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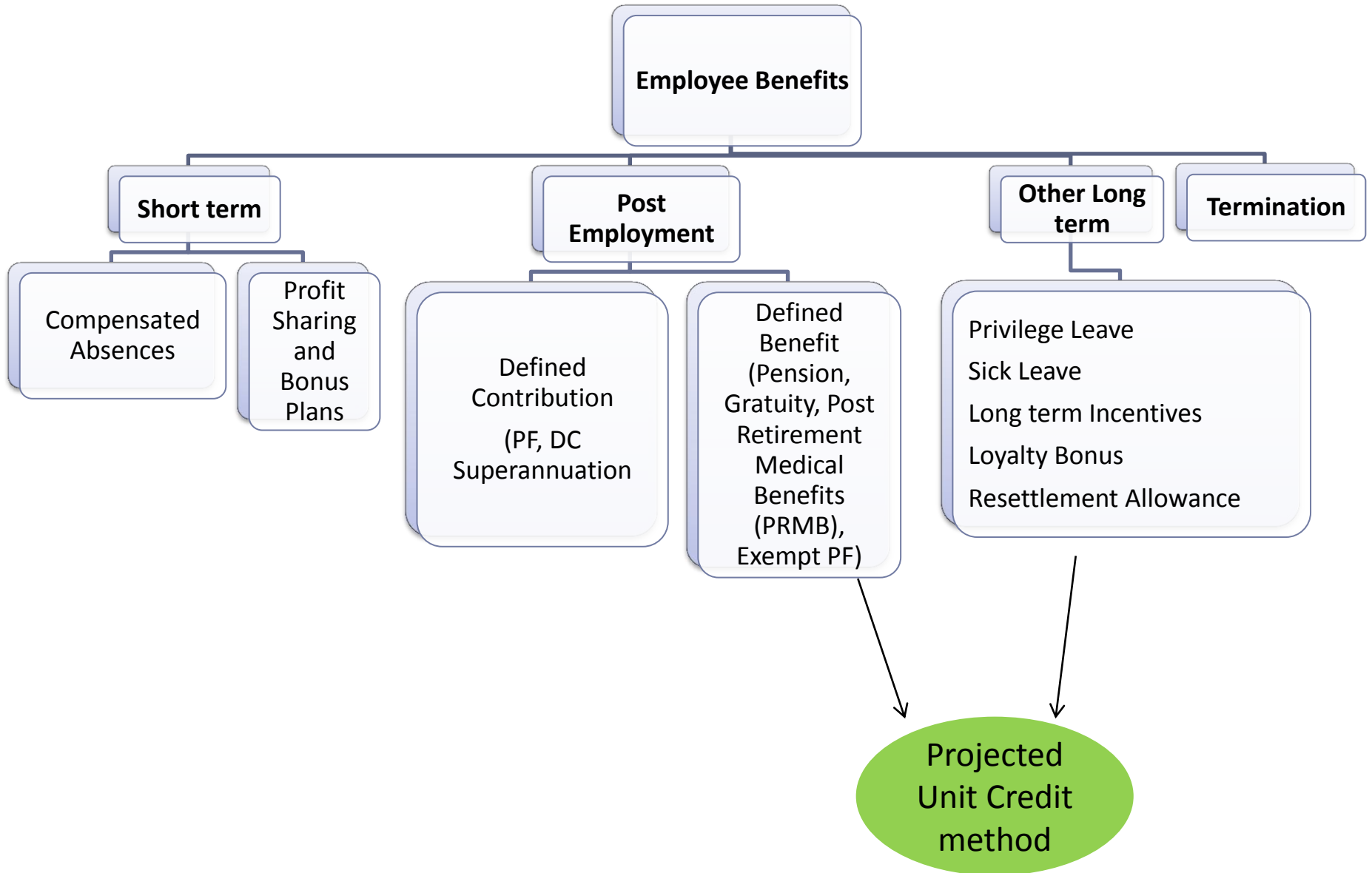
# **Post Employment Benefit and Other Long term Benefit Disclosures under Ind AS 19 and AS 15 (R)**

## Objective

To present exhaustive disclosures along with paragraph references of Indian Accounting Standards

