

## Corporate Centre Risk Register

January 2021

		Impact				
		1 Insignificant	2 Minor	3 Moderate	4 Major	5 Significant
Likelihood	5 Certain		CS.15			CS.01
	4 Likely			CS.08, CS.11	CS.02, CS.03	
	3 Possible			CS.18, CS.19, CS.20, CS.21, CS.22, CS.24, CS.25	CS.05, CS.06, CS.07, CS.09, CS.10, CS.12, CS.13, CS.14, CS.23	CS.04
	2 Unlikely					CS.16, CS.17
	1 Rare					

Ref	Risk Description	Corporate Risk
CS.01	<p><b>COVID 19</b>  <b>AS:</b> the global COVID 19 pandemic reaches Herefordshire  <b>Then:</b> This will have a significant impact on council activities and the strategic priorities of the county. Staff will be redeployed and might be unable to work resulting in impact on front line services, delivery of care to vulnerable people will be compromised, non-urgent member decisions may be postponed, local businesses will be effected in turn impacting Business Rates &amp; Council Tax. The impact on the health system will also cause additional strain on social care teams to respond.</p>	CRR.39
CS.02	<p><b>Covid impact on other Public Health work</b>  <b>If</b> Covid Health Protection response continues or increases, <b>then</b> this may impact on other PH work as there is a limit to how much can be run in parallel (BAU)</p>	CRR.57
CS.03	<p><b>Covid impact on population health</b>  <b>If</b> due to Covid, people's health got worse, <b>then</b> we will increase inequalities and have a negative effect on the whole system.</p>	CRR.58
CS.04	<p><b>Hoople Ltd</b>  <b>IF:</b> non-compliance with GDPR <b>THEN</b> Risk of challenge from ICO and financial risk for Council</p>	
CS.05	<p><b>Council Redesign/Resources</b>  <b>IF:</b> Reducing resources in the form of grant, uncertainty and the requirement to deliver transformation at speed combine <b>THEN:</b> there will be an risk of failure to meet statutory and/or legal duties and powers.</p>	

CS.06	<p><b>Recruitment Strategy</b></p> <p><b>IF:</b> the council is unable to recruit the level and scale of staff required to vacant posts across the organisation due to inability to attract and/or an unsustainable employable local demographic <b>THEN:</b> there will be insufficient staff to meet service demands; an inability to progress service development; and a financial implication of using agency staff/contractors.</p>	
CS.07	<p><b>Failure of council employees to adhere to standing orders and policy</b></p> <p><b>IF:</b> officers fail to adhere to standing orders (e.g. contract and finance procedure rules) and policies <b>THEN:</b> the number of internal disciplinary and/or exposure to legal challenge will increase, along with the likelihood of financial and reputational risk, resulting in claims being made and won against the Council with costs and reputational harm incurred.</p>	
CS.08	<p><b>Emergency events</b></p> <p><b>IF:</b> significant events happen (e.g. severe weather, major flooding, terrorism and/or influenza pandemic risks) <b>THEN:</b> there could be a significant cost implication to the Council and it may be necessitate staff redeployment to backfill and maintain critical services. Failing to respond effectively to major emergencies/incidents could result in in a loss of public confidence through adverse publicity, loss of life to public or council employees, loss of service, economic damage or environmental impacts. Lack of trained staff (deployed or other) means we may not respond as quickly/effectively as we should.</p>	
CS.09	<p><b>Health &amp; Safety</b></p> <p><b>IF:</b> Herefordshire Council doesn't comply with Health and Safety legislation <b>THEN:</b> there is an increased risk of: employees injured through work activity; council prosecuted by HSE for breeches of legislation; increased insurance claims and insurance premiums; member of public, contractor or employee killed at work, possible corporate manslaughter, loss of reputation and financial costs to the council; sickness rates increase because of lack of compliance with good health, safety and wellbeing practice; increased employer/employee litigation through inconsistent approach to managing health and safety in the workplace; unable to defend H&amp;S claims or disputes; and, fire damage and financial and reputational costs to the council through fire at a council owned building.</p>	
CS.10	<p><b>NHS Health checks stopped due to pandemic</b></p> <p><b>If</b> health checks are not restored following the pandemic <b>then</b> there is the potential of high risk individuals not accessing prevention and support at an early stage to reduce or resolve potential long term health issues.</p>	
CS.11	<p><b>Loss of internet connection</b></p> <p><b>IF</b> there is a loss of the internet connection through a fault in the wider area network, due to third party or withdraw the network due to cyber attack <b>THEN</b> there could be interruptions in the delivery of council services.</p>	
CS.12	<p><b>Cyber attack</b></p> <p><b>IF:</b> we do not protect against a potential cyber attack <b>THEN:</b> we could be at risk of losing data in breach of principle 7 of the Data Protection Act which would lead to potential fines from the Information Commissioner Office and reputational damage</p>	

