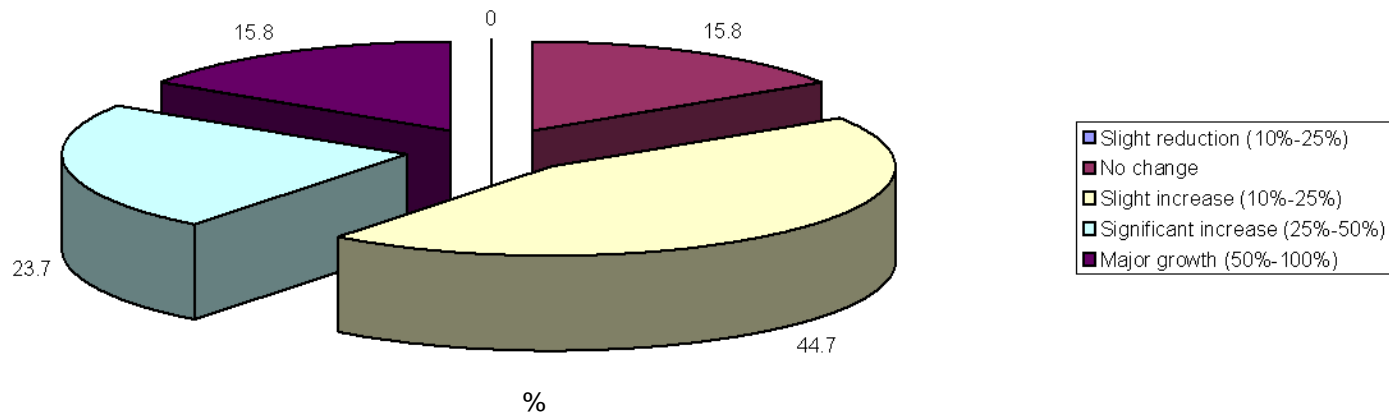


IRM Solvency II SIG

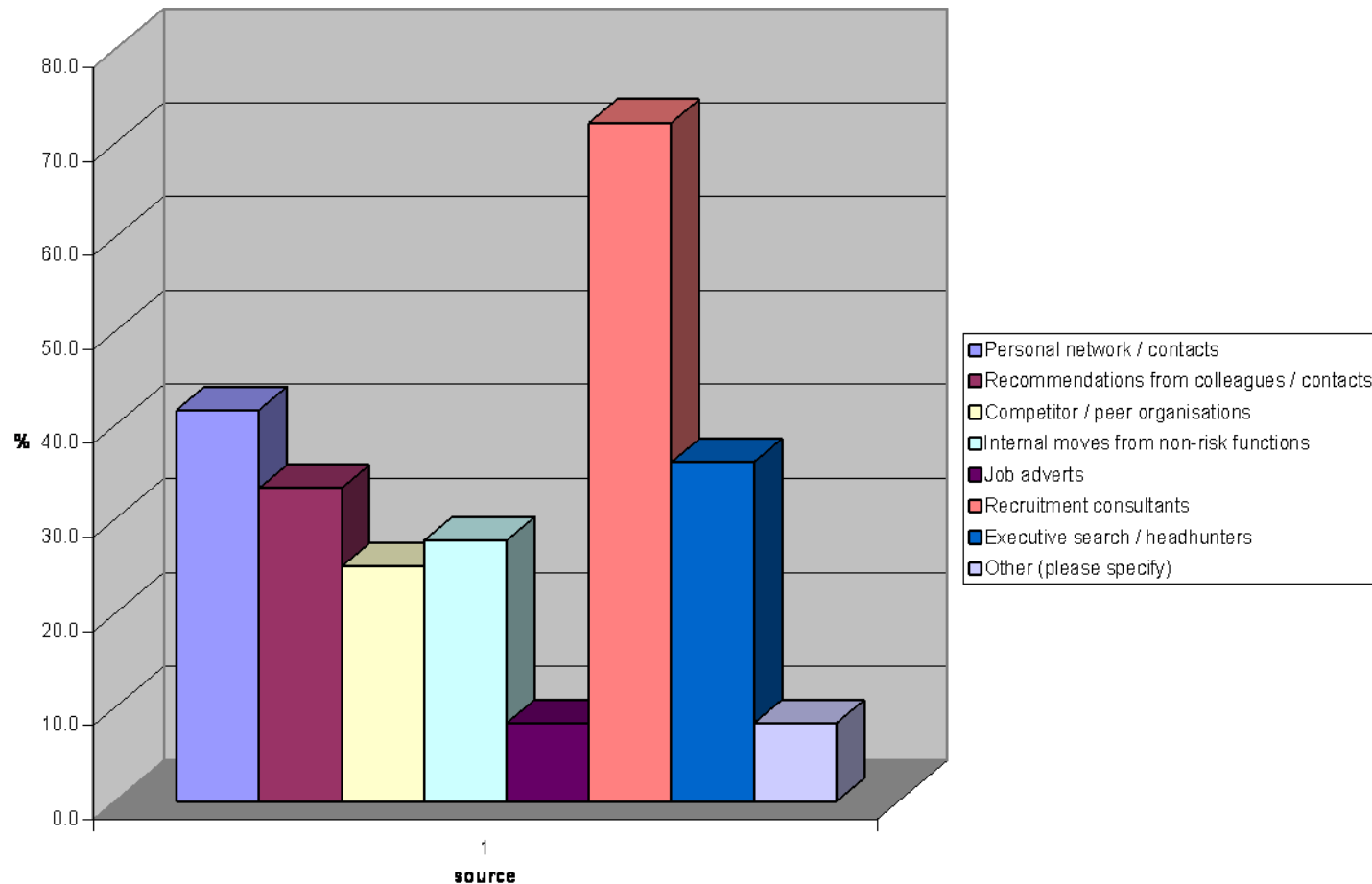
Survey Findings May 2010

Q1. What has been the change in headcount in the Risk function since early 2009?