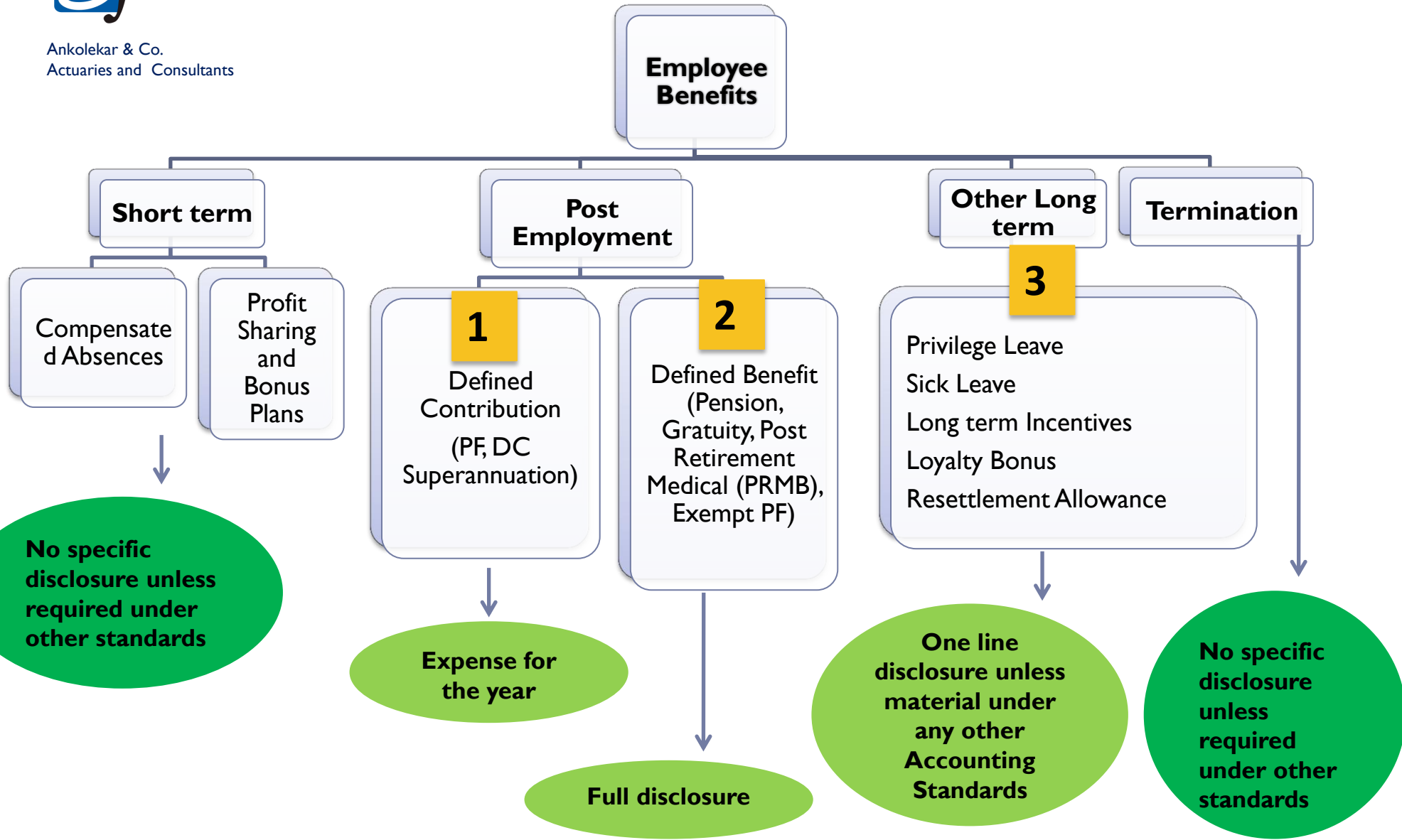


# Employee Benefits under ASI5 (R) and Ind AS 19





# Broad Disclosures Requirements



The following slides contain detailed list of disclosure and its paragraph references for **post employment** and **other long term benefit** under AS 15 (R) and Ind AS 19



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# 1. Disclosures under AS 15 (R) for Defined Contribution Plans

(Provident Fund, DC Superannuation)



# Defined Contribution Plans

Recognised as (Refer paragraph 45 (a) and (b) of AS 15 (R)):

- i. As a liability (accrued expense) after deducting any contribution already paid
- ii. As an expense

Disclosure :

- i. An enterprise should disclose the amount recognised as an expense for defined contribution plans [as per paragraph 47 of AS 15 (R)].
- ii. Where required by AS 18 Related Party Disclosures an enterprise discloses information about contributions to defined contribution plans for key management personnel [as per paragraph 48 of AS 15 (R)].



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## 2. Disclosures under AS 15 (R) for Defined Benefit Plans

(Pension, Gratuity, Post Retirement Medical, Exempt Provident Fund)



## AS 15 (R) disclosures

**Reports prepared as per AS-15 (R) should contain the following disclosures (wherever applicable)-**

- 1. Should disclose information that helps evaluate the nature of defined benefit plans and the financial effects of changes of those plans during the period(Paragraph 119).**
- 2. A general description of the type of plan should for part of the report:** this requires a general description of the type of plan, for example, flat salary pension plans from final salary pension plans, gratuity plans and from post-employment medical plans. The description of the plan should include informal practices that give rise to other obligations included in the measurement of the defined benefit obligation (Paragraph 120 (b) and 121).
- 3. The enterprise's accounting policy for recognising actuarial gains and losses (Paragraph 120 (a))**
- 4. Reconciliations of the present value of the defined benefit obligation and fair value of plan assets, and expense recognised in the profit and loss account are tabulated with paragraph reference in the following slides.**



