



Institute  
and Faculty  
of Actuaries

# Regulatory Update and Professional Skills

**Leisha Watson, Regulatory Lawyer, IFoA**  
**Andrew Newman, Charles Taylor & Co Limited**

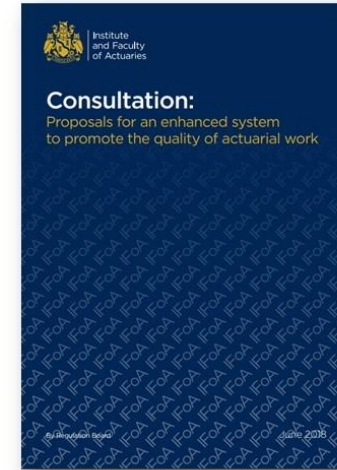
GIRO Conference  
26 October 2018



# Regulatory Update and Professional Skills

## Agenda

- 1 Introduction
- 2 The Revised Actuaries' Code
- 3 Professional Skills Video: Letting off Steam
- 4 On the horizon



# Introduction

- Leisha Watson, Regulatory Lawyer,  
General Counsel, IFoA
- Andrew Newman, Charles Taylor &  
Co Limited



# The Revised Actuaries' Code - Headlines

- The Review and Consultation
- Application
- Scope
- Status and Purpose
- The 6 Principles
- Speaking Up
- Implementation



# The Actuaries' Code Review

- Actuaries' Code came into force in 2009, reviewed in 2013
- There have been many substantial changes in the actuarial profession and the IFoA since then
- A Working Party was set up, made up of a mixture of members and lay persons.



# Revised Actuaries' Code

- Published on 18 May 2018
- Feedback from consultation
- Simplified language
- Clarified nature of obligations
- Principles and amplifications
- New stand alone “Speaking Up” principle
- Guide for the Code
- **Effective 18 May 2019**



# Application

- Applicable to all Members “in all locations”
- Reflects international nature of IFoA membership



Image Credit: <https://theothetheo.xyz/dilema-go-international/international2017-01/>



Institute  
and Faculty  
of Actuaries

# Scope

- Wording amended to “all Members’ conduct in relation to an actuarial role” - reflects the different categories of Members carrying out roles and work that are actuarial but which are distinct from the traditional role of an ‘actuary’.
- Clearer wording in relation to Members’ “other conduct”





# Status and Purpose

- New wording to clarify the status of the headline principles against the sub paragraphs
- Members' obligations in relation to each principle explained using 'must' and 'should'
- New wording as a reminder that nothing in the Code is intended to require Members to act in breach of legal requirements

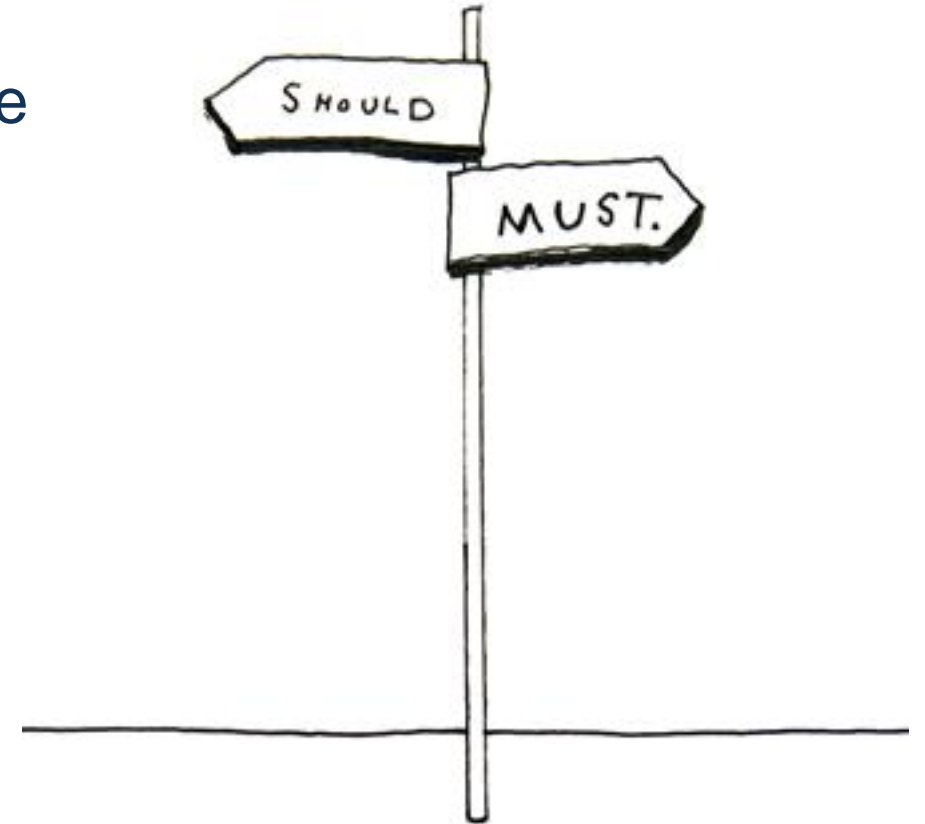


Image Credit: <https://medium.com/@elleluna/the-crossroads-of-should-and-must-90c75eb7c5b0>



