



Institute  
and Faculty  
of Actuaries

## No man – or woman – is an island (Speaking Up and Whistleblowing)

Malcolm Slee  
Patrick Cleary

21 October 2014



## No man – or woman – is an island

### Agenda

- **Introduction**
- Film 1 – “with all due respect”
- Speaking up and whistleblowing
- Film 2 – “burying bad news”
- Summary and questions



21 October 2014

2

## No man – or woman – is an island

### Professional Skills CPD



- 2 hours annual requirement
- Working party
- Malcolm Slee (Chair)
- Patrick Cleary, Fiona Goddard, Malcolm Lee, Mairi McIntyre, Neil Hilary, Richard Winter

---

21 October 2014

3

## No man – or woman – is an island

### Professional Skills CPD



- 2 hours annual requirement
- This session counts as 1 hour
- You must record a learning outcome in your CPD log
- IFoA is running “train the trainer” sessions for professional skills

---

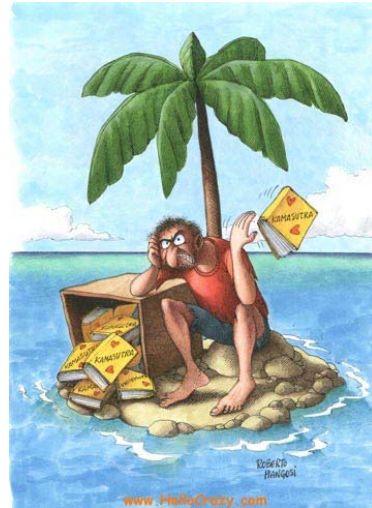
21 October 2014

4

## No man – or woman – is an island

Actuaries are responsible for  
their own actions

But they cannot ignore the  
actions or inactions  
of others



21 October 2014

5

## No man – or woman – is an island

### Agenda

- Introduction
- **Film 1 – “with all due respect”**
- Speaking up and whistleblowing
- Film 2 – “burying bad news”
- Summary and questions



21 October 2014

6

## No man – or woman – is an island

### With all due respect

This is a tale of two actuaries. Frank works for B-Tex Insurance and Jane works for Elemental Insurance.

What would you do?



---

21 October 2014

7

## No man – or woman – is an island

### Agenda

- Introduction
- Film 1 – “with all due respect”
- **Speaking up and whistleblowing**
- Film 2 – “burying bad news”
- Summary and questions



---

21 October 2014

8

## No man – or woman – is an island

### Speaking up and whistleblowing

- “speaking up” = “whistleblowing” in this session
- the Actuaries’ Code has quite a lot to say on this topic



21 October 2014

9

## No man – or woman – is an island

### Speaking up and whistleblowing

- The Compliance principle of the Actuaries’ Code says:
- Members will comply with all relevant legal, regulatory and professional requirements, take reasonable steps to ensure that they are not placed in a position where they are unable to comply, and will challenge non-compliance by others
- (Para 4.1) Members will speak up to their clients or to their employers, or both, if they believe, or have reasonable cause to believe, that a course of action is unlawful, unethical or improper

21 October 2014

10

## No man – or woman – is an island

### Speaking up and whistleblowing

- The Compliance principle of the Actuaries' Code goes on:
- (Para 4.2) Members will fulfil any obligations to report information to relevant regulatory authorities.
- (Para 4.3) Where there is legal protection available, members will report behaviour that they have reasonable cause to believe is unlawful, unethical or improper, to regulators or other relevant authorities

21 October 2014

11

## No man – or woman – is an island

### Speaking up and whistleblowing

- The Compliance principle of the Actuaries' Code goes on:
- (Para 4.4) Members will promptly report any matter for consideration under the IFoA Disciplinary Scheme which appears to constitute misconduct or a material breach of any relevant legal, regulatory or professional requirements including Actuarial Profession Standards and Technical Actuarial Standards issued by the Financial Reporting Council
- To the extent that the consent of a third party is required for this purpose in order to disclose information, members must take all reasonable steps to obtain such consent

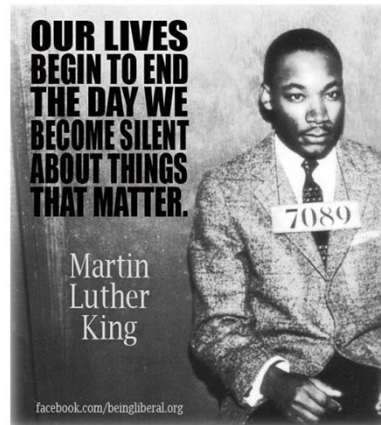
21 October 2014

12

## No man – or woman – is an island

### Speaking up and whistleblowing

Why is it relevant to us?



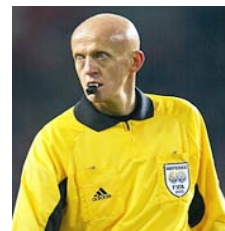
21 October 2014

13

## No man – or woman – is an island

### Speaking up and whistleblowing

- Those are the requirements in the Actuaries' Code.
- So – why might it be hard to blow the whistle?



21 October 2014

14



## No man – or woman – is an island

### Speaking up and whistleblowing

#### Support is available, for example

- Your firm's business ethics policy
- Actuarial Professional Support Service
- Two whistleblowing guides from the profession
- Public Concern at Work
- FCA and PRA





## No man – or woman – is an island

### Agenda

- Introduction
- Film 1 – “with all due respect”
- Speaking up and whistleblowing
- **Film 2 – “burying bad news”**
- Summary and questions



21 October 2014

17

## No man – or woman – is an island

### Burying bad news

- Ellie leads the team of actuaries responsible for the quarterly claims reserving process in an insurer
- The reserves are set by a committee, chaired by the CFO Laura
- Laura urges Ellie not to be overly cautious in setting the reserves, including for the new “Goldshield” product



21 October 2014

18

## No man – or woman – is an island

### Agenda



- Introduction
- Film 1 – “with all due respect”
- Speaking up and whistleblowing
- Film 2 – “burying bad news”
- **Summary and questions**

---

21 October 2014

19

## No man – or woman – is an island

### Summary

- Speaking up and whistleblowing
  - the Actuaries' Code has quite a lot to say about it
- There is support available

---

21 October 2014

20



**" We better keep an eye on that guy. "**

21 October 2014

21

**No man – or woman – is an island**



21 October 2014

22



**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.