

# North Yorkshire Pension Fund

Risk Register: Nov 2025 Review – summary

Next Review Due: April 2026

Report Date: 19<sup>th</sup> November 2025 (sjl)

Risk Trend	Risk	Description	Risk Owner	Risk Manager	Curr Prob	Curr Imp	Current Risk Score	Current Category	Targ Prob	Targ Imp	Target Risk Score	Target Category	FB Plan?
➡	RPF_9 Key Personnel	Loss and unavailability of key personnel, leading to potential knowledge gaps and delays to provision of advice as new personnel take on key roles resulting in reduced performance and complaints.	CD RES	RES Head of Investments; RES Head of Pensions Administration	M	M	9	Medium	M	M	9	Medium	✓
➡	RPF_14 IT Systems	Failure of the physical or digital security of the Pension IT system leaving it vulnerable to downtime or cyber-crime attack (includes other IT systems on which pensions rely, including the new finance system, if affected for more than 2 days or at a critical time) resulting in financial loss, backlog, incorrect payments, increased overtime, criticism	CD RES	RES Head of Pensions Administration	L	H	8	Medium	L	H	8	Medium	✓
➡	RPF_6 Resources	Insufficient staffing and system resources to adequately service the needs of the Fund resulting in delays, reduced performance and complaints	CD RES	RES Head of Investments; RES Head of Pensions Administration	H	L	8	Medium	M	L	6	Medium	✓
➡	RPF_12 Investment Manager	Failure of a pension fund investment manager (incl BCPP) to meet adequate performance levels resulting in reduced financial returns, leading to re-tendering exercise or withdrawal of funds from BCPP	CD RES	RES Head of Investments	L	M	6	Medium	L	M	6	Medium	✓
⬇	RPF_2 Pension Fund Solvency	Solvency deteriorates to a deficit position due to liability growth exceeding expectations and / or underperforming investment returns, inappropriate actuarial assumptions, adverse market conditions or legislative changes requiring a review of employer contributions	CD RES	RES Head of Investments	L	M	6	Medium	L	M	6	Medium	✓
⬇	RPF_4 Investment Strategy (including Responsible Investment)	Failure of the investment strategy to achieve sufficient returns from investments whilst responding to cash flows needs and obtaining assurances that investments are made in an environmentally and socially responsible manner	CD RES	RES Head of Investments	L	M	6	Medium	L	M	6	Medium	✓
➡	RPF_8 Employer Contributions	Failure to maintain sustainability and affordability of employer contributions and ensure those contributions are efficiently collected at the required times	CD RES	RES Head of Pensions Administration	L	M	6	Medium	L	M	6	Medium	✓
➡	RPF_10 Benefit Payments	Incorrect/late benefits and payments to members resulting in criticism, customer dissatisfaction, under/over payments	CD RES	RES Head of Pensions Administration	L	L	4	Low	L	L	4	Low	✓

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⬆️	RPF_11 Regulations and Legislation	LGPS Regulations and Employer Related Legislation not interpreted and implemented correctly resulting in legal challenge; failure to comply sufficiently with the new General Code	CD RES	RES Head of Pensions Administration	L	L	4	Low	L	L	4	Low	✓
⬇️	RPF_5 Fraud	Internal and/or external fraud as a result of inappropriate pension administration, investment activity and cash reconciliation results in financial loss, loss of reputation	CD RES	RES Head of Investments; RES Head of Pensions Administration	VL	H	4	Low	VL	H	4	Low	✓

Risk Trend Key	
Symbol	Meaning
⬆️	Risk ranking has worsened since the last review.
➡️	Risk ranking is the same as at last review.
⬇️	Risk ranking has improved since the last review.
new	Risk is new or has been significantly altered since the last review.

Abbreviations			
CD RES	Corporate Director Resources	Curr Prob	Current Probability
RES	Resources Directorate	Curr Imp	Current Impact
FB Plan	Fallback Plan	Targ Prob	Target Probability
LGPS	Local Government Pension Scheme	Targ Imp	Target Impact
IT	Information Technology		

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Probability	Description
<b>Very High</b>	Over 80% chance; Almost certain; regular occurrence.
<b>High</b>	60-80% chance; Probable; has happened within the last 12 months.
<b>Medium</b>	40-60% chance; Possible; likely to happen at some point in the next one to three years.
<b>Low</b>	10-40% chance; Unlikely; only likely to happen once every three or more years
<b>Very Low</b>	Less than 10% chance; Highly unlikely; has happened rarely or never

Impact	Financial	Objectives	Service Delivery	Reputation
<b>Very High</b>	Major / Over 3.0% increase in contribution rate or loss of major opportunity.	All four of the Fund's key objectives adversely impacted.	Widespread impact multiple services affected. Requires Corp Director involvement.	External enquiry; Major legislative breach; Significant, prolonged national media coverage.
<b>High</b>	Significant / 2.0% - 3.0 % increase in contribution rate or loss of significant opportunity	Three of the Fund's key objectives adversely impacted.	Notable impact on service delivery, significant project slippage. Requires Assistant Director involvement.	Some national media coverage; Minor legislative breach; Significant Member / Employer complaints.
<b>Medium</b>	Notable / 1.0% - 2.0 % increase in contribution rate or loss of notable opportunity	Two of the Fund's key objectives adversely impacted.	Moderate impact on service delivery, declining performance. Requires Head of Service involvement.	Notable Member / Employer complaints; Regional media.
<b>Low</b>	Some / 0.5% - 1.0 % increase in contribution rate or loss of some opportunity	One of the Fund's key objectives adversely impacted.	Some impact on service delivery. Resolved by local manager.	Minor local media coverage; some Member / Employer complaints.
<b>Very Low</b>	Minor / Up to 0.5% increase in contribution rate or loss of minor opportunity.	None of the Fund's key objectives adversely impacted.	Little or no impact on service delivery.	Sporadic complaints, little impact outside the Council