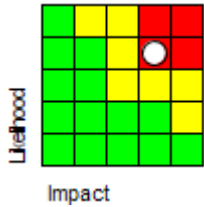
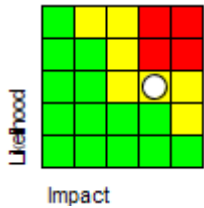
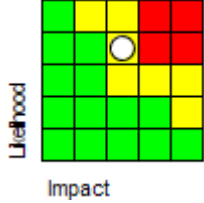
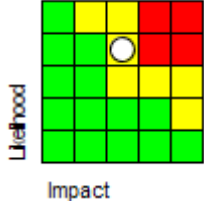


Appendix C - Overview of Local Government Reorganisation (LGR) & Devolution Risks

Generated on: 11 April 2025 12:59

Risk Code & Title	R005 Failure to recruit and retain the right people for the right jobs	Uncontrolled Risk Score		16
Risks Category	Professional	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • Learning and development provision, including skills and training needs analysis • Supporting Employee Performance policies and practices • Workforce planning including succession planning and use of market supplements where applicable. 	Latest Note	No change to risk rating. Impact of Local Government re-organisation LGR. Continue to monitor the situation. This risk has been moved to new LGR Risk Register.	
		Latest Note Date	11 Apr 2025	

Risk Code & Title	R022 Officer and Member emotional wellbeing is impacted by ongoing service demand and financial pressures	Uncontrolled Risk Score		16
Risks Category	Physical	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • Policies and procedures being revised and reviewed together with guidance documents for staff and managers • Employee helpline in place for employees and Members • Continuous review with teams and individuals • Being flexible with working policies. • Member Induction Programme. • Improvement in signposting. • Wellness action plans in place. 	Latest Note	No change to risk rating. Employee helpline is also available for Members too. This risk has been moved to new LGR Risk Register.	
		Latest Note Date	11 Apr 2025	

Risk Code & Title	R165 Business as Usual is Negatively Impacted Due to the Focus on Devolution	Uncontrolled Risk Score		12
Risks Category	Political / Professional / Reputational	Current Controlled Risk Score		12
Internal Controls	Staff are being kept informed and engaged. A £50,000 budget has been established for supporting the proposal stage. Consideration of the Corporate Plan/Projects and Priorities to enable capacity.	Latest Note	No change to risk rating. This risk has been moved to new LGR Risk Register.	
		Latest Note Date	11 Apr 2025	