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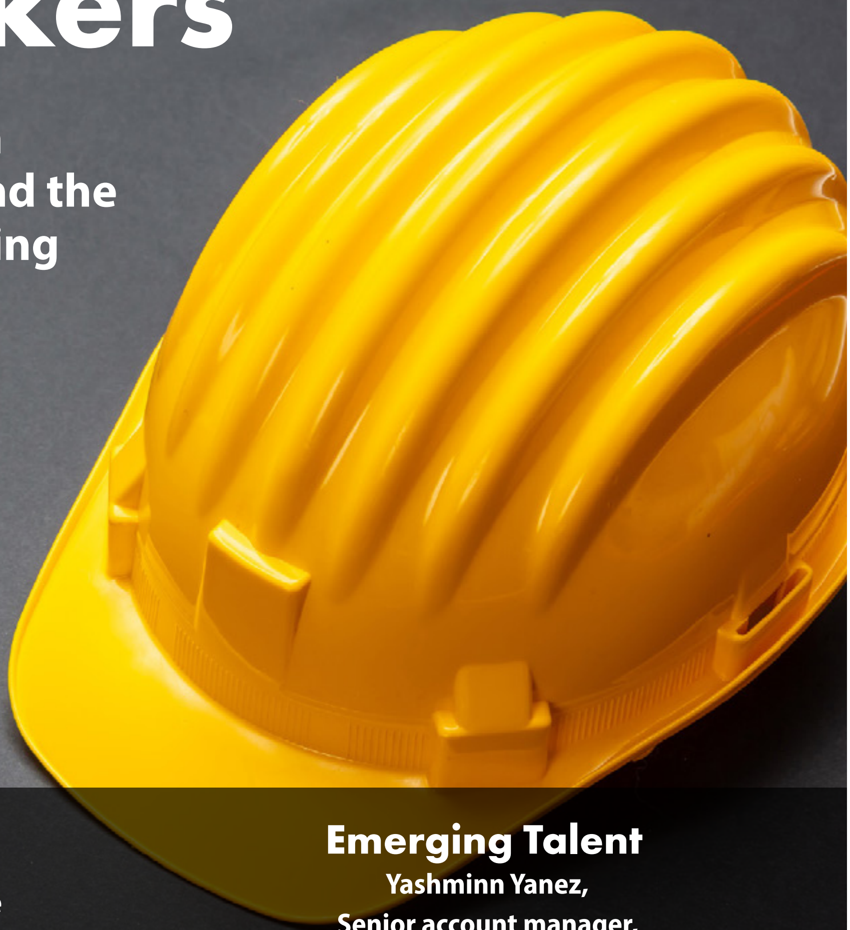
Compensating the workers

Workers' compensation captive programmes and the challenges they are facing



Alabama Focus

Ben Richardson explains why the new legislation passed in May is transformational for Alabama

Emerging Talent

Yashminn Yanez,
Senior account manager,
Strategic Risk Solutions

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In this issue

Aon-WTW acquisition mutually cancelled

Aon and Willis Towers Watson have mutually agreed to end their proposed acquisition following an "impasse" with the US Department of Justice (DOJ).

The business combination was announced in March 2020 between Aon, a risk, retirement and health solutions provider, and Willis Towers Watson, an advisory, broking and solutions firm. The proposed acquisition would have merged two of the 'big three' global insurance brokers, with an implied combined equity value of around $80 billion.

Although the European Commission conditionally approved the acquisition under divestment conditions of the EU Merger Regulation, last month the DOJ filed a civil antitrust lawsuit against the acquisition on the grounds that it would jeopardise industry competition, increase prices and weaken innovation.

This suit was said to have created a non-negotiable "impasse" that made it impossible for the acquisition to go ahead.

Greg Case, CEO of Aon, explains: "Despite regulatory momentum around the world, including the recent approval of our combination by the European Commission, we reached an impasse with the DOJ."

"The DOJ position overlooks that our complementary businesses operate across broad, competitive areas of the economy. We are confident that the combination would have accelerated our shared ability to innovate on behalf of clients, but the inability to secure an expedited resolution of the litigation brought us to this point."

John Haley, CEO of Willis Towers Watson, adds: "Going forward, we are well positioned to compete vigorously across our businesses around the world and will continue to introduce important innovations to the market. We appreciate all the Aon colleagues we got to know through this process."

