

Report to West Sussex Fire & Rescue Service Local Pension Board

3 April 2023

Risk Register

Report by Chief Fire Officer (Scheme Manager)

Summary

The purpose of the Board is to assist West Sussex Fire and Rescue Authority in its role as a scheme manager of the Firefighters' Pension Scheme including the review the risk register.

The report highlights changes or higher risk items. The full risk register is included in Appendix A.

Recommendations *(not applicable to scrutiny committees – delete if not applicable)*

- (1) To provide feedback on the content of the risk register
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Proposal

1 Background and context

1.1 A risk register is maintained to record the identification, evaluation and management of risks and management controls.

1.2 The risk register is actively reviewed prior to and during each Board meeting.

2 Update

2.1 The following are noted as higher risks, or risks which have been updated.

| Ref | Risk | Rating | Update / Comment |
|-----|--|-----------------|---|
| R01 | The Pension Board of the West Sussex Fire and Rescue Authority fails to meet 4 times per year with a quorate | AMBER Treat | Commentary has been updated to reflect the Constitutional references to appointment of a Deputy Chair and the requirement for any 'substitutes' to meet the knowledge and skills required for members of the Board. |
| R02 | Level of expertise and ongoing development of Pension Board does not comply with guidance. | RED Treat | The Board has established and maintains a training framework and training is arranged for Board members to meet and maintain the requirements set. |
| R04 | Website is not up to date with latest information for Pension Scheme Members | GREEN Treat | Risk rating reduced to green reflecting work completed to update site with access to meeting dates, agendas and minutes. |
| R05 | There is only one Principal Pension Consultant with detailed knowledge of the FRS Pension Schemes | RED Treat | Commentary has been updated to reflect that the Principal Pension Consultant has left, and responsibilities are being covered by the wider Pensions Team. This also links to R06. |
| R07 | The O'Brien/Matthews judgement may require a reworking of the pension entitlements for all 2006 Special Scheme (RDS) members. | RED Tolerate | Commentary updated to reflect that project scope has been provided to CFO and will be monitored. |
| R11 | There is a risk of a successful cyber-attack leading to service disruption, financial or data loss | RED Treat | No update to risk score or commentary which refers to the need for staff awareness of security practices and cyber-security issues. |
| R13 | Unable to implement changes required as a result of McCloud judgement | RED Treat | Commentary updated to reflect that project scope has been provided to CFO and will be monitored. This also links to R14 and R15. |
| R20 | Cost Cap mechanism resulting in changes to employer / employee contribution rates and additional administration and communication pressures. | RED Tolerate | Commentary reflects the challenge by the Fire Brigades Union (FBU) and the British Medical Association (BMA) in relation to the cost control mechanism has been dismissed in the High Court. |

3 Other options considered (and reasons for not proposing)

N/A

4 Consultation, engagement and advice

N/A

5 Finance

N/A

6 Risk implications and mitigations

N/A

7 Policy alignment and compliance

N/A

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Appendices

Appendix A: Full Risk Register

Background papers

N/A