
Report to **Audit & Scrutiny Committee**

Date of Meeting: **17th April 2025**

Subject: **Corporate Risk Register**

Report by: **Senior Manager, Partnership & Transformation**

1.0 Purpose

- 1.1. This report provides Committee with the 2024/25 year end update on Clackmannanshire Council's Corporate Risk Register (Appendix A).

2.0 Recommendations

- 2.1. That Committee notes the report, commenting and challenging as appropriate.

3.0 Considerations

3.1. Purpose of Risk Management

- 3.1.1. The Council has set out key priorities in the Local Outcomes Improvement Plan (LOIP) and Be the Future programme. To effectively plan how goals will be achieved, we must also consider the internal and external challenges with the potential to prevent or hinder their achievement. An effective risk approach ensures we are aware of such factors and, where appropriate, take action to mitigate risks to ensure the success of its initiatives.
- 3.1.2. The purpose of risk management is not to prevent activities from taking place, but to ensure all relevant factors are taken into account in planning and implementation so the best possible outcomes are realised. On a daily basis, Council officers and services deal with a wide variety of operational risks to individuals, communities and internal processes. However, the corporate risk approach must take a more strategic view and consider short-, medium- and long-term implications, as well as (often complex) interdependencies.
- 3.1.3. The impact of the pandemic, energy and cost of living crises, and other global events on Council services and the local community has been significant, and risk management remains critical to ongoing response and recovery planning. The hierarchy of registers from team, service, directorate and partnership up to the corporate register should ensure holistic oversight of significant issues that must be managed at each level. In addition, in relation to Civil Contingencies and Incident Management, risk assessment has been critical in supporting the Council to respond and manage service provision safely.

3.2. Corporate Risk Management Process

3.2.1. The corporate risk register is owned by the Senior Leadership Group, and the Strategic Director – Partnership & Performance is responsible for the corporate risk approach. All employees have responsibilities in managing risks, as do Elected Members in their remit of strategic planning, decision-making, resource allocation, scrutiny and challenge. The Council follows a systematic process, reporting corporate and service risks to Committee on a regular basis. The process is assessed via internal and external governance mechanisms, and peer-reviewed by other authorities and partners.

3.2.2. Each quarterly review involves ‘environmental scanning’ of information from internal and external sources to inform discussions with a range of individuals and groups. Issues are considered by the Corporate Risk & Integrity Forum (including risk owners and/or delegated officers) to:

- Review changes and developments in existing corporate and service risks;
- Assess emerging externally-identified risks for potential local relevance;
- Evaluate emerging internally-identified risks (Int. Audit/self-assessed); and
- Consider significant risks, or those with cross-service implications, for escalation to the corporate level, or demotion if severity has reduced.

3.2.3. It is impossible to remove all risk from our operations as most functions have inherent risks, as do most changes. Moreover, not changing would expose us to other risks, such as failing to comply with new legislation, develop our workforce/practices, or take advantage of new opportunities, collaborations and innovations. The aim, therefore, is not to be ‘risk averse’ but ‘risk aware’.

3.2.4. We identify our approach to managing each risk as:

- Treat: we will take action to reduce the risk;
Tolerate: actions within our control are complete and plans in place;
Transfer: the risk will be passed to another party, such as insurers; or
Terminate: the activity that is causing the risk will be ceased.

3.3. Current Risk Profile & Development Activity

3.3.1. Mitigation efforts continue across the range of risks, either to reduce the likelihood of them materialising, or responding to reduce the impacts, often related to worsening external factors. In this review, positive progress can be seen in relation to: compliance with the United Nations Convention on the Rights of the Child (UNCRC); condition of the school estate; pace and scale of organisational transformation; and Child Protection. Reasons and information on remedial actions taken are provided in the detailed updates.

3.3.2. The Risk Management Strategy delivery plan (presented to Committee in August) continues to be rolled out to enhance the organisation’s governance assurance and risk maturity. This includes actions around training and engagement on risk and the Pentana performance management system. Work is also ongoing to improve integration with other risk handling and governance mechanisms, including Internal Audit, the Annual Governance Statement, and Best Value audits. The 2024/25 Risk Strategy annual report will be presented to committee in June.

