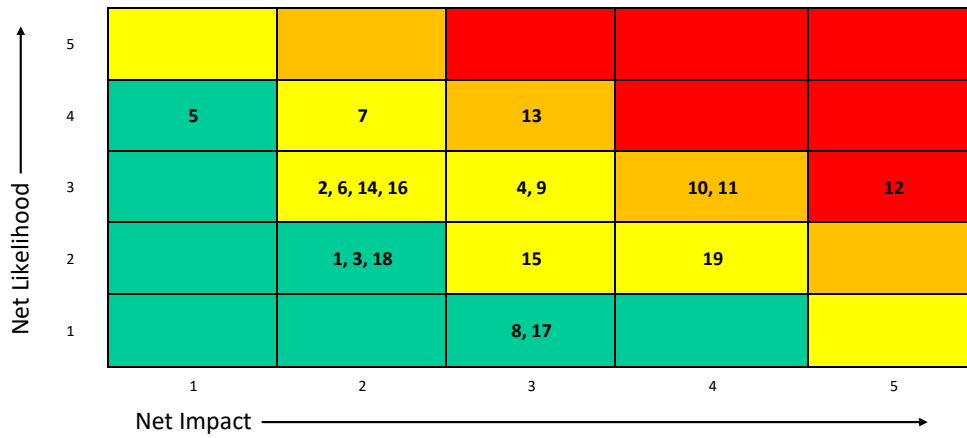


Human Resources and Customer Services - Appendix J



Risk Ref	Risk Description	Gross Risk Rating	Net Risk Rating	Change to Net rating since last report
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, Building Control	12	9	↓7
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 alternative delivery options)	12	6	↔
7	HR systems failures e.g. payroll, recruitment, HR self-service, pensions	10	8	↔
8	Ineffective compliance with IR35	10	3	↔
9	Staff not completing mandatory and/or required training	12	9	↔
10	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	20	12	↓8
11	Failure to comply with H&S related legislative requirements e.g. Health and Safety at Work etc. Act 1974	20	12	↓8
12	Insufficient fire safety arrangements Non compliance with Regulatory Reform (Fire Safety) Order 2005, as amended by the Fire Safety Act 2021	25	15	↔
13	Insufficient first aid arrangements Non compliance with Health and Safety (First Aid) Regulations 1981	15	12	↔
14	Fall in income from Registrars	9	6	↔
15	Contractor Failure	8	6	↔
16	Contractor Performance	12	6	↔
17	Maintenance of Statutory and GRO standards	9	3	↔
18	Loss of Facility	9	4	↔
19	Safety of Statutory Records	8	8	↔