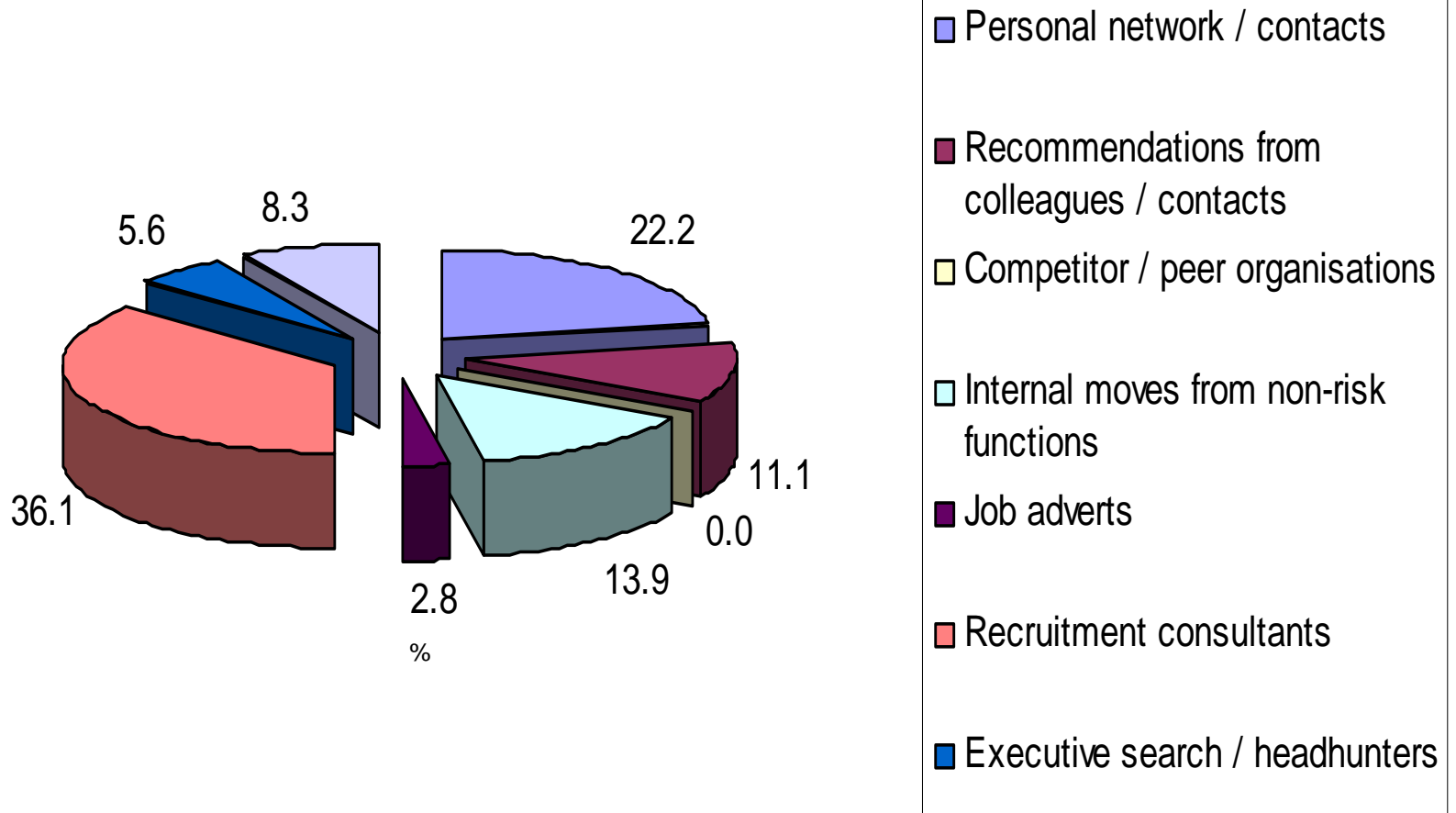
All (38 respondents) responded to this question.

Q2. When looking for new risk management talent, where have you sourced new or additional staff?