## AS 15 (R) disclosures

**Reports prepared as per AS-15 (R) should contain the following disclosures (wherever applicable)-**

- 5. When an enterprise has more than one defined benefit plan, disclosures could be made in total, separately for each plan or in groupings which are considered to be the most useful. Grouping criteria could be-**
  - i. Geography or ii. Materially different risks.**  
(Paragraph 122)
- 6. Multi-employer plans:** there should be additional disclosures about multi-employer defined benefit plans (Paragraph 123).  
*Such plans are not common to the Indian employee benefit scene.*
- 7. Where required by AS 18 Related Party Disclosures, an enterprise should disclosure information regarding:**
  - i. Related party transactions and ii. Benefits on Key management personnel.**  
(Paragraph 124)
- 8. Disclose information on contingent liability if required by AS 29 (Paragraph 125).**





# AS 15 (R) disclosures

**Table I: Reconciliation of opening and closing balances of Defined Benefit Obligation (DBO): Paragraph 120 (c) of AS 15 (R)**

|   | Yr X     | Yr X - I | Reference              |
|---|----------|----------|------------------------|
| <b>Present Value of DBO at start of year</b>  | <b>X</b> | <b>X</b> |                        |
| Current Service Cost  | X        | X        | Paragraph 120 (c) i    |
| Interest Cost   | X        | X        | Paragraph 120 (c) ii   |
| Contribution by Plan Participants   | X        | X        | Paragraph 120 (c) iii  |
| Actuarial Loss/(Gain)   |          |          | Paragraph 120 (c) iv   |
| Foreign Currency Exchange Rate (on plans measured in a currency different from the enterprise's reporting currency) | X        | X        | Paragraph 120 (c) v    |
| Benefits Paid   | X        | X        | Paragraph 120 (c) vi   |
| Past Service Cost   | X        | X        | Paragraph 120 (c) vii  |
| Amalgamations (Transfers or acquisitions)   | X        | X        | Paragraph 120 (c) viii |
| Curtailment Cost  | X        | X        | Paragraph 120 (c) ix   |
| Settlement Cost   | X        | X        | Paragraph 120 (c) x    |
| <b>Present Value of DBO at end of year</b>  | <b>X</b> | <b>X</b> |                        |



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# AS 15 (R) disclosures ... contd.

**Table 2: Reconciliation of Fair Value of Plan Assets:** Paragraph 120 (e), (k) and (o) of AS 15 (R)

|   | Yr X     | Yr X - I | Reference              |
|---|----------|----------|------------------------|
| <b>Fair Value of Plan Assets at start of year (including any reimbursement right recognised as asset)</b>           | <b>X</b> | <b>X</b> |                        |
| Expected Return on Plan Assets  | X        | X        | Paragraph 120 (e) i    |
| Actuarial (Loss)/Gain   | X        | X        | Paragraph 120 (e) ii   |
| Foreign Currency Exchange Rate (on plans measured in a currency different from the enterprise's reporting currency) | X        | X        | Paragraph 120 (e) iii  |
| Contributions by Employer   | X        | X        | Paragraph 120 (e) iv   |
| Contribution by Plan Participants   | X        | X        | Paragraph 120 (e) v    |
| Benefits Paid   | X        | X        | Paragraph 120 (e) vi   |
| Amalgamations (Transfers or acquisitions)   | X        | X        | Paragraph 120 (e) vii  |
| Settlement Cost   | X        | X        | Paragraph 120 (e) viii |
| <b>Fair Value of Plan Assets at end of year (including any reimbursement right recognised as asset)</b>             | <b>X</b> | <b>X</b> |                        |
| <i>Actual Return on Plan Assets and reimbursement right if any</i>  | X        | X        | Paragraph 120 (k)      |
| <i>Estimated Employer Contributions for the next year</i>   | X        | X        | Paragraph 120 (o)      |



# AS 15 (R) disclosures ... contd.

**Table 3: Expenses recognised in the Profit and Loss Account: Paragraph 120 (g) of AS 15 (R)**

|  | Yr X     | Yr X - I | Reference                           |
|--|----------|----------|-------------------------------------|
| Current Service Cost   | X        | X        | Paragraph 120 (g) i                 |
| Interest Cost  | X        | X        | Paragraph 120 (g) ii                |
| Expected Return on Plan Assets   | X        | X        | Paragraph 120 (g) iii               |
| Expected Return on any Reimbursement right recognised as an asset in accordance with paragraph 103 | X        | X        | Paragraph 120 (g) iv                |
| Actuarial Loss/(Gain)  | X        | X        | Paragraph 120 (g) v                 |
| Past Service Cost  | X        | X        | Paragraph 120 (g) vi                |
| Effect of any Curtailment Or Settlement Cost   | X        | X        | Paragraph 120 (g) vii               |
| The effect of the limit in paragraph 59 (b) (Asset Ceiling)  | X        | X        | Paragraph 120 (g) viii              |
| Foreign Currency Exchange Rate   | X        | X        | Paragraph 120 (c) v and 120 (e) iii |
| <b>Employer Expense</b>  | <b>X</b> | <b>X</b> |                                     |



