over. In fact, since 2010 the number of pensioners has increased by over 50%, with the number of pensioners projected to increase again by more than 40% in the next 10 years. This drastic increase will put a strain on the system, as a shrinking contributory base supports a growing number of beneficiaries. This phenomenon continues to highlight the need for the implementation of pension reform measures as highlighted in the 10th Actuarial Review.

Forged by the challenges of 2020, we must, however, retain a spirit of resilience in preparation for FY2021. The NIBTT family must focus on hope as a community. Continuing as our brother's keeper, we must be of service to others in this the 'New Normal'.

3 International Monetary Fund (IMF). "IMF DataMapper". April 2020. Available: <https://www.imf.org/en/Countries/TTO>

4 Calculated by the NIBTT based on data provided by the Central Statistical Office.

## Financial and Performance Highlights:

	FY2018	FY2019	FY2020	% Increase/ Decrease 2018-2019	% Increase/ Decrease 2019-2020
<b>Claims</b>					
Benefit Recipients	197,379	202,800	204,613	2.75%	0.89%
Long-Term Beneficiaries	166,078	172,703	177,410	3.99%	2.73%
New Claims Paid	41,086	40,573	35,800	-1.25%	-11.76%
<b>Compliance</b>					
Customer Base	625,422	599,768	588,401	-4.10%	-1.89%
Insured Contributors	452,234	420,638	404,197	-6.98%	-4%
Employers	20,869	20,714	20,274	-0.74%	-2.12%
Employers Surveyed	2,315	4,742	2,792	104.83%	-41.12%
<b>Financial</b>					
Contribution Income (\$Mn)	4,669.61Mn	4,706.49 Mn	4,685.85 Mn	-0.78%	-0.44%
Net Investment Income Realised (\$Mn)	1,991.24 Mn	1,254.21 Mn	830.5 Mn	-37.01%	-33.78%
Miscellaneous Income (\$Mn)	-0.92 Mn	2.26 Mn	4.14 Mn	345.65%	83.18%
Benefit Expenditure (\$Mn)	4,895.77 Mn	5,139.19 Mn	5,350.81 Mn	4.97%	4.12%
Administrative Cost (\$Mn)	214.01 Mn	219.67 Mn	251.17 Mn	2.64%	14.34%
Administrative Cost as a % of Contribution Income	4.58%	4.66%	5.36%	0.08*	-0.70*
Administrative Cost as a % of Total Income	3.28%	3.38%	3.89%	0.1*	0.51*
Net Yield of Investment Portfolio (realised & unrealised) / Overall Investment Portfolio Return ***	5.71%	8.08%	4.38%	2.37*	-3.70*
Total Funds (\$Bn)	27.83 Bn	28.96 Bn	28.65 Bn	4.06%	-1.07%
Total Assets (\$Bn)	27.99 Bn	29.13 Bn	28.93 Bn	4.07%	-0.69%

\*Percentage Points

\*\*\* Return based on Investment Portfolio-Excludes Cash Balances from NIBTT's Pension Plan a/c, MAT securities (Mortgages) Funeral Grant Cash Account and other cash accounts related to Insurance Operations

## Key operational statistics include:

1. Contribution Income in FY2020 was \$4,685.85 Mn, a decrease of 0.44% when compared to the figure recorded in FY2019.
2. The number of Beneficiaries increased by 1,813 or 0.89%, to 204,613 in FY2020 compared with 202,800 in the previous year.
3. Benefit Expenditure amounted to \$5,350.81 Mn and represented an increase of 4.12% over the previous year.
4. Total Funds decreased by 1.07% from \$28.96 Bn as at June 30, 2019 to \$28.65 Bn as at June 30, 2020.
5. Total Assets decreased by 0.69% from \$29.13 Bn as at June 30, 2019 to \$28.93 Bn as at June 30, 2020.
6. Administrative Expenses as a percentage of Contribution Income increased from 4.66% in FY2019 to 5.36% in FY2020.





## Employer and Employee Registration

During FY2020, the number of employers registering with the NIBTT was 1,752. This represented a decrease of 298 or 14.54% when compared with the 2,050 registered within the previous year FY2019. The active employer population also decreased marginally from 20,714 in FY2019 to 20,274 in FY2020. This represents a decrease of 2.12% during the current reporting period. New Registrants of Employees for FY2020 were 13,700 employees compared to 17,373 in FY2019, a decrease of 3,673 or 21%.

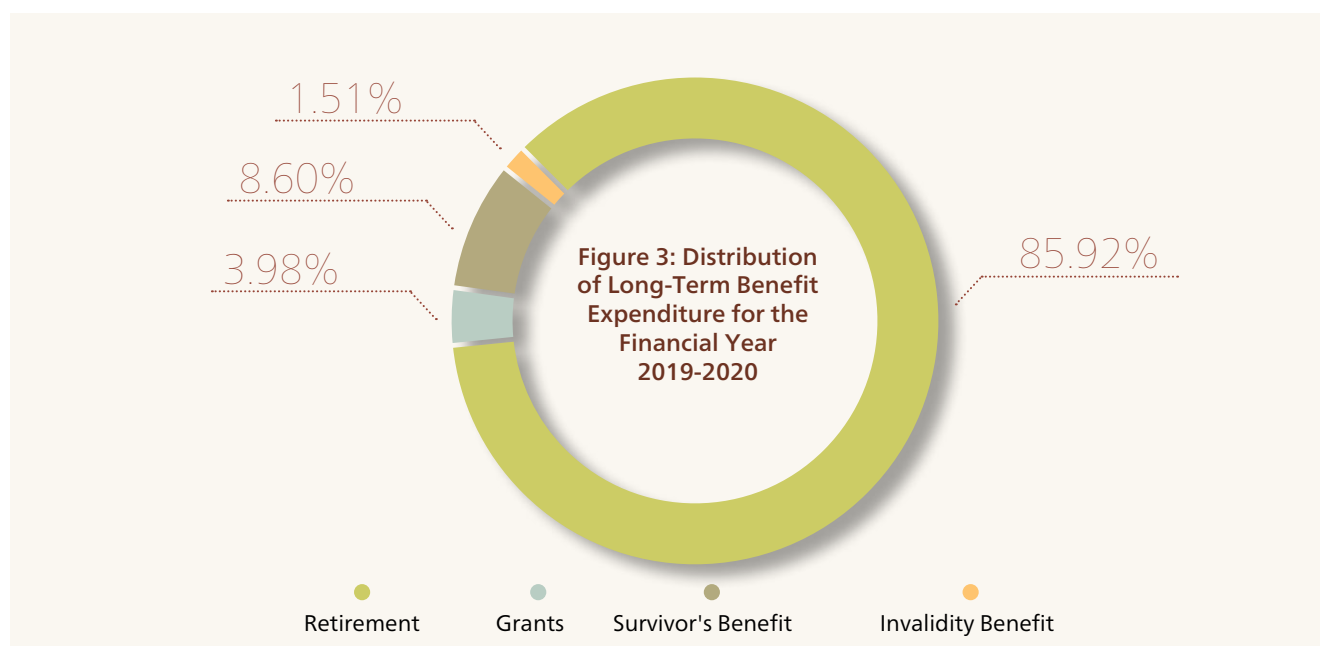
## Benefit Administration

There were 204,613 Beneficiaries who received a total of \$5,350.81 Mn in benefit payments. This represented an increase in expenditure of 4.12% over the previous reporting period.

## Long-Term Benefits

The suite of Long-Term benefits includes: Retirement Pension, Retirement Grant, Invalidity and Survivors' Benefit recipients. Payment to this group totalled \$5,067.14 Mn for FY2020 or around 94.7% of total Benefit Expenditure in FY2020, an increase from the 93.96% relative share in total Benefit Expenditure in FY2019. The Retirement Pension accounted for the largest component of Long-term Benefits, totalling \$4,353.56 Mn or 85.57% of Long-Term Benefit Expenditure. There were 177,410 Long-Term Beneficiaries in FY2020 an increase of approximately 3.99% from the 172,703 recorded in FY2019. Long-Term Beneficiaries constituted approximately 86.7% of the total Beneficiaries recorded in FY2020.

Benefit Type	Number of Beneficiaries	Benefit Expenditure	% of Total Long-Term Beneficiaries	% of Total Long-Term Expenditure
Retirement Pension	122,228	\$4,353,563,523.59	68.90%	85.92%
Retirement Grants	4,680	\$201,429,147.03	2.64%	3.98%
Survivors' Benefit	46,886	\$435,566,787.38	26.43%	8.60%
Invalidity Benefit	3,616	\$76,580,838.33	2.04%	1.51%
Total	177,410	\$5,067,140,296.33		
% of Total Beneficiaries	86.71%			
% of Total Benefit Expenditure		94.70%		



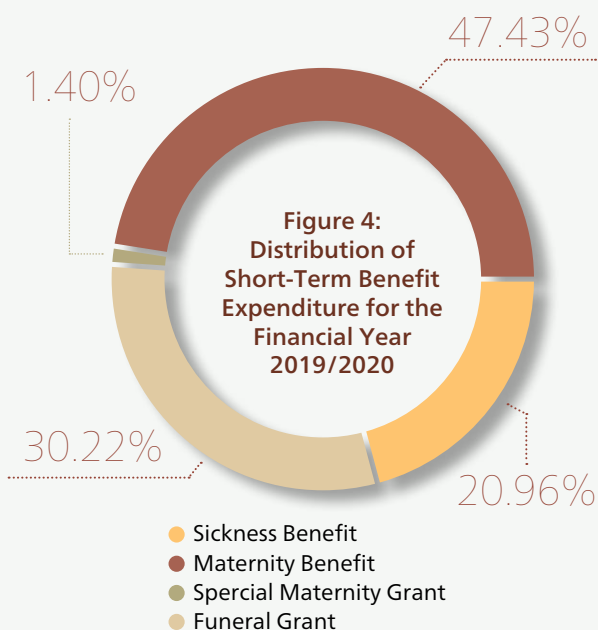
## Short-Term Benefits

The Short-Term benefits includes: Sickness Benefit, Maternity Benefit, Special Maternity Benefit and Funeral Grant. Payment to this group totalled \$204.00 Mn or 4% of Total Benefit Expenditure. This represents a decrease from \$230.40 Mn in FY2019 of 11%. A similar pattern of decrease occurred with the number of beneficiaries decreasing from 25,114 to 22,444 or a decline of just over 10% from FY2019 to FY2020. It accounted for 11% of the total number of Beneficiaries.

Benefit Type	Number of Beneficiaries	Benefit Expenditure	% of Total Short-Term Beneficiaries	% of Total Short-Term Expenditure
Sickness Benefit	7,749	\$42,746,741.62	35%	20.96%
Maternity Benefit	5,709	\$96,748,177.23	25%	47.43%
Special Maternity Grant	754	\$2,857,500.00	3%	1.40%
Funeral Grant	8,232	\$61,635,000.00	37%	30.22%
Total	22,444	\$203,987,418.85		
% of Total Beneficiaries	10.97%			
% of Total Benefit Expenditure		3.81%		

## Employment Injury Benefits

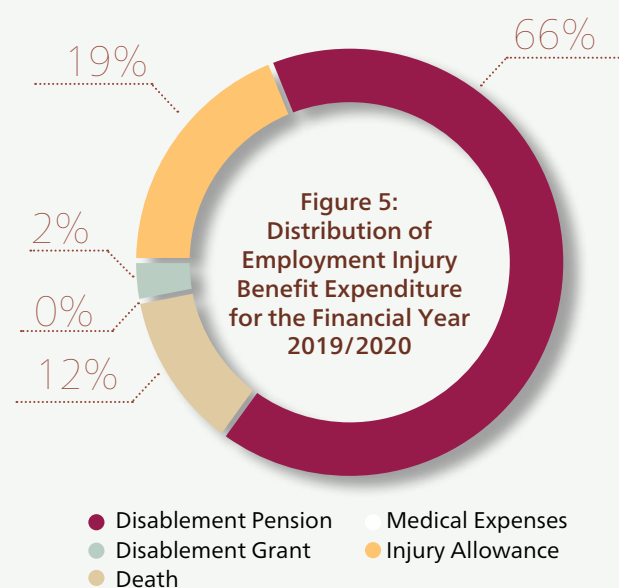
The Employment Injury Benefits branch includes: Disablement Pension, Disablement Grant, Death Benefit, Medical Expenses and Injury Allowance. Payment of Employment Injury Benefits across types totalled \$79.70 Mn or 1.5% of total Benefit Expenditure. This represents an increase of about 1% over total Employment Injury Benefit expenditure for FY2019 of \$79.04 Mn. There was a decrease from 4,985 beneficiaries in FY2019 to 4,759 in FY2020, a 5% reduction. Employment Injury Benefit beneficiaries accounted for 2.33% of total number of Beneficiaries in FY2020.



Benefit Type	Number of Beneficiaries	Benefit Expenditure	% of Total EIB Beneficiaries	% of Total EIB Expenditure
Disablement Pension	3,159	\$52,858,223.11	66%	66%
Disablement Grant	48	\$1,554,067.43	1%	2%
Death	434	\$9,934,147.74	9%	12%
Medical Expenses	39	\$60,032.62	1%	0%
Injury allowance	1,079	\$15,277,074.47		19%
Total	4,759	\$79,683,545.37		
% of Total Beneficiaries	2.33%			
% of Total Benefit Expenditure		1%		

## REVENUE

Contribution Income collected for the year ending June 2020 was \$4,685.85 Mn, a total of \$68.1 Mn above the budgeted estimate of \$4,617.75 Mn. Income from penalties and interest amounted to \$34.58 Mn in FY2020, more than double the \$15.26 Mn collected in the previous year. A comparison of Contribution Income for the years 2016 through 2020, giving a measure of the typical yearly fluctuation in Contribution Income, is provided next.