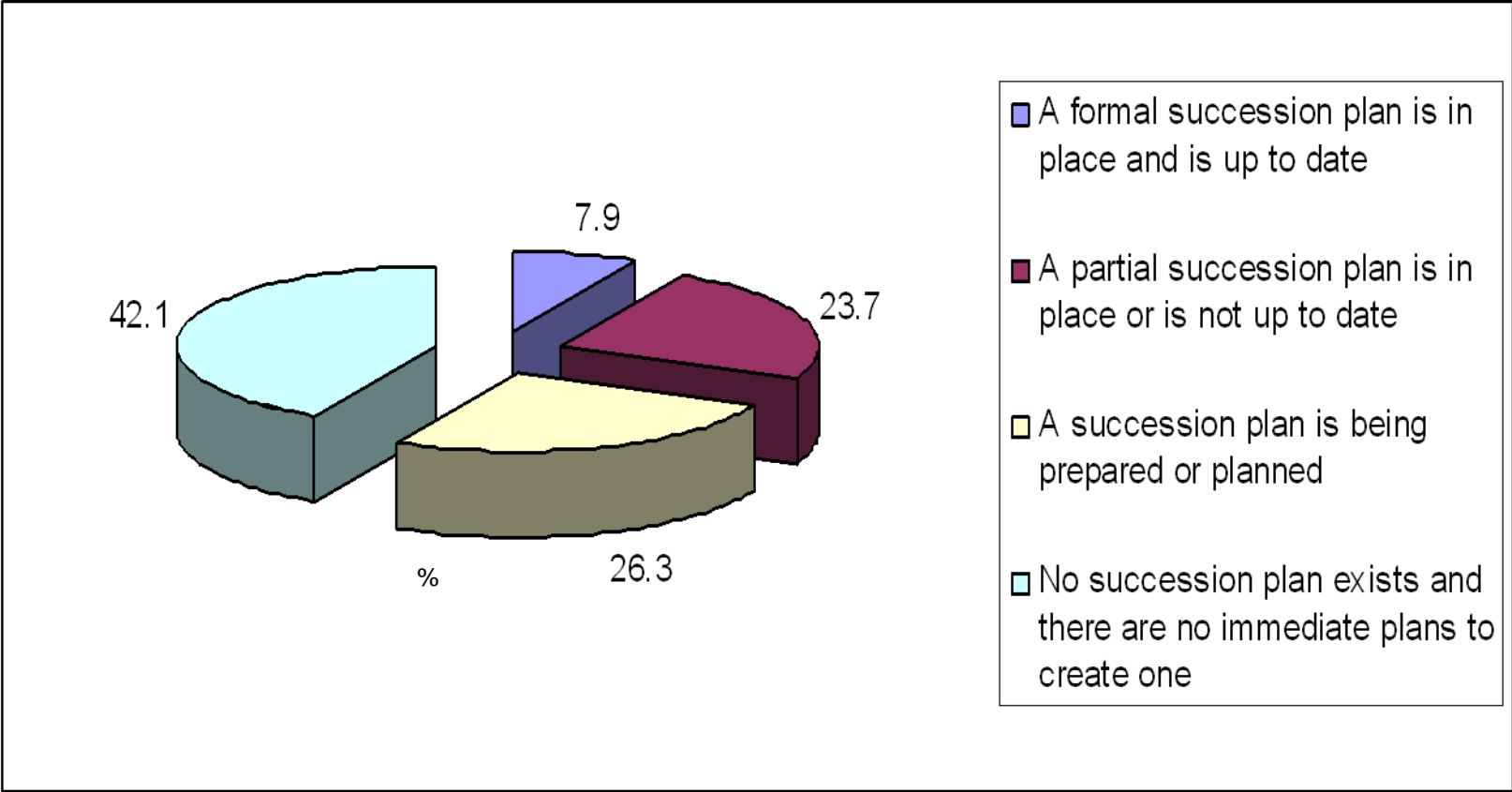
Two did not respond to this question.

Q3. What has been your most successful source of new risk management talent (successful in terms of quality of candidates as well as numbers)



