



Risk Management Update Q2 2022/23

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Purpose of the Report

This report is provided to inform Audit Committee of the status of the Strategic and Corporate Risk Register on 8th Sept 2022 (Provisional Q2 status)

Public Interest

Effective risk management will help to ensure that the Council maximises its opportunities and minimises the impact of the risks it faces, thereby improving our ability to deliver key priorities, improve outcomes for residents, maintain good governance and minimise any damage to its reputation.

Recommendations

1. Audit committee note the SSDC Strategic & Corporate Risk profile on 8th September 2022.

Background

2. Risk: "The effect of uncertainty on objectives, often described by an event or a change in circumstances"

Risk Management: "Coordinated activities to direct and control an organisation with regard to risk"

Report Detail

2022-23 Q2 risk status

3. The attached report presents the status of the 11 Strategic and 22 Corporate risks for SSDC as at 8th September 2022. This is presented as a provisional Q2 position to align to Audit committee timing. Full detail of the 7 red risks which retain a residual score of 21 or above have been provided in the report.
4. Changes to the risk profile since the Q1 report are summarised below with a brief narrative.

New Risks.

- No new risks were identified in the period

Retired Risks.

- “PAP-06 - External project funding is less than anticipated” was retired following review at SLT as it was agreed the majority of anticipated external funding on current project has now been secured.

Risk Changes:

Comparison of Q2 risk scores to previous periods are highlighted on page 4 of the report. Changes from Q1 status (last reporting period) are summarised below.

Increased risk score:

- “PEOPLE-02: Risk of failing to retain staff”. Score was adjusted up following review with people managers to reflect potential greater exposure within the authority. Retention data indicates a year on year increase in staff attrition which could be attributed to our transition to unitary and uncertainty for staff, in particular for agency and fixed term staff. Review is underway to assess the risk of fixed-term contracts covering business critical roles, for consideration to become permanent or contract extensions post vesting day

Reduced risk score:

- “PAP-04: Poor or partial planning and execution of strategic priority projects.” Score was reduced as a number of priority projects have progressed or now been delivered so likelihood and impact of risk occurring has reduced. In addition improved transparency through the new project monitoring approach allows for earlier insight and corrective actions.
- “PEOPLE-06: Risk of deterioration in quality of work being delivered by staff”. Increased frequency (monthly) of monitoring of performance measures for 2022/23 now in place, no significant decrease in quality of outputs across the organisation.
- “PEOPLE-05: SSDC staff have a lack of change readiness/resilience to the LGR transition period”. This risk was reassessed in light of the LGR programme



around change readiness and staff engagement, and internal change initiatives described below.

- “PEOPLE-04: Staff morale & wellbeing affected by organisational pressures and unitary transition” – Risk reassessed due to increased focus on support to staff. Interventions of note are the rollout to LMT/SLT of change management courses to support the workforce, and implementation of the Leadership and Management Forum (LMF) to improve communications and peer support for staff at the forefront of the change effort.

Financial Implications

None

Council Plan Implications

Include links to Council Plan 2020 – 2024 – which can be found on the staff portal at this link: [Council Plan | South Somerset District Council](#)

Carbon Emissions and Climate Change Implications

None

Equality and Diversity Implications

Please describe the outcome of your Equality Impact Assessment. As a minimum an Equality Impact Relevance Check form must be completed which will indicate whether a full Equality Impact Assessment is required. Please see template guidance notes. [Equality Impact Assessment - South Somerset District Council](#)

Please complete the questions in the box below along with a brief summary of the outcome of the EIA process. A copy of either the Impact Relevance Check form or full Equality Impact Assessment form should be appended to this report.

If you need advice on completion of these forms please contact David Crisfield david.crisfield@southsomerset.gov.uk



<i>An Equality Impact Relevance Check Form has been completed in respect of the Proposal?</i>	No
<i>The Impact Relevance Check indicated that a full EIA was required?</i>	No
<i>If an EIA was not required please attach the Impact Relevance Check Form as an Appendix to this report and provide a brief summary of its findings in the comments box below.</i>	
<i>If an EIA was required please attach the completed EIA form as an Appendix to this report and provide a brief summary of the result of your Equality Impact Assessment in the comment box below.</i>	
Additional Comments	
<i>It is my understanding that a risk report does not require assessment.</i>	

Background Papers

Please bear in mind that, for executive decisions, all background papers listed here must be available for public inspection and posted on the SSDC website. Do not list working files.

1. Presentation showing status of the Strategic and Corporate risks register on 8th September 2022