



Institute  
and Faculty  
of Actuaries

# Professionalism Skills Session

## IFoA

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17 May



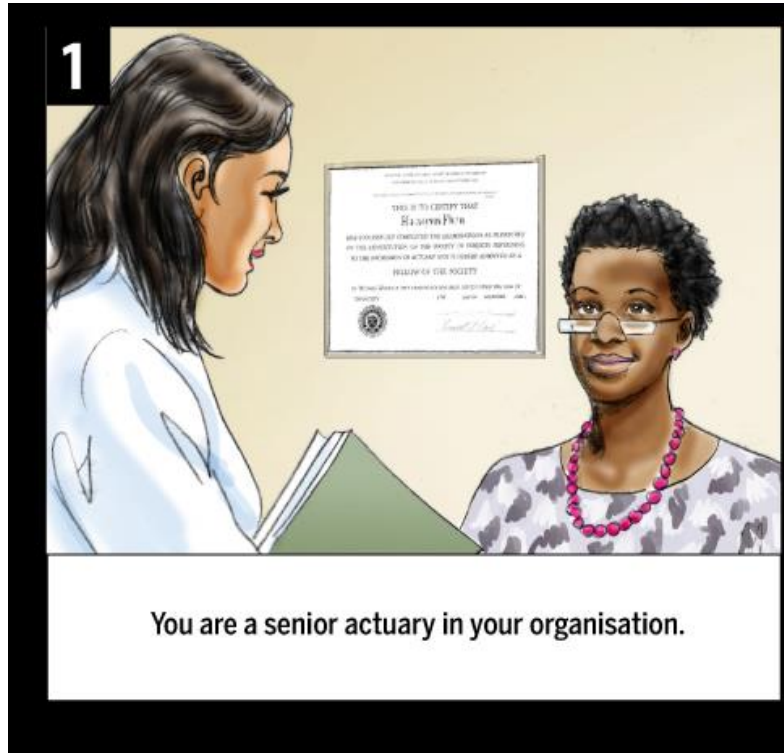
# Agenda

1. Introduction
  2. Busy Busy
  3. Video – Corporate Excess
  4. APS X2 Quiz Questions
  5. That was my idea too
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# Introduction

- Stage 3 Professional Skills for Experienced Members
  - This session is based on the Actuaries Code that is in force and does not consider any potential changes proposed in the recent consultation.
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# Busy busy

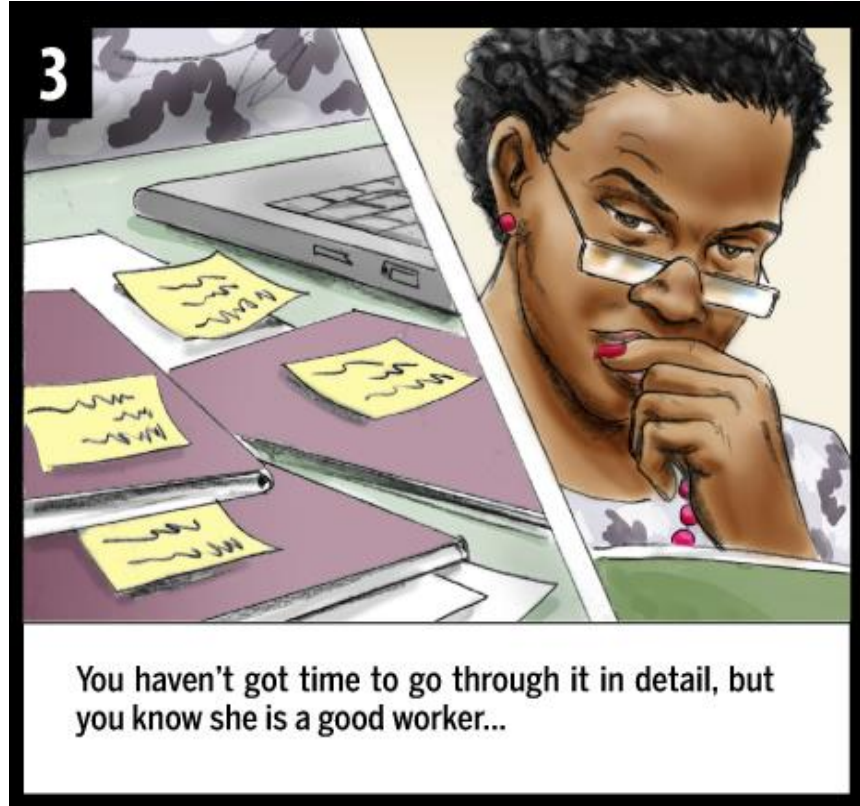


# Busy busy



The trainee asks if you will sign off her work-based skills log so that she can become a Fellow.

