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.

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

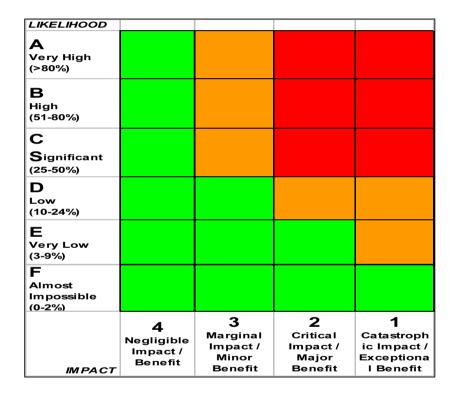
12 Risk Description

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

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Risk No.	Objective No.	Risk Description	Controls (In Place and Effective)	Rating This Quarter` (after controls	Risk Rating Last Quarter	Controls (Underway or Planned) (Incl. Implementation Date)	Control Owner	Target Risk Rating	Target Date	Risk Owner
1	1	Change of use of HPL proposes a new operating model requiring a different staffing structure. Moving from a care establishment to a semi-indpendent support provision requires a different workforce model. Staff at risk of displacement	Adherance to the Council's Protocol for Organisational Change including formal stakeholder consultation, with Union engagement and Human Resurces 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.		N/A	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. The option for more frequent consultations between staff, Unions and management remain in place via the scheduled staff meetings and via exisiting joint Union/Management meetings.	PT	A4	Nov-10	GH

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2	1	existing resident to be placed elsewhere. Moving from a care establishment to a semi-independent support provision may mean current resident's needs cannot continue to be met. CLA residents will need to be placed in alternative provision.	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 considerd 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 interviewd and was positive about the proposals. Opportunities for independent support and		N/A	Contingencies Further Actions	РТ	A4	Sep-10	GH