# BUDGET 2024 & STRATEGIC PLAN

PENSION OFFICE

STRATEGIC PRIORITY 1
DIVERSIFY INVESTMENTS

As we strive to increase the return on investments for MRPS members, we will focus on balancing the risk and return and to increase the long-term investments which will yield higher returns. Our Statement of Investment Principles together with Strategic Asset Allocation will be reviewed and aligned to achieve this objective. We will also formulate rules and procedures to facilitate private placements and alternative investments.

The existing legal and regulatory framework will be assessed to explore every opportunity available in the market to diversify the investment portfolio. Our aim is to introduce new sectors and asset classes domestically with a robust due diligence process in place. In addition, we will formulate a Foreign Currency Accumulation Strategy to facilitate portfolio diversification and reduce exposure risks.

During diversification and while exploring new investment opportunities, we will define an appropriate risk appetite for MRPS assets in order to maintain the risk, return and portfolio optimization balance.

MVR
8.2M

9.90%
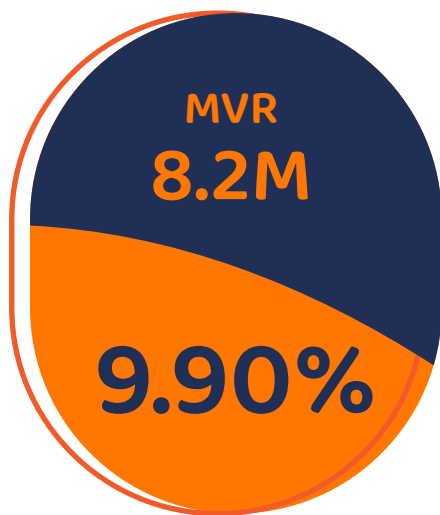
ENHANCE MEMBER BENEFITS AND SERVICES

Our foremost priority is to ensure adequate retirement benefits for the members. While preserving this priority, we will proactively work towards introducing additional and exclusive benefits to enrich member experience and participation.

In our strategic effort to improve the retirement outcome of members, we will invest in an office building to generate revenue and work towards reducing the administrative fees levied on members.

A nationwide effort will be initiated to increase coverage and strengthen compliance mechanisms. Our aim is to collaborate with members and stakeholders in establishing mutual partnerships working towards impacting the community in a socially responsible and sustainable manner.

To create awareness on financial literacy we plan to establish a resource centre as an avenue for financial education and creation of a financially literate society.

MVR
11.1M

13.53%
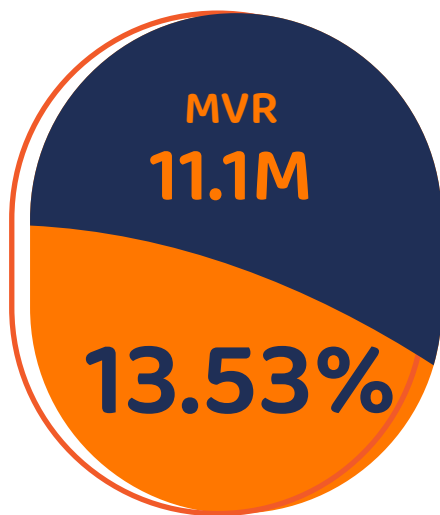
STRATEGIC PRIORITY 3
AWARENESS AND RESEARCH

To increase public confidence and awareness in MRPS, we will run a nationwide brand awareness campaign through various mediums.

We will focus on creating a research group that would produce papers and proposals on pension and social security to increase confidence in the system, and to facilitate data backed decision-making. Further, we will create an avenue through forums for researchers and industry experts to present their studies.

We will review the policies to address the gaps, facilitate adequate benefits and propose required reforms to strengthen the pension and social security system.

MVR
7.7M

9.31%
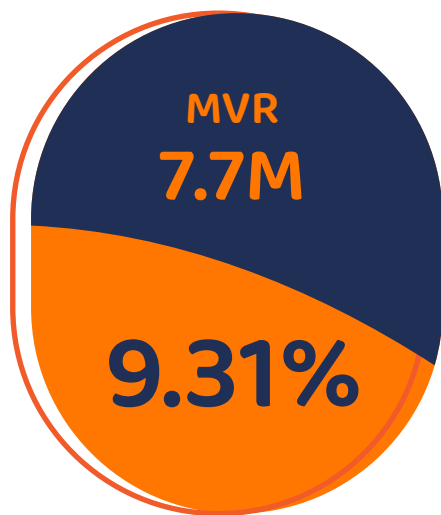
STRATEGIC PRIORITY 4
DIGITAL TRANSFORMATION

Through digital transformation, simple, efficient and reliable services will be developed to enhance the experience of members and employers. This will be achieved by reengineering existing processes and services to more manageable microservices that caters to current and future requirements.

Data warehousing will significantly improve the speed and efficiency of accessing and sharing different data sets to provide useful insight into the operations and stakeholders requirements.

The transformation will enable the development of infrastructure and skills required to leverage rapidly evolving technologies for competitive advantage in the digital economy.

MVR
10.6M

12.85%
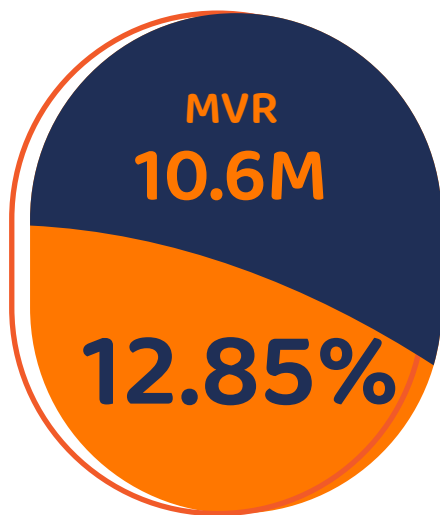
PEOPLE

People are the biggest asset of any organisation and we will work to create a high performing workforce that has the capability to adapt to the changing needs and trends. We will pave the way for our team to be upskilled through investing in tailored training and development opportunities.

