

| Risk No. | Risk (Short description)   | Risk Owner  | Cause  | Effect   | Existing Controls   | Current Risk |         |          |           | Planned Actions   | Target Risk |         |          |
|----------|--|-------------|--|--|---|--------------|---------|----------|-----------|---|-------------|---------|----------|
|          |  |             |  |  |   | Likelihood   | Impact  | Rating   | Direction |   | Likelihood  | Impact  | Rating   |
| 1        | Inappropriate Investment Strategy  | Chamberlain | (i) Inappropriate investment advice. (ii) Advice ignored   | (i) Inappropriate risk/return profile. (ii) Opportunities not maximised to progress towards full funding (iii) Ramifications on employers contributions. | Investment strategy devised to reduce financial risk through use of asset allocation and a range of Fund Managers implementing different investment mandates. Monitoring of fund managers' performance by Chamberlain & Financial Investment Board. Information on market conditions provide by Investment Consultant.  | Possible     | Major   | Amber 12 | ↔         | Review of asset allocation by Investment Consultant following triennial valuation | Possible    | Major   | Amber 12 |
| 2        | Unsuitable triennial actuarial valuation leading to inappropriate employer rates | Chamberlain | (i) Inappropriate assumptions used by the Actuary (ii) Inaccurate data supplied to the Actuary   | Employer rates unsuitable to maintain long term cost efficiency & solvency.  | (i) Regular meetings with the Actuary to ensure that assumptions are appropriate involving nominated Members of the Finance Cttee, with final report to Finance Cttee (ii) prompt clearance of queries from Actuary.(iii) Robust Year End procedures and updates. (iv) Checking for errors or inconsistencies in valuation extract report before submission to the Actuary.   | Rare         | Minor   | Green 1  | ↔         | Continue existing controls  | Rare        | Minor   | Green 1  |
| 3        | Failure to comply with legislative requirements.                                 | Chamberlain | (i) Lack of consultation with appropriate persons. (ii) Lack of training/ appropriately skilled staff  | (i) Inaccurate benefits paid. (ii) Financial loss. (iii) Increase in Appeals. (iv) Fines from Pensions Regulator (v) Reputational damage                 | (i) Recruitment of suitable staff appropriate salary levels (ii) Formal Institute of Payroll Professionals training. (iii) Attendance at seminars and Forums, webinars and user groups. (iv) Knowledge updates via LGA training sessions  | Possible     | Minor   | Green 3  | ↔         | Continue existing controls  | Possible    | Minor   | Green 3  |
| 4        | Pension Scheme Administration  | Chamberlain | (i) Ineffective succession planning. (ii) Inadequately trained staff. (iii) Absences/increased staff turnover. (iv) IT system failure (v) Data Accuracy. (vi) Lack of resources. | (i) Inaccurate benefits paid or delayed. (ii) Increased costs. (iii) Financial penalties/ sanctions.   | (i) Recruitment and training of staff (ii) Ensuring software is the latest version and any known errors are reported. (iii) Ensure IT have sufficient back-ups and Disaster Recovery. (iv) Ensuring training opportunities are shared. (v) Robust checking procedures in place at all stages of record management from new starters, transfers received, career changes, pension top-ups, leaving and benefit payment. (vi) If staff or other resources are lacking ensure priority cases are covered and all checking levels maintained. | Unlikely     | Serious | Green 4  | ↔         | Continue existing controls  | Unlikely    | Serious | Green 4  |

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|          |                          |             |  |  |  | Likelihood   | Impact  | Rating  | Direction |                            | Likelihood  | Impact  | Rating  |
| 5        | Pension Fund Fraud       | Chamberlain | (i) Not notified of death. (ii) Staff acting inappropriately | (i) Continued payment of pensions following death. (ii) Overpaid pensions. (ii) Financial loss to the Pension Fund | (i) Use of Mortality Screening Service and Tell Us Once Service (Government initiative that allows us to be notified of a death when registered). (ii) Participation in the National Fraud Initiative. (iii) Sending Life Certificates to Overseas Pensioners. | Unlikely     | Serious | Green 4 | ↔         | Continue existing controls | Unlikely    | Serious | Green 4 |