# Busy busy



# Busy busy

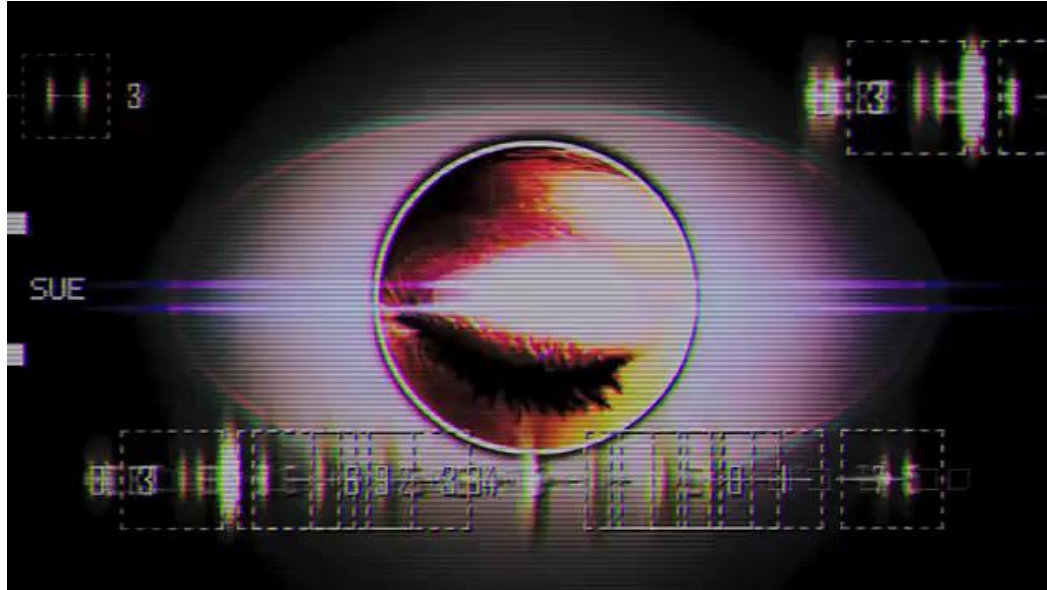


# Corporate Excess - synopsis

- Bill has been to a key corporate hospitality event and has committed the firm to a big new piece of work.
  - Matt hears of this and assumes that he will be given the job to do.
  - But for cost reasons Bill decides that giving the job to Sue would be a better idea, although it is a bit risky because she has less experience.
  - Watch the various points of view
  - You will be asked to defend one characters actions – and to criticise the others
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# Corporate Excess



# Corporate Excess

So which (if any) of Sue, Matt and Bill have done anything wrong?

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# APS X2 Quiz

**A Fellow of the IFoA is about to issue a report to a client. What should he/she consider before deciding whether or not to have the work peer reviewed?**

- I The degree of difficult of the work**
  - II The number of years' experience the member has as a Fellow**
  - III Whether it is likely that the review can be undertaken before the report is due to be issued**
- A I only
  - B I and II only
  - C III only
  - D II and III only
-

# APS X2 Quiz

## Answer: A

More difficult/complex work is more likely to require a review. The actuary's experience indicates the likely quality of the work but the actuary must take an objective view on whether a review is required, including whether Independent Review is appropriate. Timescales are a commercial consideration, so should not override the need to do a professional job.

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# APS X2 Quiz

**Under the provisions of APS X2, a work review must be applied:**

- A To all pieces of work undertaken by members of the IFoA
  - B If the member undertaking the original piece of work has no previous direct experience of the work
  - C If the member was the only actuary involved in the work
  - D If the member deems is appropriate and proportionate to do so
-

# APS X2 Quiz

## **Answer: D**

Section 1.1 of APS X2 says that members must consider whether to apply a work review, but it does not stipulate that work reviews are compulsory in all cases. It goes on to say that members should apply a work review if they deem it appropriate to do so.