As we focus on retaining talent, our focus is to implement human capital strategies that are oriented towards a culture of growth. We will continue to improve staff engagement and performance through recognition programs and by fostering a result oriented team culture.

MVR
16.2M

19.64%
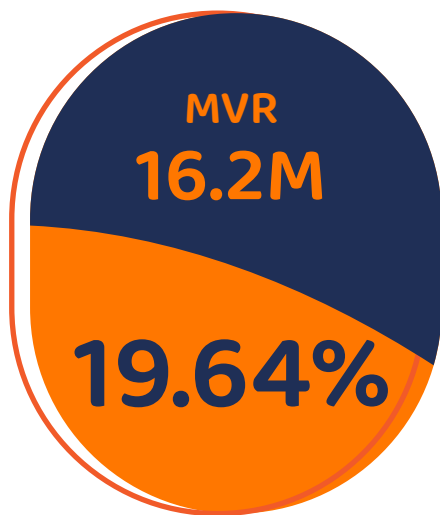
STRATEGIC ENABLER 2
GOVERNANCE

We will strengthen the governance and reporting mechanisms in place to implement a transparent and accountable system that focuses on identifying and mitigating risk. Innovative functional enhancements will be brought to the internal audit function as part of efficiently managing audit activities.

We will review the gaps in the existing Pension Act and seek input from stakeholders. In addition, we will propose amendments to the Pension Act and regulations to strengthen the legal framework and improve governance.
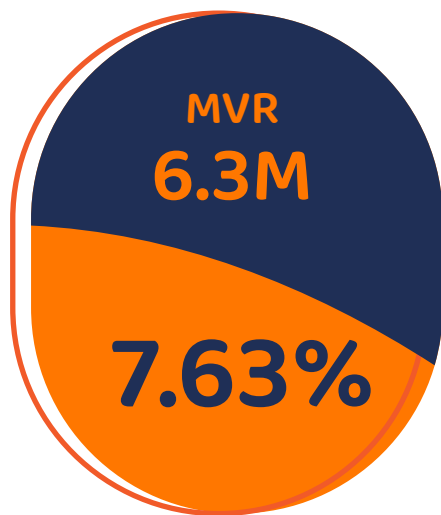
MVR
22.4M

27.14%
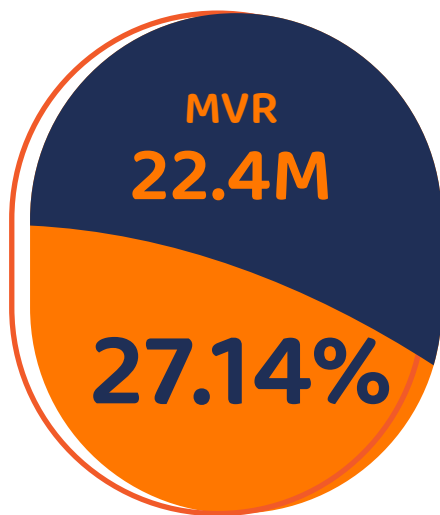
SYSTEMS

Our technology priority is to make processes and services modern, simple, efficient and secure, and provide services through an integrated system. We will embrace proven and emerging technologies to increase our digital capabilities and establish an open-minded culture to embed agile services and automation throughout the organisation.

We will adopt and upgrade our capabilities in serverless computing, artificial intelligence, everything-as-code methodology, and machine learning.

We will continuously challenge the status quo and experiment in the latest technologies to offer seamless round the clock services to add value to our members and stakeholders.

MVR
6.3M

7.63%

BUDGET SUMMARY 2024

STRATEGIC PRIORITIES & ENABLERS	EXPENDITURE FOCUS	AMOUNT (MVR, MILLION)
PRIORITY-1 Diversify Investments	- Increase Return on Investments - Strengthen Rules & Procedures for Investments - Strengthen Investment Risk Management - Establish a robust Due Diligence process - Explore new investment opportunities	8.2
PRIORITY-2 Enhance Member Benefits and Services	- Introduce additional and exclusive benefits to MRPS members - Increase pension coverage - Stregthen compliance and enforcement - Collabrate with members and stakeholders - Create awareness on financial literacy - Establish a Resource Centre for financial education	11.1
PRIORITY-3 Awareness and Research	- Conduct nationwide brand awareness on pension system - Initiate research on pension, social security, investments and the financial sector. - Conduct forums for researchers and industry experts - Strengthen pension and social security system	7.7
PRIORITY-4 Digital Transformation	- Reengineering the existing processes and services - Establish a data warehouse - Increase the efficiency of accessing and sharing data - Develop infrastructure and skills to leverage evolving technologies	10.6
ENABLER-1 People	- Invest in staff training and development - Focus on retaining talent - Improve staff engagement and performance	16.2
ENABLER-2 Governance	- Strengthen the governance and reporting mechanisms - Implement a transparent and accountable system focusing on risk mitigation - Enhancement of internal audit for efficiency management - Review the Pension Act to strengthen the legal framework and improve governance - Aquiring Custodian Service requirements on MRPS assets	22.4
ENABLER-3 Systems	- Make processes and services modern, simple, efficient and secure - Embrace proven, emerging and latest technologies - Adopt serverless computing, artificial intelligence, everything-as-code methodology	6.3
Total		**82.4**