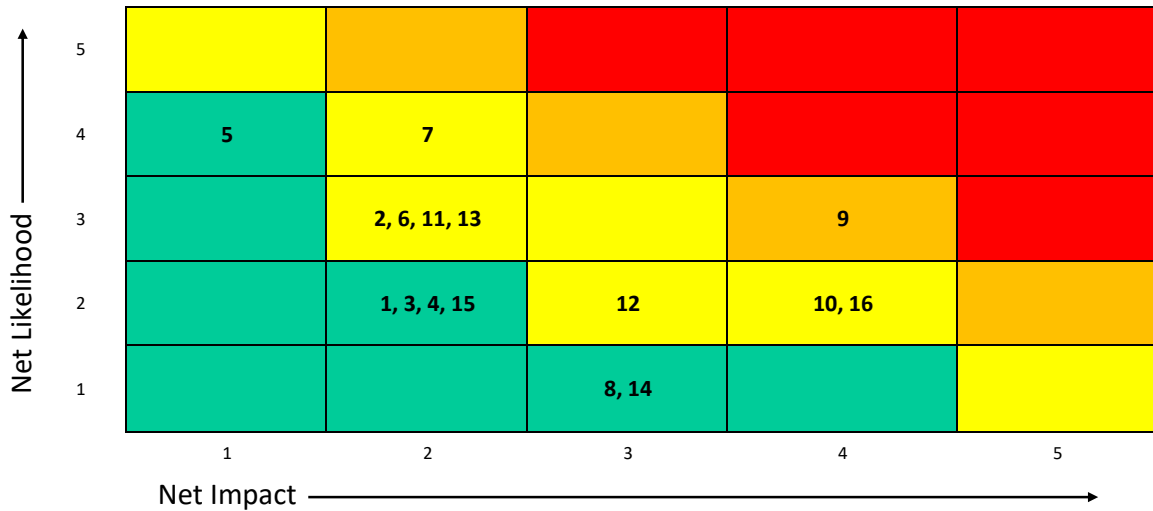


Human Resources and Customer Services - Appendix H



Risk Ref	Risk Description	Gross Risk Rating	Net Risk Rating
1	Ability to respond to industrial action, changes in government initiatives or legal requirements	4	4
2	Failure to comply with HR related legislative requirements e.g. Equalities Act 2010	12	6
3	1) ineffective workforce planning initiatives including succession planning, talent management. 2) upskilling of staff - lack of training resources/opportunities	9	4
4	Ineffective recruitment and retention strategies for hard to fill posts e.g. Adult's Social Workers, Children's Social Workers, Housing, Planning,	12	4
5	Ineffective pre-employment checks including agency workers	12	4
6	Management of the on-going transitional and transformational changes (Commissioning process, baseline exercise and service redesigns and	12	6
7	HR systems failures e.g. payroll, recruitment, HR self-service, pensions	10	8
8	Ineffective compliance with IR35	10	3
9	Health & Safety (Council) Ineffective management, processes and systems across all Council departments	15	12
10	Failure to comply with H&S related legislative requirements e.g. Health and Safety at Work etc. Act 1974	12	8
11	Fall in income from Registrars	9	6
12	Contractor Failure	8	6
13	Contractor Performance	12	6
14	Maintenance of Statutory and GRO standards	9	3
15	Loss of Facility	9	4
16	Safety of Statutory Records	8	8