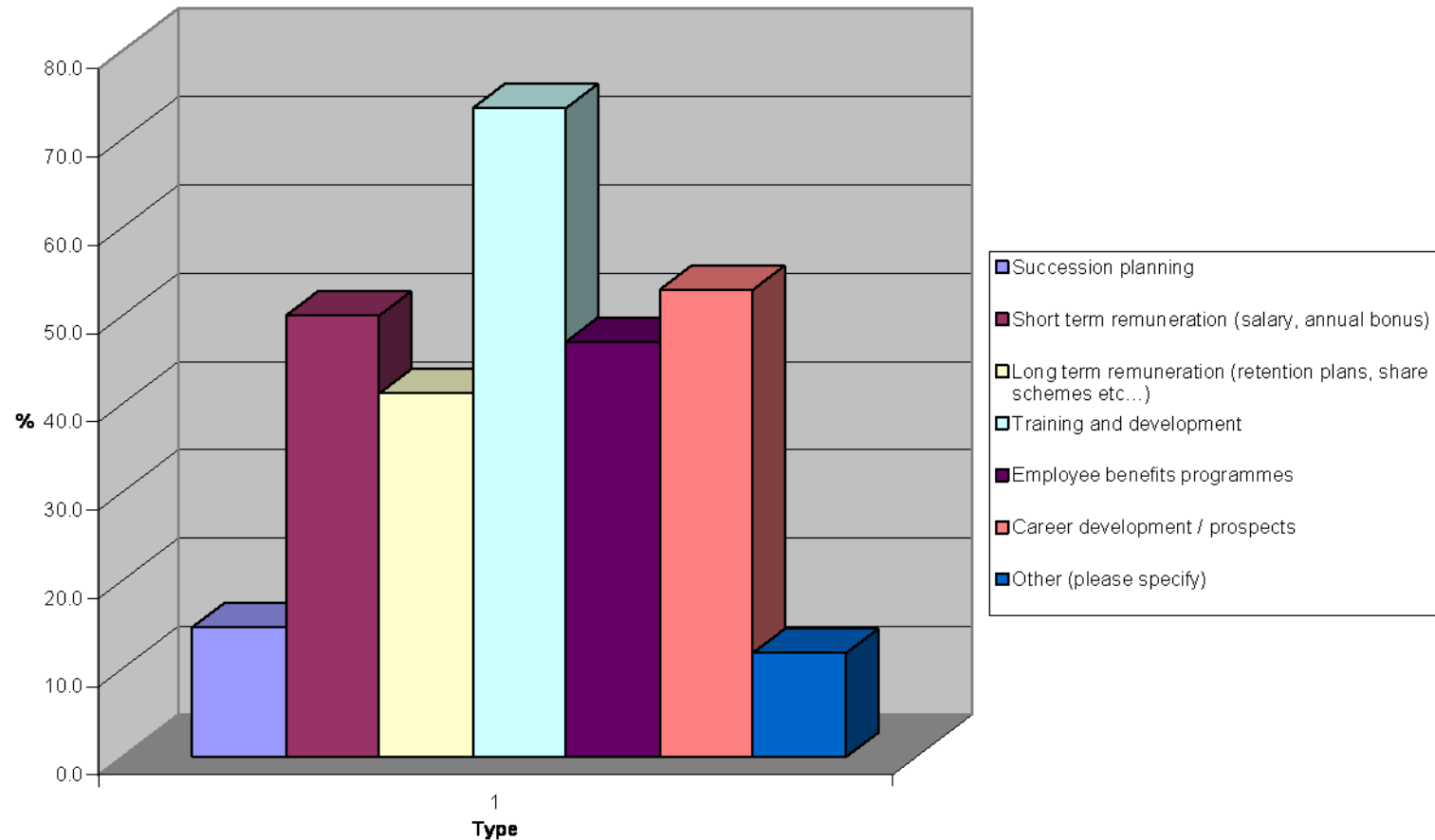
Two did not respond to this question.

Q4. Does the Risk Function have a formalised succession plan in place for all key roles?



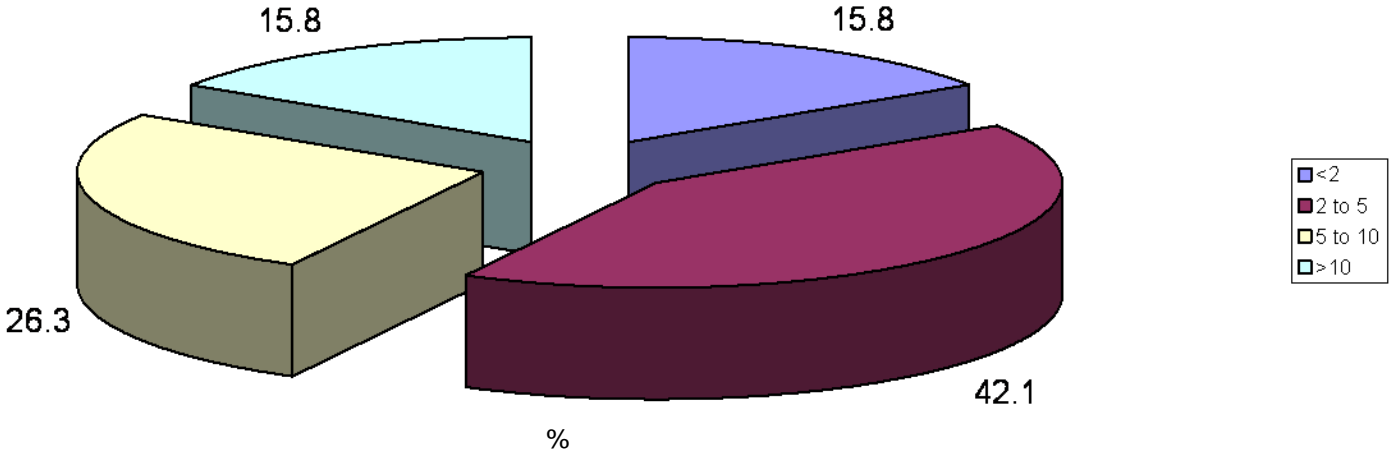
All responded to this question.

