Human Resources and Customer Services Risk Register, Gross 'High' (Red) Risks Extract - Appendix C

						GROSS RISK RATING *(See next tab for guidance)*				CURRENT RISK RATING *(See next tab for guidance)*				
									DATE LAST REVIEWED:				**08/04/2021**	
REF	**DIVISION**	**RISK TITLE & DESCRIPTION** (a line break - press alt & return - must be entered after the risk title)	**RISK CAUSE & EFFECT**	**RISK CATEGORY**	**LIKELIHOOD**	**IMPACT**	**RISK RATING**		**LIKELIHOOD**	**IMPACT**	**RISK RATING**	**FURTHER ACTION REQUIRED**	**RISK OWNER**
9	Human Resources / Health & Safety	**Health & Safety (Council) Ineffective management, processes and systems across all Council departments Specifically in relation to the following areas: Fire Risk Assessments Lone Working Violence & Aggression at work**	**Cause(s):** - Inadequate risk assessments - Outdated policies - Poor use of data around accidents/near miss incidents - Lack of capacity to discharge the Council's H&S responsibilities - Ineffective monitoring of risks **Effect (s):** - Potential prosecution of Council and / or civil claims for compensation - Increased sickness/absence - Poor staff morale - Impact on staff retention - Insurance claims - Potential accidents/fatalities - Corporate manslaughter	Health & Safety	3	5	15	1. 0.6 fte Corporate Safety Advisor employed 2. Safety Policies reviewed and updated regularly - ongoing 3. Commitment to HSW from Chief Executive and Directors 4. Supported by H&S training programme and network of policies and procedures (regularly reviewed) 5. Property-related HSW matters now provided through Amey 6. Holding contractors to account for managing Council premises to required legal standards	3	4	12	FT H&S Advisor 'Risk assessment & proactive monitoring being developed for Council Departmental Safety Committees meet regularly. Corporate and Departmental Health and Safety Meetings to be further reviewed including Senior Management Ownership H&S audits to be undertaken by Corporate Safety Officer	Director of HR & Customer Services

Remember to consider current Internal Audit priority one recommendations when identifying, assessing and scoring risks.