Pension Team Risk Heat Map

January 2024

LIKELIHOOD	Minimal 1	Minor 2	Moderate 3	Major 4	Severe 5
5 Very Likely				12 2023/2024 End of year return	
4 Likely					
3 Possible		11 2022 / 2023 Pay Awaard	9 Retained Firefighters' Modified Pension Scheme Update (Matthews) Project 8 10% Day Related Flexible Hours Allowance and Variable Crewing Hours Allowance 6 Software	5 Pensions Team Skills and Team Resourcing 10 McCLoud / Age Discrimination	
2 Unlikely		7 Pension Board	1 Data Management		
1 Rare					

IMPACT

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