4.0 Sustainability Implications

4.1. *No direct sustainability implications arising from this report.*

5.0 Resource Implications

5.1. *Financial Details – No direct financial implications arising from the report*

5.2. The full financial implications of the recommendations are set out in the report.
This includes a reference to full life cycle costs where appropriate. Yes ☒

5.3. Finance have been consulted and have agreed the financial implications as
set out in the report. Yes ☒

5.4. *Staffing – No direct staffing implications arising from this report.*

6.0 Exempt Reports

6.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

7.0 Declarations

The recommendations contained within this report support or implement our
Corporate Priorities and Council Policies.

(1) Our Priorities

Clackmannanshire will be attractive to businesses & people and
ensure fair opportunities for all ☒

Our families; children and young people will have the best possible
start in life ☒

Women and girls will be confident and aspirational, and achieve
their full potential ☒

Our communities will be resilient and empowered so
that they can thrive and flourish ☒

(2) Council Policies

Complies with relevant Council Policies ☒

8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure
that no groups are adversely affected by the recommendations?

Yes ☐ No ☒

9.0 Legality

- 9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

10.0 Appendices

- 10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix A – Corporate Risk Register

11.0 Background Papers

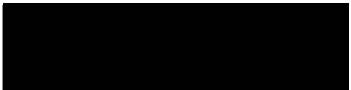
- 11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☐ (please list the documents below) No ☒

Author(s)

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Judi Richardson	Performance & Information Adviser	2105

Approved by

NAME	DESIGNATION	SIGNATURE
Chris Alliston	Strategic Director, Partnership and Performance	

Appendix A – Corporate Risk Register





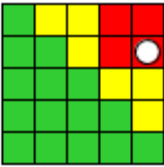
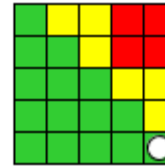
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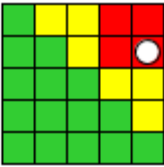
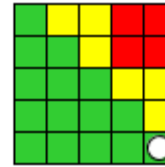
Comhairle Siorrachd
Chlach Mhanann



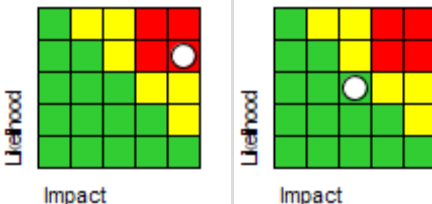


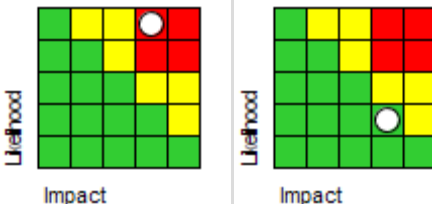


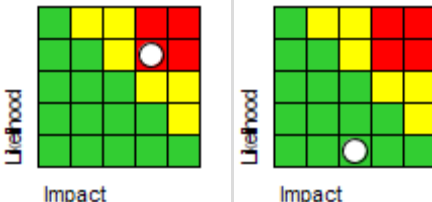
Summary of Changes	Distribution of Scores
<p>At the 2024/25 financial year end (out of a total of 18 risks):</p> <p>Status</p> <ul style="list-style-type: none"> • 8 risks are red (same as previous report - 2024/25 quarter 3) • 6 risks are amber (decrease from 8) • 4 risks are green (increase from 2 – green risks are often demoted to other registers unless ongoing scrutiny is appropriate) <p>Approach</p> <ul style="list-style-type: none"> • 13 risks are being Treated (same as previous) • 5 risks must be Tolerated (same as previous) <p>Change in Scores Since Last Review</p> <ul style="list-style-type: none"> • 4 risks have reduced (see below) • 14 risks remain the same • No risks have increased or been added to/removed from the register 	



