

		Impact					
		Negligible	Minor	Moderate	Major	Catastrophic	
		1	2	3	4	5	
Likelihood	Rare	1	1	2	3	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

Risk Register for Fire Pensions

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	<ul style="list-style-type: none"> <li>Liaison with employer</li> <li>End of Year</li> <li>Employer web (UPM access)</li> <li>Fire Employer Group &amp; Pensions Admin Group</li> <li>Fire Pension Board</li> <li>Management oversight and escalation to Rob Carr</li> <li>Diversification – we run a Shared Services arrangement</li> <li>Ability to call in temporary staff for peak workloads</li> <li>Business continuity plan</li> </ul>	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: - <ul style="list-style-type: none"> <li>Testing software</li> <li>Internal and External Audits</li> <li>Standardisation of systems and processes</li> <li>All processes and calculation have a “doer” and a separate “checker”</li> <li>Monthly mortality screening for pensions in payment</li> <li>Declaration of Entitlement forms annually to pensioners and beneficiaries living overseas or upon mail being returned</li> <li>Participation in National Fraud Initiative reporting</li> </ul>	2	3	6	Pension Administrator
3	12/05/2017	Funding	Failure to adequately account for fund pension contributions	2	4	8	<ul style="list-style-type: none"> <li>Strong financial plan for HFRA</li> <li>Planned budget</li> <li>Aim to complete all Home Office returns on time</li> </ul>	1	4	4	Scheme Manager
4	12/05/2017	Regulatory and Compliance	Failure to identify and interpret and implement legislation correctly	3	4	12	<ul style="list-style-type: none"> <li>Scheme Advisory Board</li> <li>Local Government Association (LGA)</li> <li>Regional Fire Pension Officer Groups</li> <li>Fire Pension Board</li> <li>Employer Pension Manager as a dedicated resource liaising between                             <ul style="list-style-type: none"> <li>Fire Employer Group &amp; Pensions Admin Group, pulling together</li> <li>Key Accountabilities for IBC Pensions Admin Team, HR and Hampshire Pension Services</li> </ul> </li> </ul>	2	4	8	Scheme Manager

BEFORE MITIGATION		Impact				
		Negligible	Minor	Moderate	Major	Catastrophic
		1	2	3	4	5
Likelihood	Rare	1				
	Unlikely	2			1. Failure to administer the pension scheme in a proper and effective manner	3. Failure to adequately account for fund pension contributions
	Possible	3			2. Failure to pay the right amounts on time and in line with legislation	4. Failure to identify and interpret and implement legislation correctly
	Likely	4				
	Almost certain	5				

AFTER MITIGATION		Impact				
		Negligible	Minor	Moderate	Major	Catastrophic
		1	2	3	4	5
Likelihood	Rare	1			1. Failure to administer the pension scheme in a proper and effective manner	3. Failure to adequately account for fund pension contributions
	Unlikely	2			2. Failure to pay the right amounts on time and in line with legislation	4. Failure to identify and interpret and implement legislation correctly
	Possible	3				
	Likely	4				
	Almost certain	5				

**Pensions Update:Written statement - HCWS187****WS****Treasury**

Made on: 25 March 2020

Made by: **John Glen** (The Economic Secretary to the Treasury)

Commons

**HCWS187****Pensions Update**

The government is developing proposals to address the unlawful age discrimination identified by the Court of Appeal in the 2015 reforms to the Judicial and Firefighters' pension schemes.

On 15 July 2019, the government announced it would take steps to remove this discrimination retrospectively (HCWS1725). It confirmed that this would apply to pension scheme members with relevant service across all those public service pension schemes that were introduced in 2014 and 2015, regardless of whether individuals had made a claim. This is a complex undertaking, and it is important to get it right.

Since February 2020 relevant pension schemes have been conducting technical discussions with member and employer representatives to seek initial views on the government's high-level proposals for removing the discrimination.

I am grateful for the constructive engagement of trade unions, staff associations, public service employers and other stakeholders in these discussions. The government is considering the initial views of stakeholders and continuing to work through the details of the technical design elements of the proposals. Detailed proposals will be published later in the year and will be subject to public consultation. The government will welcome views on these proposals.

For the avoidance of doubt, members of public service pension schemes with relevant service will not need to make a claim in order for the eventual changes to apply to them.

I would like to reassure members that their pension entitlements are safe. The proposals the government is considering would allow relevant members to make a choice as to whether they accrued service in the legacy or reformed schemes for periods of relevant service, depending on what is better for them. The government will provide more detail later in the year, but if an individual's pension circumstances change as a result, the government may also need to consider whether previous tax years back to 2015-16 should be re-opened in relation to their pension.

The government will also set out its proposal to remove the discrimination for future service in the forthcoming consultation.

In January 2019, the government announced a pause to the cost control mechanism in public service pension schemes, due to uncertainty about benefit entitlements arising from the McCloud judgment. Alongside its proposals for addressing discrimination, the government will also provide an update on the cost control mechanism.

This statement has also been made in the House of Lords: **HLWS182**