



2026–2028 STRATEGIC PLAN – HIGHLIGHTS



The Board of Trustees met in early 2026 to develop a new 3-year strategic plan for the NSPS Long Term Disability Trust Fund.

The Trustees’ focus was to develop a few key strategic priorities that aligned with our Mission Statement:

- **To provide long-term disability benefits and support members through recovery and return to work, in a sustainable and affordable way**

and were guided by the Trust Fund’s Values:

OUR VALUES



Members First



Open and Accountable



Sustainability



Collaboration



Fairness

STRATEGIC PRIORITY	SUCCESS IN 3 YEARS LOOKS LIKE...
 <p>1. Sustaining the Trust Fund’s Financial Strength</p>	<ul style="list-style-type: none"> • A strong funded ratio relative to our target (currently 125%) • Investment performance is optimized and aligned with overall funding objectives
 <p>2. Improving Claims Outcomes</p>	<ul style="list-style-type: none"> • Claim durations and costs have been reduced • Stronger coordination with Short-Term Illness (STI) programs
 <p>3. Strengthening Mental Health Supports</p>	<ul style="list-style-type: none"> • Clear approach to supporting mental health claims is established • New resources for members are implemented
 <p>4. Building a Stronger Risk Framework</p>	<ul style="list-style-type: none"> • Formal risk management framework is in place • Risks actively managed on an ongoing basis



This Strategic Plan sets a clear direction for the next three years, focused on strengthening outcomes for members and maintaining a sustainable, well-managed Trust Fund.



In support of the Board’s commitment to transparency and accountability, progress on these priorities will be included in each Annual Report going forward.