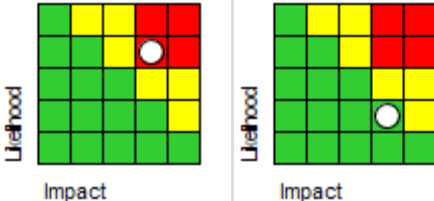
Code	Title (see risk details for expanded abbreviations)	Score	Status	Approach	Change
COU CRR 008	Insufficient Financial Resilience	20		Treat	
COU CRR 005	Impact of Poverty, Inequality & Changing Demographics	20		Treat	
COU CRR 046	IT System Failure	20		Treat	
COU CRR 050	Supply Chain & Labour Market Disruption	20		Tolerate	
COU CRR 012	Health & Safety Breach	20		Treat	
COU CRR 047	Inadequate Workforce Planning	16		Treat	
COU CRR 033	Major Governance Failure	16		Treat	
COU CRR 009	Information Not Managed Effectively	16		Treat	
COU CRR 049	Continued Contribution to Climate Change	15		Treat	
COU CRR 040	Failure of Public Utility Supply	15		Tolerate	
COU CRR 054	Conflicting Needs Around Management of RAAC	12		Treat	
COU CRR 052	Failure to Comply with UNCRC	12		Treat	
COU CRR 031	Failure to Prepare for Severe Weather Events	12		Tolerate	
COU CRR 022	Public Health Emergency	12		Tolerate	
COU CRR 053	School Estate Condition Disrupts Education Provision	9		Treat	
COU CRR 023	Industrial Unrest	9		Tolerate	
COU CRR 034	Insufficient Pace & Scale of Organisational Transformation	8		Treat	
COU CRR 011	Harm to Child(ren)	6		Treat	



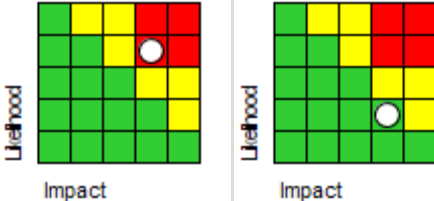
Approach Treat



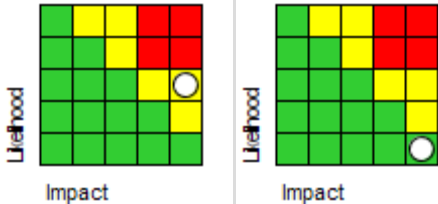


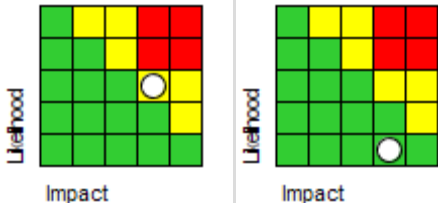
		Insufficient Financial Resilience		Senior Manager Finance & Revenues		Current Score	20	Target Score	5	
Risk	The Council does not have a balanced budget to meet essential service demands, customer needs, or external agendas.						 Likelihood Impact		 Likelihood Impact	
Potential Impact	Reputational and legal implications and severe, extended loss of service provision. Possibility of Alliance, Health & Social Care and other partners also experiencing budget pressures contributes to potential impact, given the interdependencies.									
Note	The budget for 2024/25 was approved in March reflecting a balanced position and including savings to be achieved during the year. Due to the use of reserves and cash savings to balance the 24/25 budget, the budget gap for 25/26 has been estimated at £13m. This year's budget process is already progressing to take forward savings through transformation and other areas previously identified. The budget gap is also subject to the settlement funding from Scottish Government which will be known towards the end of the year. The reduction in score does not represent a material change in the projected budget gap but alignment with the revised risk guidance in reflecting that the balanced 24/25 budget means the risk will not materialise within this financial year.									
Related Actions	Audit of 2022/23 Accounts by Audit Scotland			COU EXA 223		Existing Controls	Budget Strategy & Monitoring			
	Use the agreed strategic change framework and organisational design principles to implement a whole organisation redesign			EXA BVA 1A0			Contract Standing Orders			
	Balance the drive for savings with the need for sufficient officer time and skills to support change and consider how to make more use of external assistance to support improvement			EXA BVA 4F0			Financial Regulations			



