

# Operational Risk Register

**Directorate Name:** Children's Services  
**Risk Register Name:** Change of Use of HPL  
**Date Reviewed: dd/mm/yy** 13.08.10.  
**Next Review Due: dd/mm/yy** 17.11.10.

- 1 Risk Description      Staff displacement
- 2 Risk Description      Resident CLA placements
- 3 Risk Description
- 4 Risk Description
- 5 Risk Description
- 6 Risk Description
- 7 Risk Description
- 8 Risk Description
- 9 Risk Description
- 10 Risk Description
- 11 Risk Description
- 12 Risk Description

**Objectives:**

- 1 To deliver a high quality provision to meet the needs of teenagers
- 2 To safeguard and Protect the needs of CLA residents
- 3 To demonstrate a duty of care with regard for the socio economic needs of staff
- 4
- 5

|   |   |  |  |  |
|---|---|--|--|--|
| <b>LIKELIHOOD</b>                       |   |  |  |  |
| <b>A</b><br>Very High<br>(>80%)         |   |  |  |  |
| <b>B</b><br>High<br>(51-80%)            |   |  |  |  |
| <b>C</b><br>Significant<br>(25-50%)     |   |  |  |  |
| <b>D</b><br>Low<br>(10-24%)             |   |  |  |  |
| <b>E</b><br>Very Low<br>(3-9%)          |   |  |  |  |
| <b>F</b><br>Almost Impossible<br>(0-2%) |   |  |  |  |
| <b>IMPACT</b>                           | <b>4</b><br>Negligible<br>Impact /<br>Benefit | <b>3</b><br>Marginal<br>Impact /<br>Minor<br>Benefit | <b>2</b><br>Critical<br>Impact /<br>Major<br>Benefit | <b>1</b><br>Catastroph<br>ic Impact /<br>Exceptiona<br>l Benefit |

| Risk No. | Objective No. | Risk Description   | Controls<br>(In Place and Effective)   | Risk<br>Rating<br>This<br>Quarter<br>(after<br>controls<br>) | Risk<br>Rating<br>Last<br>Quarter | Controls<br>(Underway or Planned)<br><br>(Incl. Implementation Date)   | Control Owner | Target<br>Risk<br>Rating | Target Date | Risk Owner |
|----------|---------------|--|--|--|-----------------------------------|--|---------------|--------------------------|-------------|------------|
| 1        | 1             | <p><i>Risk (Event)</i></p> <p>Change of use of HPL proposes a new operating model requiring a different staffing structure.</p> <p><i>Cause(s)</i></p> <p>Moving from a care establishment to a semi-independent support provision requires a different workforce model.</p> <p><i>Consequence(s)</i></p> <p>Staff at risk of displacement</p> | Adherence to the Council's Protocol for Organisational Change including formal stakeholder consultation, with Union engagement and Human Resources support Protocol emphasis on re-deployment into the new team, elsewhere in Children's Services or the Council. Council strategy to avoid redundancy. Council Voluntary Severance Scheme to be launched in September 2010. | A3   | N/A                               | <p><i>Further Actions</i></p> <p>Stakeholder consultation between 02.08.10. and 08.09.10. with externally facilitated staff consultation meeting scheduled for 26.08.10. Cabinet up-date due 14.09.10. with recommendation that future implementation decisions are taken by the Children's Services Portfolio Holder.</p> <p><i>Contingencies</i></p> <p>The option for more frequent consultations between staff, Unions and management remain in place via the scheduled staff meetings and via existing joint Union/Management meetings.</p> | PT            | A4                       | Nov-10      | GH         |

| Risk No. | Objective No. | Risk Description   | Controls<br>(In Place and Effective)   | Risk<br>Rating<br>This<br>Quarter<br>(after<br>controls<br>) | Risk<br>Rating<br>Last<br>Quarter | Controls<br>(Underway or Planned)<br><br>(Incl. Implementation Date) | Control Owner | Target<br>Risk<br>Rating | Target Date | Risk Owner |
|----------|---------------|--|--|--|-----------------------------------|--|---------------|--------------------------|-------------|------------|
| 2        | 1             | <p><i>Risk (Event)</i><br/>Change of use of HPL proposes a new operating model that may require existing resident to be placed elsewhere.</p> <p><i>Cause(s)</i><br/>Moving from a care establishment to a semi-independent support provision may mean current resident's needs cannot continue to be met.</p> <p><i>Consequence(s)</i><br/>CLA residents will need to be placed in alternative provision.</p> | <p>CLA residents and their parents/carers have been invited to a meeting to discuss the proposal and the implications. Four of the five residents are positive about the proposals and wish to be considered for a semi-independent placement. One of these four is due to be rehabilitated back to the care of his family. The fifth resident remains uncertain. The Placement Procurement Team is confident that it can place all residents in suitable placements if all/any are not suitable for a semi-independence. One parent was interviewed and was positive about the proposals. Opportunities for independent support and representation exists for residents via</p> | A3   | N/A                               |  | PT            | A4                       | Sep-10      | GH         |