

Wiltshire Council Strategic Risk Register
Q1 2016/17

Risk short name	Mitigation Actions	Inherent Score				Actions RAG	Residual Score			Q1 Comments
		Q1 Impact	Q1 Likelihood	Risk Rating	DoT		Q1 Impact	Q1 Likelihood	Risk Rating	
Critical Service Risks										
Safeguarding Children	<ul style="list-style-type: none"> Stable workforce Skilled and experienced workforce Increase social worker retention Reduction in use of agency social workers Permanent, experienced managers Clear training pathway Reduction in bureaucracy in order to increase amount of time spent with family / intervening 	4	2	8	▶	Green	2	2	4	More confidence in the planned mitigating actions including additional actions under the Children's Services Integration Project which aims to improve processes and outcomes shared between Social Care and Early Help.
Safeguarding Adults	<ul style="list-style-type: none"> Regular update training sessions for investigating managers and investigating officers. Updated Care First documents in line with the Care Act guidance Robust case file audit system in place Central safeguarding adults triage process Updated policy and procedures 	4	2	8	▶	Green	4	1	4	Actions are regularly review to maintain a low likelihood of a safeguarding incident occurring
Composite Corporate Risks										
Staff capacity: Recruitment and Retention	<ul style="list-style-type: none"> Development of a corporate workforce action plan for delivering the people strategy. Strategic HR project managers reviewing the impact of service reviews and the corporate redundancy programme with service managers. Review of pay and reward policies to aid retention of staff. Job family modelling to provide workforce flexibility and clear progression to aid recruitment and retention workforce. New careers website. Social work microsite. 	3	2	6	▶	Green	3	2	6	Work is ongoing to complete the Corporate Workforce Action Plan. Restructures and integration projects have reduced some service level risks allowing the strategic level risk to remain at the same level.
Budget management	<ul style="list-style-type: none"> Budgetary control Due diligence in setting the budget Timeliness of reporting Competencies of the team and budget managers being invested in 	4	3	12	▶	Amber	4	3	12	Some optimism in some service areas following restructures. However uncertainty around new government and future funding means strategic level risk remains high.
Contract monitoring and management	<ol style="list-style-type: none"> Maintain strategic oversight on contract monitoring arrangements – develop a central repository of contracts and monitoring arrangements within Create a corporate requirement on contract management to ensure consistency and escalation processes for emerging issues A greater involvement from procurement in oversight of contract management to ensure greater visibility of emerging issues at earliest stage To make better use of appropriate contract and management skills within the new structure Further actions to be developed and refined alongside new procurement structure 	3	3	9	▶	Amber	3	3	9	Still in early days of new approach more progress expected in next quarter.
Composite Corporate Risks										
Corporate Health, Safety & Wellbeing	<ol style="list-style-type: none"> Corporate policy statement Service specific policies and systems of work. Incident reporting via e-form and investigation procedure to reduce potential for recurrences. A blended programme of e-learning and personal course delivery is available. Corporate procedures and pro-forma exist for core safety functions including risk assessment Audit programme to monitor compliance with statutory duty and best practices. Corporate Risk Register OH service provides independent medical opinion and advice to support managers dealing with employee ill-health and absence. Confidential Employee Well-Being Telephone Helpline operates. Regionalised clinics are held to provide easier access for employees to OH Services. Partnerships with external providers of counselling and physiotherapy services are in place to provide fast-track access to these services. Pre-employment health screening ensures reasonable adjustments are identified to support employees. Specific training on H&S and Personal Resilience as part of Management Matters and Staff Matters programmes. Investment in statutory health surveillance equipment and training. Arrangements in place for fire risk assessment of all workplaces. Quarterly management information provided to Associate Directors and benchmarked annually. Annual performance report. Provision of HGV driver medical service. Intelligence Network to share details of members of public considered to present risks to staff. 	3	2	6	▶	Green	3	2	6	Service level risks continued to be understood and monitored across the organisation .
Information Governance	A detailed action plan is being developed to ensure that the ICO's recommendations (from the voluntary audit in March 2015) are prioritised and implemented.	3	3	9	▲	Amber	3	2	6	Action plan is now being implemented. Revised timeline for the implementation is now in place following a restructure in the corporate IG team..

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National Level Risks										
Pandemic influenza	<ul style="list-style-type: none"> Local Resilience Forum and Local Health Resilience Partnership pandemic influenza plans. Excess Deaths Plan Business Continuity Plan The NHS will lead on a thorough review of Pandemic Influenza plans nationally this year. 	4	3	12	▶	Green	4	3	12	<p>All National Level risks are monitored at a local level and reviewed by the Local Resilience Forum.</p> <p>Work has started on a Flood Plan for Salisbury City and is due to be completed in quarter three.</p> <p>More internal training on responding to terrorist incidents has been delivered to council managers and is being rolled out across the whole organisation.</p>
Flooding	<ul style="list-style-type: none"> Wiltshire Council Flood Response Plan LRF Severe Weather Plan Wiltshire Flooding Strategy Flood Operational Working Groups in North, South and Salisbury Wiltshire Council Welfare Plan 	4	3	12	▶	Green	4	3	12	
Widespread electricity failure (NEW 2015)	<ul style="list-style-type: none"> Local Resilience Forum Emergency Telecoms and Procedures Fuel Supply Disruption Plan Business Continuity Plan Engaging with Scottish and Southern Electricity Telecommunications exercise completed 	4	2	8	▶	Green	4	2	8	
Catastrophic terrorist attacks	<ul style="list-style-type: none"> Bomb alarm health and safety training Health and Safety procedures. Training for event staff Health and Safety training on bomb alerts Improved process and information for dealing with suspicious packages disseminated 	4	2	8	▶	Green	4	2	8	
Poor air quality events (NEW 2015)	<ul style="list-style-type: none"> wiltshireairquality.org.uk/ Health Community Response Plan Public messaging by use of social media and communications during poor air quality events Review of Air quality strategy. 	4	2	8	▶	Green	4	2	8	
Cyber Security	<ul style="list-style-type: none"> Anti Virus installations and updates, Software Patching, Revised security posture, PSN accreditation 	4	1	4	▶	Green	4	1	4	