Institute  
and Faculty  
of Actuaries

# Principles



# Speaking Up



***“Members should speak up if they believe, or have reasonable cause to believe, that a course of action is unethical or is unlawful”***

- Challenge non-compliance with legal, regulatory and professional requirements
- Report Misconduct to IFoA
- Report to relevant authorities behaviour that is unethical or unlawful
- Make users aware of substantial issues with pieces of work

# Implementation

- Code was published on 18 May
- Available to download on the website
- Guidance published in Spring 2019
- Comes into force in 18 May 2019

# Video – “Letting off steam”



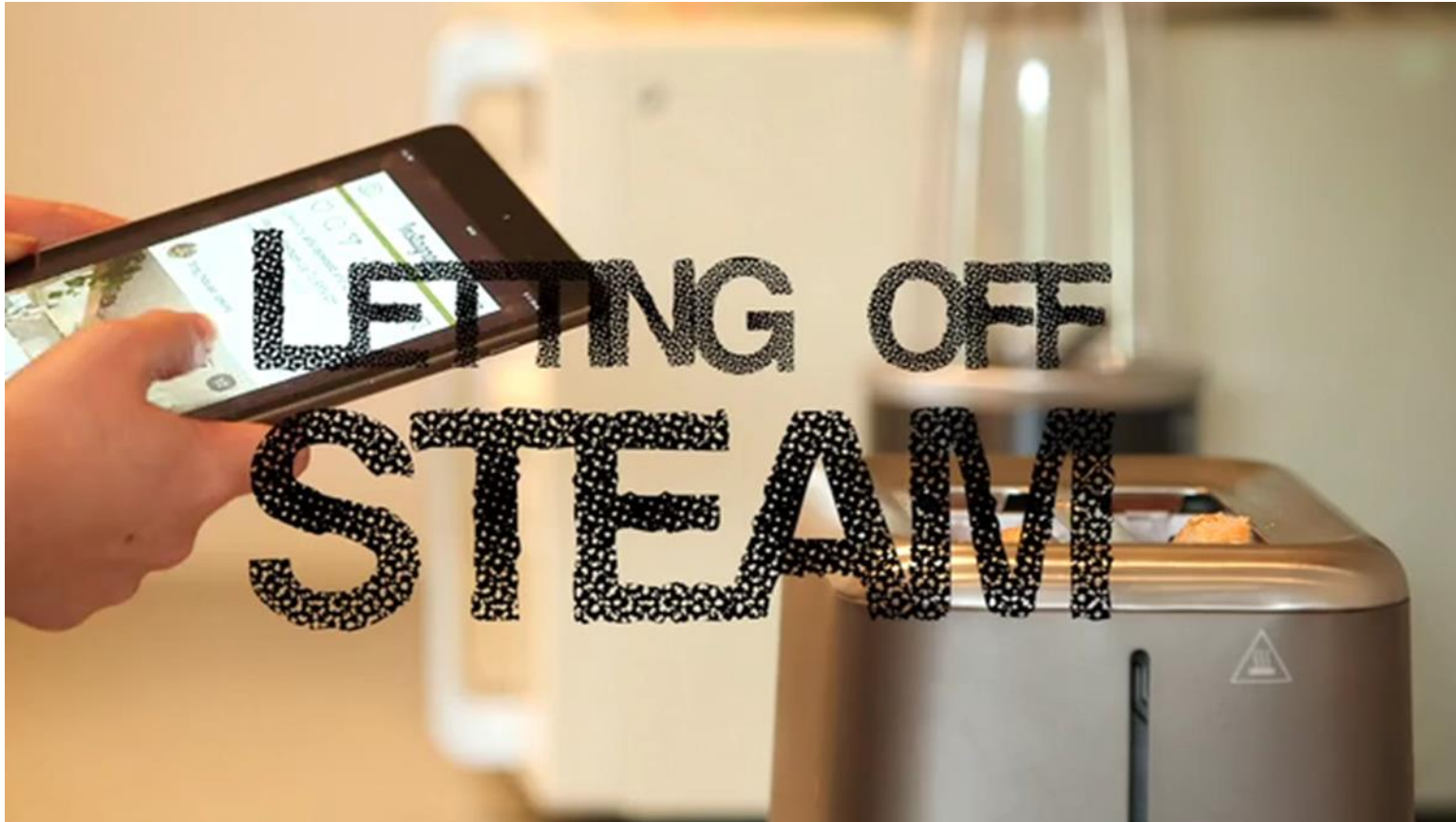
## Video – “Letting off steam”

- Melissa and Bryan are both employed by the same consultancy. They have been working on a large project, for their client, for a couple of years. This is Melissa’s first “Large” project which she has led on.
- Rita, who works for the client, is the head of projects and therefore has regular meetings with Melissa.
- Their working relationship has been tempestuous and hostile since the start of the project, often disagreeing in meetings leading to setbacks and a deteriorating working relationship.