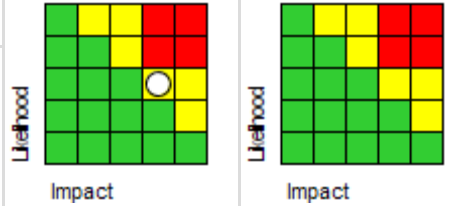
		Impact of Poverty, Inequality & Changing Demographics		Chief Executive		Current Score	20	Target Score	5	
Risk	Services are not appropriately redesigned based on changing needs in relation to the ageing population, health, complexity of care or socio-economic factors, specifically poor outcomes associated with welfare reform, poverty and/or inequality and wider impacts associated with the cost of living crisis.						 Likelihood Impact		 Likelihood Impact	
Potential Impact	Inappropriate allocation of resources & assets, misalignment of corporate objectives to need, inability to demonstrate Best Value, and possible financial and reputational consequences of responding to unplanned situations.									
Note	The LOIP and Health & Care Strategic Plan set out partnership outcomes to strengthen community & place-based services. Key priorities are to reduce children living in poverty, develop inclusive growth and empower families & communities. Relevant actions include City Region Deal, Community Wellbeing & Community Wealth Building, as well as data analysis to inform decision-making and Poverty Impact Assessments. The risk score takes into account EU withdrawal, pandemic impacts, recent Child Poverty statistics and the cost of living crisis.									
Related Actions	Clackmannanshire Alliance Local Outcomes Improvement Plan 2017-27			CPP LOI		Existing Controls	Customer Consultation & Engagement			
	Implement Health & Care Partnership Strategic Delivery Plan			CRR HSC SDP			Budget Strategy & Monitoring			



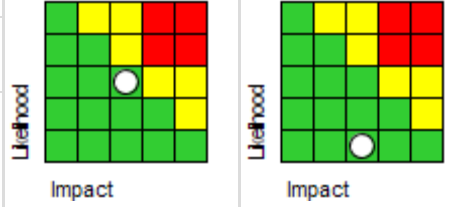
		IT System Failure	Senior Manager Partnership & Transformation		Current Score	20	Target Score	9
Risk	Full or partial loss of network/hardware/software/telecoms technologies (temporary or prolonged) due to cyber attack/other emergency, failure to manage maintenance/backups/suppliers/contracts, or lack of investment in systems/staff/training (i.e. failure of IT services to uphold priorities of Confidentiality, Integrity and Availability).							
Potential Impact	Financial impact from lost productivity, service disruption (inc. statutory/vulnerable groups), inability to communicate, harm to staff/customers (access to records/Potentially Violent Persons register) & legal/regulatory/reputational implications.							
Note	A number of recent global issues and cyber incidents means this remains a high risk. Work is ongoing to raise awareness across the workforce of cyber risks and mitigations. The Council is also investing in ICT infrastructure and security as part of its Digital Transformation Strategy & roadmap. This will introduce security policies and tools, cloud hosted services, retire/replace legacy systems, invest in modern technology to support delivery, future ways of working & Digital Transformation ambitions. Implementation of MS365 has begun and will improve the stability and security of systems.							
Related Actions	Develop & deliver the Council's Digital Transformation Strategy		CRR P&P IT1	Existing Controls	Business Continuity Plans			
	Complete actions from IT Asset Management Plan		CRR P&P IT2		Service Level Agreements & Contracts			
		Health & Safety Breach	Chief Executive		Current Score	20	Target Score	8
Risk	Incident or statutory breach results in injury or death of staff member or customer due to lack of awareness or non-compliance with policies and procedures. Incidents may also arise from third parties actions, outwith Council control.							
Potential Impact	The effects on individuals and their families, financial penalties (including Health & Safety Executive intervention fees), criminal proceedings, adverse publicity, increased insurance or damage to Council assets.							
Note	Progress is being made on ensuring that the basic foundations are in place, but we are still experiencing pockets where there is a fundamental lack of understanding of manager responsibilities which leaves the risk as high.							
Related Actions	Revised Health & Safety Strategy & Actions Plan		CRR P&P HR1	Existing Controls	Health & Safety Management System			
	Governance improvement actions across all services		CRR P&P LG1		H&S Corporate Training Programme			
		Inadequate Workforce Planning	Strategic Director - Partnership & Performance		Current Score	16	Target Score	3
Risk	Due to lack of workforce planning the Council fails to ensure sufficient capacity/resource to deliver key Council service or fails to adequately develop its workforce to ensure that skills, knowledge and structures are appropriate, sustainable financially viable and compatible with our corporate vision.							
Potential Impact	Loss of key staff from posts identified as single points of failure, including statutory officers, leading to inability to delivery key functions and lack of adequate professional advice to Council Officers/Elected Members.							
Note	Failure to implement sufficient or proper workforce planning controls (at both service and strategic level) risks loss of key staff from posts identified as single points of dependency, failure to address the challenges of an ageing workforce, and failure to upskill current staff to meet current / future demands. This may lead to an inability to deliver key / statutory functions or provide adequate professional advice to Officers / Elected members.							
Actions	Develop & implement the strategic workforce plan 2022-25		CRR P&P HR4	Controls	Strategic Workforce Plan			



