

Title	Risk description	Opp/ threat	Cause	Consequence	Date Raised	Owner	Gross		Current		Residual		Comments	Controls				
							I	P	I	P	I	P		Control description	Due date	Status	Progress %	Action Owner
		T	Proposed agency rates for agency staff exceed budget	Budget overspend or resource and capacity issues arise	8/06/15	H Bishop	3	3	2	2	2	1	Contract will state pay rates for staff based on our current salary rates	Agreed rates in contract for staff categories.	30/09/15	Open	0%	J Thome
		T	Temporary agency staff apointed when not required	Budget overspend and missed opportunity for in house development of own staff	8/06/15	H Bishop	2	2	2	2	1	1	Staff being appointed to roles without an internal sign off of budget or requirement to be part of the Establishment Control governance	Establishment control form approved by HOS, finance and HR	in place	Closed	100%	J Thome
		T	Temporary agency provider unable to source all temporary staffing requirements	Staff unable to fill short term roles quickly and may need to use other agencies	8/06/15	H Bishop	2	3	2	3	2	2	New contract to be awarded as three lots ensuring all known staffing categories are included.	New contract suppliers will be asked to arrange back up supplier agreements to broaden options for providing niche staff placements	30/09/15	Closed	0%	J Thome
		T	Potential increase in supplier margin will affect budgets	Costs for the Council increase	08/06/2015	H Bishop	2	2	3	2	2	2	Margins paid to current provider are extremely competitive . It may be difficult to continue at these margins in the new contracts	Reduce agency staff requirement and / or dictate margin to supplier	30/09/15	Open	0%	J Thome

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