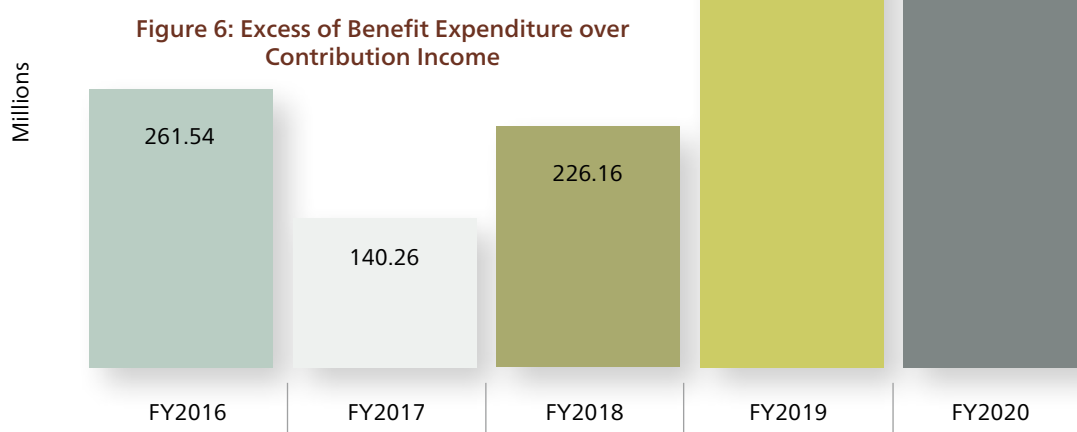




Contribution Income for FY2016 to FY2020					
	FY2016	FY2017	FY2018	FY2019	FY2020
Contribution Income (\$Mn)	\$4,251.70	\$4,608.24	\$4,669.61	\$4,706.49	\$4,685.85
% Increase/Decrease		8.39%*	1.33%	0.79%	-0.44%

\*Contribution Rate Increase from 12% to 13.2% in FY2017

Of continuing great concern over the last 6-7 years is the increase in the disparity between Contribution Income and Benefit Expenditure. This growing shortfall has been supplemented by investment income. If the status quo is maintained, it is projected that as early as the next 2-4 years assets will have to be liquidated to ensure that benefits can continue to be paid in full.



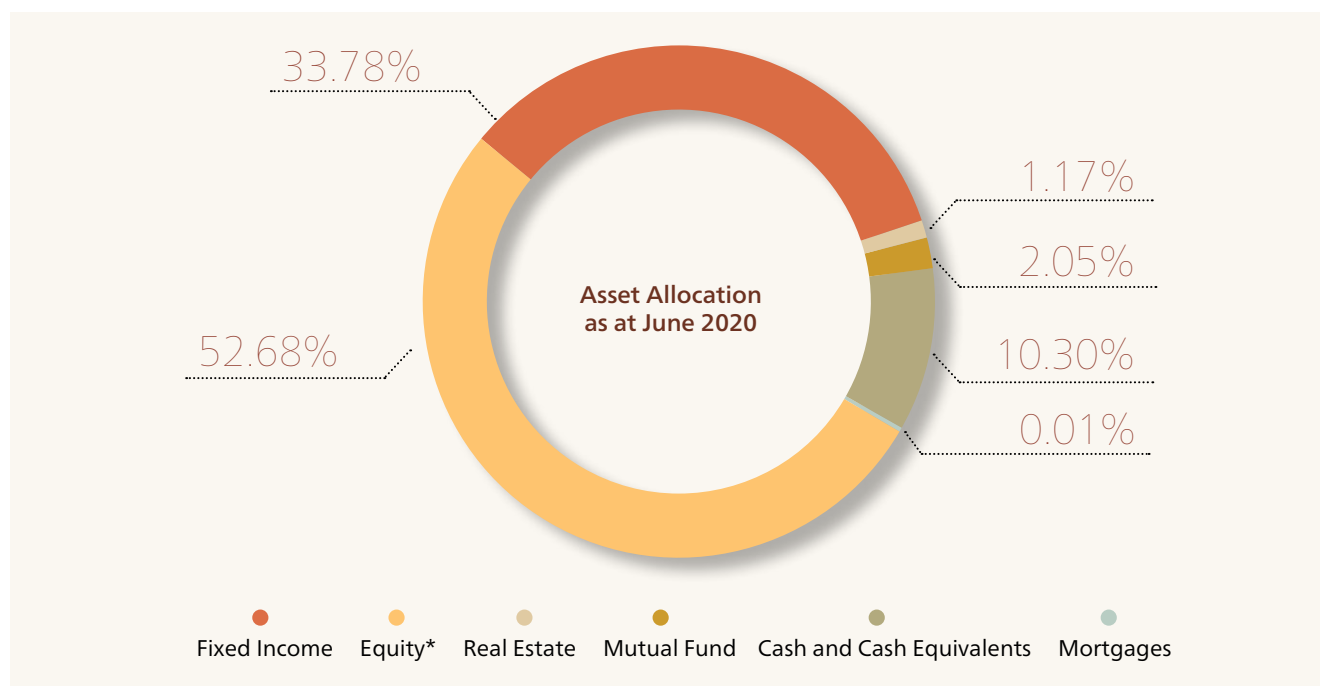
The chart above shows the excess of Benefit Expenditure over Contribution Income from FY2016. Note that this does not include Administrative Expenditure which has been over \$200 Mn in recent times. In FY2020, the total shortfall to be financed by investment income was \$916 Mn, including Administrative Expenditure of \$251.17 Mn. Total realised Investment Income for the year was \$830.50 Mn.

## INVESTMENT

The NIBTT's investment portfolio as at June 30, 2020 had a market value of \$27.73 Bn, reflecting a 0.44% or \$122 Mn decrease over the fund size as at June 30, 2019 which stood at \$27.85 Bn. The decrease in

the Fund's market value was mainly attributable to approximately \$120 Mn in unrealised losses; the equity and fixed income portfolios accounting for \$10 Mn and \$87 Mn respectively of these unrealised losses. The worldwide pandemic has significantly affected global markets, as equities in particular have experienced the steepest declines since the global financial crisis. As such, the NIBTT's net investment yield experienced a decline from 8.08% in FY2019 to 4.38% in FY2020. The decrease in the NIBTT's portfolio was further impacted by withdrawals of \$950 Mn from the Investments Cash Account to support the shortfall between expenditure and Contribution Income as highlighted above.

The chart and table below provide a breakdown of the allocation of assets across the available asset classes as at June 2020.



Asset Class	Market Value as at June 30, 2020	Current Asset Allocation
Fixed Income	\$9,367,388,000	33.78%
Equity*	\$14,608,484,000	52.68%
Real Estate	\$324,602,000	1.17%
Mutual Fund	\$569,233,000	2.05%
Cash and Cash Equivalents	\$2,857,119,000	10.30%
Mortgages	\$2,407,000	0.01%
<b>Total</b>	<b>\$27,729,233,000</b>	<b>100.00%</b>

\*Includes Investment in subsidiary companies

The Equity Portfolio accounts for the largest asset class of the total fund and currently stands at \$14.61 Bn, which increased by approximately 0.83% or \$120.42 Mn when compared to June 30, 2019.

Over the financial period, July 2019 to June 2020 the Fund's locally listed equity portfolio reported a total return of 6.74% which significantly outperformed its benchmark the ALL T&T Index return of 1.34% by 540 basis points. The outperformance was mainly attributable to the Fund's weightier positions in Republic Financial Holdings Limited and Massy Holdings Limited.

As at June 30, 2020, the Fixed Income portfolio decreased by 6.07% or \$605.65 Mn to \$9.37 Bn and had a purchased yield to maturity of 5.16%. During the

year, \$991 Mn in new securities were purchased while \$850 Mn (face value) matured. The NIBTT's fixed income portfolio invests in high quality debt instruments as the portfolio is primarily invested in government and government guaranteed instruments which account for approximately 54% of the fixed income portfolio.

The top two countries in which the portfolio is invested are Trinidad and Tobago (82%) and North America (18%). The largest areas of NIBTT's investments are Financial (38%) and Sovereign (20%).

In March 2020, S&P Global Ratings lowered its long-term sovereign credit ratings on the Republic of Trinidad and Tobago (T&T) to "BBB-" from "BBB" with a "Stable" outlook. The agency notes the lower oil and



gas prices due to the impact of COVID-19 will materially affect Trinidad and Tobago's government revenues, and lead to larger increases in net general government debt as a result, over the forecast horizon. Trinidad and Tobago remain heavily dependent on the energy sector, which has historically contributed over a third of the government's revenues, on average, over 30% of the country's real GDP, and over 80% of its exports.

Additionally, it is expected lower energy prices will lead to lower tax collections from oil and gas companies and the government will be challenged with maintaining

expenditure, particularly given its desire to avoid a further contraction in its economy. Meanwhile, in May 2020, Moody's Investors Services changed Trinidad and Tobago's credit outlook from "Stable" to "Negative" whilst affirming its Ba1 rating. Moody's believes the negative outlook reflects increased downside risks to Trinidad and Tobago's economic and fiscal strength stemming from medium-term challenges that have now been exacerbated by the severe shock to global oil and gas demand and prices, triggered by the Covid-19 pandemic.

## Realised and Unrealised Investment Income FY2019 – FY2020

Year on Year Total Realised Investment Income (\$'000)		
	2019/2020	2018/2019
Interest Income	\$416,372	\$432,607
Dividend Income	\$285,726	\$600,618
Gain on sale of foreign equities	\$32,650	\$84,627
Loss from Foreign exchange	(\$10,819)	(\$4,179)
Gain/ (loss) on sale of mutual funds	\$20,288	\$31,154
Other Income	\$116,863	\$144,215
Total realised Investment Income	\$861,080	\$1,289,042

Year on Year Net Unrealised Investment Income (\$'000)		
Asset Class	2019/2020	2018/2019
Equity	(\$10,331)	\$946,049
Bonds	(\$87,184)	\$33,349
Investment property valuation	-	-
Other	(\$22,879)	(\$2,493)
Total	(\$120,394)	\$976,905

As highlighted in the tables above, the asset class that contributed mainly to the net unrealised investment loss over the period is bonds. This negative unrealised gain was offset by a total realised investment income of \$861 Mn. Key drivers for the portfolio's realised investment income were interest income from bonds, dividend income from equity holdings, and realised gain on the sale of foreign equities.



## Subsidiaries of the NIBTT

### National Insurance Property Development Company Limited (NIPDEC) 100%

NIPDEC is a fully owned subsidiary of the NIBTT. Its mission is to develop, manage and sell property, goods and services in partnership with the NIBTT and other organisations in Trinidad and Tobago, utilising a project management approach to bring value to their shareholders and stakeholders.

### Home Mortgage Bank (HMB) 100%

HMB is a subsidiary of the NIBTT. Its purpose is to develop and maintain a mortgage market in Trinidad and Tobago, contribute to the mobilisation of long-term savings to support the development of a system of real property and housing finance, provide leadership in the home finance industry and promote growth of the capital market.

### Trinidad & Tobago Mortgage Finance Company Limited (TTMF) 51%

TTMF is a subsidiary of the NIBTT. Its mission is to provide mortgage financing for the purchase of residential properties.

## Financial or Commercial arrangements with Subsidiaries or Associated Companies

Note that there are no financial or commercial arrangements with subsidiaries or associated companies.

## OPERATIONAL HIGHLIGHTS

The content that follows serves to provide information on other aspects of the NIS or NIBTT's operation and management of the NIS which are beyond the requirements of NIBTT's Annual Report compliance obligation, but which may be of informational value to stakeholders.

### NIBTT Strategic Plan Vision 2020-2024

The financial year 2020 saw the implementation of the Strategic Plan Vision 2020-2024 and the commencement of the planning activities for the period which culminated in an all staff in-person launch in October 2019. The new Strategic Plan covers a 5-year period and functions as a roadmap from which the organisation will develop operational plans for its constituent Business Units and Departments moving forward. As the year progressed and the impact of the pandemic materialised, a comprehensive review of corporate strategic targets for FY2020 and an analysis of the possible impact of the pandemic on the achievement of these targets was prepared and submitted to the Board of Directors for consideration. A review of the entire Strategic Plan will also be undertaken early in the new financial year.

### Technology

Technology remains a critical support system which allows us to deliver on our mandate of the provision of Social Insurance services to our customers. Within the year, we continued to expand on our plans for the development of our IT infrastructure, while preserving appropriate standards of performance.

Continuing with our efforts to develop an End-to-End solution, the NIBTT rebranded this initiative with the new name "Empower" in FY2020 with the key activities within the year focusing on the development issues and evaluation of a Request-for-Proposal (RFP) for this IT solution. These works were accomplished with the help of multi-disciplinary teams whose work entailed the development and overview of a Value Management Plan to cater for the evaluation of proposals as well as

the further drafting of a Change and Communication Management Plan. Work has progressed steadily throughout the year with the proposals submitted in August 2019 and evaluations completed by October 2019. Vendor demonstrations were held with shortlisted companies in February 2020. Further due diligence was conducted in April and May 2020 by an Executive Committee with the final stages of the current phase of procurement conducted in June 2020. It is anticipated that the coming financial year will result in a formal award of contract as we move steadfastly to bring the “Empower” project closer to realisation.

### Manpower, Staff Training and Welfare

During FY 2020, the NIBTT continued to focus on ensuring that the organisation was staffed with the right resources, in the right positions, at the right time, with the right skills and competencies in the pursuit of an engaged and enabled workforce. Throughout the year, great emphasis was put on engaging employees and facilitating greater dialogue between Management and Bargaining Unit staff, filling critical vacancies throughout the NIBTT and training existing staff to better function in their respective areas while ensuring staff operated in a safe and healthy environment.

In March 2020, the threat of COVID-19 resulted in the closure of all non-essential services by the Government of the Republic of Trinidad and Tobago (GORTT). While the NIBTT was classified as an essential service, measures to safeguard health and safety were implemented involving reduction of staff, ensuring that only staff required for critical processes were operational from March to June 2020.

At the end of the financial year the approved staff complement was 723. This comprised 471 permanent staff and 208 temporary staff. There were 252 vacancies at the NIBTT at the end of the financial year. A drive to fill vacancies is on-going where appropriate, with consideration being given to the impact of future ICT changes.

Whilst ensuring that we had the resources available, focus was also placed on ensuring that the resources had the right skills and competencies to get the job done. In this regard a training plan with 14 training

programs was developed for the year. Of this, 10 programs or 71% were completed, with a total of 278 employees exposed to training over the course of the financial year. The completion of the other programs was stymied as a result of the measures implemented due to the COVID-19 pandemic.

Reflecting on some of the other initiatives worked on during the past year, our discussions on wage negotiations have continued as we commit ourselves to meet with the Public Services Association of Trinidad and Tobago (PSA) to address the needs of our staff. In June 2020, staff members were afforded the facility to receive Payments of advances on Salaries in Arrears (Back Pay) based on an agreement between the NIBTT and the PSA. We envisaged that this advance would assist in stemming the pressure in this economically challenging time. Discussions have also progressed on the issue of Pay-for-Performance as we work to reach a formal agreement on this matter.

### NIS Compliance and Recovery

As part of our continuing efforts to safeguard the assets of the National Insurance System, we continued to utilise all legal measures to ensure the recovery of monies owed to the NIBTT. Through court agreements, promissory notes as well as litigation actions, a total of \$128.6 Mn in contribution arrears, penalties and interest from 22 non-compliant employers were retrieved. Additionally, for the period under review, two (2) judgements were obtained against employers and/or directors for arrears of contribution, penalties and interest payments in the amount of \$1.90 Mn.

### Appeals

Claimants continued to exercise their right of appeal when they felt aggrieved by decisions of the NIBTT in respect of their claims for benefits. This is in accordance with Section 62 (1) of the National Insurance Act (NI Act) which states that:

“Appeals from decisions of the Board shall lie to the Appeals Tribunals on questions of fact only and to the High Court on questions of law or partly of law and partly of fact from the High Court to the Court of Appeal.”