Aon will pay Willis Towers Watson a termination fee of $1 billion, following which both firms will move forward independently. ■

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IRS granted summons petition in DDOI micro captive investigation

US Magistrate Judge Christopher Burke for the US District Court for the District of Delaware recommended that the Internal Revenue Service's (IRS) summons against the Delaware Department of Insurance (DDOI) should be granted. Burke also recommended that the department's motion to nullify the summons should be denied.

Pending in the case, United States of America v Delaware Department of Insurance, is a petition to enforce an IRS summons served on DDOI as part of the agency's investigation into transactions related to micro captives.

The IRS began its initial investigation into the role of Artex Risk Solutions, Tribeca Strategic Advisors and others in transactions involving micro captive insurance plans, and whether this violated federal law. During this investigation, in 2013 the IRS issued administrative summonses against Artex which revealed email correspondence between Artex and DDOI, as the department had issued insurance certificates of authority to these micro captive companies.

In October 2017, the IRS then issued summons to DDOI seeking information relating to around 200 insurance certificates issued to micro captives.

In response, DDOI issued objections to the summons, citing Section 6920 of the Delaware Insurance Code which stipulates that a special purpose financial captive insurance company can be reasonably designated confidential in terms of examination reports, working papers and other recorded information and documents.

Although this means the information is not subjected to subpoena or made public by Commissioners, it can still be shared with other insurance departments and US law enforcement agencies.

DDOI engaged in voluntary compliance by producing documents responsive to the subpoena, but not those that are client-specific.

The department contacted all micro captives associated with Artex to request voluntary consent to the release of documents to the IRS, of which only 19 consented.

Furthermore, DDOI objected to the summons by arguing that the IRS already holds the relevant documents from the summons against Artex.

However, Burke argued that the information sought is the version of the email correspondence in DDOI's possession, which "could be of independent evidentiary value to the IRS".

He concluded the court by recommending that DDOI's motion be denied and the government's petition be granted. ■

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HUB International launches cannabis benefits captive

HUB International has launched a new cannabis benefits captive to function as an employee benefits group captive for cannabis organisations.

The new captive of the global insurance broker and financial services firm, developed with Berkley Life and Health Insurance Company, is aimed towards cannabis clients and prospects seeking an alternative to traditional employee benefits programmes, in order to better reflect their employee profile. It will also allow them to exercise greater control over healthcare costs.

Cannabis employers eligible for the new medical stop loss solution must have more than 50 insured employees with a predictable cash flow and stable claims experience. As a variation of captive insurance, participants in an employee benefit group captive share the risk of expensive claims and back claims with their cash reserves and stop loss insurance in order to have better control over costs and increased purchasing power.

HUB notes this is an ideal solution for the cannabis industry because the demographic is perceived more favourably by carrier underwriters compared to the risks associated with other industries.

Jay Virdi, chief sales office of HUB's cannabis practice, explains: "The captive is for clients who desire greater control of their employee health benefits. If clients are looking for more flexibility, transparency, claims cost control, reduced fixed costs on health benefits, renewal stability or to gain market leverage, this captive strategy is right for them." ■

Aon: losses from natural disasters cost $93 billion in H1 2021

The total economic losses from natural disasters in the first half of 2021 are estimated to be around $93 billion, marking a 32 per cent decrease from the 10-year average of $136 billion, according to a new report by Aon.

This also indicated a 16 percent decrease from the 21st-century average of $110 billion.

Conversely, insured losses from natural disasters were estimated at around $42 billion, which indicated a 2 per cent increase from the 10-year average, as well as a 39 per cent increase from the 21st-century average of $30 billion.

In geographical terms, insured losses were above average in the US (which accounted for 72 per cent of global insured losses), Europe, the Middle East and Africa for H1 2021, while lower in Asia Pacific and the Americas in particular.

However, the report, entitled 'Global catastrophe recap: first half of 2021' and published by Aon's catastrophe model development team Impact Forecasting, noted that these figures are preliminary and are subject to change as losses continue to develop.

The report evaluated 163 notable natural disasters, considerably lower than the 21st-century average of 191 disasters within a six month period. At least 22 of the recorded events incurred individual billion-dollar losses, 10 of which occurred in the US.

The singular event generating the highest economic losses was the January extended freeze in the US produced by the Polar Vortex, which was responsible for 217 fatalities and at least $15 billion in insured losses.

Steve Bowen, managing director and head of catastrophe insight on the Impact Forecasting team at Aon, summarises: "The first half of 2021 became the costliest first six months of the year in terms of natural disasters for the insurance industry since 2011, despite recording a below-average number of events."

