

Budget Risks

Downside				Upside	Planned Actions
Description	Probability	Impact	Risk Score	Description	Description
Personnel choose to work beyond anticipated retirement date	2	3	6	Personnel retire earlier than anticipated	Continue to monitor retirement profiles
NJC pay awards in excess of 1% per annum	1	3	3	NJC pay awards less than 1% per annum	
Lack of wholetime recruitment is not politically acceptable	3	3	9		Ensure, through Resource Working Group, that existing operational resources are effectively deployed to maintain service delivery
Decisions regarding crewing and shift arrangements are not taken/implemented effectively to enable overtime to be contained	4	4	16	Effective implementation results in good alignment of resources to requirements and savings on existing overtime budget	Prioritise discussions through the Resource Working Group to build consensus
Failure to agree support staff pay and reward framework within available budget	4	3	12	Early agreement enables progress on hard to fill vacancies	Continue effective engagement through collective bargaining process
Recognition payment for support staff can't be determined and paid until after transitional funding period	3	4	12		Focus resources on completing pay and reward project to enable decisions to be taken before end of current financial year
Requirement to recruit externally for support staff posts beyond budget provision	3	3	9	Unanticipated support staff turnover which enables accelerated implementation of structure	Continue review of working structures to ensure support staff are effectively aligned to critical posts
Budget holders unable to identify non-employee cost savings	3	3	9	Budget holders able to identify additional savings	Finance business partners available to support budget holders
Unable to release savings from ICT	2	3	6	Additional ICT savings identified	Focus resources decommissioning legacy systems
Delay in HR/Payroll project results in savings being delayed	3	3	9	Additional resources freed up through improved processes	Project team supported through project board
Strategic Intent savings delayed/less than projected	2	3	6	Pace of implementation of Strategic Intent accelerated resulting in more savings earlier	Focus for project board on delivering planned projects