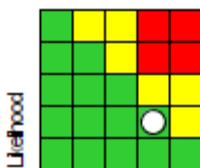
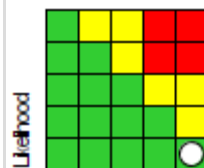
		Major Governance Failure	Strategic Director - Partnership & Performance			Current Score	16	Target Score	8
Risk	A significant failure of compliance with statutory duties through non-adherence to and/or lack of awareness or understanding of law, contract standing orders, scheme of delegation or financial regulations.								
Potential Impact	Significant reputational damage, injury or loss of life, legal action, financial loss or disruption to service delivery and challenge by third parties. Staffing changes and re-design reaffirm need to closely monitor & manage compliance with statutory requirements & good practice.								
Note	The Corporate Risk & Integrity Forum discuss governance & compliance on a quarterly basis. Mandatory training to officers to be carried out over the next few months. Scrutiny training was provided to Audit & Scrutiny Committee in Jun-23 and other Elected Members in Nov-23. Additional Governance training is currently in development and will shortly be added to the mandatory training suite for completion by all staff on an annual basis as concerns remain regarding breach of governance and the law.								
Related Actions	Annual Internal Audit & Fraud Programme			COU IAF	Existing Controls	Scheme of Delegation			
	Governance improvement actions across all services			CRR P&P LG1		Governance & Audit Processes			
	Addition of Governance to annual mandatory training suite			CRR P&P LG3		Committee Structures & Remits			



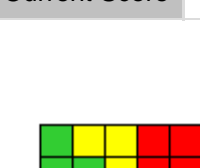
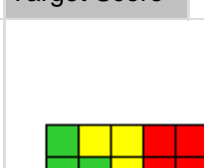
		Information Not Managed Effectively	Senior Manager - Legal & Governance			Current Score	16	Target Score	8
Risk	Information is not protected, managed or used effectively due to lack of compliance with information sharing, data protection, records management or IT principles/protocols, potentially leading to data breaches, inefficiency/duplication and strategic/performance management decisions based on poor quality/inaccurate business intelligence.								
Potential Impact	Legal/reputational/financial implications from breaches (regulators being the ICO and SIC can impose monetary penalties and enforcement notices), inefficiencies costing time/money, non-completion of (possibly statutory) duties. Loss of productivity, impacting morale, or misinformed decision-making if information not available/used.								
Note	Review of records / retention plans is well underway and will be sent to the Keeper of Records for Scotland by 30/4/25. Work continues around opportunities from MS365. The review of Data Protection policies and partnership sharing agreements are well underway with the Council's data protection solicitor. Issues around FOI handling is starting to improve but will continue to require significant work by all directorates and we have now submitted our improvement plan to the Scottish Information Commissioner. FOI training will be mandatory from 01/04/25.								
Related Actions	Develop & deliver the Council's Digital Transformation Strategy			CRR P&P IT1	Existing Controls	Data Sharing Agreements			
	Actions from Scottish Information Commissioner in Dec-24 regarding Freedom of Information			P&P L&G SIC		GDPR Guidance & Training			