"As climate change continues to amplify the severity of weather events, it becomes more imperative to explore ways to better manage the physical and non-physical risks that are more urgently requiring actionable solutions," Bowen concludes. ■

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RISCS establishes UK cell captive in Labuan

RISCS has established a new cell captive in Labuan for one of its UK-based clients, marking the first time a company headquartered in the UK has chosen Labuan as a domicile for a cell captive.

As a provider of captive and alternative risk transfer solutions, the independent strategic risk consultancy said this is "testimony to the open door nature of the jurisdiction as a premier global captive location".

RISCS gave recognition to Brighton Insurance Management, who were responsible for producing the formal application and business plan, as well as the Labuan Financial Services Authority and Principle Re Labuan for their domicile guidance and reinsurance support respectively.

In the last eight months, RISCS has acted as project manager for the arrangement of eight captive structures (a combination of full captives and cells) for clients in leading global captive domiciles, including Labuan, Bermuda and Guernsey. Of this, the consultancy delivered two other world-first solutions, namely the establishment of a cell captive in Labuan for one of its Australia-based clients in May of this year, and the conversion of a cell captive to a full captive while simultaneously migrating from Europe to North America. ■

Guernsey ESG accreditation scheme brings business

The accreditation scheme for managing environmental, social and governance (ESG) opportunities, risk and impact in Guernsey has attracted new insurance businesses to the island, according to Guernsey Finance.

The scheme was constructed by the Guernsey International Insurance Association (GIIA) with environmental assessment company ESI Monitor, following GIIA's launch of an industry-first ESG framework in July 2021.

Read the full article online

Hylant acquires employee benefits agency

Hylant has acquired Cobalt Benefits to expand its employee benefits services offering.

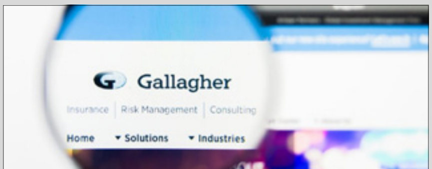
The Indiana-based agency specialises in self-funding and traditional medical, dental, vision, life and disability brokerage services.

Read the full article online

AXA XL bolsters insurance firm's H1 2021 results

Multinational insurance firm AXA has reported a gross revenue figure of €54 billion for H1 2021, marking a year-on-year increase of 7 per cent, just over half of which was derived from the property and casualty line of its reinsurance subsidiary, AXA XL.

Read the full article online

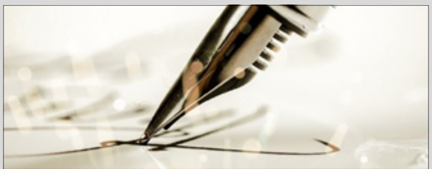


Arthur J. Gallagher acquires P&C broker

Insurance and risk management firm Arthur J. Gallagher has acquired retail property and casualty brokerage R.J. Riordan. The Illinois-based firm provides a wide variety of insurance products and services, specialising in construction and transportation.

Under the acquisition, R.J. Riordan's team will relocate to Gallagher's retail brokerage operations, reporting to head of retail property and casualty brokerage operations for the Midwest region, J. Ryan Isaacs.

Read the full article online



AXIS Capital reports overall Q2 decline in reinsurance business

AXIS Capital Holdings has reported a 13 per cent year-on-year increase to $1.9 billion in gross written premium (GWP) for Q2 2021.

Of this increase, the insurance segment of the underwriting firm, comprising accident and health, property and casualty, professional and management liability, and cyber coverage, saw an uptick of $232 billion (equal to a 22 per cent increase), while the reinsurance segment declined by 1 per cent.

Read the full article online

Markel and Cytora partner over workflow platform

Insurance, tax and legal services provider Markel UK has partnered with Cytora to administer the latter's platform to streamline risk intake across property and casualty lines.

Markel will integrate the platform from Cytora, an insurance technology firm, into its new business workflow to increase capacity for growth in target risk segments in a more efficient end-to-end quote and deal process.