Q5. How do you go about ensuring you retain risk management talent in your organisation?



Four did not respond to this question.

Q6. Headcount of Risk Function (ERM related resources, excluding Compliance, Audit, Actuarial, Legal etc...)

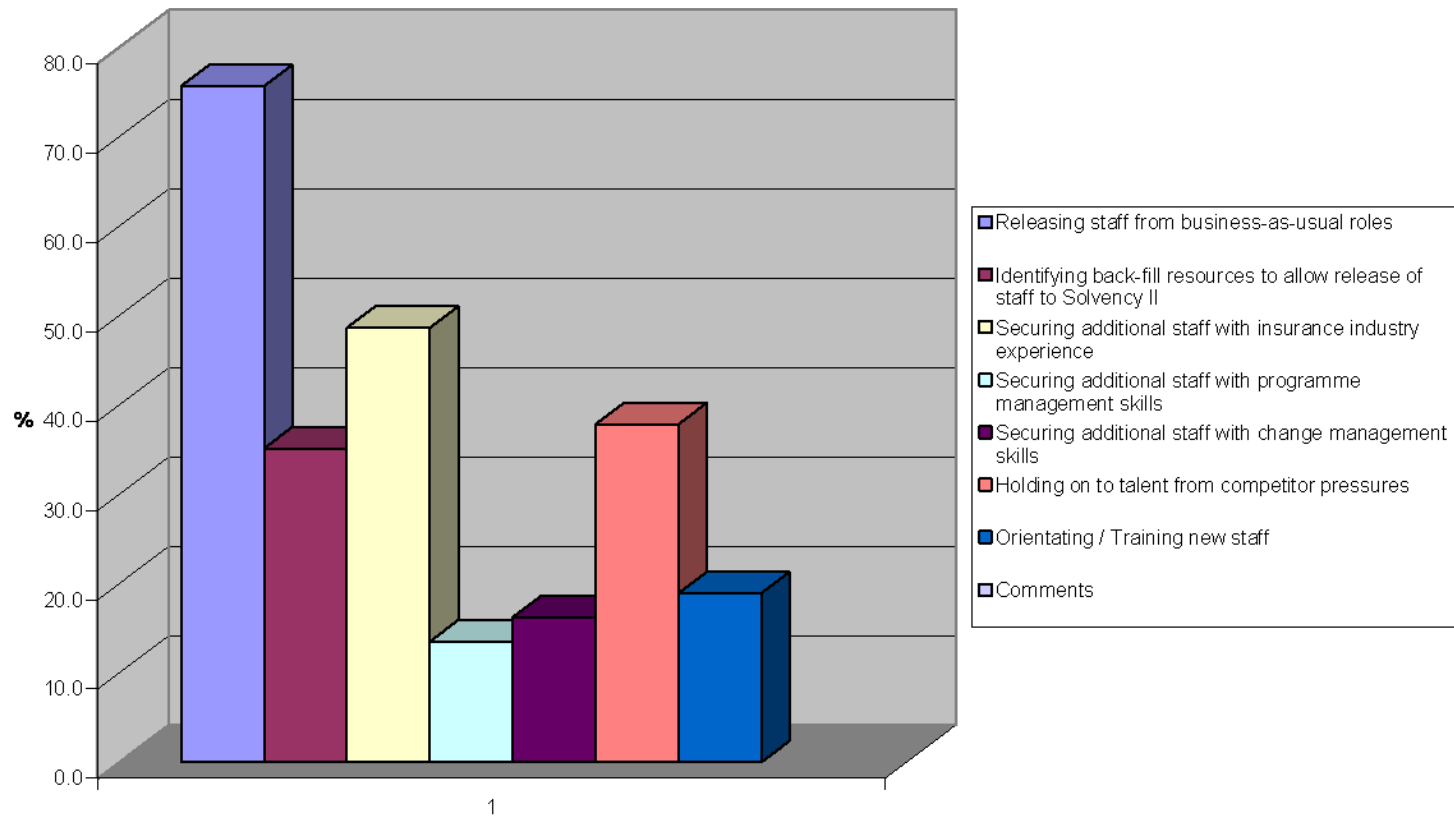


All responded to this question.

