

## **Report to West Sussex Fire & Rescue Service Local Pension Board**

**14 March 2024**

### **Risk Register**

### **Report by Chief Fire Officer (Scheme Manager)**

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#### **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**

- (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 There have been some updates to the risk commentary and direction within the risk register since the Board met in December. No new risks have been added.

<b>Ref and Theme</b>	<b>Commentary</b>	<b>RAG and Direction</b>	<b>Summary Update</b>
R24 Comms	Failure to communicate with scheme members resulting in uncertainty and a lack of understanding amongst members regarding the scheme	Amber Increasing	A Communications Plan is being developed for early 2024. There is a shorter-term pressure in relation to keeping members informed about Scheme changes.
R11 Cyber	There is a risk of a successful cyber-attack directly or indirectly.	Red Stable	This is likely to remain a high risk, reflecting the general cyber threat.
R03 Governance	Insufficient administration support for the Pension Board	Amber Reducing	Support provided by Chief Fire Officer's Executive Personal Assistant who has implemented Modern Gov system.
R07 and R08 Matthews	The O'Brien/Matthews judgement may require a reworking of the pension entitlements for all 2006 Special Scheme (RDS) members - work load for Administrator and risk to budget	Red Stable	This is being maintained as a red risk until work to complete data capture is substantially progressed and the benefit calculator provided by the Government Actuary Department / GAD has been tested locally.
R13, R14 and R15 McCloud	Unable to implement changes required as a result of McCloud judgement including where WSCC does not hold required information to be able to complete the changes required or there are insufficient resources	Amber <i>Increasing</i>	A resourced project plan has been prepared and is being monitored. Initial casework is being progressed by the team. However, there is a dependency on WSCC's IQMP and payroll teams to progress priority cases by the indicative timetable of March 2024 (ill health pensioners) and May 2024 (for beneficiaries).
R18 and R23 Resource	County Council not resourced appropriately to support Pensions functions resulting in key work deliverables including deduction of employee contributions and provision of information to the admin team	Amber Stable	Discussions held with the Scheme Manager about ongoing activities and work deliverables.  Administration provided via Hampshire Pension Services partnership providing consistency.  Controls in place within payroll team.

R17 Scheme Regs	Role of government policy on the management and benefits of the Scheme	Red Stable	Keep informed of developing issues via national forums and bulletins.  The 2020 Valuation report has been completed by the Government Actuary Department showing an increase in the employer contribution rate from 1 April 2024, in part as a result of the McCloud and Matthews Remedy.
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**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

Appendix B: Training Schedule

**Background papers**

N/A