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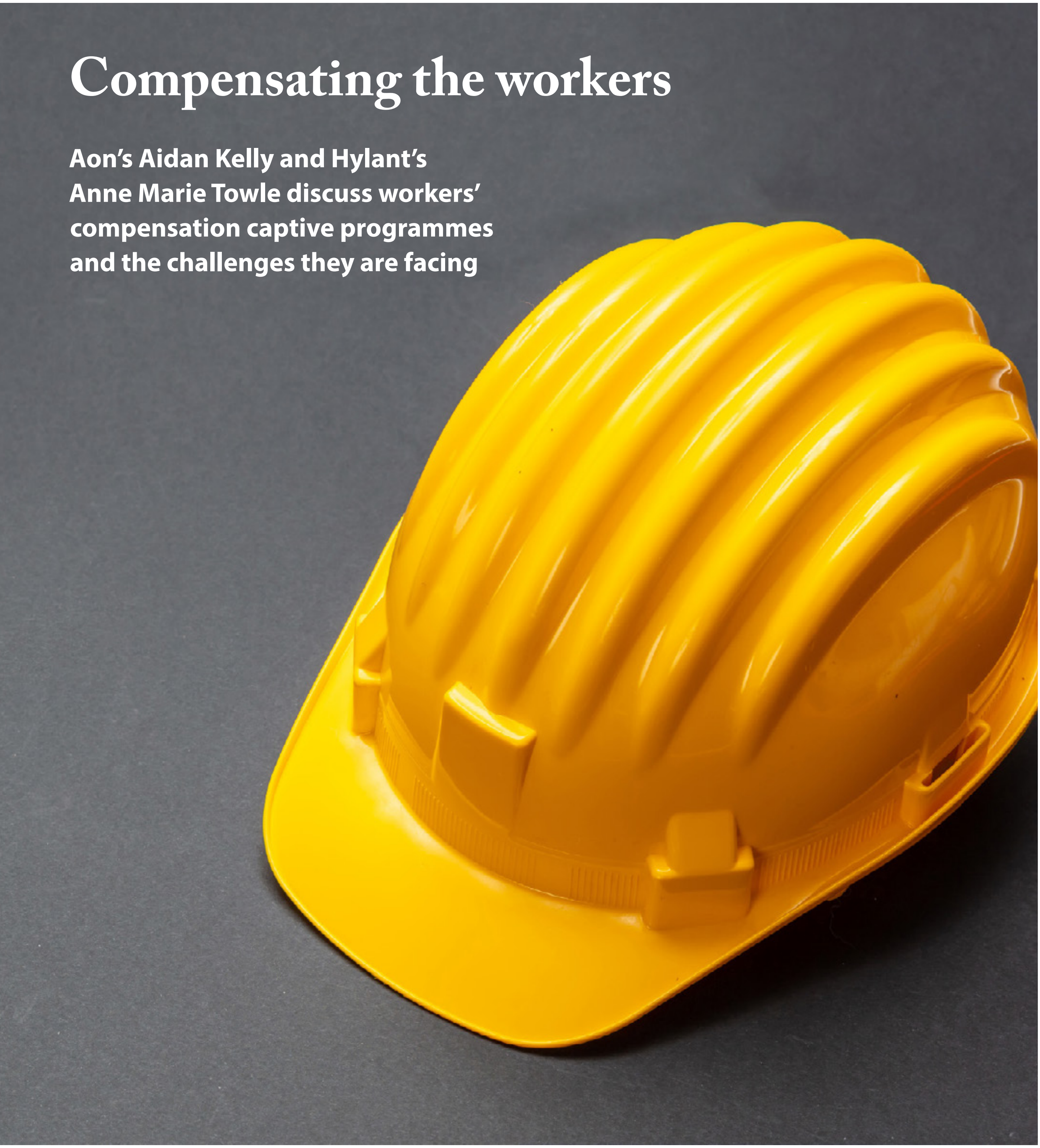
Compensating the workers

Aon's Aidan Kelly and Hylant's Anne Marie Towle discuss workers' compensation captive programmes and the challenges they are facing



Workers' compensation underwriting performance is expected to remain strong in 2021 with favourable results driven by recent reductions in claims frequency and further recognition of material reserve redundancies, according to Fitch Ratings. Workers' compensation programmes in the US are state regulated, with laws determined by each state legislative body and implemented by a state agency. The programmes provide the payment of lost wages, medical treatment and rehabilitation services to workers suffering from occupational injury or disease. According to the US Social Security Administration, the workers' compensation system in the US developed from principles enacted in Europe in the late 1800s.

Following public pressure, the US Congress was prompted to pass the Employers' Liability Acts of 1906 and 1908, which worked to soften the defense of contributory negligence.

