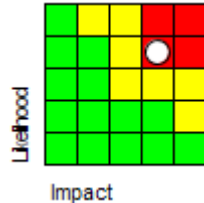
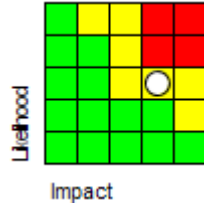
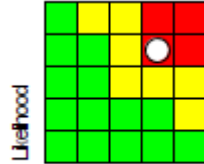
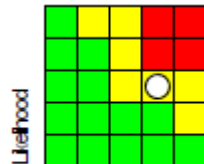


## Appendix B - Overview of Local Government Reorganisation (LGR) Risks

Generated on: 04 July 2025 14:39

<b>Risk Code &amp; Title</b>	<b>R005 Failure to recruit and retain the right people for the right jobs</b>	<b>Uncontrolled Risk Score</b>		<b>16</b>
<b>Consequence / Impact Description</b>	The impact on delivering services to the residents and businesses of the District.	<b>Current Controlled Risk Score</b>		<b>12</b>
<b>Internal Controls</b>	<ul style="list-style-type: none"> <li>• Learning and development provision, including skills and training needs analysis</li> <li>• Supporting Employee Performance policies and practices</li> <li>• Workforce planning including succession planning and use of market supplements where applicable.</li> </ul>	<b>Latest Note</b>	There is no change to the risk rating.	
		<b>Latest Note Date</b>	11 Jun 2025	

<b>Risk Code &amp; Title</b>	<b>R022 Officer and Member emotional wellbeing is impacted by ongoing service demand and financial pressures</b>	<b>Uncontrolled Risk Score</b>		<b>16</b>
<b>Consequence / Impact Description</b>	There could be an increase in the level of sickness absence and performance issues impacting on delivery of services.	<b>Current Controlled Risk Score</b>		<b>12</b>
<b>Internal Controls</b>	<ul style="list-style-type: none"> <li>• Policies and procedures being revised and reviewed together with guidance documents for staff and managers</li> <li>• Employee helpline in place for employees and Members</li> <li>• Continuous review with teams and individuals</li> <li>• Being flexible with working policies.</li> <li>• Member Induction Programme.</li> <li>• Improvement in signposting.</li> <li>• Wellness action plans in place.</li> <li>• Communication engagement strategy.</li> </ul>	<b>Latest Note</b>	There is no change to the risk rating.	
		<b>Latest Note Date</b>	11 Jun 2025	

<b>Risk Code &amp; Title</b>	<b>R165 Business as Usual is Negatively Impacted Due to the Focus on Devolution</b>	<b>Uncontrolled Risk Score</b>		<b>12</b>
<b>Consequence / Impact Description</b>	Devolution focus means that our key business is no longer a priority and existing resources are stretched or key staff are demotivated due to uncertainty of future.	<b>Current Controlled Risk Score</b>		<b>9</b>
<b>Internal Controls</b>	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.	<b>Latest Note</b>	This risk score has been reduced. Strategic capacity is being impacted.	
		<b>Latest Note Date</b>	11 Jun 2025	