# AS 15 (R) disclosures ... contd.

**Table 4: Net Liability/ (Asset) recognised in the Balance Sheet: Paragraphs 55 and 120 (f) of AS 15 (R)**

|  | Yr X     | Yr X -1  | Reference  |
|--|----------|----------|--|
| Present Value of DBO   | X        | X        | Paragraph 55 (a)   |
| Fair Value of Plan Assets  | X        | X        | Paragraph 55 (c)   |
| Net Liability/ (Asset)   | X        | X        |  |
| Less: Unrecognised Past Service Cost                             | X        | X        | Paragraphs 55 (b) and 120 (f) i  |
| Effect of the limit in paragraph 59 (b) (Asset Ceiling)          | X        | X        | Paragraph 120 (f) ii   |
| The fair value of any reimbursement right recognised as an asset | X        | X        | Paragraph 120 (f) iii  |
| Other amounts recognised in the Balance Sheet                    | X        | X        | Paragraph 120 (f) iv   |
| <b>Liability/ (Asset) recognised in the Balance Sheet</b>        | <b>X</b> | <b>X</b> |  |
| <b>Of which, Short term provision</b>                            | X        | X        | <b>This should be viewed net of assets.</b><br>Read:<br>i. MCA Notification SO 447(E) dated 28 Feb 2011<br>ii. Income tax rules 3 and 91 |



# AS 15 (R) disclosures ... contd.

**Table 5: Percentage Break-down of Total Plan Assets:** Paragraph 120 (h) and (i) of AS 15 (R)

|   | Yr X        | Yr X - I    | Reference                 |
|---|-------------|-------------|---------------------------|
| Equity instruments                            | X%          | X%          | Paragraph 120 (h) and (i) |
| Debt instruments                              | X%          | X%          |                           |
| Real estate                                   | X%          | X%          |                           |
| Derivatives                                   | X%          | X%          |                           |
| Investment Funds with Insurance Company       | X%          | X%          |                           |
| <i>Of which, Unit Linked</i>                  | X%          | X%          |                           |
| <i>Of which, Traditional/ Non-Unit Linked</i> | X%          | X%          |                           |
| Asset-backed securities                       | X%          | X%          |                           |
| Structured debt                               | X%          | X%          |                           |
| Cash and cash equivalents                     | X%          | X%          |                           |
| <b>Total</b>                                  | <b>100%</b> | <b>100%</b> |                           |



# AS 15 (R) disclosures ... contd.

**Table 6: Actuarial Assumptions:** Paragraph 120 (l) of AS 15 (R)

| Actuarial Assumptions                                 | Yr X | Yr X -1 | Reference         |
|---|------|---------|-------------------|
| Salary Growth Rate                                    | X%   | X%      | Paragraph 120 (l) |
| Discount Rate   | X%   | X%      |                   |
| Withdrawal/ Attrition Rate                            | X%   | X%      |                   |
| Mortality Rate  | X    | X       |                   |
| Expected Rate of Return on Assets                     | X%   | X%      |                   |
| Expected Rate of Return on any reimbursement right    | X%   | X%      |                   |
| Expected average remaining working lives of employees | X    | X       |                   |
| Medical Rate Inflation (required for PRMB)            | X%   | X%      |                   |

Enterprise should also state in the report that:

- I. the actuarial assumptions to the effect that estimates of future salary increases, considered in actuarial valuation, take account of inflation, seniority, promotion and other relevant factors, such as supply and demand in the employment market. (Paragraph 120 (l)).
- II. a narrative description of the basis used to determine the overall expected rate of return on assets, including the effect of the major categories of plan assets (Paragraph 120 (j)).



# AS 15 (R) disclosures ... contd.

**Table 7: Sensitivity of Results to Medical Inflation Rate:** Paragraph 120 (m) of AS 15 (R).  
*This is required only under PRMB*

| Medical Inflation Rate | Current Service + Interest Cost |         | Present Value of Defined Benefit Obligation |         | Reference         |
|------------------------|---------------------------------|---------|---|---------|-------------------|
|                        | Yr X                            | Yr X -1 | Yr X  | Yr X -1 |                   |
| Effect of 1% increase  |                                 |         |   |         | Paragraph 120 (m) |
| Effect of 1% decrease  |                                 |         |   |         |                   |

**Table 8: Experience Adjustments:** Paragraph 120 (n) of AS 15 (revised 2005)

| Experience Adjustments   | Yr X | Yr X -1 | Yr X -2 | Yr X -3 | Yr X -4 | Reference                   |
|--|------|---------|---------|---------|---------|-----------------------------|
| Present Value of DBO   | X    | X       | X       | X       | X       | Paragraph 120 (n) of (i)    |
| Fair Value of Plan Assets                                      | X    | X       | X       | X       | X       |                             |
| <b>Funded Status [Surplus/ (Deficit)]</b>                      | X    | X       | X       | X       | X       |                             |
| <b>Experience Adjustment on Plan Liabilities: (Gain)/ Loss</b> | X    | X       | X       | X       | X       | Paragraph 120 (n) of (ii) A |
| <b>Experience Adjustment on Plan Assets: Gain/ (Loss)</b>      | X    | X       | X       | X       | X       | Paragraph 120 (n) of (ii) B |



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## **3. Other long term benefits as per AS 15 (R)**

(Privilege Leave, Sick Leave, Long term incentives, Loyalty bonus,  
Resettlement allowance)





# Other long term benefits

## **Recognition [as per paragraph 129 of AS 15 (R)]**

The amount recognised as a liability for other long-term employee benefits should be the net total of the following amounts:

- (a) the present value of the defined benefit obligation at the balance sheet date (see paragraph 65);
- (b) minus the fair value at the balance sheet date of plan assets (if any) out of which the obligations are to be settled directly (see paragraphs 100-102).