Q7. What is the level of dedicated resources (spending 50% of their time) on your Solvency II programme? If more than one role type has 0 please leave it blank. Please break it down by role type

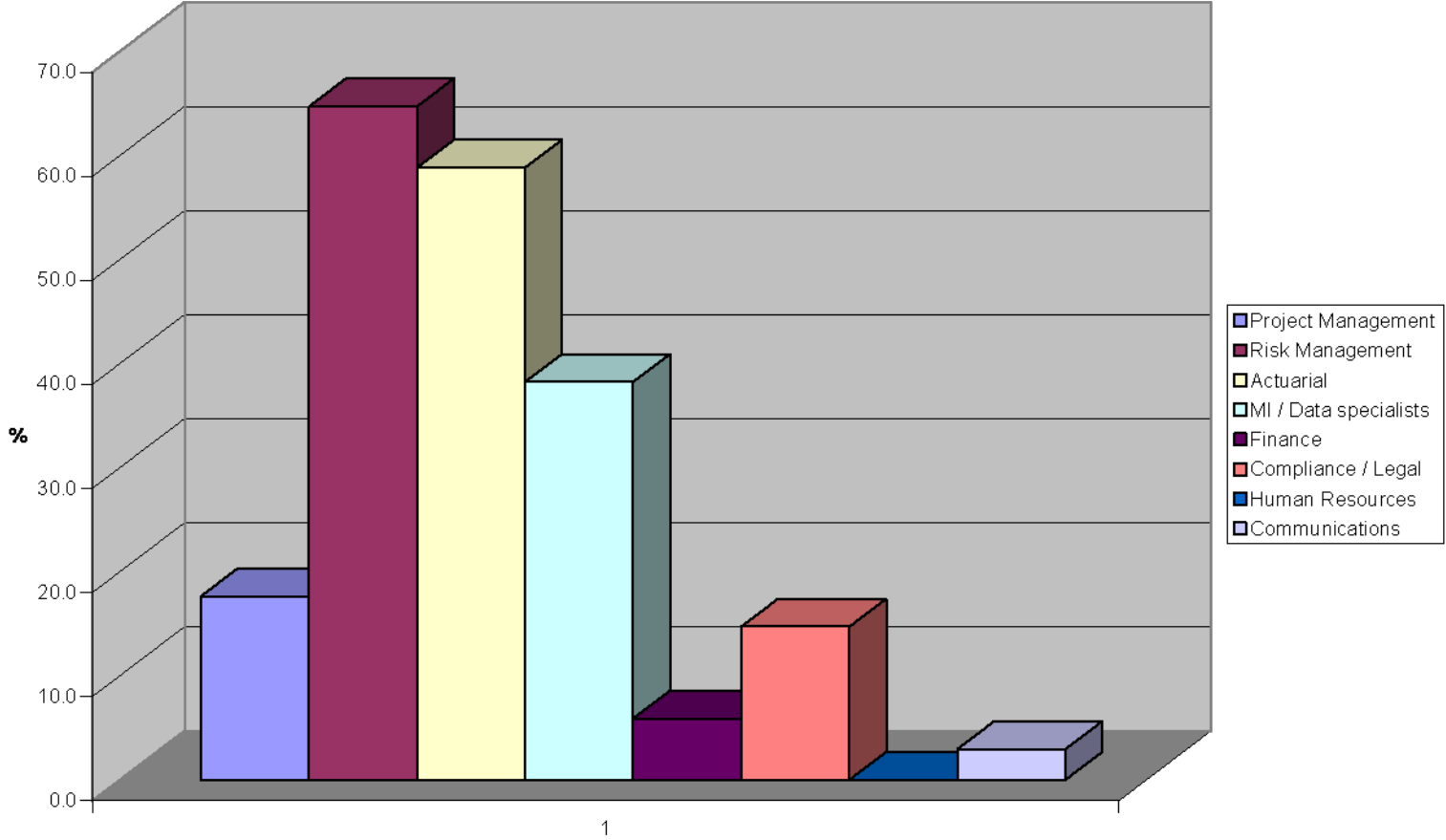
Answer Options	0	1 to 2	2 to 3	3 to 5	5 or more	Response Count	
Project Management	2	20	3	2	5	32	
Risk Management	0	12	12	7	3	34	
Actuarial	3	7	5	9	7	31	
MI / Data specialists	4	10	5	3	4	26	
Finance	1	11	7	1	3	23	
Compliance / Legal	7	13	3	0	1	24	
Human Resources	11	10	0	1	1	23	
Communications	12	4	0	2	1	19	
						answered question	36
						skipped question	2

Q8. What are the primary challenges in Resourcing the Solvency II programme? (tick as many as relevant)