During the early 1900s the federal government considered social insurance and welfare to be the purview of the individual states and there was no discussion of a federal occupational injury or disease programme other than the one created in 1908 to cover federal workers.

This meant that each US state passed its own workers' compensation legislation, with the first comprehensive workers' compensation law adopted in Wisconsin in 1911, and nine other states passed regulations that year. Some 36 more states followed before the close of the decade.

The last holdout was Mississippi, which finally passed workers' compensation guidelines in 1948.

"Many organisations utilise a captive programme to fund their workers' compensation insurance," states Anne Marie Towle, global captive solutions leader at Hylant.

She explains: "Typically the organisation will finance the primary/deductible layer of risk in the captive, being that from an actuarial viewpoint, the risk is very predictable and organisations have loss history to project future losses."

Captives

On the types of captives that are the best option to fund workers' compensation, Aidan Kelly, director of risk finance and captive consulting, global risk consulting and commercial risk solutions at Aon, notes the choices for an organisation to insure workers' compensation risks will include single-parent captives, group captives and cell captives.

On single-parent captives, Kelly states that these structures account for over 75 per cent of all captives and are wholly-owned subsidiaries of the parent organisation. Therefore, they only write the risks and pay losses of the parent and its affiliates (generally, no third-party risk).

He adds: "They do not transfer risk outside of the economic family of the parent and have an independent governance structure, including a board of directors and officers, annual meetings and detailed operational processes that may be outsourced to third party services providers (i.e. captive managers)."

On group captives, Kelly notes that they are formed by members that come together to form an insurance company. He explains that strict underwriting and governance rules ensure that all members' risks and exposures are pooled appropriately without unbalancing the financial outcomes of the group captive.

Kelly highlights: "Members' representatives make up the board of directors, and group captives are generally administered by a captive manager who acts in accordance with instructions from all members."

"Strict underwriting and governance rules ensure that all members' risks and exposures are pooled appropriately without unbalancing the financial outcomes of the group captive."

He notes that for group captives, it is expected that members may contribute to the losses of other members and vice versa depending on the performance of individual insurance programmes.

On cell captives, Kelly states that they are a growing trend in the US to insure workers' compensation risks.

He explains: "The cell offers the flexibility and risk financing advantages of a single-parent captive without the requirement to form, own or operate the captive."

"Cell captives act like a rental facility where capacity in a third-party sponsored captive is made available for a fee. Premiums and losses are paid by the cell and legislation provides for statutory segregation of assets and liabilities between cell operators at all times," he adds.

Kelly highlights that cells can be opened and closed more efficiently than either single-parent captives or group captives (weeks versus months). However, Kelly adds that the lack of ownership and complete control of the cell captive can be a deterrent for many organisations that may prefer to create a wholly-owned subsidiary than rent space in a third-party vehicle.

On what sort of trends are being seen in workers' compensation captive programmes, Towle states that workers' compensation in most industries has still remained fairly flat and somewhat removed from the pressures of the hard market.

She highlights: "We are not seeing the large double and triple digit increases affecting the workers' compensation market yet. We anticipate there will be some increases as a result of the COVID-19 pandemic claims."

Stumbles

Reflecting on how the ongoing COVID-19 pandemic has affected workers' compensation captive programmes, Kelly notes that the impact varied widely across industries and regions, so it is difficult to offer a generalised view. However, Kelly does note noticeable changes.

Kelly explains this includes reduced payrolls and activity impacted certain industries as remote working patterns impacted productivity and demand (e.g. hospitality sector).

Sectors like online retail were largely unaffected, while associated transportation services for consumer goods and food/beverages increased as populations adjusted to social distancing and closure of retail and restaurant outlets.

However, Kelly points out the one extreme change was seen in the healthcare sector, whereby workers' compensation loss costs are much higher due to COVID-19 exposures.

He explains: "This was entirely unanticipated and was ultimately a direct hit to the bottom line of healthcare organisations whether these retained losses were financed in a captive or retained by the parent organsation."

"For many clients, the reduced exposures and activities have resulted in reduced premiums for workers' compensation programmes written by captives. With the extended impact of the pandemic stretching into 2021, it may be a while before the true impact of the pandemic on workers' compensation exposures and losses is understood," Kelly adds.

Other than the COVID-19 pandemic, every sector is facing its own challenges. On the types of challenges workers' compensation captive programmes are facing, Kelly states that workers' compensation captives have seen requests from parent organisations for consolidation of cash balances to offset revenue shortfalls and increased costs at the parent level.

