

### Overview

- Motivation for hedging
- The initial proposal
- Clarification of objectives
- Impact evaluation
- Strategy refinement
- Execution

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Motivation for hedging

# Motivation for hedging

- Interest rate exposure on "GIR" business
- Unitised pensions with guaranteed minimum roll up of 3.5% per annum and ability to defer retirement (can retire between ages 50 and 75)
- £5 bn asset share, £0.6 bn cost of guarantee
- ICA impact 6% before diversification (assumes 50% of policyholders defer by 5 years)

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# Risk impact - Capital requirements - Stakeholder "burnthrough" - Repayment of subordinated loan - Stability of working capital

## Initial proposal

## The initial approach

- Portfolio of average rate floors derived "bottomup"
- Aim to match cost of guarantee cash flows on the GIR business based on the ICA retirement pattern and taking into account existing assets
- Series of scenarios provided to investment bank

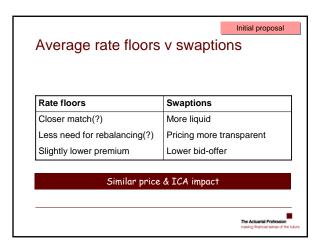
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### Initial proposal

## Average rate floors

- An average rate floor is an instrument that pays out if the average level of interest rates over a specified period is below the strike level
- Payoff is: Notional x max (0, S L)
  - S = strike
  - L = average LIBOR rate over the period
- Good match but concern over pricing transparency

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## Initial proposal

Initial strategies considered had ICA benefit of 8%

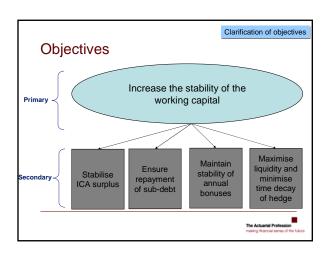
### Decisions made:

- Use swaptions rather than average rate floors
- Consider appropriate retirement assumptions further (eg prudent but less conservative than ICA)
- Redesign hedge around this

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Initial proposal

# Process to arrive at revised hedge Clarify hedging objectives Develop associated key metrics Test original hedge against these metrics Iterations



# Agreeing associated metrics Working capital in different scenarios instantaneous over time Range of retirement behaviours All at fund level Plus check secondary objectives

# Top down versus bottom up analysis Bottom-up Top-down Captures GIR liabilities more precisely, but Captures impact on whole fund Ties back to overall objectives uncertain, and asset shares in mix of investments Bottom-up useful in construction but evaluation focuses on top-down impact

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# Clarification of objectives Impact on projected working capital

	Retirement deferral		
Yield curve	Best-estimate	Increased	Dynamic
Unchanged throughout			
+ 100bps at t=0, then falls 40 bps pa y1-5			
- 100bps at t=0, then rises 40 bps pa y1-5			
Falls by 20 bps pa y1-5			
Falls by 40 bps pa y1-5			
Rises by 20 bps pa y1-5			

- Deterministic projection with stochastic realistic balance sheet calculation at the end of year 5
- To be calculated pre and post hedge

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Retirement deferral			
Yield curve	Best-estimate	Increased	Dvnamic
No hedge:			,
Unchanged throughout	0%	-6%	-12%
Yield curve parallel shift up + 100 bps	-2%	2%	-6%
Yield curve parallel shift down - 100 bps	1%	-19%	-22%
Yield curve parallel shift down - 200 bps	0%	-37%	-39%
Yield curve steepening of upward slope	0%	4%	-5%
Yield curve steepening of downward slope	-1%	-18%	-21%
Yield curve inflexion (1)	2%	-6%	-12%
Yield curve inflexion (2)	-1%	-6%	-12%
With hedge:			
Yield curve parallel shift up + 100 bps	/-7%	-2%	/-11%
Yield curve parallel shift down - 100 bps	11%	-9%	-12%
Yield curve parallel shift down - 200 bps	29%	-8%	-10%
Yield curve steepening of upward slope	-4%	0%	-9%
Yield curve steepening of downward slope	7%	-10%	-13%
Yield curve inflexion (1)	3%	-4%	-10%
Yield curve inflexion (2)	-2%	-7%	\-13%/