		Continued Contribution to Climate Change	Strategic Director - Place		Current Score	15	Target Score	5
Risk	The Council fails to play its part in addressing the climate emergency, such as by not adapting to climate change, reducing waste and travel, making available resources, using/promoting sustainable practices, materials & technologies or failing to act as an ambassador for national & international good practice as it emerges.							
Potential Impact	Worsening environmental impacts including flooding (see Severe Weather risk), impact on health/social well being, increased fuel poverty, missed efficiency savings/economic opportunities and poorer air quality. Reputational impacts of not supporting national/international policy, and legal implications of not meeting targets or demonstrating progress.							
Note	An internal Strategic Energy Management Group has been established to assist in the delivery of the Council's Local Heat and Energy Efficiency Strategy , strategic environmental assessments of our Climate Change and Pollinator strategies have been completed and it is planned to present both strategies to Council for approval in Spring 2025. Interim carbon reduction targets leading up to net zero emissions by 2040 have been established. The Climate Emergency Board (CEB) continues to meet quarterly and the Climate Emergency Action Plan (CEAP) continues to be developed and updated by members of the Climate Emergency Group.							
Related Actions	Climate Change Strategy and Climate Emergency Action Plan			PLC 213 101	Existing Controls	Local Biodiversity Action Plan		
	Develop routemap to compliance with EESSH2 for all Council Housing stock.			PLC 213 104		Regional Energy Masterplan		
	Deliver CRD programme in line with delivery plan/financial profile			PLC 213 111		Sustainable Food Growing Strategy		
		Conflicting Needs Around Management of RAAC	Strategic Director - Place		Current Score	12	Target Score	4
Risk	Potential deterioration of buildings with RAAC (Reinforced Autoclaved Aerated Concrete) into unsafe structures, requiring options appraisal that addresses both strategic implications (financial, assets and duty of care for residents), and the needs of individuals directly affected by uncertainty and other personal impacts, including financial							
Potential Impact	Domestic properties become uninhabitable, increasing voids & pressure demand on housing/homelessness services, with affordable housing already in high demand & short supply. Unbudgeted financial cost to housing services, community impacts and reputational damage through activism & negative media publicity.							
Note	We have a 'maintain and monitor regime' in place and the Structural Engineer continues to carry out 6 monthly surveys of the closes in occupied blocks. Staff are also in these blocks on a week to 10 day basis and perimeters of the vacant blocks are also being monitored at the same time. The options appraisal has been discussed with the administration group and further discussions are required with owners. We are currently awaiting guidance in order to progress more extensive assessments in the tenanted blocks.							
Related Actions	Housing service leads part of Scottish Government RAAC Cross Sector Working Group			PLC DRR 004	Existing Controls	RAAC Survey Programme		
	Focused resource to manage the RAAC survey programme, communications and resident support actions			PLC DRR 003		Housing Need & Demand Assessment Scottish Government RAAC Cross-sector Working Group		





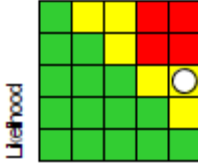
		Failure to Comply with UNCRC	Chief Executive	Current Score	12	Target Score	
Risk	Lack of cross-service action to implement requirements of the UN Convention on the Rights of the Child results in poor staff awareness and/or lack of process review to ensure children’s rights are upheld across all aspects of service delivery			<div></div>			
Potential Impact	Failure to act in a child’s best interests, possibly exacerbating inequalities for vulnerable individuals/groups, or failure to demonstrate corporate commitment, with associated legal, financial & reputational implications of a regulatory breach						
Note	The UNCRC (United Nations Convention on the Rights of the Child) (Incorporation) (Scotland) Act 2024 became law on the 16th of July. The Act expects that Scottish public bodies act in a child’s best interests in all matters that affect them, ensuring their voices are heard, and that upholding children’s rights is evident across all public service delivery. A short life working group has been established to look at key work strands, including staff development/awareness, Youth Voice / accreditation, child-friendly complaints and information, policy development and compatibility assessments. Guidance from the Scottish Government, SPSO (Scottish Public Services Ombudsman) and the Improvement Service is being followed, and the Council will be required to document and evidence steps towards implementation in a report to the Scottish Government in March 2026.						
Related Actions	Carry out ‘How Ready are You?’ audit to check compliance & identify priority actions		CRR COU CR1	Existing Controls	Equalities Impact Assessment		
	Implement Child Friendly Complaints process (no later than 31-Mar-25)		CRR COU CR2		Team Leader/Senior Manager Forum		
	Communicate UNCRC duties to staff, customers & partners to raise awareness of implications		CRR PPL ED1		Youth Voice Forum		