As such, during the financial year, 154 appeal notices were received from the Appeal Tribunal. Of these, we responded to 171. It must be noted that this figure also included some appeal matters from the last financial year. The following table gives an overview of the number of appeals received and responded to over a 3-year period. Note NIBTT's financial year covers the months July to June.

**Comparison of Appeals received, and responses sent for FY2018, FY2019 and FY2020**

Financial Year	No of Appeals Received	Responses Issued
2017/2018	249	288
2018/2019	167	140
2019/2020	154	171

### Reciprocal Claims

During the financial year, 225 of 534 backlog applications made by persons in Canada/CARICOM accessing Trinidad and Tobago benefits through their relevant Social Insurance Partners were authorised and payments finalised.

As at June 30, 2020, 211 applications are awaiting responses from CARICOM and Canada which have not been reactivated, 74 responses were received and are to be reprocessed upon submission of life certificates. Additionally, 24 reciprocal claims are pending for various reasons such as compliance investigations to be conducted before outstanding claims can be processed. At the end of the reporting period, 309 applications from previous financial years remain pending.

### Health, Safety and Customer Service Delivery

The most challenging issue of the year revolved around the COVID-19 pandemic and the necessity to respond quickly to preserve the health and well-being of our internal and external customers. Operationally, following the notification of the first COVID-19 case on March 12, 2020 and the subsequent Stay-at-Home Order, the NIBTT responded by instituting alternative work arrangements with staff working remotely coupled with other measures such as social distancing and sanitising protocols in addition to the wearing of

a facial mask and utilising gloves by the frontline staff. Other measures included infrastructural changes such as the installation of sneeze guards, physical distancing markers and posters to enforce safety guidelines and protocols. These protocols remain enforced after the gradual phased reopening of the economy, which commenced in May 2020. The NIBTT will review, and where required enact the necessary protocols, approaches and initiatives going forward.

Despite these adjustments we were still able to progress in extending our efforts to enhance customer service delivery. During the period, we deepened our capacity by formally assigning a Manager – Customer Care whilst simultaneously focusing on product training for our CSRs. This ensured that frontline staff had the tools as well as the guidance to deliver improved customer service to the public. As the situation evolved, the NIBTT also implemented additional hotline numbers for Customer Care due to the shift in focus from face-to-face interactions to more technologically based solutions. We intend to keep on this path to ensure that our delivery to all our customers maintains the highest standards and will improve wherever possible.

### Institutional Strengthening

Coming out of the most recent Strategic Planning exercise, it was observed that there is a need to further develop certain key areas of the NIBTT to ensure that the overall goals of the organisation was being met. Key amongst these were the initiatives which progressed significantly over the period such as the review and implementation of an Investigations and Controls Department (ICD) Framework. This project included the following:

- the implementation of a new fraud policy;
- change management to transition the Claims Investigations Unit (CIU) to a new reporting structure; and,
- acquisition of the data and analytical software to ensure the ICD performs in line with best practice.



## Port of Spain Collection Centre

Another key project advanced over the year was the step to establish a Collections Centre at the Corporate Headquarters at Queen's Park East. During the year, all activities related to drafting of project plans, design of the Collection Centre, development, issue and evaluation of tenders, the mobilisation of the contractor and outfitting works were completed. At the end of the period, only minor fittings and approval of the Health and Safety Department remained outstanding. When fully completed and operationalised the Collection Centre will boost the collections capacity within the Port-of-Spain and North-West region which will assist in maintaining compliance and financial sustainability of the National Insurance System.

## Education & Outreach

### Compliance Media Campaign

A media campaign, which began in FY2019 has continued in FY2020. This campaign has been featured in print, radio, social and digital media, targeting employers and employees and providing critical information to both segments. The main objective of this campaign has been to better educate the public about their obligations to the NIBTT, as well as to provide information about the NIBTT's benefits and services. An enhanced focus on education and outreach initiatives continues to be prioritised. Virtual seminars and marketing initiatives utilising print, electronic and social media, will remain integral to NIBTT's education and brand management efforts.

### UWI Mortality Study

Following from the initial steps after the signing of a Memorandum of Understanding (MOU) in the previous financial year between the University of the West Indies (UWI), St. Augustine and the NIBTT, work commenced in FY2020 on a joint mortality study for salaried workers in Trinidad and Tobago. The aim of the collaboration was the development of a new mortality table. This

study is expected to assist with the improvement of the accuracy of insurance pricing models used in the local insurance industry. It is also deigned to assist the NIBTT in its own understanding of pensioner mortality. The exercise was completed, and the results were jointly presented by both the UWI and the NIBTT at the annual conference of the Caribbean Actuarial Association (CAA) in Curacao in December 2019.

## ISSA Workshop

Early in FY2020, the NIBTT, in conjunction with the International Social Security Association (ISSA), co-hosted a workshop for local and regional social security practitioners. The workshop with its theme, "Administrative Solutions for coverage extension and contribution collection and compliance (focusing on difficult to cover groups)" was held from July 24 – 26, 2019 at the NIBTT's Corporate Headquarters, Queen's Park East and featured ISSA facilitators from the United Kingdom and Switzerland.

Attendees included Social Security practitioners from around the region who participated in a series of interactive workshops on the theme identified. Representation at the event came from the islands of Antigua and Barbuda, Bahamas, Barbados, Belize, British Virgin Islands, Grenada, St. Kitts & Nevis, St. Vincent and the Grenadines, Turks & Caicos as well as representatives from Trinidad & Tobago. In addition to being successfully hosted, this workshop was attended by two (2) members of the Cabinet appointed High-Level Working Committee for the incorporation of Self-Employed Persons (SEP) into the NIS. Valuable knowledge was shared and utilised in our own SEP proposal, which is due to be finalized in FY2021.

## AMCHAM Youth Forum

To boost outreach to the public, a strategy which targeted the youth demographic was employed. The main objective was to educate this group on the findings of the 10th Actuarial Review and to foster a deeper understanding of how the findings and recommendations therein impacted them in a tangible manner. In line with this objective, the NIBTT joined with the local branch of the American Chamber of

Commerce (AMCHAM T&T) and other sponsors, to engage 4th and 6th form students on the topic, "An ageing population and pension security...toward a more productive Trinidad and Tobago" through the 11th annual National Youth Productivity Forum (NYPF). Students from secondary schools throughout the country engaged in spirited dialogue and intense research on a topic which, ordinarily, may not have been considered by their demographic. A total of 120 students from 24 secondary schools, took part in the NYPF over a 6-week period. The finals of the NYPF took place on March 4, 2020 at the UTT Valsayn Campus.

This collaboration was quite successful, as students gained an appreciation of the operations of NIBTT as well as the financial status of the NIS through the 10th Actuarial Review (AR). Students were able to articulate this understanding through well prepared arguments and presentations during the forum.

## CONCLUSION AND ACKNOWLEDGEMENTS

When assessing the events of the past year, including the positive and institution building challenges, I must acknowledge the unrelenting support of the Board of Directors, Executive Management and the NIBTT staff.

Throughout the period, staff at all levels have shown tremendous commitment to ensure that we were able to continue our operations and maintain a level of service to the public, especially through this challenging period. I must make special mention of our Service Centre staff, who continued as the proverbial frontline soldiers, interacting with the public to ensure that their needs are met.

During this time, the NIBTT also launched our new Strategic Plan FY2024 which is designed to take the NIBTT into the future, with the emphasis on redesigning the entire Information system framework to better service our customers. The realisation of this goal has been accelerated as a result of the 'new normal' as we move toward becoming a digital economy.

In closing I must say thanks again to all of our stakeholders, let us always remember that unity of purpose and vision allows us all to progress.



**Niala Persad-Poliah**

EXECUTIVE DIRECTOR





# FINANCIAL 2019 STATEMENTS - 2020






# Statement of Management's Responsibilities

- Preparing and fairly presenting the accompanying special purpose financial statements of the National Insurance Board of Trinidad and Tobago ('the Board' or 'NIBTT') which comprise the statement of financial position as at 30 June 2020 and the statements of comprehensive income, cash flows and changes in funds for the year then ended, and a summary of significant accounting policies and other explanatory information;
- Ensuring that the Board keeps proper accounting records;
- Selecting appropriate accounting policies and applying them in a consistent manner;
- Implementing, monitoring and evaluating the system of internal control that assures security of the Board's assets, detection/prevention of fraud, and the achievement of entity's operational efficiencies;
- Ensuring that the system of internal control operated effectively during the reporting period;
- Producing reliable financial reporting that comply with laws and regulations, including the National Insurance Act 35 of 1971; and
- Using reasonable and prudent judgement in the determination of estimates.

In preparing these audited special purpose financial statements, management utilised the financial reporting provisions of the National Insurance Act. Where the financial reporting provisions of the National Insurance Act is not clear reference is made to International Financial Reporting Standards, as issued by the International Accounting Standards Board and adopted by the Institute of Chartered Accountants of Trinidad and Tobago to determine the Board's alternative accounting treatments. Where International Financial Reporting Standards presented alternative accounting treatments, management chose those considered most appropriate in the circumstances.

Nothing has come to the attention of management to indicate that the Board will not remain a going concern up to the date the accompanying special purpose financial statements have been authorised for issue.

Management affirms that it has carried out its responsibilities as outlined above.



**Executive Director**  
23 September 2020



**Chief Operating Officer – Corporate Services**

# Report on the Audit of the Special Purpose Financial Statements

## Our Opinion

We have audited the special purpose financial statements of The National Insurance Board of Trinidad and Tobago ("the Board"), which comprise the statement of financial position as at 30 June 2020, and the statement of comprehensive income, statement of cash flows and the statement of changes in funds for the year then ended and, notes to the special purpose financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying special purpose financial statements present fairly, in all material respects, the financial position of the Board as at 30 June 2020 and its financial performance and its cash flows for the year then ended in accordance with the financial reporting provisions of The National Insurance Act.

## Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing ("ISAs"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Special Purpose Financial Statements section of our report. We are independent of the Board in accordance with the International Ethics Standards Board of Accountants' (IESBA) Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code"), and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Emphasis of Matter – Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note 4 of the special purpose financial statements, which describes the basis of accounting. The special purpose financial statements are prepared to assist the Finance Minister of the Government of Trinidad and Tobago in meeting their reporting requirements under the National Insurance Act. As a result, the special purpose financial statements may not be suitable for another purpose. Our report is intended solely for the Government of Trinidad and Tobago, and may be made available to the Inspector of Financial Institutions of the Central Bank of Trinidad and Tobago and should not be distributed to or used by parties other than those stipulated. Our opinion is not modified in respect of this matter.

## Other information included in the Board's 2020 Annual Report

Other information consists of the information included in the Board's 2020 Annual Report, other than the special purpose financial statements and our auditor's report thereon. Management is responsible for the other information. The Board's 2020 Annual Report is expected to be made available to us after the date of this auditor's report.

Our opinion on the special purpose financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the special purpose financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the special purpose financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.



## Report on the Audit of the Special Purpose Financial Statements (Continued)

### Responsibilities of Management and the Audit, Risk and Compliance Committee for the Special Purpose Financial Statements

Management is responsible for the preparation and fair presentation of the special purpose financial statements in accordance with the financial reporting provisions of The National Insurance Act, and for such internal control as management determines is necessary to enable the preparation of special purpose financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial statements, management is responsible for assessing the Board's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Board or to cease operations, or has no realistic alternative but to do so.

The Audit, Risk and Compliance Committee is responsible for overseeing the Board's financial reporting process.

### Auditor's Responsibilities for the Audit of the Special Purpose Financial Statements

Our objectives are to obtain reasonable assurance about whether the special purpose financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these special purpose financial statements.

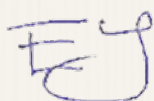
As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the special purpose financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Board's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the special purpose financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Board to cease to continue as a going concern.

### Report on the Audit of the Special Purpose Financial Statements (Continued)

- Evaluate the overall presentation, structure and content of the special purpose financial statements, including the disclosures, and whether the special purpose financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Audit, Risk and Compliance Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



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**Port of Spain**

TRINIDAD:  
23 September 2020



**STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020**  
**(Expressed in Trinidad and Tobago Dollars)**

	<b>Notes</b>	<b>2020</b>	<b>2019</b>
		<b>\$'000</b>	<b>\$'000</b>
<b>Assets</b>			
Property, plant and equipment	5	234,182	263,442
Investment properties	6	324,602	337,894
Investment in subsidiary companies	7	1,765,890	1,763,610
Investment securities	8	22,779,215	23,385,710
Mortgage advances	9	2,407	2,138
Property being developed for sale	10	613	12,649
Right-of-use assets	11	13,818	–
Other assets	12	958,070	930,166
Employee benefits asset	13	–	17,850
Cash and cash equivalents	14	<u>2,857,119</u>	<u>2,418,438</u>
<b>Total assets</b>		<u><b>28,935,916</b></u>	<u><b>29,131,897</b></u>
<b>Funds, reserves and liabilities</b>			
Long-term benefits fund	15	27,451,842	27,717,681
Short-term benefits fund	15	407,974	460,830
Employment injury benefits fund	15	796,830	790,390
<b>Total funds</b>		<u><b>28,656,646</b></u>	<u><b>28,968,901</b></u>
Revaluation reserve	16	<u>72,624</u>	<u>72,624</u>
<b>Total funds and reserves</b>		<u><b>28,729,270</b></u>	<u><b>29,041,525</b></u>
Lease liabilities	11	13,989	–
Employee benefits liability	13	99,231	–
Other liabilities	17	<u>93,426</u>	<u>90,372</u>
<b>Total liabilities</b>		<u><b>206,646</b></u>	<u><b>90,372</b></u>
<b>Total funds, reserves and liabilities</b>		<u><b>28,935,916</b></u>	<u><b>29,131,897</b></u>

The accompanying notes form an integral part of these special purpose financial statements.  
These special purpose financial statements have been authorised for issue on 23 September 2020.



