

PENSION FUND COMMITTEE – 7 MARCH 2025

RISK REGISTER

Report by the Executive Director of Resources & Section 151 Officer

RECOMMENDATION

1. The Committee is **RECOMMENDED** to note the latest risk register and accept 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. 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. The risk register can be found at **APPENDIX 1**. 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.

Comments from the Pension Board

3. The Local Pension Board did review and consider the risk register at its last meeting on the 24 January, however there were no comments for consideration.

Latest Position on Existing Risks/New Risks

New Emerging Risks

4. Having carried out a holistic review of all the current risks – it was determined that there are no new known emerging risks to assess and mitigate. However, fund officers recognise that there are various central government initiatives which have been initiated or are currently on-going. These may potentially result in emerging risks that the fund has to consider. These initiatives include:
 - i) The 'fit for the future' Consultation;
 - ii) Local Government devolution and reorganisation;
 - iii) New Fair Deal.

The fund is closely monitoring each of these initiatives to ensure that any potential risks to the fund are quickly identified, such that mitigating actions can be agreed and actioned swiftly. Any such risks would be presented to Committee/Board on the risk register.

Increasing Risk

5. Risk 12 – ‘Insufficient resources from Committee to deliver responsibilities’ – has increased from a green rating to an amber rating. Increasing workload as a result of the OCC Transformation project which is underway. This is likely to increase the numbers of pension estimates that are requested. Additionally, the requirements for the national Pensions Dashboard and McCloud are likely to increase workloads for the fund.

Reducing Risk

6. None of the risks on the risk register were deemed as decreasing in their respective risk rating.

Risks removed from the Risk Register

7. None of the risks were removed from the Risk Register.

Same Risk Rating

8. Risk 14 – ‘Insufficient Skills and Knowledge amongst Board Members’ – this has remained at an amber rating. The Board results from the National Knowledge Assessment 2024, warrants the risk remaining at an amber rating. The training plan for 2025/26 will seek to address the training requirements for the Board.
9. Risk 15 – ‘Insufficient Skills and Knowledge amongst officers’ – the team continues to experience challenges in recruiting to lower-level management posts. As such, this risk has been assessed as remaining at an amber rating.
10. Risk 21 – ‘Insufficient Resource and/or Data to comply with consequences of McCloud Judgement & Sergeant’ – work on the project continues in earnest, and there has been some good progress. However, there is still work outstanding related to data uploads. There is a plan in place to ensure that all aspects of this project are completed effectively and in a timely manner. As such, this risk has been assessed as remaining at an amber rating at present.
11. Risk 24 – ‘Impact of a potential turnover of Pension Fund Committee members as a result of the election’ – the next elections are due in May 2025. Hence, this is an active risk and as such remains at an amber rating.

12. All other risks have been assessed as remaining the same as last quarter and are at the target risk rating.
13. The Pension Fund Committee are asked to note the Risk Register.

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