

PENSION FUND COMMITTEE – 3 MARCH 2023

RISK REGISTER

Report by the Director of Finance

RECOMMENDATION

1. **The Committee is RECOMMENDED to note the latest risk register and agree that the risk register covers all key risks to the achievement of their statutory responsibilities, and that the mitigation plans, where required, are appropriate.**

Introduction

2. Previously, the Committee has agreed that the risk register should form a standard item for each quarterly meeting. A copy of the report also goes to each meeting of the Pension Board for their review. Any comments from the Pension Board are included in their report to this meeting.
3. The risk register sets out the current risk scores in terms of impact and likelihood, and a target level of risk and a mitigation action plan to address those risks that are currently not at their target score. This report sets out any progress on the mitigation actions agreed for those risks not yet at target and identifies any changes to the risks which have arisen since the register was last reviewed.
4. A number of the mitigation plans are directly linked to the key service priorities identified in the Annual Business Plan. This report should therefore be considered in conjunction with the business plan report elsewhere on this agenda.

Comments from the Pension Board

5. At their meeting on 20 January 2023, the Pension Board considered the latest risk register and there were no comments to feedback.

Latest Position on Existing Risks/New Risks

6. Risk 15 is in relation to Fund officers having sufficient skills and knowledge to carry out their roles effectively. Unfortunately, the Fund are still struggling to ensure that posts are adequately graded and are consistent with other LGPS funds. The consequence of this is that it is negatively affecting the recruitment and retention of good staff. The Fund are working closely with HR, but are constrained by local authority practices. This problem is an industry-wide issue, which will require a particular focus, due to Central Governments requirement

for Funds to produce a Workforce Strategy as part of the 'Good Governance' Project, sometime during 2023. The risk rating remains a high-risk Red 12.

7. Five other risks on the current risk register remain at Amber. Two of the Amber risks relate to the skills and knowledge of the Pension Fund Committee and the Local Pension Board. Both the Committee and Board members have completed the National Knowledge Assessment and the results were presented to the last meeting of this Committee meeting, which noted that the Oxfordshire Fund combined score ranked first amongst the Fund's which completed the Assessment. Elsewhere on today's agenda the new training plan is presented which seeks to address the key gaps in the skills and knowledge of the Committee and Board members.
8. Actions are set out in the risk register for the other three risks which are still assessed as Amber, namely:
 - a. Risk 16 – Key System Failure.
 - b. Risk 17 – Breach of Data Security.
 - c. Risk 21 - Insufficient Resource and/or Data to comply with consequences of McCloud Judgement
9. A new column has been added to the risk register to clearly identify which scheme the risk relates to, i.e., LGPS or the Fire Service Pension Scheme.
10. There has been very little change to the risk register this quarter.

Lorna Baxter
Director of Finance

Contact Officer: Mukhtar Master
Tel: 07732 826419

February 2023