Chairman



Executive Director



Chief Operating Officer - Corporate Services

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

	Notes	2020 \$'000	2019 \$'000
<b>Income</b>			
Contributions			
Employers in compliance		4,138,770	4,387,342
Employers in arrears		547,790	319,111
Voluntary		<u>141</u>	<u>299</u>
		4,686,701	4,706,752
Refunds		<u>(844)</u>	<u>(255)</u>
<b>Total net contributions</b>		<u>4,685,857</u>	<u>4,706,497</u>
Net realised investment income	18	830,496	1,254,216
Net unrealised investment (loss)/income	19	(120,394)	976,905
Revaluation of subsidiaries	7	2,280	(228,255)
Revaluation of property, plant and equipment	5	(16,858)	(194,416)
Revaluation of investment properties	6	(13,292)	(43,350)
Penalties and interest		34,580	15,262
Miscellaneous income		<u>4,137</u>	<u>2,264</u>
<b>Total income</b>		<u>5,406,806</u>	<u>6,489,123</u>
<b>Expenditure</b>			
Benefits expenditure			
Long-term		5,067,140	4,829,736
Short-term		203,987	230,415
Employment injury		<u>79,683</u>	<u>79,039</u>
<b>Total benefits expenditure</b>		<u>5,350,810</u>	<u>5,139,190</u>
<b>Administrative expenditure</b>			
Staff salaries, allowances and benefits	20	151,602	140,245
Board of Directors expenses		850	1,061
Depreciation	5	12,652	15,744
Depreciation – right-of-use assets	11	5,833	–
Expected credit loss	12	23,157	643
Other expenses	21	<u>57,076</u>	<u>61,980</u>
<b>Total administrative expenditure</b>		<u>251,170</u>	<u>219,673</u>
Other			
Pension expense		<u>16,024</u>	<u>11,916</u>
<b>Total other</b>		<u>16,024</u>	<u>11,916</u>
<b>Total expenditure</b>		<u>5,618,004</u>	<u>5,370,779</u>
<b>(Deficit)/surplus of income over expenditure</b>		(211,198)	1,118,344
Re-measurement of defined benefit liability	13	<u>(101,057)</u>	<u>23,230</u>
<b>Total comprehensive (loss)/income</b>		<u>(312,255)</u>	<u>1,141,574</u>

The accompanying notes form an integral part of these special purpose financial statements.

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

	2020 \$'000	2019 \$'000
<b>Cash flows from operating activities</b>		
Surplus of income over expenditure	(211,198)	1,118,344
Adjustments:		
Unrealised investment loss/(income)	120,394	(976,905)
Net realised investment loss	281,022	—
Loss from foreign exchange	10,819	—
Depreciation	12,652	15,744
Depreciation – right-of-use assets	5,833	—
Pension expense	16,024	11,916
Revaluation of investment in subsidiary companies	(2,280)	228,255
Revaluation of property, plant and equipment	16,858	194,416
Revaluation of investment properties	13,292	43,350
Adjustments to property, plant and equipment	<u>(5,352)</u>	<u>(109)</u>
<b>Surplus before working capital changes</b>	258,064	635,011
Increase in mortgage advances	(269)	(1,398)
Decrease in property being developed for sale	12,036	3,381
Increase in other assets	(27,904)	(58,384)
(Increase)/decrease in other liabilities	<u>(3,054)</u>	<u>3,572</u>
Cash generated by operations	238,873	582,182
Repayment of principal portion of lease liabilities	<u>(6,220)</u>	<u>—</u>
<b>Net cash generated by operating activities</b>	232,653	582,182
<b>Cash flows from investing activities</b>		
Purchase of property, plant and equipment	(2,354)	(9,700)
Purchase of investments	(7,278,656)	(6,448,132)
Sale/maturity of investments	<u>7,487,038</u>	<u>4,906,213</u>
<b>Net cash generated by/(used in) investing activities</b>	<u>206,028</u>	<u>(1,551,619)</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>	438,681	(969,437)
<b>Cash and cash equivalents at beginning of the year</b>	<u>2,418,438</u>	<u>3,387,875</u>
<b>Cash and cash equivalents at the end of the year</b>	<u><u>2,857,119</u></u>	<u><u>2,418,438</u></u>

The accompanying notes form an integral part of these special purpose financial statements.



## STATEMENT OF CHANGES IN FUNDS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

	Long-term Benefits		Short-term Benefits		Employment Injury Benefits		Total Funds	
	2020	2019	2020	2019	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Fund balance as at 1 July</b>								
	27,717,681	26,541,756	460,830	479,755	790,390	805,816	28,968,901	27,827,327
<b>Income</b>								
Contribution	4,217,272	4,235,847	281,151	282,390	187,434	188,260	4,685,857	4,706,497
Penalties and interest	33,934	14,953	202	98	444	211	34,580	15,262
Revaluation of subsidiaries	2,280	(228,255)	—	—	—	—	2,280	(228,255)
Revaluation of property, plant and equipment	(16,858)	(194,416)	—	—	—	—	(16,858)	(194,416)
Revaluation of investment properties	(13,292)	(43,350)	—	—	—	—	(13,292)	(43,350)
Net realised investment income	814,966	1,228,849	4,860	8,053	10,670	17,314	830,496	1,254,216
Net unrealised investment (loss)/income	(118,142)	957,146	(705)	6,273	(1,547)	13,486	(120,394)	976,905
Miscellaneous Income	<u>4,137</u>	<u>2,264</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>4,137</u>	<u>2,264</u>
<b>Total income</b>	<u>4,924,297</u>	<u>5,973,038</u>	<u>285,508</u>	<u>296,814</u>	<u>197,001</u>	<u>219,271</u>	<u>5,406,806</u>	<u>6,489,123</u>
<b>Expenditure</b>								
<i>Benefits</i>								
<i>Expenditure</i>								
Retirement Benefit	4,353,563	4,137,251	—	—	—	—	4,353,563	4,137,251
Survivors Benefit	435,567	415,281	—	—	—	—	435,567	415,281
Invalidity Benefit	76,581	76,701	—	—	—	—	76,581	76,701
Retirement Grant	201,429	200,503	—	—	—	—	201,429	200,503
Funeral Grant	—	—	61,635	59,490	—	—	61,635	59,490
Sickness benefit	—	—	42,747	49,415	—	—	42,747	49,415
Maternity benefit	—	—	96,748	117,502	—	—	96,748	117,502
Special maternity	—	—	2,857	4,008	—	—	2,857	4,008
Employment injury	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>79,683</u>	<u>79,039</u>	<u>79,683</u>	<u>79,039</u>
	5,067,140	4,829,736	203,987	230,415	79,683	79,039	5,350,810	5,139,190
Administrative expenditure	226,053	197,706	15,070	13,180	10,047	8,787	251,170	219,673
Pension expense	<u>15,724</u>	<u>11,675</u>	<u>94</u>	<u>77</u>	<u>206</u>	<u>164</u>	<u>16,024</u>	<u>11,916</u>
<b>Total expenditure</b>	<u>5,308,917</u>	<u>5,039,117</u>	<u>219,151</u>	<u>243,672</u>	<u>89,936</u>	<u>87,990</u>	<u>5,618,004</u>	<u>5,370,779</u>
(Deficit) surplus	(384,620)	933,921	66,357	53,142	107,065	131,281	(211,198)	1,118,344
Other comprehensive income	(99,167)	22,760	(591)	149	(1,299)	321	(101,057)	23,230
Transfers	<u>217,948</u>	<u>219,244</u>	<u>(118,622)</u>	<u>(72,216)</u>	<u>(99,326)</u>	<u>(147,028)</u>	<u>—</u>	<u>—</u>
Fund at end of year	<u>27,451,842</u>	<u>27,717,681</u>	<u>407,974</u>	<u>460,830</u>	<u>796,830</u>	<u>790,390</u>	<u>28,656,646</u>	<u>28,968,901</u>



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

The accompanying notes form an integral part of these special purpose financial statements.

### 1. Incorporation and principal activity

The National Insurance Board of Trinidad and Tobago (NIBTT or the Board) was incorporated under the National Insurance Act No. 35 of 1971 (The National Insurance Act), as subsequently amended, and commenced operations in 1972. The principal activity of NIBTT is to carry out the requirements of The National Insurance Act in providing social security benefits to the insurable population of Trinidad and Tobago. The registered office is located at 14-19 Queen's Park East, Port-of-Spain, Trinidad and Tobago.

### 2. Actuarial review

Section 70 (1) of The National Insurance Act requires an Actuarial Review of the National Insurance System (NIS) at intervals not exceeding five years. The 10th Actuarial Review was conducted as at 30 June 2016 and was completed by the International Labour Organization (ILO) on 30 June 2018. The main objectives of this review were to assess the long-term financial condition of the National Insurance Fund and to make recommendations for improving its sustainability.

In general, contribution receipts and benefit payments are based on a system of earnings classes. The contribution amount is paid by the employer and the employee in a proportion of two-thirds/one-third respectively. Benefits are grouped into three funds: long-term benefits, short-term benefits and employment injury benefits. The total benefit expenditures and administrative expenses are funded by both contribution income and investment income. Presently the fund is meeting all of its obligations.

### 3. Legislative amendments

The following legislative amendments were proposed in line with recommendations of the 10th Actuarial Report:

- i. Increase the contribution rate to 16.2 percent;
- ii. the minimum pension should be frozen to give at most 80 per cent of the minimum wage;
- iii. increase retirement age to 65; and
- iv. reduce pension by 6 percent for each year retirement benefit claim before the age of 65.

These recommendations are currently being assessed before any legislative amendments are made.

### 4. Summary of significant accounting policies

The principal accounting policies adopted in the preparation of the special purpose financial statements are set out below. The policies have been consistently applied to all years presented, unless otherwise stated.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### a. Basis of preparation

These special purpose financial statements are prepared in accordance with the financial reporting provisions of The National Insurance Act. In cases where the financial reporting provision is not clear or does not address particular situations, reference is made to International Financial Reporting Standards (IFRS) for guidance in determining NIBTT's accounting policy. The Board and management of NIBTT are currently reviewing its financial reporting framework to determine whether it can in the future prepare its special purpose financial statements in accordance with IFRS.

These special purpose financial statements are the parent company unconsolidated financial statements of NIBTT. NIBTT does not prepare consolidated financial statements. Further, these special purpose financial statements are prepared on the historical cost basis, except for the following items in the statement of financial position:

- » Investment securities are measured at fair value;
- » Investment properties are measured at fair value;
- » Investments in subsidiary companies are measured at fair value;
- » Artwork and freehold properties classified as property, plant and equipment are measured at fair value;
- » The defined benefit asset/liability is recognised as plan assets, plus unrecognised past service cost, less the present value of the defined benefit obligation and based on actuarial valuations.

The preparation of these special purpose financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses.

The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

Information about critical estimates in applying accounting policies that have the most significant effect on the amounts recognised in the special purpose financial statements is included in Note 4q.

### b. Changes in accounting policies and disclosures

IFRS 16 was issued in January 2016 and it replaces IAS 17 Leases, IFRIC 4 Determining whether an Arrangement contains a Lease, SIC-15 Operating Leases-Incentives and SIC-27 Evaluating the Substance of Transactions Involving the Legal Form of a Lease.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### b. Changes in accounting policies and disclosures (continued)

IFRS 16 sets out the principles for the recognition, measurement, presentation and disclosure of leases and requires lessees to account for all leases under a single on-balance sheet model similar to the accounting for finance leases under IAS 17. The standard removes the current requirement for lessees to classify leases

as finance leases or operating leases by introducing a single lessee accounting model that requires the recognition of lease assets (right-of-use assets) and lease liabilities on the statement of financial position for most leases. Lessees will also now separately recognise interest expense on the lease liability and depreciation expense on the right-of-use asset in the statement of comprehensive income.

Lessor accounting is substantially unchanged from accounting under IAS 17. Lessors will continue to classify all leases using the same classification principle as in IAS 17 and distinguish between two types of leases: operating and finance leases.

The NIBTT adopted IFRS 16 on 1 July 2019 and elected the modified retrospective approach transition option and the practical expedients permitted under this approach. Under the modified retrospective approach, the NIBTT will elect the option to measure the right-of-use asset as the lease liability adjusted for prepaid or accrued payments and the NIBTT will not restate comparative amounts. The most significant impact on the NIBTT was recognising new assets and liabilities for its operating leases of commercial property.

At the date of adoption of IFRS 16, the value of both the right-of-use asset and the lease liability was \$19.651 million.

In addition, the nature of expenses related to these leases changed, as IFRS 16 replaced the straight-line operating lease expense with a depreciation charge for the right-of-use assets and interest expense on lease liabilities.

The NIBTT assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

#### The NIBTT as a lessee

The NIBTT applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The NIBTT recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### b. Changes in accounting policies and disclosures (continued)

##### i. Right-of-use assets

The NIBTT recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

» Land and building	3 – 10 years
» Office equipment	3 – 4 years

If ownership of the leased asset transfers to the NIBTT at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment.

##### ii. Lease liabilities

At the commencement date of the lease, the NIBTT recognises lease liabilities measured at the present value of lease payments to be made over the lease term.

In calculating the present value of lease payments, the NIBTT uses its incremental borrowing rate at the lease commencement date, if the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is re-measured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

##### iii. Short-term leases and leases of low-value assets

The NIBTT applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term. The NIBTT recognised rent expense from low-value leases of \$1.1 million for the year ended 30 June 2020.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### c. Investment in subsidiary companies

Subsidiaries are all entities over which the NIBTT has the power to govern the financial and operating policies, generally accompanying a shareholding of more than one-half of the voting rights. These are as follows:

Companies	Percentage ownership	
	2020	2019
National Insurance Property Development Company Limited (NIPDEC)	100%	100%
Trinidad and Tobago Mortgage Finance Company Limited (TTMF)	51%	51%
Home Mortgage Bank (HMB)	100%	100%

Investment in subsidiary companies are initially recorded at cost and adjusted to fair market value based on valuations conducted by an independent professional valuator. Gains and/or losses arising from the change in fair value are included in the statement of comprehensive income.

Investment in subsidiary companies are valued by an independent valuator and are based on the assumption that they will continue to operate as going concerns and that the principal activities and legal structure of the companies will remain unchanged. NIPDEC and HMB was valued using the asset approach and TTMF was valued using the price to book approach. The Board deems these approaches to be most applicable to the individual entities.

#### d. Foreign currency

##### i. Functional and presentation currency

Items included in these special purpose financial statements are measured using the currency of the primary economic environment in which the entity operates ("the functional currency"). These special purpose financial statements are presented in Trinidad and Tobago dollars, which is NIBTT's functional and presentation currency, unless otherwise stated.

##### ii. Foreign currency

Transactions in foreign currencies are initially recorded at the exchange rates ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are expressed in Trinidad and Tobago dollars at the rate of exchange ruling on the reporting date as obtained from the Central Bank of Trinidad & Tobago. All differences arising are taken to the statement of comprehensive income.

Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates as at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### e. Cash and cash equivalents

Cash and cash equivalents, for the purpose of the statement of cash flows, represent cash and bank balances and highly liquid investments with a maturity period of three months or less.

#### f. Financial assets

##### Classification and measurement

Financial assets are recognized initially at fair value plus, in the case of investments not at fair value through profit or loss, directly attributable transaction costs. Transaction costs of financial assets carried at fair value through profit or loss are expensed in the statement of comprehensive income.

Purchase or sales of financial assets are recognized on the trade date, which is the date on which NIBTT commits to purchase or sell the asset.

NIBTT's financial assets include cash and cash equivalents, investment securities, mortgage advances and other assets.