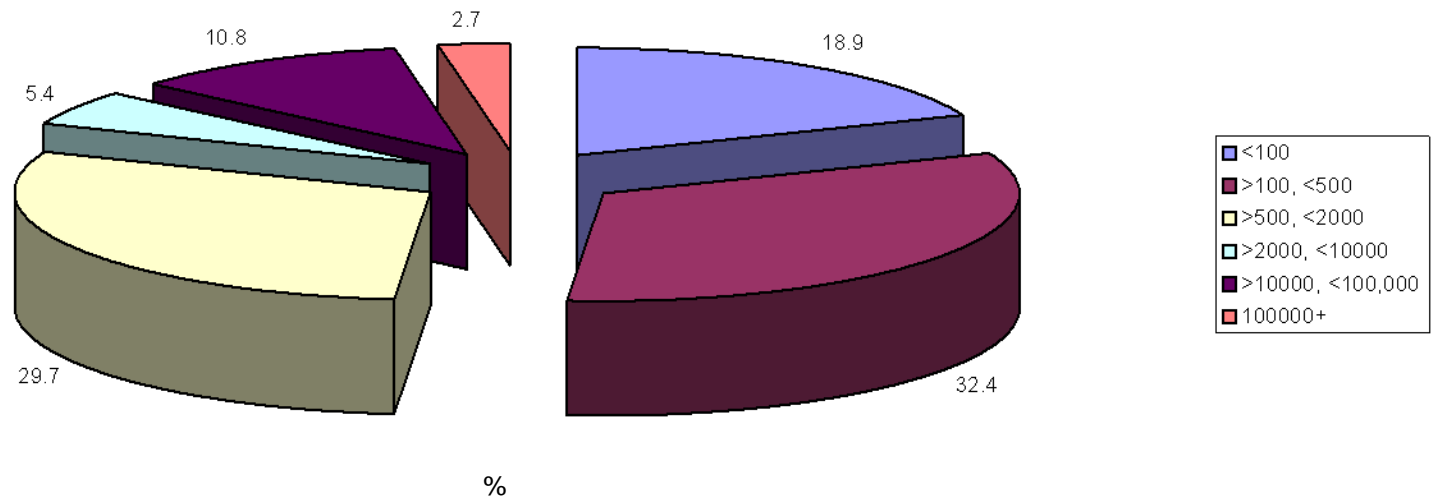
One did not respond to this question.

Q9. What are the most difficult resources to secure in terms of quality and quantity of staff? (tick those that are relevant)



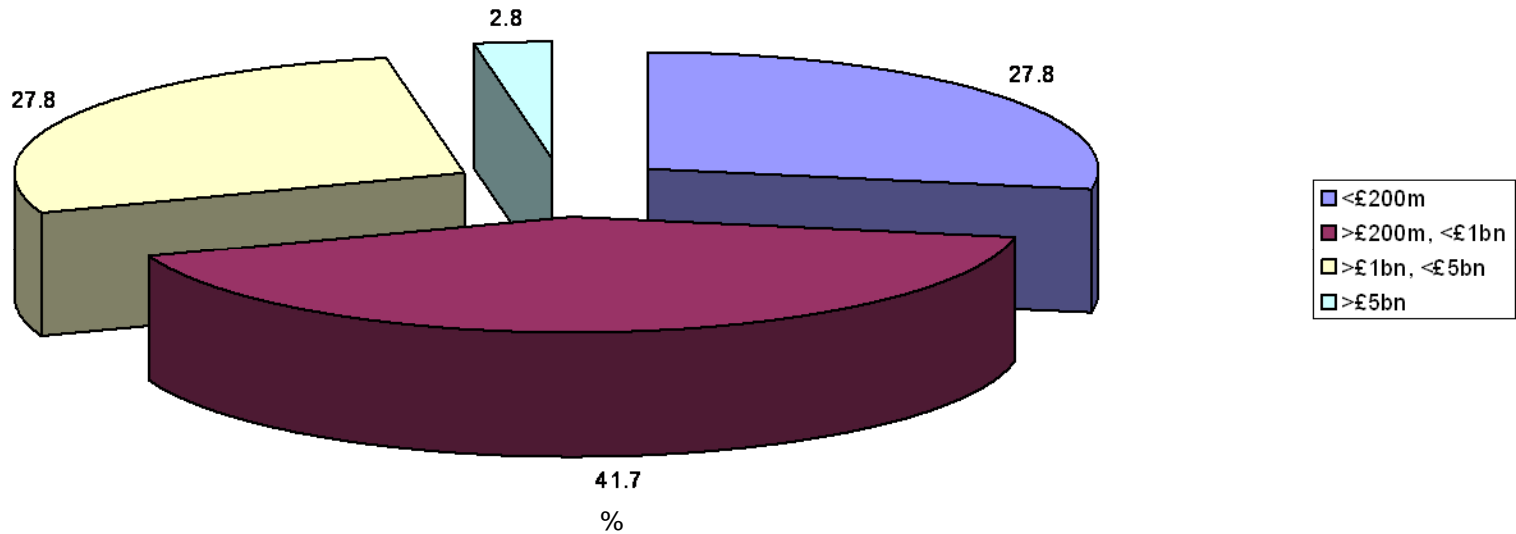
Four did not respond to this question.