## Video – “Letting off steam”

- The project is now approaching completion and is close to the submission deadline. A number of details have yet to be agreed upon between the consultancy and Rita, including the level of information to be included in the report to the Board. The meeting becomes heated with both parties unable to reach consensus on many of the key details.
- Melissa is a daily user of social media and has not hesitated to post her experiences at work – something that might have landed her in trouble...

# “Letting off steam”





# Discussion Points

- How could Melissa have prepared better for the meeting?
- Do you think there is enough clarity around the roles and responsibilities of both Rita and Melissa?
- What can Melissa do in this situation, where she is being portrayed as being awkward to deal with and the Client is insisting that things are done her way?
- Does Melissa have a responsibility to the Board as the recipient of the report?

# Discussion Points

- Is it acceptable for Rita to adopt an overly assertive approach just because she's the Client and what, if anything, could Melissa do about this? Could Rita's behaviour be regarded as bullying?
- Is it okay for Melissa to take to social media about her professional difficulties?
- And finally, what about Brian in all of this? What steps can he take now, or should he perhaps have taken action earlier?

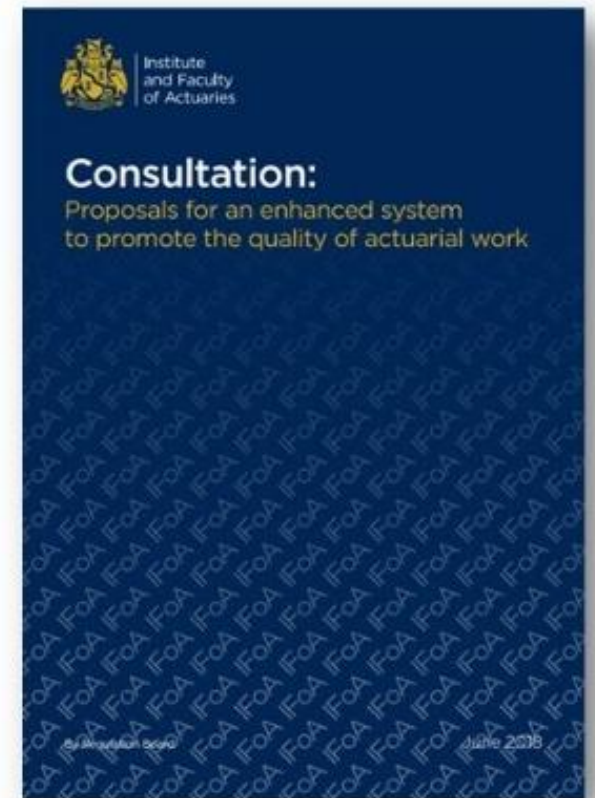
# On the Horizon...

- Proposals for Actuarial Monitoring Scheme
- Review of all Standards and Guidance in light of Revised Actuaries' Code
- Growing the Quality Assurance Scheme (QAS)



# Proposals for Actuarial Monitoring Scheme

- Proposal by the Regulation Board for an enhanced system to gather information about the work being carried out by IFoA Members
- Improve standards, guidance and educational material, and promote best practice
- Consultation: results published towards the end of 2018



# Time for Review

- Conflicts of interest
- Speaking Up Guidance
- APS P1, APS L2 and APS G2



Image Source: <https://timelesshrsolutions.files.wordpress.com/2016/12/employee-performance-review.jpg>

# Growing the QAS Accreditation

- Launched in September 2015, a voluntary accreditation scheme for organisations that employ at least 1 IFoA Member
- Global Scheme since April 2018 with accreditations now in Singapore and Hong Kong
- 37 accredited organisations representing employers of 22% of the IFoA's UK Membership, 58% of UK Practising Certificate Holders and 40% of the top 235 largest employers.

# Questions, queries and ways to get involved...



- Always looking for volunteers for Working Parties, Committees and Boards

- Any questions can be referred to the Professional Support Service via the website

**[www.actuaries.org.uk](http://www.actuaries.org.uk)**



Institute  
and Faculty  
of Actuaries



# Questions



# Comments

Expressions of individual views by members of the Institute and Faculty of Actuaries and its staff are encouraged.

The views expressed in this presentation are those of the presenters.



Institute  
and Faculty  
of Actuaries