CS.13	<p><b>Healthy Lifestyle Trainer Service Restructure</b>  <b>If</b> the restructure results in the reduction in health trainer capacity, <b>then</b> there is a risk in delivering key PH programs</p>	
CS.14	<p><b>Public Health staff capacity</b>  <b>If</b> PH staff capacity is not sufficient <b>then</b> Public Health teams won't be able to deliver our objectives.</p>	
CS.15	<p><b>Dental Survey</b>  <b>If</b> Covid restrictions stay in place <b>then</b> the Biennial dental survey of 5 yr old children can not take place.</p>	
CS.16	<p><b>Delay in PCC election</b>  <b>IF:</b> the PCC election is postponed if the local authority area is in the highest tier and told by guidance from Cabinet Office that all elections in the Highest Tier will be postponed until a suitable time <b>THEN</b> there is a risk that the election will have to take place later and the other local authority areas in the West Mercia Region may have to delay their count process so as to not influence the voting in our local authority area</p>	
CS.17	<p><b>Substance Use Recovery Service recommissioning</b>  <b>If</b> safe mobilisation is not complete <b>then</b> there is a risk of harm to service users (planned for Jan - March 2021.)</p>	
CS.18	<p><b>Good decision-making</b>  <b>IF:</b> officers and members do not uphold the principles of good decision-making <b>THEN:</b> the Council may make poor decisions which either result in lost opportunities or increased costs.</p>	
CS.19	<p><b>IT skills and culture</b>  <b>IF</b> the workforce do not have the IT skills or the willingness to make the most of technologies <b>THEN</b> the council is not making the most of the tools available to create efficient services or progress service delivery</p>	
CS.20	<p><b>IT development</b>  <b>IF</b> the council does not invest in digital solutions working across the organisation <b>THEN</b> opportunities for better customer engagement, communications and efficient services delivery will be effected and the council will fall behind on what residents and businesses want and what other council can provide. To always be based on should business cases and value for money with return on investment.</p>	
CS.21	<p><b>Covid 19 funding issues</b>  <b>IF:</b> Government does not fully fund the financial implications of responding to the Covid 19 pandemic <b>THEN:</b> we will overspend our revenue budget, placing pressure on revenue reserves and ultimately the financial failure of the council</p>	
CS.22	<p><b>Fastershire delivery</b>  <b>IF</b> coverage and take up falls short of plans with the revised broadband strategy <b>THEN</b> premises will not be able to take up a service or make the most of investment in the fibre network effecting economic performance and community vitality.</p>	
CS.23	<p><b>Risk of Challenge</b>  <b>If</b> staff do not comply with the Contract Procedure Rules and Public Contract Regulations (2015) <b>Then</b> there could be a challenge to the contract award</p>	

	process which could result in a failure to uphold the law, reputational damage and impact	
CS.24	<p><b>Contract Management:</b>  <b>If</b> staff do not manage contracts effectively <b>Then</b> suppliers might not deliver outcomes effectively or efficiently, which could result in relationship breakdown and risk to rigour on best value obligations (reputational risk on service delivery).</p>	
CS.25	<p><b>Value for Money</b>  <b>If</b> insufficient capacity in procurement team to support due to increasing demand and staff changes, <b>then</b> tender strategies and approaches may fall short of best practice and policy requirements.</p>	