

Risk 8	There is a serious Health and Safety incident to Council staff, contractors or the general public
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Impacts														
Missed Opportunities	Management distraction	Service Disruption	Impaired Performance	Breach of Contract/asset loss	Staff morale	Govt. Intervention	Financial Cost	Damaged Reputation	Health and Safety	Inefficiency	Strategy change	Impact	Probability	Lead Officer
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	M	M	Head of HR

Causes	Mitigating Controls	Control Owner	Effectiveness (H/M/L)
No clear H&S strategy	None as identified through the recent IA report (being updated)	Head of HR	M
Staff may be unaware of what is expected of them	There is awareness amongst certain parts of the organisation but this is not formally recorded	Head of HR /all H of S	M
Council does not undertake risk assessments to identify areas of vulnerability and plan work to address these	Comprehensive risk assessment are not undertaken but there are pockets of good practice	Head of HR /all H of S	M
Council does not build H&S into core business processes	H&S is built into procurement processes, management of contractors	Head of HR /all H of S	M
Council does not deliver on H&S actions	H&S audits and inspections	Head of HR /all H of S	M
	Revised probability score		M
	Revised impact score		M

Action #	Specific Action	Required Outcome	Milestone date	Member/Officer Accountable	Management Response - latest position
1	Implement KPMG report actions which includes specific actions in relation to weaknesses highlighted above	All recommendations implemented and above mitigations recorded as Highly effective	Sep-07	Head of HR	progress reported to Audit & Governance Committee Sept 07 as part of Internal Audit implementation report. Recommendations completed or in progress
2	H& S Training				Being developed for 08/09
3	H&S Monitoring				Being developed for 08/09
4					

Early Warning Indicator	Description of Early Warning Indicator / Source of Assurance	Monitored By ?	How often is indicator monitored / assurance required?
1	Annual Health and Safety report	Chief Executive	Annual
2	No of reported H&S incidents	Safety Committee	Quarterly
3	Follow up report from KPMG Nov 07	N/A	Report to Jan 08 Audit & Governance Committee - remains graded Weak.
4	Outcomes of Audit programme and actions completed	H&S Officer	On going
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