Pension Team Risk Heat Map

February 2023

LIKELIHOOD	Minimal 1	Minor 2	Moderate 3	Major 4	Severe 5
5 Very Likely					
4 Likely					
3 Possible		10 2022 / 2023 Pay Awaard	1 Data Management 9 Retained Firefighters' Modified Pension Scheme Update (Matthews) Project 8 10% Day Related Flexible Hours Allowance and Variable Crewing Hours Allowance	5 Pensions Team Skills and Team Resourcing 10 McCLoud / Age Discrimination	
2 Unlikely		7 Pension Board			
1 Rare		4 Governance & Compliance 2 General Member Communications 3 Policies 6 Software			

IMPACT

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