From 1 July 2018, NIBTT has applied IFRS 9 and classifies its financial assets in the following measurement categories:

##### i. Amortised cost

Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest ('SPPI'), and that are not designated at FVPL, are measured at amortised cost (AC). The carrying amount of these assets is adjusted by any ECL allowance recognised. NIBTT classified cash and cash equivalents, mortgage advances and other assets at AC.

##### ii. Fair value through other comprehensive income

Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest, are measured at fair value through other comprehensive income (FVOCI). Movements in the carrying amount are taken through other comprehensive income except for the recognition of impairment gains or losses, interest revenue and foreign exchange gains and losses which are recognised in statement of comprehensive income. NIBTT did not classify any of its financial assets as FVOCI.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### f. Financial assets (continued)

##### Classification and measurement (continued)

##### iii. Fair value through profit or loss

Assets that do not meet the criteria for AC or FVOCI are measured at fair value through profit or loss (FVPL). A gain or loss on a debt investment that is subsequently measured at fair value through profit or loss is recognised in the statement of comprehensive income in the year in which it arises. NIBTT on initial recognition, irrevocably designate a financial asset that otherwise meets the requirements to be measured at AC or FVOCI as FVPL, if doing so eliminates or significantly reduces an accounting mismatch that would otherwise arise. Financial assets held for trading or are managed and whose performance is evaluated on a fair value basis, are measured at fair value through statement of comprehensive income. NIBTT classified investment securities at FVPL.

#### **Debt instruments**

Debt instruments are those instruments that meet the definition of a financial liability from the issuer's perspective, such as mortgage advances, government and corporate bonds and floating NAV mutual funds.

#### **Equity instruments**

Equity instruments are instruments that meet the definition of equity from the issuer's perspective; that is, instruments that do not contain a contractual obligation to pay and that evidence a residual interest in the issuer's net assets. Examples of equity instruments include basic ordinary shares. Subsequent to initial recognition, NIBTT measures all equity investments at fair value, and changes in the fair value of equity instruments are recognised in the statement of comprehensive income.

Classification and subsequent measurement of debt and equity instruments depend on:

- a. NIBTT's business model for managing the asset; and
- b. the cash flow characteristics of the asset.

NIBTT performed a detailed analysis of its business models for managing financial assets and analysis of their cash flow characteristics.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### f. Financial assets (continued)

Classification and measurement (continued)

Equity instruments (continued)

#### Business model assessment

The business model reflects how NIBTT manages the assets in order to generate cash flows. Factors considered by NIBTT in determining the business model include:

- » past experience on how these cash flows were collected;
- » the past and future objectives of the portfolio. Specifically whether NIBTT's objective is solely to collect contractual cash flows or to collect both contractual cash flows and cash flows from the sale of the assets;
- » determination of assets performance and how this is evaluated and reported to key management personnel; and
- » NIBTT's assessment of risk and how these are managed.

NIBTT's main objective for holding financial assets is to provide liquidity support to its Insurance Operations. Securities held for trading are held principally for the purpose of selling in the near term or are part of a portfolio of financial instruments that are managed together and for which there is evidence of a recent actual pattern of short-term profit-taking. These securities are classified in the business model and measured

at FVPL. An assessment was performed by NIBTT which noted that there would be a liquidity gap in the near future resulting in NIBTT having to sell some of its financial assets. Therefore, the main factor affecting how NIBTT manages its investment portfolio is future liquidity requirements.

#### The solely payments of principal and interest (SPPI) test

Where the business model is to hold assets to collect contractual cash flows or to collect contractual cash flows and sell, NIBTT assesses whether the financial assets' cash flows represent solely payments of principal and interest. In making this assessment, NIBTT considers whether the contractual cash flows are consistent with a basic lending arrangement i.e. interest includes consideration for the time value of money, credit risk, other basic lending risks and a profit margin that is consistent with a basic lending arrangement. Where the contractual terms introduce exposure to risk or volatility that are inconsistent with a basic lending arrangement, the related financial asset is classified and measured at FVPL.

NIBTT reclassifies debt instruments when and only when its business model for managing those assets changes. The re-classification takes place from the start of the first reporting year following the change. Such changes are expected to be very infrequent and none occurred during the current year.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### f. Financial assets (continued)

Classification and measurement (continued)

##### **Recognition and de-recognition**

NIBTT's financial assets and financial liabilities are recognised in the statement of financial position when it becomes party to the contractual obligation of the instrument. A financial asset is derecognised when the right to receive the cash flows from the asset has expired or where NIBTT has transferred all the risks and rewards of ownership of the asset. A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires. All "regular way" purchases and sales are recognised at settlement date.

On de-recognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received is recognised in the statement of comprehensive income. In addition, on de-recognition of an investment in a debt instrument classified as at fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the fair value reserve is reclassified to the statement of comprehensive income.

##### **Modification of financial assets**

If the terms of financial assets have been modified, NIBTT assesses whether or not the new terms are substantially different to the original terms. If the terms are substantially different, NIBTT derecognises the original financial assets and recognises a new financial asset at fair value. The date of modification is consequently considered to be the date of initial recognition for impairment purposes, including for the purpose of determining whether a significant increase in credit risk has occurred. NIBTT also assesses whether the new financial asset is deemed to be credit impaired at initial recognition. Differences in the carrying amount are also recognized in statement of comprehensive income as a gain or loss on derecognition.

If the terms are not substantially different, the modification of the terms do not result in derecognition and NIBTT recalculates the gross carrying amount based on the revised cash flows and recognises a modification gain or loss in the statement of comprehensive income. The new gross carrying amount is recalculated by discounting the modified cash flows at the original effective interest rate (or credit adjusted effective interest rate for purchased or originated credit impaired financial assets).

##### **Impairment of financial assets**

With respect to impairment of financial assets, NIBTT applied a simplified approach of recognizing expected credit loss (ECL) for contributions receivable. Cash and cash equivalents are short term funds placed with reputable financial institutions and the risk of default is considered to be low, therefore ECL was determined to be nil.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### f. Financial assets (continued)

##### Classification and measurement (continued)

The measurement of the ECL allowance for contributions receivable, measured at amortised cost, is an area that requires the use of models and significant assumptions about future economic conditions and credit behaviour (e.g. the likelihood of employer's defaulting and the resulting losses). A number of significant judgements are also required in applying the accounting requirements for measuring ECL, such as:

- » determining criteria for significant increase in credit risk;
- » choosing appropriate models and assumptions for the measurement of ECL;
- » establishing groups of similar employers for the purposes of measuring ECL;
- » determination of default for contributions receivable;
- » establishing the number and relative weightings of forward-looking scenarios for each type of employers and the associated ECL.

NIBTT reviewed and validates the models and inputs to the models to reduce any differences between ECL estimates and actual credit loss experience.

#### g. Mortgage advances

Mortgage advances are financial assets with fixed or determinable payments and are not quoted in an active market created by NIBTT providing money to a debtor other than those created with the intention of short-term profit sharing. Such assets are stated at amortised cost, net of any advances for credit losses using the effective interest method.

Mortgage advances are measured net of provisions for impairment. A mortgage advance is classified as impaired (non-performing) when there is objective evidence that NIBTT will not be able to collect all amounts due according to the original contractual terms of the loan. Objective evidence of impairment includes observable data that comes to the attention of NIBTT such as:

- » Significant financial difficulties of the borrower.
- » Actual delinquencies.
- » Adverse change in the payment status of a borrower.
- » Bankruptcy or reorganisation by the borrower.

If there is objective evidence that an impairment loss on mortgage advance has been incurred, the amount of the allowance for impairment is measured as the difference between the carrying amount and the recoverable amount, being the present value of expected future cash flows, including amounts recoverable from guarantees and collateral, discounted at the original effective interest rate of loans.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### g. Mortgage advances (continued)

The allowance which is made during the year, less amounts released, and recoveries of bad debts previously written off, is charged against the revenue and expenditure accounts. When a loan is deemed uncollectible, it is written off against the related allowance for losses.

NIBTT reviews its problem mortgage advances at each reporting date to assess whether an allowance for impairment should be recorded in the statement of comprehensive income. In

particular, judgement by management is required in the estimation of the amount and timing of future cash flows when determining the level of allowance required. Such estimates are based on assumptions about a number of factors and actual results may differ, resulting in future changes to the allowance.

In addition to specific allowances against individually significant mortgage advances, NIBTT also makes a collective impairment allowance where applicable, against exposures which, although not specifically identified as requiring a specific allowance, have a greater risk of default than when originally granted. This takes into consideration factors such as any deterioration in country risk, industry, and technological obsolescence, as well as identified structural weaknesses or deterioration in cash flows.

#### h. Investment properties

Investment properties are properties held by NIBTT to earn rental income or for capital appreciation or both. Property held for undetermined future use is regarded as investment properties, as such is held for capital appreciation.

Some properties comprise a portion that is held to earn rental income or for capital appreciation and another portion that is held for use in providing services or for administrative purposes. If these portions can be sold separately or leased out separately under a finance lease, NIBTT accounts for the portions separately as investment properties or property, plant and equipment (Note 4 i) respectively. If the portions cannot be sold

separately, the property is classified as investment property, only if an insignificant portion is held for use in providing services or for administrative purposes. Otherwise it is considered property, plant and equipment (Note 4 i).

Investment properties are initially measured at cost. After initial recognition, investment properties are measured at fair value based on valuations conducted by an independent professional valuator. Gains and losses arising from the change in fair value are included in the statement of comprehensive income.

The valuers have adopted standard valuation methods and assumed good title, vacant possession and no unduly restrictive covenants or onerous or unusual outgoings running with the land.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### i. Property, plant and equipment

Property held for future use as owner-occupied property, property held for future development and subsequent use as owner-occupied property, property occupied by employees and owner-occupied property awaiting disposal are deemed to be property, plant and equipment.

Property, plant and equipment are stated at historical cost less accumulated depreciation and impairment losses except for artwork and freehold properties which are stated at valuations conducted by independent professional valuers every 3 years. Freehold properties were professionally valued in June 2020 using the market approach (Note 5). Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, only when it is probable that future economic benefits associated with the item will flow to NIBTT and the cost of the item can be measured reliably.

All other repairs and maintenance are charged to the statement of comprehensive income during the financial year in which they are incurred.

If an asset's carrying value is increased as a result of a revaluation, the increase is credited directly to reserves under the heading revaluation reserve. If an asset's carrying value is decreased as a result of a revaluation, the decrease is debited directly to equity to the extent of any credit balance existing in the revaluation reserve in respect of that asset. Any decrease in excess of this amount is recognised in the statement of comprehensive income.

Additionally, for those assets that are revalued as at the statement of financial position date, the accumulated depreciation for the revalued assets are credited to the revaluation reserve. The accumulated depreciation for revalued assets is therefore brought to zero.

Depreciation is provided on a straight-line basis at varying rates sufficient to write-off the cost/market value respectively of the assets over their estimated useful lives. The rates used are as follows:

Freehold and leasehold properties	- 2% on buildings
Improvements to premises:	
Owned	- Equal annual instalments over a period of ten years
Leased	- Equal annual instalments over the period of the lease
Machinery, equipment, furniture and fittings:	- 7.5% - 25%
Artwork and motor vehicles	- 25%

Gains and losses on disposal of property, plant and equipment are determined by comparing proceeds with their carrying amount and are recognised in the statement of comprehensive income.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### j. Property being developed for sale

Property available for sale is carried at cost less provisions for impairment. The provision is estimated as the difference between the cost and the selling price of the units available for sale less the estimated cost to complete the units.

#### k. Provisions

Provisions for environmental restoration, restructuring costs and legal claims are recognised when: the NIBTT has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated. Restructuring provisions comprise lease termination penalties and employee termination payments. Provisions are not recognised for future operating losses. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small. Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense.

#### l. Basis of allocation

Contribution income and other income have been allocated to the various fund accounts on the basis set out in the Actuarial Review.

##### i. Contribution income

	2020	2019
Contribution income is allocated as follows:	%	%
Long-term benefits fund	89	89
Short-term benefits fund	6	6
Employment injury benefit fund	<u>5</u>	<u>5</u>
	<u>100</u>	<u>100</u>

##### ii. Other income

Other income comprising investment income less expenses, penalty income and pension asset income is allocated to the benefit funds in the ratio of their opening fund balances. Investment expenses comprise direct staff costs and overhead expenses of the investments department and other direct expenses including mortgage management fees and provisions for diminution in value of investments.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### i. Basis of allocation (continued)

##### iii. Fund ratios

Based on the recommendations of the eighth actuarial review and maintained in the ninth and tenth actuarial reviews, NIBTT implemented the following: short-term benefit fund and employment injury benefit fund balances will be maintained at 2.0 times and 10 times the respective benefits incurred during the current year, the remaining excess of income over expenditure is to be allocated to the long-term benefit fund.

These fund allocations are based solely on the ratios recommended by the independent actuary and do not represent NIBTT's liability to beneficiaries at 30 June 2020.

#### m. Employee benefits

##### i. Short-term

Employee benefits are all forms of consideration given by NIBTT in exchange for service rendered by its employees. These include current or short-term benefits such as salaries, bonuses, NIS contributions and annual leave. It also includes non-monetary benefits such as, medical care and loans; post-employment benefits such as pensions; and other long-term employee benefits such as termination benefits.

Employee benefits that are earned as a result of past or current service are recognised in the following manner: short-term employee benefits are recognised as a liability, net of payments made and charged as expense. Post-employment benefits are accounted for as described below.

##### ii. Post-employment

NIBTT contributes to a defined benefit staff pension plan which covers all qualifying employees. Members contribute 5% (2019: 5%) of their pensionable salaries to the plan, whilst NIBTT currently contributes 14% (2019: 14%). All permanent employees are eligible for membership and temporary employees under certain conditions.

The liability recognised in the statement of financial position in respect of defined benefit pension plan is the present value of the defined benefit obligation at the end of the reporting year less the fair value of plan assets. The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension obligation.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### m. Employee benefits (continued)

##### ii. Post-employment (continued)

In countries where there is no deep market in such bonds, the market rates on the government bonds are used. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to the statement of comprehensive income in the year in which it arise. Past-service costs are recognised immediately in income.

#### n. Determination of fair values

A number of NIBTT's accounting policies and disclosures require the determination of fair value, for both financial and non-financial assets and liabilities. Fair values have been determined for measurement and/or disclosure purposes based on the following methods.

When applicable, further information about the assumptions made in determining fair values is disclosed in the notes specific to that asset or liability.

##### i. Investment securities

Investment securities are measured at their fair values based on quoted market prices. Where the instrument is not actively traded or quoted on recognised exchanges, fair value is determined using discounted cash flow analysis recent arm's length transaction and other valuation techniques. Professional valuations are also used to value these securities. Where fair value cannot be reliably measured, it is determined by using internally developed models.

The NIBTT uses the following hierarchy for determining and disclosing the fair value of financial instruments by valuation techniques.