He notes that payment of captive premiums due by instalments and requests for premium reductions and 'holidays' rose in popularity.

Long-standing reserving practices at prudent, conservative levels (above the 75 per cent confidence level) were questioned while modelling at lower confidence levels were examined and pursued.

Kelly notes that while this provides short-term relief in terms of cash flow, the longer-term impact of lower reserving levels may not be understood for a number of years.

He adds: "Other captive lines of business have been subject to higher rate increases and higher retentions. This has put pressure on captive workers' compensation programmes to maintain their competitiveness to ensure that the entire captive portfolio remains profitable in the short-term , and that the longer-term financial success of the captive is not jeopardised."

The next level

Reflecting on what will be the big talking points around workers' compensation coverage in the next 12 months, Towle believes some of the largest talking points will be the continued claims/fallout from the global pandemic and the trend to working at home or a hybrid schedule.

She explains: "With the increase in the number of companies continuing to allow employees to work remotely, the question arises on how to address claims which arise while an employee is working remotely."

Towle notes that both remote and telecommuting workers are typically covered under workers' compensation policies if the injury or illness occurs while an employee is completing a work task during work hours.

"Therefore, employers are responsible for providing the same safe work environment for both their on-site workers and remote workers," she concludes. ■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A growing trend

Ben Richardson, director of external affairs at the Alabama Captive Insurance Association, explains why the new legislation passed in May is transformational for Alabama as a captive domicile

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What are the current trends in the Alabama captive market?

There has been strong growth in risk retention group (RRG) licensure applications. By the end of July, we anticipate that there will be approximately 17 licensed RRGs, most of which occurred in the past three years. Moreover, there has been a large spike in interest and intrigue to form new captives in Alabama.

The array of formation types and the ability to work with a strong, supportive regulatory environment provided by the Alabama Department of Insurance has made Alabama a particularly attractive market.

What will the new captive bill do for the state's captive sector?

The new legislation passed in May is transformational for Alabama as a domicile. It permits the creation of new captive formation types while also lowering the minimum capital requirement to $100,000 for pure and protected cell captives.

With the introduction of the agency, reinsurance, and special purpose financial captive structures, captive owners can have a captive structure tailored to their specific needs. Additionally, the new legislation includes a rethinking of the branch captive model.

Captives in Alabama can now pool risks written in alien or foreign jurisdictions while removing the requirement of maintaining a principal place of business within Alabama. The legislation allows for Alabama to be on the cutting-edge as a highly competitive domicile within the captive industry while maintaining significant financial benefits afforded by a business-friendly state.

Alabama was one of the first that held an 'in person' captive conference after the pandemic — what can we look forward to at this year's event?

This year, we are very excited for a much more dynamic group of attendees.

Throughout the past few years, the Alabama Captive Insurance Association (ACIA) has built strong relationships with our Department of Insurance and our state legislature, as we have worked closely with them to pass our innovative legislation.

We are excited to announce the attendance of commissioner Jim Ridling, deputy commissioner Mark Fowler, federal elected officials, and numerous state legislators.

Additionally, our general attendee representation has grown from our southeastern region to nationwide. We are looking forward to welcoming new attendees from various captive associations, captive owners and captive management firms throughout the country. We have also brought on some new programming for this year's conference, including a golf tournament fundraiser!

Our speaker lineup will also differ from past years as we are expanding our reach to focus on emerging talent, innovative thinkers and solution-oriented executives in the captive industry.

The destination of the Grand Hotel Golf Resort & Spa in Point Clear, Alabama should be a draw for new attendees.

We are excited to work with the resort staff to host our conference and provide our attendees with a gorgeous bayside destination and all the amenities offered by the venue.

"For captive owners and managers looking for a bespoke captive structure with a favourable business environment, Alabama is the place for you"

What opportunities are there for the Alabama captive market?

With the aforementioned legislation, the opportunities are endless. Alabama boasts a very supportive and forward-thinking department and association that work in lockstep to promote the best environment for the captive and alternative risk industry.

The new legislation makes Alabama a highly competitive domicile as there is a new element of versatility in selecting a captive structure that best suits the needs of captive owners, all while maintaining low costs and a very simple redomestication process. For captive owners and managers looking for a bespoke captive structure with a favourable business environment, Alabama is the place for you.

What is in store for the state's captive market over the next 12 months?

