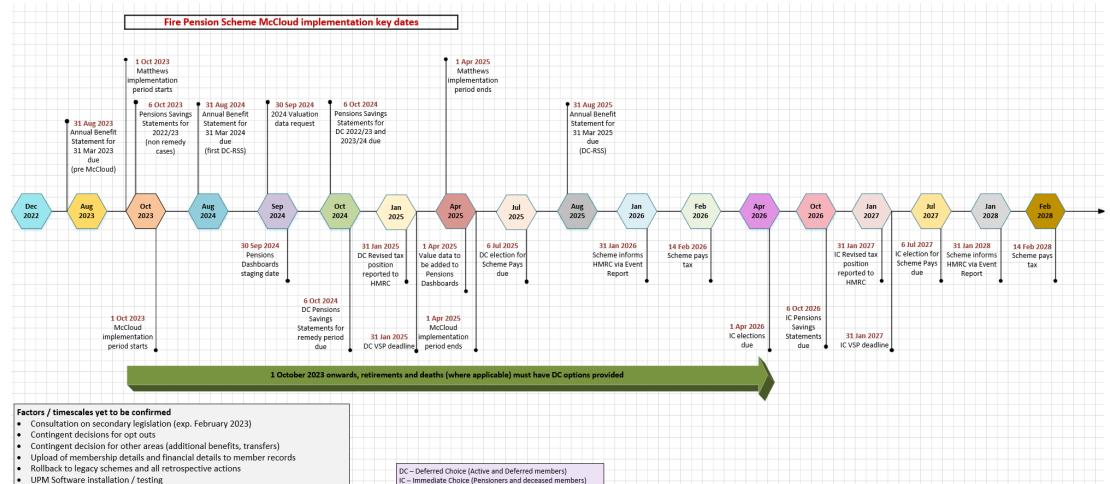
		Negligible					
		5 8	Minor	Moderate	Major	Catastrophic	
		1	2	3	4	5	
Rare	1	1	2	4	5		
Unlikely	2	2	4	6	8	10	
Possible	3	3	6	9	12	15	
Likely	4	4	8	12	16	20	
Almost certain	5	5	10	15	20	25	
	Jnlikely Possible Likely	Julikely 2 Possible 3 Likely 4	Unlikely 2 2 Possible 3 3 Likely 4 4	Unlikely 2 2 4 Possible 3 3 6 Likely 4 4 8	Unlikely 2 2 4 6 Possible 3 3 6 9 Likely 4 4 8 12	Unlikely 2 2 4 6 8 Possible 3 3 6 9 12 Likely 4 4 8 12 16	

Risk Register for Fire Pensions

Risk number	Date identified	Risk area	Risk description	Likelihood	Impact	Risk score	Control measure / mitigation	Likelihood after mitigation	Impact after mitigation	Risk score after mitigation	Risk owner
1	12/05/2017	Operations	Failure to administer the pension scheme in a proper and effective manner	2	3	6	a) Liaison with employer b) End of Year c) Employer web (UPM access) d) Fire Employer Group & Pensions Admin Group e) Fire Pension Board f) Management oversight and escalation to Chief Finance Officer for HIWFRA or Standard's & Governance Committee or Director of Operations as appropriate g) Diversification – we run a Shared Services arrangement h) Ability to call in temporary staff for peak workloads i) Business continuity plan	1	3	3	Scheme Manager
2	12/05/2017	Financial	Failure to pay the right amounts on time and in line with legislation	3	3	9	Pensions Services: - a) Testing software b) Internal and External Audits c) Standardisation of systems and processes d) All processes and calculation have a "doer" and a separate "checker" e) Monthly mortality screening for pensions in payment f) Declaration of Entitlement forms annually to pensioners and beneficiaries living overseas or upon mail being returned g) Participation in National Fraud Initiative reporting	2	3	6	Pension Administrator
3	12/05/2017	Funding	Failure to adequately account for fund pension contributions	2	4	8	a) Strong financial plan for HIWFRA b) Planned budget c) Aim to complete all Home Office returns on time	1	4	4	Scheme Manager
4	12/05/2017	Regulatory and Compliance	Failure to identify and interpret and implement legislation correctly	3	4	12	a) Scheme Advisory Board b) Local Government Association (LGA) c) Regional Fire Pension Officer Group d) Fire Technical Group e) Fire Communication Wroking Group f) Fire Pension Board g) Employer Pension Manager as a dedicated resource liaising between - Fire Employer Group & Pensions Admin Group, pulling together - Key Accountabilities for IBC Pensions Admin Team, HR and Hampshire Pension Services	1	4	4	Scheme Manager
5	08/10/2020	McCloud	Failure to adequately resource and successfully implement the McCloud remedy to all affected members within the timescales prescribed	4	4	16	a) Staff recruited specifically for McCloud tasks or to backfill positions so more experienced staff can be released for project b) Communications are developed in a timely manner c) Project is managed effectively with robust plans, reporting and escalation d) Key involvement from the Employer Pension Manager with both the Fire Technical Group and Fire Communications Working Group to ensure all information is received e) Work across departments to be co-ordinated from the McCloud Remedy Working Group	2	4	8	Scheme Manager
6	25/03/2022	Matthews	Failure to obtain all relevant information from IoW Council or to adequately resource and successfully implement the Matthews remedy for HIWFRA to all affected members within the timescales prescribed.	3	3	9	a) Liaison with IoW Council, IBC Pensions Admin Team and Hampshire Pension Services b) Communications are developed in a timely manner c) Project is managed effectively with robust plans, reporting and escalation d) Key involvement from the Employer Pension Manager with both the Fire Technical Group and Fire Communications Working Group to ensure all information is received e) Work across departments to be co-ordinated from the Fire Employer Group	2	2	4	Scheme Manager

