

# CAMBRIDGESHIRE PENSION FUND

Pension Fund Board

5 November 2021

Report by: Head of Pensions

Subject	Cambridgeshire Pension Fund Risk Register
Purpose of the Report	To present the Cambridgeshire Pension Fund Risk Register
Recommendations	The Pension Fund Board are asked to review the Cambridgeshire Pension Fund Risk Register
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## 1. Background

- 1.1 The Cambridgeshire Risk Strategy and Risk Register were reviewed and approved by the Pension Fund Committee on 28th March 2019. Following this approval, the Pension Fund Board have reviewed the risks facing the Fund on a quarterly basis and the Pension Fund Committee have reviewed on a bi-annual basis. This report is a continuation of the review process to ensure the risk register remains up to date and relevant.
- 1.2 At this time it was agreed that the Pension Fund Board would monitor risks on a quarterly basis and the Pension Fund Committee would review on a bi-annually basis, unless any concerns were raised by the Board prior to this.
- 1.3 This supports the Pension Regulator's Code of Practice 14 – Governance and administration of public service pension schemes with regards to monitoring and reviewing risks. This code of practice can be found at the following link - [Codes of practice | The Pensions Regulator](#).

## 2. Review of the Cambridgeshire Pension Fund Risk Register

- 2.1 The risk register has been reviewed by officers for this period and the following updates are being recommended to reflect the current position of the Fund:

Risk No	Risk	Proposed change(s)
24	Unable to deliver pension services due to inadequate recruitment and retention processes.	Gross score to increase to 9 and residual risk increase to 6 due to current labour market shortages. Recent experience has highlighted that less applications are being received for advertised vacancies and in some instances recruitment exercises are needing to be undertaken more than once.  In response the Fund is now utilising additional recruitment avenues, allowing for a wider target audience.

- 2.2 Board members are asked to review the full risk register located in appendix 1 of this report and advise if any further changes are required.
- 2.3 Officers have identified a number of short term risks that should be noted by the Pension Fund Board as follows:
- 2.3.1 The impact of the pandemic – The Service is still predominantly working remotely with allocated working areas increasing in capacity to allow for increased administrative functions, this has particularly impacted the ability to make and receive calls.
- During August and September, the Service has seen an increase in staff illnesses such as Covid 19 and Flu following previous lockdowns, this has impacted the Service's ability to maintain high standards of productivity in some areas and this will continue to be monitored.
- 2.3.2 Knowledge for new members of the Pension Fund Committee and Pension Fund Board – Committee and Board Members have continued to undertake the core competency training delivered virtually by the Fund's governance advisors Aon. The final live training session concluded in September and all members are expected to undertake any missed training by the end of December 2021 in order to meet the training requirements of the Fund.

### 3. Relevant Pension Fund Objectives

To have robust governance arrangements in place, to facilitate informed decision making, supported by appropriate advice, policies and strategies, whilst ensuring compliance with appropriate legislation and statutory guidance.
To manage the Fund in a fair and equitable manner, having regard to what is in the best interest of the Fund's stakeholders, particularly the scheme members and employers.
To ensure the relevant stakeholders responsible for managing, governing and administering the Fund, understand their roles and responsibilities and have the appropriate skills and knowledge to ensure those attributes are maintained in a changing environment.
To continually monitor and measure clearly articulated objectives through business planning.
To continually monitor and manage risk, ensuring the relevant stakeholders are able to mitigate risk where appropriate.

### 4. Risk Management

- 4.1 The Pension Fund Committee and Pension Fund Board are expected to monitor risk and compliance and act appropriately where there is a cause for concern.
- 4.2 The mitigated risks associated with this report has been captured in the Fund's risk register as detailed below -

Risk	Residual risk rating
Failure to understand and monitor risk and compliance	Green
Failure to provide relevant information to the Pension Committee/Local Pension Board to enable informed decision making.	Green

4.3 The full risk register can be found in appendix 1.

## 5. Communication Implications

<a href="#">Direct communications</a>	The risk register and risk strategy is on the Pensions Service Website. The Local Pension Board will be kept up to date with risks at each meeting.
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## 6. Finance & Resources Implications

6.1 There are no financial and resource implications associated with this report.

## 7. Legal Implications

7.1 Not applicable

## 8. Consultation with Key Advisers

8.1 Consultation with the Fund's advisers was not required for this report.

## 9. Alternative Options Considered

9.1 Not applicable

## 10. Background Papers

10.1 The Cambridgeshire Pension Fund Risk Strategy - [Key documents \(CCC\) - Cambridgeshire and Northamptonshire LGPS](#)

## 11. Appendices

11.1 Appendix 1 The Cambridgeshire Pension Fund Risk Register

Checklist of Key Approvals	
Has this report been cleared by Head of Pensions?	Mark Whitby – 25/10/2021