**Disclosure: No specific disclosure otherwise unless other ASs require** [as per paragraph 132 of AS 15 (R)]

Though the accounting standard doesn't entail a list of disclosures, the following should be part of the report: (as per Actuarial Practice Standard (APS) 27, issued by the Institute of Actuaries of India)

- i. Data summary,
- ii. Assumptions viz. Salary escalation rate, discount rate, attrition rate, mortality/ morbidity/ disability rates, etc.
- iii. Modelling methodology



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# Ind AS 19 Disclosures



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# 1. Disclosures under Ind AS19 for Defined Contribution Plans

(Provident Fund, DC Superannuation)



# Defined Contribution Plans

Recognition (refer paragraph 51 (a) and (b) of Ind AS 19):

- i. As a liability (accrued expense) after deducting any contribution already paid
- ii. As an expense

Disclosures:

- i. An enterprise should disclose the amount recognised as an expense for defined contribution plans [as per paragraph 53 of Ind AS 19.
- ii. Where required by Ind AS 24 an entity discloses information about contributions to defined contribution plans for key management personnel (as per paragraph 54 of Ind AS 19).



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## **2. Disclosures under Ind AS 19 for Defined Benefit Plans**

(Pension, Gratuity, Post Retirement Medical, Exempt Provident Fund)



# Ind AS 19 disclosures

**Report prepared as per Ind AS 19 should contain the following disclosures (wherever applicable) [paragraphs 135-152]**

- 1. The characteristics of its defined benefit plans and risks associated with them (Paragraphs 135 (a) and 139).**
  - i. Information about the characteristics of the defined benefit plan (paragraph 139 (a)).
  - ii. A description of the risks to which the plan exposes the entity, focused on any unusual, entity-specific or plan-specific risks, and of any significant concentrations of risk. [Paragraphs 139 (b)].
  - iii. Description of any plan amendments, curtailments and settlements. [Paragraph 139 (c)].
- 2. Explanation of the amounts in the financial statements (paragraphs 139 (b) and 140-144)**  
details of this is given in the following slides.
- 3. Amount, timing and uncertainty of future cash flows (paragraphs 139 (c) and 145-147)**  
details of this will appear in the following slides.
4. To meet the above objective, the entity shall consider the following -(Paragraph 136)
  - i. Level of detail necessary in disclosure requirement
  - ii. How much emphasis to place on each of the requirements
  - iii. How much aggregation or disaggregation to undertake
  - iv. Whether user of financial statements need additional information to evaluate the quantitative information disclosed.



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# Ind AS 19 disclosures

**Table 1: Reconciliation of opening and closing balances of Defined Benefit Obligation (DBO):**  
Paragraph 128, 140 (a) (ii) and 141 of Ind AS 19

| Reconciliation of Defined Benefit Obligation (DBO)               | Yr X     | Yr X - I | Reference   |
|--|----------|----------|---|
| Present value of DBO at start of the year                        | X        | X        | Paragraph 140 (a) (ii)  |
| Transfer In/ (Out)   | X        | X        |   |
| Service Cost   |          |          |   |
| a. Current Service Cost  | X        | X        | Paragraph 141 (a)   |
| b. Past Service Cost   | X        | X        | Paragraph 141 (d)   |
| c. Loss/(Gain) from Settlement/ Curtailment                      | X        | X        |   |
| Interest Cost  | X        | X        | Paragraph 141 (b)   |
| Benefits Paid  | (X)      | (X)      | Paragraph 141 (g)   |
| Payments made toward Settlement                                  | (X)      | (X)      |   |
| Re-measurements  |          |          |   |
| a. Actuarial Loss/(Gain) from changes in demographic assumptions | X        | X        | Paragraph 141 (c) (ii)  |
| b. Actuarial Loss/(Gain) from changes in financial assumptions   | X        | X        | Paragraph 141 (c) (iii)   |
| c. Actuarial Loss/(Gain) from experience over the past period    | X        | X        | Not explicitly mentioned in Paragraph 141 but forms part in 128 (a) |
| Effect of acquisition/ (divestiture)                             | X        | X        | Paragraph 141 (h)   |
| Changes in foreign exchange rates                                | X        | X        | Paragraph 141 (e)   |
| <b>Present value of DBO at end of the year</b>                   | <b>X</b> | <b>X</b> | Paragraph 140 (a) (ii)  |