We anticipate that there will continue to be growth in the number of RRGs starting in or redomiciling to Alabama over the next 12 months. Additionally, we anticipate that many captive owners and managers will look to utilise our new law to form new captives within Alabama. ■

Yashminn Yanez

Senior account manager
Strategic Risk Solutions

Personal bio: *I am originally from Saquarema, Rio de Janeiro State, Brazil, where I was born and raised. I lived in Dublin, Ireland for six years where I improved my English skills, gained my accounting professional qualifications and made lifelong friends.*

There I also met the love of my life, to whom I got married this June. I recently relocated to Malta; I am in love with this country and the new lifestyle. I love to be active, explore new cultures, make new friends and strengthen my existing relationships.

Professional profile: *I graduated with a BA in accountancy at the Federal University of Rio de Janeiro in 2010, when I also got my qualification with the Rio de Janeiro State Regional Accounting Council (CRC-RJ). In 2016 I graduated with an MSc in accounting and finance management at Griffith College Dublin. I became a member of the Association of Chartered Certified Accountants in 2019.*

Following three and a half years with Marsh Management Services, Dublin, I joined Strategic Risk Solutions Europe in October 2020 as an account manager. I have recently been promoted to senior account manager. I am currently responsible for the management of a portfolio of local (re)insurance companies and cells, with overall responsibility for coordinating servicing activities of the group's European servicing hub in Malta including some activities for the European clients. In addition to my captive management experience, I have considerable experience in the banking sector. I have worked as a senior accountant at BTG Pactual Investment Bank and in a few other financial accounting roles based in Brazil.

How did you end up in the captive industry?

That is an interesting question. At the time when I decided to follow the captive industry as a career, I had to choose between the technology industry and captive industry. Based on my previous experience in the financial sector I had a strong feeling, based on my research, that the insurance and captive market had a lot to offer to me as career development; unregretfully I went for it. This has been a lovely journey.

What has been your highlight in the captive industry so far?

I believe the highlight for me, as a senior account manager, has been to get involved in different interesting projects, working with a high calibre number of professionals and learning new things every single day. This keeps my motivation at a high level and that is why it is so exciting to work in this industry.

What/who have been your influences in the captive industry?

I am lucky to have worked with so many high profile professionals in this industry. I learned so much with the clients I worked for in the past four years. They have been one of the biggest influences during my career in the captive industry. All the colleagues I worked with over the years were also big influences on me. They have helped me so much with my professional growth and I look forward to the many years ahead.

What is your impression of the industry?

This is a very specific and growing industry. There are so many opportunities for new talents and existing ones.

Captives are a great solution for risk management and I believe more and more companies are looking to this alternative, especially due to the current hardening of the traditional market. The industry's potential is huge.

What are your aspirations for your career in the captive industry?

I look forward to continuing to learn and developing my career in the captive industry.

Having recently joined SRS, which is just at the beginning of its operations in Europe, my aspirations are quite wild. I aim to help the company grow in Europe at a fast pace, become a relevant part of its European team, assist my lovely clients to develop and grow alongside, and also help my colleagues along the way.

"This is a very specific and growing industry. There are so many opportunities for new talents and existing ones."

"Yashminn is an excellent addition to our European team, we are truly fortunate to have her onboard. Her attentiveness, organisational prowess and communication skills set a high bar for all that work with her. While Yashminn is based in Malta and concentrates on our clients there, she has shown true leadership and is invaluable as management initiatives for our pan European client services are put into place."

Melissa Hancock, managing director, Europe at Strategic Risk Solutions

What advice do you have for someone considering a role in the industry?

I would advise someone considering a role in the captive industry to be open-minded, eager to learn and interact with people from different areas of expertise, for example, actuaries, auditors, tax advisors, brokers and so on, to focus on clients needs as well as your company's needs, be a problem solver and a team player. A good understanding of the captive industry is key to grow in this business, feel confident to develop your carrier and deliver high-quality service to your clients. ■

Airmic has selected Claire Combes to succeed Tracey Skinner as chair of Airmic, effective 1 September.

As a board member of the risk management association since 2016, Combes currently chairs the risk committee to develop Airmic's strategy for improving the support and technical content of risk managers.

She is also a member of the audit committee, membership and marketing committee, and executive committee.

In preparation for her role of chair, Combes will sit on the audit committee for the risk management and insurance association, which boasts over 350 corporate members and 1,500 individual members.

Her experience in risk management spans several senior roles, including director of risk and assurance at easyJet, risk, audit and insurance professional at Heartwood Risk Services, and director of risk and assurance at Intu.

