





Appendix 3: Quarter 2 Risk Information by Exception- Resources

Resources portfolio risk exception (All risks assessed as 12 or above)					
REFERENCE	OWNER				to Dec 2009
RM.HR.12 Delivery of SAP HR Work Programme	Bennett, Lynn	If the SAP HR Systems Team are unable to deliver their work programme and SAP Governance Board requirements, benefits to the council will be delayed/or not realised.	RM01 Risk Score	Actual	12
				Performance	
				Risk Treatment	The SAP Governance Board monitor the delivery of the work programme. The HR Systems Team 'business as usual' work programme is monitored on a quarterly basis by the group manager, HR Services
RM.HR.13 Support to Transformation/AOP Programme	Cobban, Ann	Failure to support the Transformation Programme, including Organisational Redesign could lead to benefits not being realised.	RM01 Risk Score	Actual	12
				Performance	
				Risk Treatment	Close liaison with the Transformation Programme Office assists in planning work to deliver organisational redesign. Regular review of work programmes ensure capacity if released to support Transformation. A team has been set up to support organisational design and transition. It is an advisory team that also supports and advises on engagement and consultation.
RM.HR.18 Delivery of Historical Bank Reconciliation	Price, Lorna	Failure to deliver action plan to resolve historical bank reconciliation issues could result in financial risk, HMRC issues and qualified historical accounts and delays.	RM01 Risk Score	Actual	12
				Performance	
				Risk Treatment	Meetings are held on a quarterly basis with the Head of Service (and from time to time Finance are involved) ensuring that delivery of the historical bank reconciliation is progressing and meeting agreed timescales
RM.HR.19 Externally Commissioned Services	Cobban, Ann	If service providers commissioned on behalf of the Local Authority/ delivering services in partnership with the Local Authority do not have robust employment policies/ advice in place then they (the service provider) are at risk of litigation through the courts regarding employment matters. Result of this could be damage to reputation of the service provider / lack of trust in the service provider resulting in service users and their families going elsewhere/ or coming to the County Council for a service Cost of litigation to the service provider as an employer	RM01 Risk Score	Actual	20
				Performance	
				Risk Treatment	