Q10. Organisation headcount



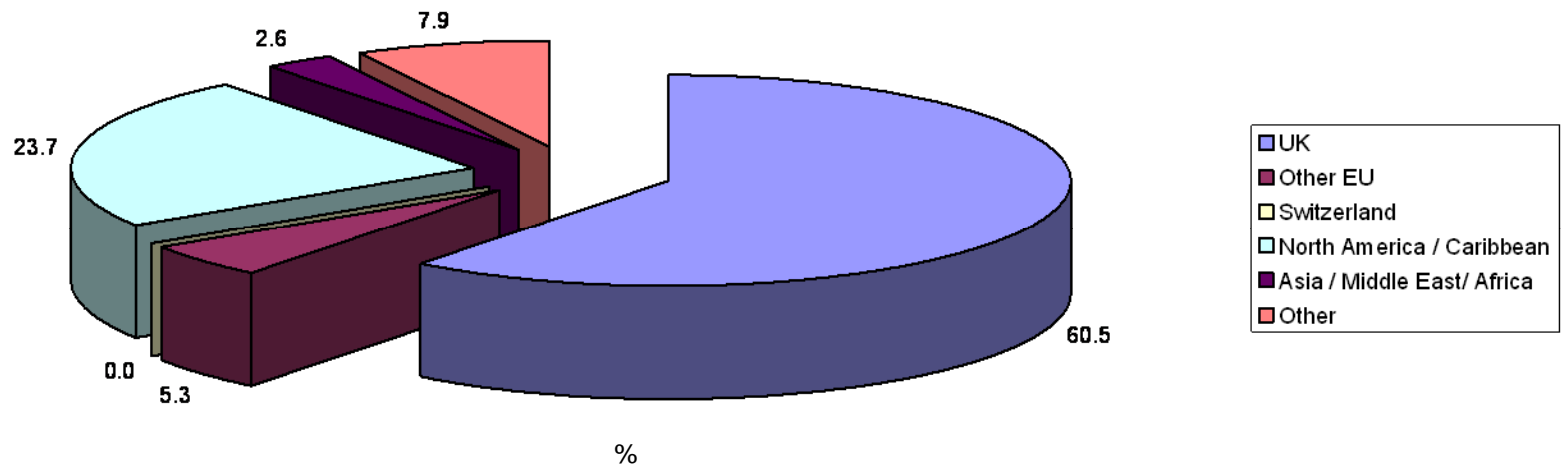
One did not respond to this question.

Q11. Organisation turnover



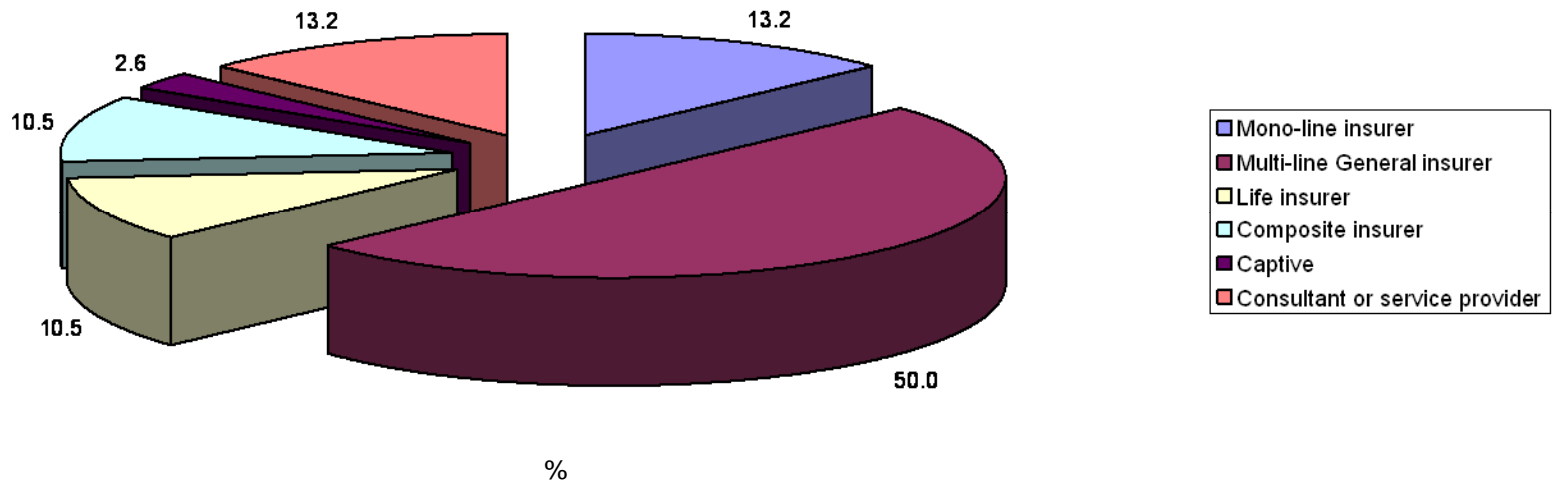
Two did not respond to this question.

Q12. Domicile of organisation's overall Headquarters



All responded to this question.

Q13. Primary type of business



All responded to this question.

Key findings

- There is generally growth in risk functions, but perhaps not as much as under Basel II
- Most risk functions are still relatively small
- Getting risk and actuarial professionals is hard, but we still seem to be using quite traditional recruitment routes
- Getting wider involvement is a challenge – it is seen as a project, not the day job