					Impact		
BEF	BEFORE MITIGATION		Negligible	Minor	Moderate	Major	Catastrophic
			1	2	3	4	5
	Rare	1					
	Unlikely	2			Risk 1	Risk 3	
Likelihood	Possible	3			Risk 2 & 6	Risk 4	
	Likely	4				Risk 5	
	Almost certain	5					

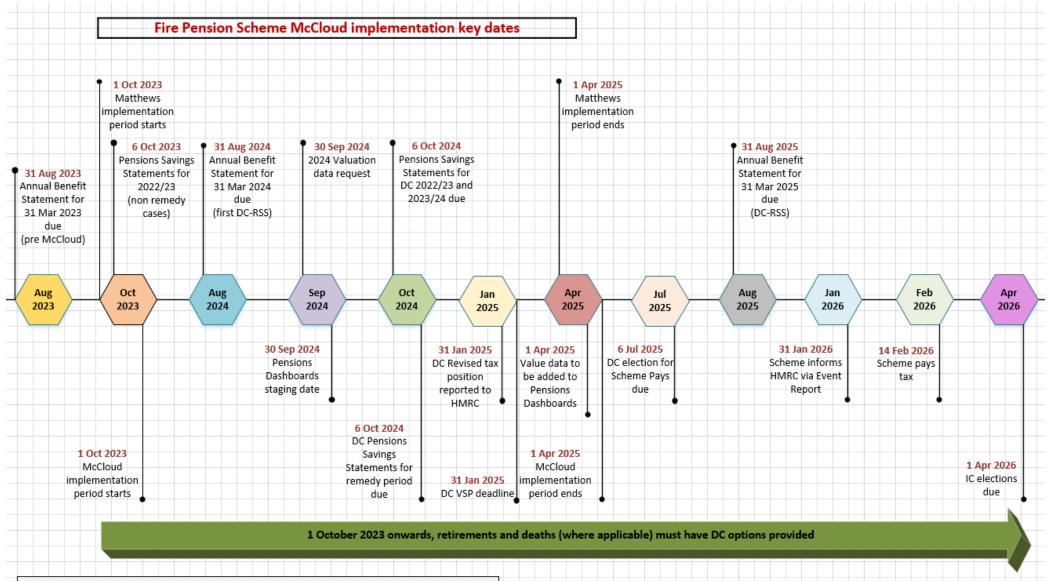
					Impact		
AFT	ER MITIGATION		Negligible	Minor	Moderate	Major	Catastrophic
			1	2	3	4	5
	Rare	1			Risk 1	Risk 3 & 4	
	Unlikely	2		Risk 6	Risk 2	Risk 5	
Likelihood	Possible	3					
	Likely	4					
	Almost certain	5					



RSS – Remediable Service Statement

Consultation on Matthews remedy legislation

Administration and processing of additional records re Matthews remedy



Factors / timescales yet to be confirmed

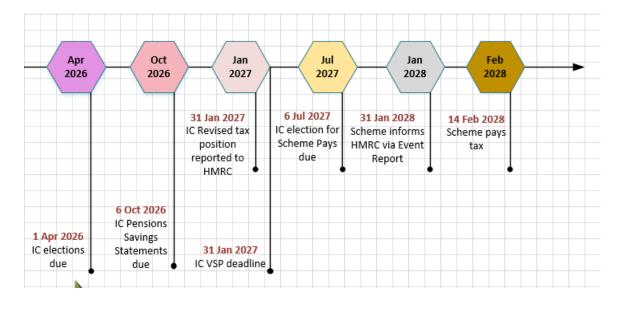
- · Consultation on secondary legislation (exp. February 2023)
- Contingent decisions for opt outs
- Contingent decision for other areas (additional benefits, transfers)
- · Upload of membership details and financial details to member records
- Rollback to legacy schemes and all retrospective actions
- · UPM Software installation / testing
- Consultation on Matthews remedy legislation
- Administration and processing of additional records re Matthews remedy

DC – Deferred Choice (Active and Deferred members)

IC – Immediate Choice (Pensioners and deceased members)

RSS – Remediable Service Statement

APPENDIX B



		2023		2024														
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Statutory Dates																		
Dashboard staging											ı							
Pension Savings Statements - Deferred Choice Members Only																		
Combined RSS/ABS - Active and deferred members								ı										
Matthews implementation																		
RSS deadline																		
Schemes to layer BAU processes considering SLA and																		
disclosure deadlines																		
BAU Active and deferred retirements post 1 October 2023																		
2024 Valuation																		
Immediate Choice - RSS																		1
Ill-Health retirements																		1
III-health protected re-assessments		Priorit	ty Co-h	ort														
In Service Death Beneficiaries																		
Beneficiary - Ill-Health retirement re-assessment case																		
Unprotected and taper Beneficiary pensioners (not IHR)																		
Unprotected and taper pensioners																		
Protected pensioners - FPS 1992																		
Protected pensioners - FPS 2006																		
Protected beneficiaries																		
Contingent decision - opt-out																		
Deferred Choice																		
Unprotected and taper active and deferreds																		
Protected active and deferreds			ı		ı	ı	ı	ı			ı							
Contingent decision - opt out																		
Misc - no RSS																	<u> </u>	
Revisit immediate detriment	Case l	y case	basis													Backstop position		
Pension credit members																Backs	top pos	sition
Contingent decisions opt-outs																		
Contingent decisions other																		
Club Transfer Out re-calculations																		
Non Club Transfer Out re-calculations																		
Club transfer in re-calculations																		