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# APS X2 Quiz

**An actuary has decided to apply an Independent Peer Review and is considering who to ask to undertake the review. What requirements must the Independent Peer Reviewer fulfil under APS X2?**

- A They must not have been involved in the work
  - B They must not be employed by the same firm as the actuary who performed the work
  - C They must be a Fellow of the IFoA
  - D They must not be known personally by the actuary who performed the work
-

# APS X2 Quiz

## Answer: A

An Independent Peer Review means the reviewer was/is not involved in the original work. They must have the appropriate experience and expertise to take responsibility for the work themselves so in practice they're likely to be a Fellow of the IFoA, but it's not a stated requirement of APS X2. It might be acceptable to have another professional as the reviewer, though it would be advisable for the member to document their reasons for their choice. It doesn't matter if the actuary and reviewer are employed by the same firm or know each other, as long as the reviewer is seen to undertake their review objectively.

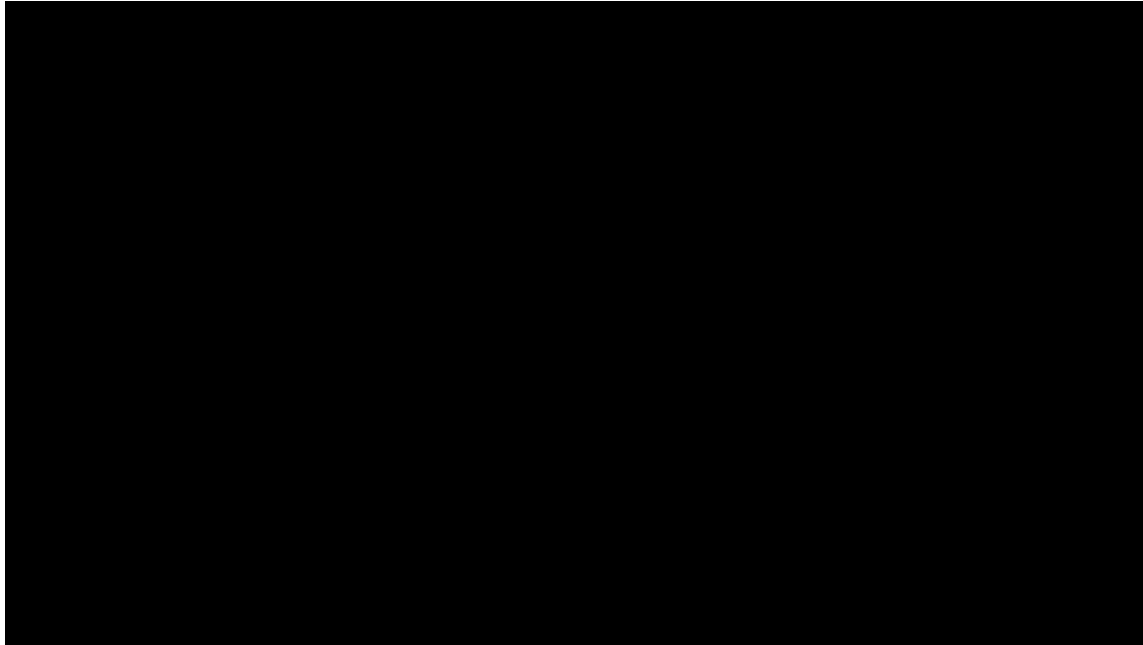
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# That was my idea too! - synopsis

- Peter, a junior actuary in the actuarial department of an insurance company has recently moved to the Assets and Liability Modelling (ALM) team.
  - They are a very close team and Peter is having difficulty settling in and feeling part of the team.
  - Peter comes up with an innovative idea around managing the firm's currency risk and shares this with his boss, Fern.
  - The idea then gets presented to the Asset Liability Committee but it has come across as Fern's and the others' idea.
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# That was my idea too!



# That was my idea too! – possible discussion points

- Whose responsibility is it to ensure a new member of staff engages with the team?
- How would you tackle the issue of bringing someone into a team with new ideas?
- Could Peter have presented his idea in a better way?
- Is it Peter's idea or is it the company's?
- What should you do if you thought your idea had been stolen?



## Where to go for more ...

**For further case studies and discussion please visit:**

<https://www.actuaries.org.uk/learn-and-develop/online-learning-resources-video-and-audio/professional-skills-training/ethics-actuaries>

**For advice please visit the Professional Support Service at:**

<https://www.actuaries.org.uk/upholding-standards/professional-support-service>

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# Questions



# Comments

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