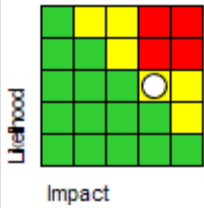


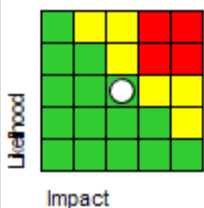
		School Estate Condition Disrupts Education Provision	Senior Manager - Property	Current Score	9	Target Score	3
Risk	Failure to adequately invest in the school estate results in degradation in the condition of establishments below acceptable standards for continuation of service delivery, requiring displacement into alternative accommodation			<div></div>			
Potential Impact	Health & Safety implications, unusable assets, disruption to learning & attainment, workforce & financial capacity to manage transport & temporary accommodation, reputational & legal implications relating to provision of statutory function						
Note	Five priority primary schools to be refurbished. To minimise disruption works have been programmed to commence during the 6-week school summer holidays from the 26th of June 2025 and expected to be completed by end November 2025. The scope of work is extensive and includes major roof replacement, exterior render and cladding upgrades as well as wholesale window replacement to improve thermal efficiency and move the Learning Estate forward with its aspirations on decarbonisation and net zero. Five further primary schools identified for works in 2026.						
Related Actions	Seek Council approval to focus investment on the identified schools (graded as “Poor”)		CRR PLC PT1	Existing Controls	Property Asset Management Strategy		
	Carry out options appraisal on the full learning estate		CRR PLC PT2		Condition Surveys (Hollis Report)		

		Insufficient Pace & Scale of Organisational Transformation	Chief Executive	Current Score	8	Target Score	5
Risk	The Council fails to proactively drive the fundamental redesign of services and organisational planning/development with the speed required to address the funding gap due to ineffective change management.			 Impact		 Impact	
Potential Impact	Failure to maintain the required level of provision for statutory services. The corporate business improvement programme does not establish sustainable service delivery and a sustainable cost base for the future.						
Note	The governance and reporting of the Be the Future programme is well established, with a forward plan to Council detailing a different priority theme each cycle. SLG and Members are pleased with progress.						
	Work is underway for the procurement of a new Social Work Case Management System, which will produce a detailed statement of requirements. The introduction of this new system will transform the way services operate.						
Related Actions	Be the Future Transformation Programme		COU TRN	Existing Controls	Be the Future Board		

		Harm to Child(ren)	Strategic Director - People	Current Score	6	Target Score	3
Risk	A lack of capacity, stability or skillset in key roles reduces the Council's ability to fulfil statutory requirements and intervene to prevent the serious harm to a child/children.			 Impact		 Impact	
Potential Impact	Effects of injury or death on individual, family, friends & staff members, reputational & legal implications, with associated costs, as well as impact of reputational damage & negative publicity on morale, workforce development and sustainability.						
Note	Robust controls ensure appropriate staffing, leadership & assurance, including quarterly reports to governance groups, regular risk review and prioritisation of child protection work. Robust annual council-specific/multi-agency staff training ensures confidence/competence to fulfil duties, and access to support/development opportunities consolidating professional identity and social work practice/education. We have recruited team leaders & senior practitioners to build resilience and skills, filling vacancies in a timely manner. The e-IRD system enables real-time response to children at risk of harm for assessments and interventions. The Scottish Child Interview Model team is fully embedded, undertaking 100% of joint interviews. While this risk continues reducing, its significance means it is appropriate for constant review this register.						
Related Actions	Children's Services Plan 2021-24		PPL CHC CSP	Existing Controls	Child Protection Procedures		
	Clackmannanshire's Promise Plan 2023-26		PPL CHC PRO		Public Protection Chief Officers Group		
						Child Protection Committee	