Combes is the fifth appointment to Airmic's board in 2021, following the appointment of Amanda Craib, head of group IT, cyber security and data risk at HSBC.

Other board appointments made this year are Richard Hoult, head of risk, audit and assurance at Thames Water, and Alison Quinlivan, international risk and insurance leader at Google.

Risk finance and insurance practitioner Glenn Ellis was also appointed to the newly-created role of ESG ambassador to lead Airmic's environmental, social and governance (ESG) project group.

Furthermore, Julia Graham was named CEO of Airmic last April.

Graham comments: "I am delighted to welcome Claire Combes into the role of chair and I am looking forward to working with her during her term of office."

"Supported by Tracey Skinner as immediate past chairman, Tim Graham as first deputy chairman and Fiona Davidge as second deputy chairman, we have a marvellous and talented executive to help us navigate what remains some still quite choppy times ahead."

Combes adds: "As the risk management profession continues to increase in relevance, Airmic is positioned to support all risk or insurance managers, increasing their technical skills and personal development." ■

Liberty Mutual Re has appointed Hetul Patel as chief actuary of reinsurance, effective immediately.

Patel will initially be based in Singapore but with a planned relocation to Cologne, Germany later in the year.

He will work alongside Brian MacMahon, current chief actuary of reinsurance, until his retirement at the end of the year.

As part of Liberty Mutual Insurance Group, LM Re provides reinsurance products ranging from professional liability, environmental liability, cyber risk, and captives.

In his new role, Patel will lead the reinsurance actuarial team to provide pricing, reserving and capital support, as well as advance actuarial insight to meet strategic goals. He previously held the position of director of non-life consulting at ActuariesOnTap, and chief actuary at Asia Capital Re. Patel will report to Dieter Winkel, president of LM Re, and Chris Short, chief actuary at Liberty Special Markets.

Winkel comments: "Hetul Patel is an experienced global leader with a track record in generating profitable growth and managing international teams. He brings a depth of experience in data and analytics, which is exactly the skill set that we require for this role." ■

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Berkshire Hathaway Speciality Insurance has appointed Caroline Alder-Smurthwaite as head of general casualty, UK, based in the firm's London office.

She previously served as senior casualty underwriter and, most recently, London corporate casualty manager at Chubb, where she was responsible for dealing with global captive, non-conventional and multi-national accounts across employers' liability, general liability and motor insurance.

Berkshire Hathaway Speciality provides a wide range of insurance coverage, including commercial property, casualty, healthcare professional liability, and medical stop loss.

Hilary Browne, head of casualty, UK and Europe, comments: "Caroline has more than 20 years of underwriting experience spanning a wide range of customers, including corporate and large multinational captive accounts."

"Caroline will play a pivotal leadership role in bringing Berkshire Hathaway's bespoke coverage, financial stability and service excellence to customers across the UK and around the globe."

Strategic Risk Solutions (SRS) has appointed Lesley Howgego as actuarial consultant and Alex Steele as office manager and project coordinator.

Both new hires will be based in the insurance company manager's Guernsey office. In her new role as actuarial consultant, Howgego will be responsible for providing actuarial and analytical services to SRS Europe, as well as improving SRS' software suite to be robust and responsive to complex insurance programmes and accounting and regulatory requirements.

Howgego joins from BWCI Group, where she served for three years as a member of the actuarial insurance consulting team, responsible for data analysis, modelling and sensitivity training.

As office manager and project coordinator for SRS Europe, Steele will oversee the operations of the Guernsey office and support client-facing staff.

She will also provide coordination, assess quality control and assist marketing activities across SRS Europe's reporting and analytics capabilities.

Steele joins SRS from Willis Towers Watson, Guernsey, where she most recently worked as a client relationship and business development executive.

Announced in February, Peter Child took up the position of managing director of SRS Guernsey Management last month.

He comments: 'I am really pleased that Lesley Howgego and Alex Steele will be joining our team. These two women are talented, dynamic team players who are excited about SRS' potential for growth and expansion in its European operations."

"Supplementing the core insurance management functions with Lesley's in-house actuarial capabilities at this early stage of development is particularly exciting and highlights the data management and analysis that will be at the centre of much that we do."

"In addition, Alex's sales and marketing experience, as well as her impressive administrative capabilities, will be valuable additions to the office skillset. With the fundamentals of our insurance management offering now in place, we will be looking to further enhance the team as we move on through 2021."