#### Level 1

Included in the Level 1 category are financial assets and liabilities that are measured in whole or in part by reference to published quotes in an active market. A financial instrument is regarded as quoted in an active market if quoted prices are readily and regularly available from an exchange, dealer, broker, industry group, pricing service or regulatory agency and those prices represent actual and regularly occurring market transactions on an arm's length basis.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### n. Determination of fair values (continued)

##### i. Investment securities (continued)

#### Level 2

Included in the Level 2 category are financial assets and liabilities that are measured using a valuation technique based on assumptions that are supported by prices from observable current market transactions and for which pricing is obtained via pricing services, but where fair values based on broker quotes, investments in private equity funds with fair values obtained via fund managers and assets that are valued based using its own models whereby the majority of assumptions are market observable.

#### Level 3

Included in the Level 3 category are financial assets and liabilities that are not quoted as there are no active markets to determine a price. These financial instruments are held at cost, being the fair value of the consideration paid for the acquisition of the investment, and are regularly assessed for impairment.

##### ii. Investment in subsidiary companies

An external, independent valuation company, having appropriate recognised professional qualifications and experience is used to value NIBTT's investment in subsidiary companies. In determining the value of subsidiary companies, three (3) valuation methods were considered. The three valuation approaches are income approach, market approach and asset (or cost) approach. The approach best suited to each subsidiary is used to value NIBTT investment in subsidiary companies at year end.

##### iii. Investment properties and property, plant and equipment at fair value

An external, independent valuation company, having appropriate recognised professional qualifications and recent experience in the location and category of property being valued, was used by NIBTT to value its investment property portfolio. The fair values are based on market values, being the estimated amount for which a property could be exchanged on the date of the valuation between a willing buyer and a willing seller in an arm's length transaction after proper marketing wherein the parties had each acted knowledgeably and willingly.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### n. Determination of fair values (continued)

##### iv. Other

The carrying amounts of financial assets and liabilities, included under other assets, cash and cash equivalents and other liabilities, approximate their fair values because of the short-term maturities on these instruments. The carrying values of fixed deposits are assumed to approximate fair value due to their term to maturity not exceeding one year.

#### o. Revenue recognition

##### i. Contribution

Contribution income is generally accounted for on the cash basis. An accrual is made at the statement of financial position date to take account of employers that have not settled amounts due up to the statement of financial position date. The amount due is estimated using the average of payments made for the past twelve months and applying the average contribution amount to the periods not paid by reference to the date last paid. An expected credit loss is recognised on contributions receivable.

##### ii. Interest income

Interest income is recognised using the effective interest method. Interest income is calculated by applying the effective interest rate to the gross carrying amount of financial assets, except for:

- » Purchased or originated credit-impaired financial assets, for which the original credit-adjusted effective interest rate is applied to the amortised cost of the financial asset.
- » Financial assets that are not purchased or originated credit-impaired but have subsequently become credit-impaired, for which interest revenue is calculated by applying the effective interest rate to their amortised cost i.e. net of the expected credit loss provision.

#### p. Benefits

Benefit expenditure is generally accounted for on a cash basis. Benefits paid in the final month of the year which relate to the following year are reflected as a prepayment at the statement of financial position date.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### q. Significant accounting estimates and judgements

The preparation of these special purpose financial statements requires management to make judgments, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities, at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in the future. These assumptions include the following and are further described within the respective notes:

- » Impairment losses on contributions receivable
- » Fair valuation of financial assets
- » Employee benefits

On 30 January 2020, the World Health Organization declared the outbreak, of a novel strain of coronavirus ("COVID-19"), to constitute a "Public Health Emergency of International Concern." This global outbreak has disrupted supply chains across a range of industries.

While the specific areas of estimate and judgement as noted above did not change, the impact of COVID-19 resulted in the application of further judgement within those identified areas. Given the dynamic and evolving nature of COVID-19, limited recent experience of the economic and financial impacts of such a pandemic, and the short duration between the declaration of the pandemic and the preparation of these special purpose financial statements, changes to the estimates and outcomes that have been applied in the measurement of the Board's assets and liabilities may arise in the future. Other than adjusting events that provide evidence of conditions that existed at the end of the reporting period, the impact of events that arise after the reporting period will be accounted for in future reporting periods.

#### r. Comparative information

The special purpose financial statements includes a reclassification of 2019 comparative information. Investment property of \$56.5m for the 2019 financial year was reclassified from the property, plant and equipment line item within the statement of financial position.

This reclassification was made to allow consistent presentation within the current year and had no impact on the previously reported total comprehensive income or total funds as at 30 June 2019 and for the year then ended.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 5. Property, plant and equipment

	Land freehold/ leasehold buildings \$'000	Machinery equipment furniture and fittings \$'000	Motor vehicles \$'000	Art \$'000	Total \$'000
<b>Year ended 30 June 2020</b>					
Cost/valuation at beginning of year	254,956	85,686	5,272	1,295	347,209
Purchases	146	1,968	240	–	2,354
Revaluation	(16,858)	–	–	–	(16,858)
Adjustments/transfers	<u>(2,227)</u>	<u>–</u>	<u>(1,501)</u>	<u>–</u>	<u>(3,728)</u>
At the end of year	<u>236,017</u>	<u>87,654</u>	<u>4,011</u>	<u>1,295</u>	<u>328,977</u>
Accumulated depreciation at beginning of year	16,993	62,927	3,662	185	83,767
Current year charge	7,550	4,474	532	96	12,652
Revaluation	–	–	–	–	–
Disposal/adjustments	<u>(108)</u>	<u>–</u>	<u>(1,516)</u>	<u>–</u>	<u>(1,624)</u>
At the end of year	<u>24,435</u>	<u>67,401</u>	<u>2,678</u>	<u>281</u>	<u>94,795</u>
Net book value	<u>211,582</u>	<u>20,253</u>	<u>1,333</u>	<u>1,014</u>	<u>234,182</u>
<b>Year ended 30 June 2019</b>					
Cost/valuation at beginning of year	513,307	84,272	3,473	1,295	602,347
Purchases	6,487	1,414	1,799	–	9,700
Transfer to investment properties	(56,544)	–	–	–	(56,544)
Revaluation/(disposal)	(208,460)	–	–	–	(208,460)
Adjustments/transfers	<u>166</u>	<u>–</u>	<u>–</u>	<u>–</u>	<u>166</u>
At the end of year	<u>254,956</u>	<u>85,686</u>	<u>5,272</u>	<u>1,295</u>	<u>347,209</u>
Accumulated depreciation at beginning of year	20,558	58,482	2,879	91	82,010
Current year charge	10,422	4,445	783	94	15,744
Revaluation	(14,044)	–	–	–	(14,044)
Disposal/adjustments	<u>57</u>	<u>–</u>	<u>–</u>	<u>–</u>	<u>57</u>
At the end of year	<u>16,993</u>	<u>62,927</u>	<u>3,662</u>	<u>185</u>	<u>83,767</u>
Net book value	<u>237,963</u>	<u>22,759</u>	<u>1,610</u>	<u>1,110</u>	<u>263,442</u>

Note:

Valuation of land and freehold and leasehold buildings has been expressed by way of open market values as determined by valuations conducted by independent professional valuers every 3 years.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 6. Investment properties

	<b>1 July 2019</b>	<b>Additions</b>	<b>Appreciation/ (depreciation) in fair value</b>	<b>Transfers</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Buildings	140,044	–	(20,442)	–	119,602
Land	<u>197,850</u>	<u>–</u>	<u>7,150</u>	<u>–</u>	<u>205,000</u>
	<u>337,894</u>	<u>–</u>	<u>(13,292)</u>	<u>–</u>	<u>324,602</u>
	<b>1 July 2018</b>	<b>Additions</b>	<b>Depreciation in fair value</b>	<b>Transfers</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Buildings	94,300	–	(10,800)	56,544	140,044
Land	<u>230,400</u>	<u>–</u>	<u>(32,550)</u>	<u>–</u>	<u>197,850</u>
	<u>324,700</u>	<u>–</u>	<u>(43,350)</u>	<u>56,544</u>	<u>337,894</u>

Rental income from investment properties during the year amounted to \$7.78 million (2019: \$7.78 million). Direct operating expenses incurred on investment properties during the year amounted to \$1.46 million (2019: \$5.9 million).

The valuation of the investment properties was conducted as at June 2020 by an independent professional valuator in accordance with the Royal Institute of Chartered Surveyors valuation – professional standards.

The Income Approach which considers a property's potential cash flow and analyses the present worth of the anticipated future benefits to the owner over an assumed holding period was the methodology used to value the buildings.

The market approach and residual technique were utilised for the valuation of land. The market approach measures the value of a property by comparing recent sales or offerings of similar or substitute property and related market data. The residual technique begins with an estimate of gross proceeds of sale that are expected from the sale of developed lots in the proposed sub-division. All costs (hard and soft) associated with the development of the proposed sub-division, together with an allowance for entrepreneurial profit are then deducted from the estimated gross proceeds of sale. Development costs obtained from engineers and entrepreneurial profit is based on discussions with developers. This technique was utilised in the valuation of the lands at Palmiste.

For all other properties where the market approach was adopted the value in the special purpose financial statements are based on its highest and best use.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 7. Investment in subsidiary companies

The investments in subsidiary companies comprise the following companies reported at fair value:

	2020 \$'000	2019 \$'000
NIPDEC	174,280	182,000
TTMF	566,610	566,610
HMB	<u>1,025,000</u>	<u>1,015,000</u>
	<u>1,765,890</u>	<u>1,763,610</u>

Movement in the carrying value of investments in subsidiaries is as follows:

2020	NIPDEC \$'000	TTMF \$'000	HMB \$'000	Total \$'000
Balance as at 30 June 2019	182,000	566,610	1,015,000	1,763,610
Market value adjustments	<u>(7,720)</u>	<u>—</u>	<u>10,000</u>	<u>2,280</u>
Balance as at 30 June 2020	<u>174,280</u>	<u>566,610</u>	<u>1,025,000</u>	<u>1,765,890</u>
2019	NIPDEC \$'000	TTMF \$'000	HMB \$'000	Total \$'000
Balance as at 30 June 2018	228,636	673,229	1,090,000	1,991,865
Market value adjustments	<u>(46,636)</u>	<u>(106,619)</u>	<u>(75,000)</u>	<u>(228,255)</u>
Balance as at 30 June 2019	<u>182,000</u>	<u>566,610</u>	<u>1,015,000</u>	<u>1,763,610</u>

The cost of investment in subsidiaries is as follows:

2020	NIPDEC \$'000	TTMF \$'000	HMB \$'000	Total \$'000
Balance as at 30 June 2019	25,000	7,200	496,404	528,604
Purchases	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
Balance as at 30 June 2020	<u>25,000</u>	<u>7,200</u>	<u>496,404</u>	<u>528,604</u>
2019	NIPDEC \$'000	TTMF \$'000	HMB \$'000	Total \$'000
Balance as at 30 June 2018	25,000	7,200	496,404	528,604
Purchases	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
Balance as at 30 June 2019	<u>25,000</u>	<u>7,200</u>	<u>496,404</u>	<u>528,604</u>



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 8. Investment securities

	2020 \$'000	2019 \$'000
Fair value through profit or loss:		
Bonds (8 i.)	8,818,362	8,974,082
Equities (8 ii.)	12,842,594	12,724,451
Mutual funds (8 iii)	569,233	688,218
Amortised cost:		
Treasury bills	250,000	335,594
Fixed deposits	<u>299,026</u>	<u>663,365</u>
	<u>22,779,215</u>	<u>23,385,710</u>

The analysis below shows the composition of the various investment categories. Local and corporate bonds earn interest at rates varying between to 1.95% and 12.25% (2019: 1.5% and 12.25%).

i. Bonds		
Foreign	526,804	735,396
Government	5,008,831	4,971,382
Corporate	<u>3,282,727</u>	<u>3,267,304</u>
	<u>8,818,362</u>	<u>8,974,082</u>
ii. Equities		
Quoted		
Foreign	3,872,529	3,846,481
Local	8,710,545	8,443,355
Unquoted	<u>259,520</u>	<u>434,615</u>
	<u>12,842,594</u>	<u>12,724,451</u>
iii. Mutual funds		
Quoted		
Foreign	68,516	67,754
Local	446,337	566,894
Unquoted	<u>54,380</u>	<u>53,570</u>
	<u>569,233</u>	<u>688,218</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 8. Investment securities (continued)

The following table shows an analysis of investment securities recorded at fair value by level of fair value hierarchy:

	Level 1	Level 2	Level 3	Total
30 June 2020	\$'000	\$'000	\$'000	\$'000
Bonds	1,756,403	7,061,959	–	8,818,362
Equities	12,583,238	257,706	1,650	12,842,594
Mutual funds	<u>514,853</u>	<u>–</u>	<u>54,380</u>	<u>569,233</u>
	<u>14,854,494</u>	<u>7,319,665</u>	<u>56,030</u>	<u>22,230,189</u>
30 June 2019	\$'000	\$'000	\$'000	\$'000
Bonds	687,289	8,286,793	–	8,974,082
Equities	12,289,836	432,965	1,650	12,724,451
Mutual funds	<u>634,648</u>	<u>–</u>	<u>53,570</u>	<u>688,218</u>
	<u>13,611,773</u>	<u>8,719,758</u>	<u>55,220</u>	<u>22,386,751</u>

The following table shows a reconciliation of all movement in the fair value of investment securities categorised within level 3 between the beginning and end of the reporting year:

	2020	2019
	\$'000	\$'000
Balance at the beginning of the year	55,220	659,562
Transfers/Repayments	–	(605,139)
Net unrealised gain	<u>810</u>	<u>797</u>
Balance at the end of the year	<u>56,030</u>	<u>55,220</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 9. Mortgage advances

Mortgage balances are stated net of specific allowance for non-performing advances as follows:

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Gross mortgage advances	52,762	50,596
Specific allowance for non-performing advances (ECL stage 3)	<u>(50,355)</u>	<u>(48,458)</u>
	<u>2,407</u>	<u>2,138</u>

The movement in the specific allowance for non-performing advances was as follows:

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Balance as at beginning of the year	48,458	49,236
Movement for the year	<u>1,897</u>	<u>(778)</u>
Balance as at end of the year	<u>50,355</u>	<u>48,458</u>

Mortgage advances earn interest at an average effective rate of 8.00% (2019: 8.00%).

### 10. Property being developed for sale

In 2004, the NIBTT commenced development of a residential gated community in D'Abadie, O'Meara known as Riverwoods comprising of single-family homes and townhouses. The development was successfully completed in 2017.