# Ind AS 19 disclosures ... contd.

**Table 2: Reconciliation of Fair Value of Plan Assets:** Paragraph 140 (a) (i), 141 and 147 of Ind AS 19

| Reconciliation of Fair Value of Plan Assets   | Yr X     | Yr X -I  | Reference               |
|---|----------|----------|-------------------------|
| Fair Value of Plan Assets at start of the period  | X        | X        | Paragraph 140 (a) (i),  |
| Transfer In/(Out)   | X        | X        |                         |
| Contributions by Employer   | X        | X        | Paragraph 141 (f)       |
| Contributions by plan participants  | X        | X        |                         |
| Benefits Paid   | X        | X        | Paragraph 141 (g)       |
| Payments made toward Settlement   | X        | X        |                         |
| Interest Income on Plan Assets  | X        | X        | Paragraph 141 (b)       |
| Re-measurements   |          |          |                         |
| a. Actuarial (Loss)/Gain from changes in financial assumptions  | X        | X        | Paragraph 141 (c) (iii) |
| b. Return on plan assets excluding amount included in net interest on the net defined benefit liability/(asset) | X        | X        | Paragraph 141 (c) (i)   |
| c. Changes in the effect of limiting a net defined benefit asset to the asset ceiling                           | X        | X        | Paragraph 141 (c) (iv)  |
| Effect of acquisition/ (divestiture)  | X        | X        | Paragraph 141 (h)       |
| Changes in foreign exchange rates   | X        | X        | Paragraph 141 (e)       |
| <b>Fair Value of Plan Assets at end of the period</b>   | <b>X</b> | <b>X</b> | Paragraph 140 (a) (i),  |
| Expected Employer Contributions for the coming period   | X        | X        | Paragraph 147 (b)       |





# Ind AS 19 disclosures ... contd.

**Table 3: Reconciliation of reimbursement rights: Paragraph 140 (b), 141, 147(b) of Ind AS 19**

| <b>Reconciliation of reimbursement rights</b>   | <b>Yr X</b> | <b>Yr X - I</b> | <b>Reference</b>        |
|---|-------------|-----------------|-------------------------|
| Reimbursement asset at start of the period  | X           | X               | Paragraph 140 (b)       |
| Contributions by third party  | X           | X               | Paragraph 141 (f)       |
| Contributions by plan participants  | X           | X               |                         |
| Benefits Paid by third party  | X           | X               | Paragraph 141 (g)       |
| Payments made toward Settlement by third party  | X           | X               |                         |
| Interest Income on the asset  | X           | X               | Paragraph 141 (b)       |
| Re-measurements   |             |                 |                         |
| a. Actuarial (Loss)/Gain from changes in financial assumptions  | X           | X               | Paragraph 141 (c) (iii) |
| a. Return on plan assets excluding amount included in net interest on the net defined benefit liability/(asset) | X           | X               | Paragraph 141 (c) (i)   |
| a. Changes in the effect of limiting a net defined benefit asset to the asset ceiling                           | X           | X               | Paragraph 141 (c) (iv)  |
| Effect of acquisition/ (divestiture)  | X           | X               | Paragraph 141 (h)       |
| Changes in foreign exchange rates   | X           | X               | Paragraph 141 (e)       |
| <b>Reimbursement asset at end of the period</b>   | <b>X</b>    | <b>X</b>        | Paragraph 140 (b)       |
| Expected Contributions by third party for the coming period   | X           | X               | Paragraph 147 (b)       |



# Ind AS 19 disclosures ... contd.

**Table 4: Expenses recognised in the Profit and Loss Account:** Paragraphs 120 and 134 of Ind AS 19

| <b>Expenses recognised in the Profit and Loss Account</b> | <b>Yr X</b> | <b>Yr X-1</b> | <b>Reference</b>                                 |
|---|-------------|---------------|--|
| Service Cost  | X           | X             | Paragraph 120 (a) and Paragraph 134 of Ind AS 19 |
| a. Current Service Cost                                   | X           | X             |  |
| a. Past Service Cost                                      | X           | X             |  |
| a. Loss/(Gain) from Settlement/ Curtailment               | X           | X             |  |
| Net Interest on net defined benefit liability/ (asset)    | X           | X             | Paragraph 120 (b) and Paragraph 134 of Ind AS 19 |
| Employer Expenses   | X           | X             |  |



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# Ind AS 19 disclosures ... contd.

