

**LINCOLNSHIRE POLICE AUTHORITY
HUMAN RESOURCES COMMITTEE
17 FEBRUARY 2010**

SUBJECT	POLICE AUTHORITY RISK REGISTERS
REPORT BY	DEPUTY CHIEF EXECUTIVE & TREASURER
CONTACT OFFICER	GINNY MASON, RESEARCH & PERFORMANCE OFFICER TELEPHONE: (01522) 558016
SUMMARY AND PURPOSE OF REPORT	
To review and update the risks that are relevant to the Human Resources (HR) Committee.	
RECOMMENDATIONS	<p><i>That:</i></p> <ol style="list-style-type: none"> 1. Members discuss the risks that are relevant to the Committee, making amendments or changes as necessary; 2. any new or emerging risks are identified; 3. any existing and new/developing control measures are highlighted for inclusion on the risk register.

A. SUPPORTING INFORMATION

1.0 Top issues and risks for the HR Committee

- 1.1 The Chairman of the HR Committee, in conjunction with the Vice Chairman of the Authority, currently sponsors one critical risk:
- Lack of resilience in Secretariat (Red 9)
- 1.2 The Chairman also sponsors one non critical risk:
- Lack of effective Member learning and development programme (Amber 4)
- 1.3 The Executive Summary is attached at Appendix 1, the Critical Risk Register at Appendix 2 and the Non Critical Risk Register at Appendix 3.

2. Discussion Points

2.1 Critical Risk Register

The most significant risk in respect of the HR Committee's portfolio continues to be around the resilience in the Secretariat. As Members will be aware, the current risk score relating to this risk was increased from an 'Amber 6' to a 'Red 9' at the Strategic Planning Committee on 3 December 2009. However, the work of the Senior Officer Appointments Committee (SOAC) has gone some way to mitigate this, and the recruitment campaign for a new Chief Executive is well under way. The interviews for

this post are being held in February 2010 and the outcome should be known by the time of the HR Committee meeting when consequent emerging risks can be explored. The on-going review of combined committee workplans and prioritisation of key tasks by the Strategic Planning Committee continues to offer some mitigation of this risk over time.

- 2.2 Members will also note that the Administrative Assistant has tendered her resignation and will leave the Secretariat on 19 February 2010.
- 2.3 It is suggested that the secretariat resilience aspects of this risk are considered as part of the discussions during 'The Secretariat' report detailed on this agenda at D7.
- 2.4 This critical risk also references 'increased Member workload' and Members may wish to further explore and assess this area. The Strategic Planning Committee gave this some consideration in December 2009, but Members of the HR Committee may wish to consider how they wish to address this risk or identify a suitable response (i.e. Members may decide to 'treat' this risk by implementing one or more control measures, alternatively, Members may decide to 'tolerate' this risk and accept it).
- 2.5 Non Critical Risk Register**
The HR Committee Chairman sponsors one risk on the Non critical risk register relating to the effectiveness of Member learning and development and the impact that this has on the performance of the Authority.
- 2.6 It is understood that the Authority's 'Culture Task and Finish Group' (comprising Mrs Crowe, Mr Cooke, Mr Underwood Frost, Mr Must and the Committee and Administration Officer) has been progressing some work, such as the Member Development Strategy and the development of the Member Annual Reviews, and that these pieces of work may go some way to mitigating this risk. It is suggested that an oral update be provided at the Committee.
- 2.7 It is also suggested that the Committee review the existing controls and suggested new/developing control activities and provide any further input as appropriate. Members will be cognisant of the Secretariat resourcing issues associated with this risk.

B. FINANCIAL CONSIDERATIONS

The costs of risk treatment and risk financing are variable.

C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

Risk management is an integral component of the Comprehensive Area Assessment/Audit Commission's Use of Resources (UoR) assessment. It is also considered to protect and add value to the organisation and its stakeholders by:

- Providing a framework for control,
- Having better informed and improved decision making
- Reducing volatility
- Ensuring efficient use of resources
- Having improved stakeholder relationships
- Protecting and enhancing physical assets
- Protecting and enhancing reputation
- Developing and protecting human assets.

D. PERSONNEL, EQUAL OPPORTUNITIES AND DIVERSITY ISSUES

There may be personnel and diversity issues associated with individual risks. These will be detailed where necessary on the risk register.

E. REVIEW ARRANGEMENTS

The Audit, Risk and Governance Committee maintain an overview of corporate risk management. The Human Resources Committee will review risks relevant to the Committee on a quarterly basis.

F. RISK MANAGEMENT

Risks to the Authority not achieving its objectives are detailed in Appendix 1, 2 and 3.

G. LIST OF BACKGROUND PAPERS

Date	Description	File
2002	A Risk Management Standard, AIRMIC, ALARM, ARM	PA Office
2004	Management of Risk and Uncertainty Delegate Workbook	PA Office
2007	LPA Risk Management Strategy	PA Office
2007	ALARM Benchmarking Risk Management	PA Office
2007	CIPFA Delivering Good Governance in Local Government	PA Office