	Retirement deferral		
Yield curve	Best-estimate	Increased	Dynamic
No hedge:			
Unchanged throughout	0%	-8%	-12%
+ 100bps at t=0, then falls 40 bps pa y1-5	0%	-16%	-21%
- 100bps at t=0, then rises 40 bps pa y1-5	-4%	-7%	-10%
Falls by 20 bps pa y1-5	-4%	-27%	-27%
Falls by 40 bps pa y1-5	-11%	-52%	-48%
Rises by 20 bps pa y1-5	2%	4%	-3%
With hedge:			
Unchanged throughout	-4%	-12%	-16%
+ 100bps at t=0, then falls 40 bps pa y1-5	7%	-10%	-14%
- 100bps at t=0, then rises 40 bps pa y1-5	-12%	-16%	-18%
Falls by 20 bps pa y1-5	4%	-19%	-19%
Falls by 40 bps pa y1-5	17%	-23%	-20%
Rises by 20 bps pa y1-5	-7%	-5%	-12%

# Refining the strategy Focus on retirement pattern: Dynamic with 50% defer for 5 years Exclude 2007 and 2008 costs Include a volatility shock Improve matching subject to pricing considerations

Strategy refinement

# Revised results for hedge fitting

Yield curve	No hedge
Yield curve parallel shift up + 100 bps	2%
Yield curve parallel shift up + 200 bps	0%
Yield curve parallel shift down - 100 bps	-5%
Yield curve parallel shift down - 200 bps	-14%
Yield curve steepening of upward slope	4%
Yield curve steepening of downward slope	-5%
Yield curve inflexion (1)	1%
Yield curve inflexion (2)	-1%

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Strategy refinement

# Revised results for hedge fitting

Yield curve	Change WC
Unchanged throughout	0%
+ 100bps at t=0, then falls 40 bps pa y1-5	-5%
- 100bps at t=0, then rises 40 bps pa y1-5	-1%
Falls by 20 bps pa y1-5	-10%
Falls by 40 bps pa y1-5	-25%
Rises by 20 bps pa y1-5	5%

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Strategy refinement

# Performance of chosen hedge

Yield curve	No hedge	Hedge
Yield curve parallel shift up + 100 bps	2%	-1%
Yield curve parallel shift up + 200 bps	0%	-5%
Yield curve parallel shift down - 100 bps	-5%	2%
Yield curve parallel shift down - 200 bps	-14%	4%
Yield curve steepening of upward slope	4%	1%
Yield curve steepening of downward slope	-5%	0%
Yield curve inflexion (1)	1%	2%
Yield curve inflexion (2)	-1%	-2%

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Strategy refinement

# Performance of chosen hedge

Yield curve	No hedge	Hedge
Unchanged throughout	0%	-2%
+ 100bps at t=0, then falls 40 bps pa y1-5	-5%	0%
- 100bps at t=0, then rises 40 bps pa y1-5	-1%	-6%
Falls by 20 bps pa y1-5	-10%	-4%
Falls by 40 bps pa y1-5	-25%	-3%
Rises by 20 bps pa y1-5	5%	-1%

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Strategy refinement

# Rationale for chosen hedge

- Close to optimal plain vanilla swaption strategy in terms of instantaneous results and all over 5 year results acceptable (prepared to rebalance annually)
- Reluctant to introduce more "exotic" strategies to match path dependency /rate up exposure
- Satisfactory checks on subsidiary metrics

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# Execution Finalised ISDA and CSA with counterparty Finalised IMA charges with outsourced investment manager Potential market impact due to deal size => confidentiality important Single transaction rather than tranches Price negotiation over a few days

### Conclusions

- The Board were very hesitant about using derivatives
- The final solution was probably not perfect
- But it met Board's requirements
- Robust process was very valuable...
- ...but significant judgement was still required

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