Approach Tolerate

		Supply Chain & Labour Market Disruption	Chief Executive	Current Score	20	Existing Controls
Risk	Disruption to UK supply chains & labour markets as a result of EU withdrawal, increasing costs & delays in sourcing goods (particularly in construction), already materialising and could continue for an extended period or escalate			<div><div>Likelihood</div><div>Impact</div></div>		Service Level Agreements & Contracts
Potential Effect	The Council could fail to recruit or retain staff with the required knowledge & experience, and/or be subject to direct or third-party impacts if suppliers are unable to source goods/materials or staff to fulfil contractual obligations					Recruitment & Retention Policy
Note	Impact and Likelihood remain unchanged. Ongoing pressures on supply chain impacted by Supply issues due to overseas conflicts affecting in particularly food inflation also availability of Skilled staff with key suppliers. Brexit still impacting plus recruitment difficulties particularly for key roles internally and the availability of skilled staff internally. • The increase in National Insurance Contributions for employers and the increase in National Living Wage, announced in the UK budget, will increase employment costs for suppliers delivering public services, creating financial sustainability concerns and supplier failure					Procurement Processes & Procedures
		Failure of Public Utility Supply	Strategic Director - Partnership & Performance	Current Score	15	Existing Controls
Risk	Sustained loss of gas, electricity, water and communications over a significant area due to failure of a provider's infrastructure as a result of a local or national event.			<div><div>Likelihood</div><div>Impact</div></div>		Business Continuity Plans
Potential Effect	Fatality, injury or health risk, requirement to evacuate & find alternative accommodation, including for vulnerable people. Disruption to businesses, with potentially large costs, and impact on contact with health, care and emergency services.					Major Incident Procedures
Note	Ongoing monitoring and liaison with utility companies over the risks. National power outage plans have been developed at local, regional and national level. Community plans are in place and there is ongoing communication with our vulnerable customers on being included on the Priority Risk Register for all utility providers. We have direct Input into the UK NPO working group					Emergency Response Plan
		Failure to Prepare for Severe Weather Events	Strategic Director - Place	Current Score	12	Existing Controls
Risk	Inability to respond to severe weather events due to lack of appropriate planning & equipment (e.g. 4x4 vehicles). Most likely flooding from rain/coastal surge, winter weather or heatwave (increasing frequency & severity due to climate change).			<div><div>Likelihood</div><div>Impact</div></div>		Business Continuity Plans
Potential Effect	Widespread community dislocation (including possible risk to life), damage to property, businesses, roads & utility infrastructure (inc. telecoms & power), or inability of staff to get to workplace. Impact on delivery, reputation & finances, and increased workload in numerous services to support communities, including clearing roads and core paths (e.g. from fallen trees & other debris).					Winter & Flood Management Plan
Note	Controls are in place for monitoring and action as required. A new severe weather framework has been developed. Community Resilience teams in place in areas of high risk. Ongoing liaison and discussion with Met Office and SEPA, looking at the long term impacts of climate change. Robust internal and external networks in place					Forth Valley Local Resilience Partnership

		Public Health Emergency	Chief Executive	Current Score	12	Existing Controls
Risk	Significant numbers of Council staff and customers become ill due to the occurrence of a public health emergency, such as a flu pandemic, with spread potentially exacerbated through failure to vaccinate or follow hygiene protocols.					Business Continuity Plans
Potential Effect	Short- & long-term health implications for public & staff (inc. absence if ill or caring for others). Disruption to support & front-line services, inc. to already vulnerable groups. Consideration required of minimal service provision requirements.					Pandemic Flu Plan
Note	Continue to work at local, regional and national level on developing plans. Procedures and plans in place for dealing with those most affected including identified vulnerable residents. While pandemic impacts are still being felt and a number of issues require ongoing monitoring and management, the revised risk guidance means the likelihood/proximity of this risk can now be downgraded.					Major Incident Procedures
		Industrial Unrest	Chief Executive	Current Score	9	Existing Controls
Risk	Industrial action by Council staff, partners or suppliers arises, normally in relation to local or national budget-related changes to terms and conditions, or restructuring.					Business Continuity Plans
Potential Effect	Immediate effects on service delivery & those dependent on services, with financial and reputational damage, and residual impact on staff morale & productivity. In case of partners/suppliers may have to support or reduce activity/service delivery.					Trade Union Comms Protocol
Note	Negotiations are ongoing at national level for 24/25 however no settled position has been reached and there is the potential for increased industrial unrest. UNISON have a mandate for industrial action for waste although fell short for staff supporting schools. Strike action was suspended whilst members are balloted on updated pay offer although we understand that UNISON are recommending the offer is rejected, AN offer fro 24/25 is to be made to SNCT and Chief Officer groups.					Forth Valley Local Resilience Partnership

