

Risk 1	Failure to ensure sufficient management capacity for the Council through management restructure																
Impacts																	
Missed Opportunities	Management Distraction	Service Disruption	Impaired performance	Breach of Contract	Loss of Assets	Govt/ Inspectorate Intervention	Financial Cost	Damaged Reputation	Death and /or injury	Inefficiency	Strategy change	Impact	Probability	Lead Officer			
■	■	■	■	□	■	■	■	■	□	■	□	H	M	Chief Executive			
Causes							Mitigating Controls					Control Owner	Effectiveness (H/M/L)				
Fail to recruit to new structure							external advice to set job descriptions and grades					Chief Executive	H				
loss of high quality staff who don't see how they fit into the new structure							consultation and communication					Chief Executive	H				
External recruits do not become a good match for the organisation							external support					Chief Executive	H				
Restructure leads to loss of staff morale and disruption to corporate performance							consultation and communication					Chief Executive	M				
High severance costs place unplanned financial burden on Council							Cost modelling and exploring options to capitalise costs					Head of Finance	H				
							Revised probability score						L				
							Revised impact score						M				
Action #	Specific Action	Required Outcome	Milestone date	Member/Officer Accountable	Management Response												
1	New structure to EB and Council	Approval	Oct-07	Chief Executive	Achieved												
2	Delegation to Chief Executive to implement	Approval	Oct-07	EB/Council	Achieved												
3	Selection of external advisors for skill/pay matching	Appointment	Oct-07	Head of HR	Achieved												
4	Internal appointment of Executive Directors/ Heads of Service	Completion of assessment and matching process	Dec-07	Appointments Committee	Achieved for Directors												
5	Agree sub service head structure	Appointments completed	Jun-08	Ch & Executive Directors	On going												
Early Warning Indicator	Description of Early Warning Indicator / Source of Assurance		Monitored By ?	How often is indicator monitored / assurance required?													
1	Lack of published structure to 3rd tier		Head of HR	until June 08													
2																	
3																	
4																	
5																	