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
The carrying value of properties being developed for sale was arrived at as follows:		
Cost as at 1 July	12,649	16,030
Units sold	<u>(12,036)</u>	<u>(3,381)</u>
	<u>613</u>	<u>12,649</u>



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 11. Leases

Below are the carrying amounts of right-of-use assets and lease liabilities recognized and the movements during the year:

	Land and building \$'000	Office equipment \$'000	Total \$'000
<b>Right-of-use assets</b>			
Balance – beginning of year	–	–	–
Additions	15,106	4,545	19,651
Depreciation expense	<u>(5,131)</u>	<u>(702)</u>	<u>(5,833)</u>
Balance – end of year	<u>9,975</u>	<u>3,843</u>	<u>13,818</u>
<b>Leased liabilities</b>			
Balance – beginning of year	–	–	–
Additions	15,106	4,545	19,651
Accretion of interest	440	119	559
Principal payments	<u>(5,400)</u>	<u>(821)</u>	<u>(6,221)</u>
Balance – end of year	<u>10,146</u>	<u>3,843</u>	<u>13,989</u>
Current			6,109
Non-current			7,880

The following amounts are recognized in the statement of comprehensive income:

	2020 \$'000	2019 \$'000
Depreciation expense of right-of-use assets	5,833	–
Interest expense on lease liabilities	559	–
	<u>6,392</u>	<u>–</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 11. Leases (continued)

The lease liabilities as at 1 July 2019 can be reconciled to the operating lease commitments as at 30 June 2019, as follows:

Operating lease commitments as at 30 June 2019	21,236
Weighted average incremental borrowing rate as at 1 July 2019	<u>3.71%</u>
Discounted operating lease commitments as at 1 July 2019	19,651
Less: Commitments relating to short-term leases and leases of low-value assets	—
Add: Commitments relating to leases previously classified as finance leases	<u>—</u>
Lease liabilities as at 1 July 2019	<u>19,651</u>

### 12. Other assets

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Investment income receivable	89,061	86,617
Sundry debtors	63,036	56,572
Prepayments	370,806	376,088
Contributions receivable	<u>435,167</u>	<u>410,889</u>
	<u>958,070</u>	<u>930,166</u>
Contributions receivable		
Gross contributions receivable	494,727	447,292
Less: Expected credit losses	<u>(59,560)</u>	<u>(36,403)</u>
	<u>435,167</u>	<u>410,889</u>
The movement in the expected credit losses is as follows:		
Balance – beginning of year	36,403	—
Impact of adopting IFRS 9	—	35,760
Movement during the year	<u>23,157</u>	<u>643</u>
Balance – end of year	<u>59,560</u>	<u>36,403</u>
Claims receivable: Clico Investment Bank Limited (CIB)		
Gross amount	313,306	313,639
Provision for impairment	<u>(313,306)</u>	<u>(313,639)</u>
Carrying amount	<u>—</u>	<u>—</u>

Over the period September 2008 to January 2009, the NIBTT deposited sums of money with Clico Investment Bank Limited (CIB) as Investment Note Certificates (INC). In November 2009, legal action was initiated by the NIBTT due to breach on the part of CIB claiming the sums of US\$102,506,129 and TT\$46,493,563. On 27 September 2011, judgement was awarded in favour of the NIBTT in the sums of both claims with interest at the rate of 6% per annum from the dates of maturity of each deposit to the date of judgement.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 12. Other assets (continued)

On or about October 2011, CIB was placed in compulsory liquidation and Deposit Insurance Corporation (DIC) appointed Liquidator.

By letters dated 31 July 2017, the DIC acknowledged and admitted the NIBTT's claims up to date of appointment of the Liquidator (17 October 2011) as follows:

- » TT\$45,200,876 and TT\$6,577,051 principal and interest respectively; and
- » US\$99,652,121 and US\$14,943,218 principal and interest respectively.

DIC also advised that these amounts have been admitted by the Liquidator and are listed among the other unsecured creditors of Clico Investment Bank Limited – In Compulsory Liquidation for which settlement can take place only after the secured creditors have been settled. In light of this, the NIBTT has adopted a prudent approach and maintained the full provision on this debt established in 2013. The NIBTT remains committed to exhausting all efforts to recover this debt.

By letter dated 18 April, 2018 the DIC advised that, pursuant to the Order of the High Court (CV2010-01442) dated 25 January 2018, the Liquidator has been ordered to pay liability instruments:

- i. Interest at a rate of 6% per annum to those creditors previously entitled to a contractual rate of more than 6% per annum, and to maintain the original rate where that rate of interest was less than 6% per annum, up to the date of the Winding Up Order namely, 17 October 2011.

The Liquidator has also been ordered to:

- ii. Convert to Trinidad and Tobago Dollars all foreign currency instruments as at the date of the Winding Up Order namely, 17 October 2011 and to make any and all dividend distribution in Trinidad and Tobago Dollars.

As a direct result of the above on 1 May 2018 an amount of TT\$358,177,860 was received and a second payment on 14 May 2018 to the value of TT\$46,367,839 was also recovered totalling \$404,545,699.

Also in the year ended 30 June 2019, on 4 December 2018 an amount of TT\$18,568,106 was received and a second payment on 10 December 2018 to the value of TT\$2,403,730 was also recovered totalling \$20,971,836. Foreign exchange loss of \$333,000 was recorded as at 30 June 2020 (2019: \$809,000) in relation to the balance receivable.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 13. Post-employment benefit

The amounts recognised in the statement of financial position are as follows:

	2020 \$'000	2019 \$'000
Net asset in statement of financial position		
Present value of defined benefit obligation	1,098,789	979,692
Fair value of assets	(999,558)	(997,542)
<b>Net defined benefit (liability)/asset</b>	<u>99,231</u>	<u>(17,850)</u>
Movement in present value of defined benefit obligation		
Defined benefit obligation at start of year	979,692	967,372
Current service cost	29,581	24,410
Interest cost	52,758	52,023
Members' contributions	4,331	4,180
Re-measurements		
- Experience adjustments	50,488	(24,724)
- Actual losses from changes in demographic assumptions	23,393	–
Benefits paid	(41,454)	(43,569)
<b>Defined benefit obligation at end of year</b>	<u>1,098,789</u>	<u>979,692</u>

The defined benefit obligation is allocated between the Plan's members as follows:

	2020	2019
Active	47%	54%
Deferred members	1%	1%
Pensioners	52%	45%

The weighted average duration of the defined benefit obligation 16.5 years.

94% of the value of the benefits for active members is vested.

30% of the defined benefit obligation for active members is conditional on future salary increases.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 13. Post-employment benefit (continued)

	2020 \$'000	2019 \$'000
Movement in fair value of plan assets		
Fair value of plan assets at start of year	997,542	973,908
Interest income	54,187	52,814
Return on plan assets, excluding interest income	(27,176)	(1,494)
Board contributions	12,128	11,703
Members' contributions	4,331	4,180
Benefits paid	<u>(41,454)</u>	<u>(43,569)</u>
<b>Fair value of plan assets at end of year</b>	<b><u>999,558</u></b>	<b><u>997,542</u></b>
Actual return on plan assets	<u>27,011</u>	<u>51,320</u>
Asset allocation		
Regionally listed equities (prices quoted on regional exchanges)	262,608	242,019
Overseas equities (developed markets outside of CARICOM)	147,786	148,058
TT\$ Gov't and Gov't Guaranteed bonds (no quoted market prices)	478,166	488,366
TT\$ corporate bonds (no quoted market prices)	64,369	73,544
US\$ bonds (no quoted market prices)	22,154	21,942
Mortgages (no quoted market prices)	–	97
Local equity/income mutual fund	9,831	3,965
Cash and cash equivalents	<u>14,644</u>	<u>19,551</u>
<b>Fair value of plan assets at end of year</b>	<b><u>999,558</u></b>	<b><u>997,542</u></b>

All asset values as at 30 June 2020 were provided by the Plan's Investment Manager (First Citizens Asset Management Limited).

The majority of the Plan's government bonds were issued by the Government of Trinidad and Tobago, which also guarantees many of the corporate bonds held by the Plan.

	2020 \$'000	2019 \$'000
Expense recognised in profit or loss		
Current service cost	29,581	24,410
Board contributions	(12,128)	(11,703)
Net interest on net defined benefit liability	(1,429)	(791)
<b>Net pension cost</b>	<b>16,024</b>	<b>11,916</b>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 13. Post-employment benefit (continued)

	2020	2019
Re-measurements recognised in comprehensive income		
Experience gains	101,057	(23,230)
Effect of asset ceiling	—	—
<b>Total amount recognised in comprehensive income</b>	<u>101,057</u>	<u>(23,230)</u>
Reconciliation of opening and closing statement of financial position entries		
Opening defined benefit (asset)/liability	(17,850)	(6,536)
Net pension cost	28,152	23,619
Re-measurements recognised in comprehensive income	101,057	(23,230)
Board contributions paid	<u>(12,128)</u>	<u>(11,703)</u>
<b>Closing defined benefit liability/(asset)</b>	<u>99,231</u>	<u>(17,850)</u>
	<b>2020</b>	<b>2019</b>
Discount rate	5.5%	5.5%
General salary increases	4.0%	4.0%
Salary increases due to age, merit and promotion	1.0%	1.0%
Total individual salary increases	5.0%	5.0%
Future pension increases	3.0%	3.0%
Life expectancy at age 60 for current pensioner in years		
-Male	21.8	21.0
-Female	26.0	25.1
Life expectancy at age 60 for current members age 40 in years		
-Male	22.7	21.4
-Female	27.0	25.4
Sensitivity analysis	<b>1%pa lower</b>	<b>1%pa higher</b>
	<b>\$'000</b>	<b>\$'000</b>
Discount rate	196,510	(151,609)
Future salary increases	(39,498)	45,652
Future pension increases	(113,970)	138,697

An increase of 1 year in the assumed life expectancies shown above would increase the defined benefit obligation at 30 June 2020 by \$24.3 million (2019: \$23.7 million).

These sensitivities were calculated by re-calculating the defined benefit obligations using the revised assumptions.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 13. Post-employment benefit (continued)

#### *Funding*

NIBTT meets the balance of the cost of funding the defined benefit pension plan and must pay contributions at least equal to those paid by members, which are fixed. The funding requirements are based on regular (at least every 3 years) actuarial valuations of the plan and the assumptions used to determine the funding required may differ from those set out above. NIBTT expects to pay contributions of \$12.5 million to the pension plan during 2020/21. However, this amount could increase if outstanding pay negotiations are completed during the year.

### 14. Cash and cash equivalents

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Cash at bank (TT\$)	2,233,095	1,965,228
Cash at bank (US\$)	100,635	86,122
Money Market Fund (TT\$)	2,549	2,514
Money Market Fund (US\$)	<u>520,840</u>	<u>364,574</u>
	<u><b>2,857,119</b></u>	<u><b>2,418,438</b></u>

### 15. Benefits fund

The benefits fund comprise the following funds:

- » Long-term benefits fund which is held to cover retirement pensions, retirement grants, invalidity and survivors' benefits for qualifying persons.
- » Short-term benefits fund which is held to cover sickness and maternity benefits and funeral grants for qualifying persons.
- » Employment injury benefits fund which is held to cover employment injury benefits to eligible insured persons.

As described in Notes 2 and 4, the benefits fund balances do not represent NIBTT's liability to beneficiaries but instead reflects the allocation of the accumulated fund based on the application of certain ratios as advised by NIBTT's Actuary.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 16. Revaluation reserve

The revaluation reserve reflects gains or losses on revaluation of freehold properties.

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Opening balance for the year	<u>72,624</u>	<u>72,624</u>
Closing balance for the year	<u>72,624</u>	<u>72,624</u>

### 17. Other liabilities

	<b>\$'000</b>	<b>\$'000</b>
Sundry creditors and accruals	78,620	74,668
Provision for other payables	<u>14,806</u>	<u>15,704</u>
	<u>93,426</u>	<u>90,372</u>

### 18. Net realised investment income

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Interest income - local	416,372	410,827
Recovery of investment note certificates (CIB) (Note 12)	–	21,780
Dividend income - local	285,726	600,618
Rental income	7,787	7,783
Miscellaneous income	6,351	5,936
Income – mutual funds	9,295	16,850
Income – foreign equity	72,490	87,887
Income – foreign bonds	20,940	25,759
Gain on sale of foreign equities	32,650	84,627
Loss from foreign exchange	(10,819)	(4,179)
Gain on sale of mutual funds	<u>20,288</u>	<u>31,154</u>
Total realised investment income	861,080	1,289,042
Investment expense	<u>(30,584)</u>	<u>(34,826)</u>
Net realised investment income	<u>830,496</u>	<u>1,254,216</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 19. Net unrealised investment (loss)/income

	2020 \$'000	2019 \$'000
Local equity	92,469	816,976
Foreign equity	(102,800)	129,073
Mutual funds	(22,879)	(2,493)
Foreign bonds	9,661	23,724
Local bonds	(96,845)	9,625
	<u>(120,394)</u>	<u>976,905</u>

### 20. Staff salaries, allowances and benefits

Pension contributions (Note 13)	12,128	11,703
Salaries and other related expenses	126,613	116,559
Group health plan	2,193	2,144
National insurance contributions	7,557	7,119
Training	1,605	1,274
Travelling and subsistence	1,135	1,055
Other	371	391
	<u>151,602</u>	<u>140,245</u>

### 21. Other expenses

Janitorial	4,342	4,139
Advertising and publicity	1,780	1,699
Bank charges	1,827	1,774
Electricity	2,892	2,400
Insurance	1,988	2,598
Legal and professional	9,326	12,808
Printing stationery and office supplies	1,940	2,625
Rent	1,165	6,380
Repairs and maintenance – equipment	1,945	2,402
Repairs and maintenance – premises	4,737	5,119
Security	12,626	8,485
Pension administration	232	2,742
Telephone	5,140	1,609
Interest expense – leases (Note 11)	559	–
Other	6,577	7,200
	<u>57,076</u>	<u>61,980</u>



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 21. Other Expenses (continued)

As at 30 June 2020, administrative expenses amounted to 5.36% (2019: 4.67%) of contribution income and this did not exceed the limit established by NIBTT of 7.5%.

### 22. Contingent liabilities and capital commitments

#### i. Pending litigation and outstanding appeals

As at 30 June 2020, there were certain legal proceedings outstanding against NIBTT. No provision has been made as professional advice indicates that it is unlikely that any significant loss will arise.

#### ii. Industrial relations

A provision of \$60 million (2019: \$36 million) has been made in the accounts for wage negotiations up to June 2020 for bargaining units A & B staff.

### 23. Related party transactions and balances

Parties are considered to be related if one party has the ability to control the other party or exercise significant influence over the other party in making financial or operating decisions. These transactions were carried out on normal terms and conditions at market rates.

The following table provides the total amount of balances and transactions, which have been entered into with related parties for the relevant financial year.