**Table 5: Net Liability/ (Asset) recognised in the Balance Sheet: Paragraph 63, 64 and 140 of Ind AS 19**

| <b>Net Liability/ (Asset) recognised in the Balance Sheet</b> | <b>Yr X</b> | <b>Yr X-1</b> | <b>Reference</b>  |
|---|-------------|---------------|---|
| Present Value of DBO  | X           | X             |   |
| Fair Value of Plan Assets (including any reimbursement right) | X           | X             |   |
| Net Liability/ (Asset)  | X           | X             | Paragraph 64 (a) & (b)  |
| Effect of the limit in paragraph 59 (b) (Asset Ceiling)       | X           | X             |   |
| Liability/ (Asset) recognised in the Balance Sheet            | X           | X             | Paragraph 63  |
| Funded Status [Surplus/(Deficit)]                             | X           | X             |   |
| Of which, Short term Liability                                | X           | X             | This should be viewed net of assets.<br>Read:<br>i. Paragraph 133<br>ii. MCA Notification SO 447(E) dated 28 Feb 2011<br>iii. Income tax rules 3 and 91 |
| Experience Adjustment on Plan Liabilities: (Gain)/Loss        | X           | X             |   |
| Experience Adjustment on Plan Assets: Gain/(Loss)             | X           | X             |   |



# Ind AS 19 disclosures ... contd.

**Table 6: Reconciliation of effect of asset ceiling: Paragraph 140 (a) (iii) of Ind AS 19**

| Reconciliation of effect of asset ceiling                                  | Yr X | Yr X -I | Reference               |
|--|------|---------|-------------------------|
| a. Opening balance of effect of limiting net assets to asset ceiling       | X    | X       | Paragraph 140 (a) (iii) |
| b. Excess of Net Asset   |      |         |                         |
| c. Present value of excess of Net Asset                                    | X    | X       |                         |
| d. Closing balance of effect of limiting net assets to asset ceiling (c-a) | X    | X       |                         |



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# Ind AS 19 disclosures ... contd.

**Table 7: Percentage Break-down of Total Plan Assets: Paragraph 142 of Ind AS 19**

| <b>Percentage Break-down of Total Plan Assets</b> | <b>Yr X</b> | <b>Yr X - I</b> | <b>Reference</b>  |
|---|-------------|-----------------|-------------------|
| Equity instruments                                | X           | X               | Paragraph 142 (b) |
| Debt instruments                                  | X           | X               | Paragraph 142 (c) |
| Real estate                                       | X           | X               | Paragraph 142 (d) |
| Derivatives                                       | X           | X               | Paragraph 142 (e) |
| Investment Funds with Insurance Company           | X           | X               | Paragraph 142 (f) |
| Of which, Unit Linked                             | X           | X               |                   |
| Of which, Traditional/ Non-Unit Linked            | X           | X               |                   |
| Asset-backed securities                           | X           | X               | Paragraph 142 (g) |
| Structured debt                                   | X           | X               | Paragraph 142 (h) |
| Cash and cash equivalents                         | X           | X               | Paragraph 142 (a) |
| <b>Total</b>                                      | <b>X</b>    | <b>X</b>        |                   |



# Ind AS 19 disclosures ... contd.

**Table 8: Actuarial Assumptions:** Paragraphs 76, 96 and 144 of Ind AS 19

| <b>Actuarial Assumptions</b>  | <b>Yr X</b> | <b>Yr X -1</b> | <b>Reference</b>       |
|---|-------------|----------------|------------------------|
| Salary Growth Rate  | X%          | X%             | Paragraph 76 (b) (ii)  |
| Discount Rate   | X%          | X%             | Paragraph 76 (b) (i)   |
| Withdrawal Rate   | X%          | X%             | Paragraph 76 (a) (ii)  |
| Disability Rate   | X%          | X%             |                        |
| Rate of early retirement  | X%          | X%             |                        |
| Mortality   | X           | X              | Paragraph 76 (a) (i)   |
| Proportion of plan members with dependants who will be eligible for benefits                          |             |                | Paragraph 76 (a) (iii) |
| Proportion of plan members who will select each form of payment option available under the plan terms |             |                | Paragraph 76 (a) (iv)  |
| Claim rates for medical plans   | X%          | X%             | Paragraph 76 (a) (v)   |
| Medical Cost Inflation Rate   | X%          | X%             | Paragraph 96           |
| Expected average remaining working life   | X           | X              |                        |



# Ind AS 19 disclosures ... contd.

**Table 9: Movement in Other Comprehensive Income: Paragraphs 127, 128 and 141 (c) of Ind AS 19**

| <b>Movement in Other Comprehensive Income</b>  | <b>Yr X</b> | <b>Yr X -1</b> | <b>Reference</b>                             |
|--|-------------|----------------|--|
| Balance at start of year (Loss)/ Gain  | X           | X              | Paragraph 141 (c)                            |
| Re-measurements on DBO   | X           | X              |  |
| a. Actuarial (Loss)/Gain from changes in demographic assumptions   | X           | X              | Paragraphs 128 (c) and 141 (c) (ii)          |
| a. Actuarial (Loss)/Gain from changes in financial assumptions   | X           | X              | Paragraphs 128 (c) and (d) and 141 (c) (iii) |
| a. Actuarial (Loss)/Gain from experience over the past period  | X           | X              | Paragraphs 128 (a) and 141 (c)               |
| Re-measurements on Plan Assets   | X           | X              |  |
| a. Actuarial (Loss)/Gain from changes in financial assumptions   | X           | X              | Paragraphs 127 (a) and 141 (c) (iii)         |
| a. Return on Plan assets, excluding amount included in net interest on the net defined benefit liability/(asset) | X           | X              | Paragraphs 127 (b) and 141 (c) (i)           |
| a. Changes in the effect of limiting a net defined benefit asset to the asset ceiling                            | X           | X              | Paragraphs 127 (c) and 141 (c) (iv)          |
| Balance at end of year (Loss)/ Gain  | X           | X              |  |



