

Managing Risk - Corporate Risks

Stage One					Stage Two				
Identified	Risk Reference Number	Assessment of Risk (Assume NO controls in place) using risk matrix			Risk Controls Measures	Responsible Directors	Assessment of Residual Risk (With control Measures implemented)		
		Impact (Severity)	Likelihood (Probability)	Priority Rating			Impact (Severity)	Likelihood (Probability)	Residual Priority Rating
Managing the reputational impact of the 'Staying Safe' rating being 'inadequate' in the JAR assessment and more importantly ensuring that arrangements for safeguarding the most vulnerable children .	CR1	4	4	High	Letter sent to all Council staff from Chief Executive. Need to put in place measures to tackle the shortcomings against a planned and timed programme drawing in the assistance of better performing authorities as may be required.	NP	4	3	Medium
Corporate spending pressures outweigh the level of resources available to meet them. Particular pressures prevalent in Learning Disabilities and Homelessness.	CR2	4	4	High	Medium Term Financial Strategy identifies need for significant efficiency savings and use of reserves. Officer Panels have addressed in detail the financial issues. LG Finance Settlement provides little headroom in face of capping threat. Greater corporate resource allocated to identifying underlying budget issues in Social Care. Proposal to procure consultancy work testing demand for Social Care services.	ALL/SR	4	3	Medium
Failure to maintain CPA "3 star" rating and move from improving adequately to improving strongly	CR4	4	3	High	Capacity created at a senior level and adherence to the CPA action plan to be agreed in January. Required effective implementation of the corporate planning and performance frameworks, including the full integration of financial planning.	ALL/NP	3	3	Medium
Business continuity management	CR3	3	4	High	Substantial capital investment made in ICT network and disaster recovery arrangements. Workshops held for all directorates and service continuity plans have been prepared.	ALL/NP	3	2	Medium
Continuity of Herefordshire Jarvis Services	CR6	4	3	High	Ensure Council's financial liabilities are covered. Raise awareness of contingency arrangements following creation of contingency plan. Situation with Jarvis PLC being reviewed.	GD	2	3	Medium
Achievement of LPSA 2 targets and hence the Performance Reward Grant	CR7	3	2	Medium	LPSA agreement signed with government and monitoring to be undertaken within Annual Operating Plan. Funding has now been agreed by Cabinet and clear responsibilities communicated to Directors and managers involved in its delivery.	SF/GH/GD	3	2	Medium

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Delivery of Local Area Agreement	CR8	3	2	Medium	A number of actions have already been taken to ensure the building blocks are in place and these include the setting up of a formal project framework to manage the process. Sessions have been arranged with both GOWM and the IDeA to monitor progress on the detailed Agreement	JJ			
Adult Care Services Green Paper	CR9	3	3	Medium	Director has recommended new restructure in Adult and Community Services Directorate	GH	3	3	Medium
Recruitment and retention of staff where there are national skills shortages and including the impact of Job Evaluation.	CR10	3	3	Medium	Succession planning Utilise SRDs / implement career development posts and conclude job evaluation Centralisation of recruitment; Projects focussing on the recruitment and retention of young people; Implement market forces / supplement. Promote professional development support through training agreements and payment of professional fees. Develop secondment opportunities internally and with partners. · Improving leadership and management through a review of management development Promote pride in Herefordshire.	ALL/DJ	2	2	Low
Corporate Capacity to deliver a range of changes the Council has embarked upon.	CR11	4	3	High	Programme Management, Clear Leadership and Senior Management Restructuring. Capacity issues identified within CPA inspection and will be part of Improvement Plan. A minimum of 20% of corporate directors' time will be spent on corporate issues.	NP	4	2	Medium
Approach to Diversity: Risk of not achieving appropriate Level and not improving Standard.	CR12	3	3	Medium	Level 1 commitment signed off. Staff resource committed. Long term development plan in draft.	JJ	3	2	Medium

Signed: _____

Position: __ Chief Executive

Date: _____