#### i. Transactions with related parties

During the years ended 30 June 2020 and 2019, NIBTT carried out the following significant transactions with related parties during the course of normal operations:

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Net investments/(redemptions) in debt of subsidiary companies	(50,984)	27,000
	<u>36,196</u>	<u>275,948</u>
Interest received	<u>(14,788)</u>	<u>302,948</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 23. Related party transactions and balances (continued)

#### ii. Balances due to/from related parties

The amounts due to/from related companies comprise of the following:

Balance due to	<u>3,143</u>	<u>3,143</u>
Balance due from	<u>2,896</u>	<u>2,896</u>

#### iii. Transactions with key management personnel

In addition to their salaries, NIBTT also provides non-cash benefits to executive officers and contributions to a post-employment defined benefit plan on their behalf. The key management personnel compensations are as follows:

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Short-term employee benefits	4,870	4,880
Post-employment benefits	2,352	1,900
Balance due	7,222	6,780

### 24. Taxation

The Board was established under the laws of Trinidad and Tobago and is not subject to income, capital gains or other corporate taxes. The Board's operations do not subject it to taxation in any other jurisdictions, except for withholding taxes imposed by certain countries on investment income and capital gains for investments domiciled in those countries.

### 25. Financial risk management

The NIBTT's activities expose it to credit risk, liquidity risk and market risk. Its principal financial instruments comprise investment securities, mortgage advances, other assets and cash and cash equivalents.

#### *Credit risk*

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. NIBTT is mainly exposed to credit risk with respect to its investment securities (excluding equities), mortgage advances, other assets and cash and cash equivalents. Credit risk is the single largest risk for the Board due to the magnitude of the balances of these assets; management therefore carefully manages its exposure to credit risk. The executive management team therefore carefully manages its exposure to credit risk and reports to the Board of Directors regularly. The Board has established a credit quality review process involving regular analysis of the ability of borrowers and other counterparties to meet interest and capital repayment obligations.



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

#### *Credit risk (continued)*

The Board limits its exposure to credit risk by investing in liquid securities and with counterparties that have high credit quality. As a consequence, management's expectation of default is low. The Board limits its exposure with respect to its investment portfolio by investing only in securities issued by the Government of Trinidad and Tobago or institutions with high credit worthiness.

The Board has documented investment policies which facilitate the management of credit risk on investment securities and resale agreements. The Board's exposure and the credit ratings of its counterparties are continually monitored.

In respect to the mortgage portfolio, constant monitoring is also employed. The necessary contact with mortgagors is maintained to ensure that payments are received in a timely manner, where necessary mortgage re-scheduling is done, which considers the borrowers new financial position. In the event where recovery may seem doubtful, specific loss allowances are made.

Exposure to credit risk on receivables is managed through regular analysis of the ability of continuing customers and new customers to meet repayment obligations.

Cash and cash equivalents are held in financial institutions which management regards as strong and there is no significant concentration. The strength of these financial institutions is continually reviewed by the Mark to Market Committee.

The carrying amount of investment securities (excluding equities), mortgage advances, other assets and cash and cash equivalents represent the maximum credit exposure. The following table shows the maximum exposure to credit risk without taking account of any collateral or other credit enhancements:

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Bonds	8,818,362	8,974,082
Mutual funds	569,233	688,218
Treasury bills	250,000	335,594
Fixed deposits	299,026	663,365
Mortgage advances	2,407	2,138
Contributions receivable	435,167	410,889
Other assets	522,903	519,277
Cash and cash equivalents	<u>2,857,119</u>	<u>2,418,438</u>
<b>Total credit risk exposure</b>	<b><u>13,754,217</u></b>	<b><u>14,012,001</u></b>



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

Where financial instruments are recorded at fair value the amounts shown above represent the current credit risk exposure but not the maximum risk exposure that could arise in the future as a result of changes in values.

#### *Credit risk (continued)*

The maximum exposure to credit risk for investment securities (excluding equities), mortgage advances, other assets and cash and cash equivalents at the reporting date by location was:

	2020 \$'000	2019 \$'000
Trinidad and Tobago	12,081,047	12,873,256
North America	1,077,345	1,138,745
Europe	557,010	–
Other Caribbean	<u>38,815</u>	<u>–</u>
<b>Total geographic concentration</b>	<b><u>13,754,217</u></b>	<b><u>14,012,001</u></b>

The Board applied the IFRS 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all contribution receivables.

To measure the expected credit losses, contribution receivables have been grouped based on shared credit risk characteristics and the days past due. The expected loss rates are based on the payment profiles of contributions over a period of 36 months before 30 June 2020 and the corresponding historical credit losses experienced within this year. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of registered employers to settle the receivables. The Board has identified the GDP and the unemployment rate to be the most relevant factors, and accordingly adjusts the historical loss rates based on expected changes in these factors. The impact of COVID-19 on these factors resulted in the application of further judgement within those identified areas.

Contribution receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, the failure of a debtor to engage in a repayment plan with the Board, and a failure to make payments for a period of greater than 365 days past due. Impairment losses on contribution receivables are presented as net impairment losses within administrative expenditure. Subsequent recoveries of amounts previously written off are credited against the same line item.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

#### *Credit risk (continued)*

On that basis, the loss allowance as at 30 June 2020 and 30 June 2019 was determined as follows:

	<b>ECL rate</b>	<b>Gross contributions receivable</b>	<b>ECL allowance</b>	<b>Net contributions receivable</b>
<b>30 June 2020</b>	<b>%</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Current	0.98	380,783	3,724	377,059
More than 30 days	15.56	31,292	4,872	26,420
More than 60 days	39.05	23,892	9,336	14,556
More than 90 days	54.28	26,238	14,251	11,987
More than 180 days	72.10	18,445	13,300	5,145
More than 365 days	100.00	<u>14,077</u>	<u>14,077</u>	<u>—</u>
		<u>494,727</u>	<u>59,560</u>	<u>435,167</u>
<b>30 June 2019</b>	<b>%</b>	<b>Gross contributions receivable</b>	<b>ECL allowance</b>	<b>Net contributions receivable</b>
		<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Current	0.45	368,819	1,675	367,144
More than 30 days	8.83	18,291	1,614	16,677
More than 60 days	28.81	12,593	3,628	8,965
More than 90 days	43.51	23,123	10,065	13,058
More than 180 days	67.86	15,697	10,652	5,045
More than 365 days	100.00	<u>8,769</u>	<u>8,769</u>	<u>—</u>
		<u>447,292</u>	<u>36,403</u>	<u>410,889</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

#### *Liquidity risk*

Liquidity risk is the risk that the Board will encounter difficulty in meeting obligations associated with financial instruments when they fall due under normal and stress circumstances. To mitigate this risk the daily liquidity position for both operational and the payment of benefits is monitored to ensure that the bank accounts are adequately serviced. Transfers are done between bank accounts and the excess of contribution income over benefit payments are taken up and invested to earn above average interest rate margins through investing in high quality, high yielding assets with acceptable risk.

Parliament mandated that benefit payments be made from current monthly contributions as per the National Insurance Act.

The table below analyses the undiscounted cash flows of the Board's financial liabilities into relevant maturity groupings based on the remaining period at the statement of financial position date to the contractual maturity date.

<b>30 June 2020</b>	<b>Up to one year \$'000</b>	<b>One to five years \$'000</b>	<b>Over five years \$'000</b>	<b>Total \$'000</b>
<b>Financial assets</b>				
Lease liabilities	13,989	—	—	13,989
Other liabilities	<u>93,426</u>	<u>—</u>	<u>—</u>	<u>93,426</u>
	<u>107,415</u>	<u>—</u>	<u>—</u>	<u>107,415</u>
<b>30 June 2019</b>	<b>Up to one year \$'000</b>	<b>One to five years \$'000</b>	<b>Over five years \$'000</b>	<b>Total \$'000</b>
<b>Financial assets</b>				
Other liabilities	<u>90,372</u>	<u>—</u>	<u>—</u>	<u>90,372</u>
	<u>90,372</u>	<u>—</u>	<u>—</u>	<u>90,372</u>



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

#### Market risk – interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market interest rates. The Board is primarily exposed to interest rate risk with respect to its fixed rate debentures, government securities and bonds.

At the reporting date, the interest rate profile of the Board interest bearing financial instruments was:

Asset allocation - 2020	<1 mth \$'000	1-3 mths \$'000	3 mths- 1 yr \$'000	1yr-5 yrs \$'000	Over 5 yrs \$'000	Non- interest bearing \$'000	Total \$'000
Bonds	376	192,169	943,398	3,669,929	4,012,490	–	8,818,362
Treasury bills	–	70,000	180,000	–	–	–	250,000
Fixed deposits	–	75,000	224,026	–	–	–	299,026
Equities	–	–	–	–	–	12,842,594	12,842,594
Mutual funds	–	–	–	–	–	569,233	569,233
Other assets	–	–	–	–	–	958,070	958,070
Cash and cash equivalents	<u>2,030,846</u>	<u>523,389</u>	<u>–</u>	<u>–</u>	<u>–</u>	<u>302,884</u>	<u>2,857,119</u>
<b>Total</b>	<u>2,031,222</u>	<u>860,558</u>	<u>1,347,424</u>	<u>3,669,929</u>	<u>4,012,490</u>	<u>14,672,781</u>	<u>26,594,404</u>

Asset allocation - 2020	<1 mth \$'000	1-3 mths \$'000	3 mths- 1 yr \$'000	1yr-5 yrs \$'000	Over 5 yrs \$'000	Non- interest bearing \$'000	Total \$'000
Bonds	24,978	95,582	779,484	3,738,186	4,335,852	–	8,974,082
Treasury bills	–	134,662	200,932	–	–	–	335,594
Fixed deposits	–	180,000	483,365	–	–	–	663,365
Equities	–	–	–	–	–	12,724,451	12,724,451
Mutual funds	–	–	–	–	–	688,218	688,218
Other assets	–	–	–	–	–	930,166	930,166
Cash and cash equivalents	<u>1,734,074</u>	<u>367,089</u>	<u>–</u>	<u>–</u>	<u>–</u>	<u>317,275</u>	<u>2,418,438</u>
<b>Total</b>	<u>1,759,052</u>	<u>777,333</u>	<u>1,463,781</u>	<u>3,738,186</u>	<u>4,335,852</u>	<u>14,660,110</u>	<u>26,734,314</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

*Market risk – interest rate risk (continued)*

#### Fair value sensitivity analysis for variable rate instruments

A change of 100 basis points in interest rates at the year-end would have increase/(decrease) the total funds by the amounts shown below. This analysis assumes that all other variables, in particular foreign currency rates, remain constant. The analysis is performed on the same basis for 2020 and 2019.

	100bp increase \$'000	100bp decrease \$'000
<b>June 2020</b>	(383,280)	383,280
<b>June 2019</b>	(447,185)	447,185

*Market risk – currency risk*

Currency risk is the risk that the value of a financial instrument will fluctuate due to changes in foreign exchange rates. The Board's exposure to the effects of fluctuations in foreign currency exchange rates arises mainly from its financial assets. The Board has no financial liabilities denominated in currencies other than the reporting currency. The table below summaries the Board's exposure to currency risks:

As at 30 June 2020	TT \$'000	US \$'000	Total \$'000
<b>Assets</b>			
Cash and cash equivalents	2,235,644	621,475	2,857,119
Bonds	6,553,109	2,265,253	8,818,362
Equities	8,788,896	4,053,698	12,842,594
Mutual funds	500,717	68,516	569,233
Fixed deposits	299,026	–	299,026
Treasury bills	250,000	–	250,000
Right-of-use assets	13,960	–	13,960
Mortgage advances	2,407	–	2,407
Other assets	958,070	–	958,070
<b>Total financial assets</b>	<u>19,601,829</u>	<u>7,008,942</u>	<u>26,610,771</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

*Market risk – currency risk (continued)*

	TT \$'000	US \$'000	Total \$'000
<b>As at 30 June 2019</b>			
Assets			
Cash and cash equivalents	1,967,741	450,697	2,418,438
Bonds	6,904,378	2,069,704	8,974,082
Equities	8,557,870	4,166,581	12,724,451
Mutual funds	620,464	67,754	688,218
Fixed deposits	663,365	–	663,365
Treasury bills	–	335,594	335,594
Mortgage advances	2,138	–	2,138
Other assets	<u>930,166</u>	<u>–</u>	<u>930,166</u>
<b>Total financial assets</b>	<u>19,646,122</u>	<u>7,090,330</u>	<u>26,736,452</u>

The following significant exchange rates were applied during the year:

	Average mid rate		Reporting date spot rate	
	30 June 2020	30 June 2019	30 June 2020	30 June 2019
USD	6.7400	6.7464	6.7553	6.7617

*Sensitivity analysis*

A 1% strengthening/weakening of TTD against USD at year end would have decreased/increased the total funds by the amount shown below. This analysis assumes that all other variables, in particular interest rates, remain constant. The analysis is performed on the same basis for 2020 and 2019.

	2020 \$'000	2019 \$'000
TTD + / - 1%	70,089	70,903



## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

#### *Market risk – equity price risk*

Equity price risk is the risk that investments held in the portfolio will fluctuate due to changes in market price.

The Board invests in financial instruments that are traded on registered exchanges. These securities are susceptible to market price risk arising from uncertainties about future prices of the instruments. The Board has set investment objectives to reduce its market risk by setting limits to its exposure by geographical concentration and industry sector. Through ongoing daily control procedures, management closely monitors the exposure of the Board's investment portfolio to changes in market prices and is therefore able to mitigate the market risk resulting from fluctuations in underlying prices.

The table below summarises the Board's exposure to price risk by geographical concentrations:

	2020 \$'000	2019 \$'000
Trinidad and Tobago	9,020,535	8,936,209
North America	<u>3,822,059</u>	<u>3,788,242</u>
Total geographic concentration	<u>12,842,594</u>	<u>12,724,451</u>

### 26. Staff complement

The staff complement as at 30 June 2020 was 667 (2019: 676).

### 27. Subsequent events

There were no subsequent events noted by management up to the date of authorisation of the special purpose financial statements that require adjustment to or disclosure in these special purpose financial statements.

The COVID-19 pandemic has created unprecedented uncertainty of the economic environment, in particular on employment and contribution income, and the continued lack of market transactions which are ordinarily a strong source of evidence for valuations of investments. Actual economic events and conditions in the future may be materially different from those estimated by the Board at the reporting date. In the event the COVID-19 pandemic impacts are more severe or prolonged than anticipated, this may have further adverse impacts to contribution income and the fair value of the Board's investment in subsidiaries and properties. At the date of these special purpose financial statements, an estimate of the future effects of the COVID-19 pandemic on the Board's portfolio cannot be made, as the impact will depend on the magnitude and duration of the economic downturn, with the full range of possible effects unknown.



# Year in Review



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1. NIBTT/AMCHAM T&T National Youth Productivity Forum
2. 10 Days of Christmas Staff Function
3. Strategic Plan Rollout 2019 at SAPA
4. ILO/NIBTT Conference 2019
5. Independence 'Light it Up' Fireworks Event
6. Reception for ISSA/NIBTT Academy Workshop

# Notes





