

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

										DATE LAST REVIEWED:	22/09/2022		
REF	DIVISION	RISK TITLE & DESCRIPTION (a line break - press alt & return - must be entered after the risk title)	RISK CAUSE & EFFECT	RISK CATEGORY	GROSS RISK RATING (See next tab for guidance)			EXISTING CONTROLS IN PLACE TO MITIGATE THE RISK	CURRENT RISK RATING (See next tab for guidance)			FURTHER ACTION REQUIRED	RISK OWNER
					LIKELIHOOD	IMPACT	RISK RATING		LIKELIHOOD	IMPACT	RISK RATING		
9	Human Resources / Health & Safety	Health & Safety (Council) Ineffective management, processes and systems across all Council departments Including in relation to the following areas: Fire Safety Lone Working Violence & Aggression at work	Cause(s): - Inadequate risk assessments - Outdated policies and processes - Poor use of data around accidents/near miss incidents - Lack of capacity to discharge the Council's H&S responsibilities - Lack of clarity over the breakdown of responsibilities across the organisation - 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. HSW Policies reviewed and updated regularly - ongoing 2. Commitment to HSW from Chief Executive and Directors 3. Supported by HSW training and network of policies and procedures. 4. Property-related HSW matters now provided in-house 5. Corporate Health and Safety Committee and Departmental Safety Committees meet regularly 6. Quarterly health and safety updates provided to Corporate Leadership Team (CLT)	3	4	12	- Risk assessment & proactive monitoring being developed for Council. - Health and Safety policy to be revised to set out the organisation's general approach to health and safety. - Informal H&S audits to be undertaken by Corporate Health and Safety.	Director of HR, Customer Services and Public Affairs

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