# Ind AS 19 disclosures ... contd.

**Table 10: Sensitivity Analysis:** Paragraphs 145 (a), (b) and (c) of Ind AS 19

| Sensitivity Analysis                                 | Increases 1% | Decreases 1% | Reference  |
|--|--------------|--------------|--|
| Salary Growth Rate                                   | X            | X            | Paragraphs 145 (a),<br>(b) and (c) of Ind AS<br>19 |
| Discount Rate  | X            | X            |  |
| Withdrawal Rate                                      | X            | X            |  |
|  | Increases    | Decreases    |  |
| Mortality (increase in expected lifetime by 1 year)  | X            | X            |  |
| Mortality (increase in expected lifetime by 3 years) | X            | X            |  |

**Table 11: Movement in Surplus/ (Deficit):** Paragraph 57

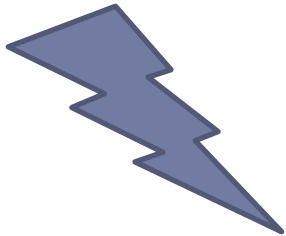
| Movement in Surplus/ (Deficit)           | Yr X     | Yr X -1  | Reference          |
|--|----------|----------|--------------------|
| Surplus/ (Deficit) at start of year      | X        | X        | Refer Paragraph 57 |
| Net Transfers (In)/Out                   | X        | X        |                    |
| Movement during the year                 | X        | X        |                    |
| Current Service Cost                     | X        | X        |                    |
| Past Service Cost                        | X        | X        |                    |
| Net Interest on net DBO                  | X        | X        |                    |
| Actuarial gain/ (loss)                   | X        | X        |                    |
| Employer Contributions/ Benefits paid    | X        | X        |                    |
| <b>Surplus/ (Deficit) at end of year</b> | <b>X</b> | <b>X</b> |                    |





# Disclosures under Ind AS 19 (Cash flows)

## Other disclosures: paragraphs 145-147 of Ind AS 19



### Sensitivity analyses

- For each significant actuarial assumption as shown in table 10
- Methods and assumptions used in preparing the sensitivity analyses and limitations
- Changes in method from previous periods and reasons for change



### Asset Liability matching

- Description of Asset Liability matching strategies
- Any tools used e.g. longevity swaps, annuities



### Indication of the impact of DB plan on future cash flows

- Description of funding arrangements and funding policy
- Expected contribution in the next period
- Maturity profile information e.g. weighted average duration.



# Disclosures under Ind AS 19

## **Additional disclosures**

***Report prepared as per Ind AS 19 should contain the following disclosures (only if applicable)***

1. If the disclosures provided in accordance with the requirements in this Standard and other Ind ASs are insufficient to meet the objectives in paragraph 135, an entity shall disclose additional information necessary to meet those objectives.  
For example: an entity may present an analysis of the obligation that distinguishes by i.) nature, ii.) characteristics and iii.) risks of the obligation (Paragraph 137)
2. An entity shall assess whether all or some disclosures should be disaggregated to distinguish plans or groups of plans with materially different risks. This could be based on geographical locations, funding arrangements, etc.) (Paragraph 138)
3. Own Financial instruments: An entity shall disclose the fair value of the entity's own transferable financial instruments held as plan assets, and the fair value of plan assets that are property occupied by, or other assets used by, the entity (Paragraph 143)



# Disclosures under Ind AS 19

## **Additional disclosures**

***Report prepared as per Ind AS 19 should contain the following disclosures (only if applicable)***

4. Multi-employer plans are not common under the Indian employee benefit scene. Disclosures for this are part of paragraph 148
5. Defined benefit plans that share risks between entities under common control are not prevalent in the Indian scenario. Additional disclosures on this are part paragraphs 149 and 150
6. If required by Ind AS 24, An enterprise should disclosure information regarding:
  - i. Related party transactions and ii. Benefits on Key management personnel (Paragraph 151)
7. Disclose information on contingent liability if required by Ind AS 37 (Paragraph 152).



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## 3. Other long term benefits as per Ind AS 19

(Privilege Leave, Sick Leave, Long term incentives, Loyalty bonus,  
Resettlement allowance)



## Other long term benefits

**Recognition and measurement** :[as per paragraph 155 -157of Ind AS 19]. This is similar to the post-employment defined benefit plans.

**Disclosure** : **No specific disclosure otherwise unless other Ind ASs require** [as per paragraph 158 of Ind AS 19].

**Though the accounting standard does not entail a list of disclosures, the following should be part of the report:**

(as per APS 27, issued by the Institute of Actuaries of India)

- i. Data summary
- ii. Assumptions viz. Salary escalation rate, discount rate, attrition rate, mortality/ morbidity/ disability rates, etc.
- iii. Modeling methodology.



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