

Appendix 1: Risk Register

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
	Challenge to contract extension	Threat	Perception that contract extension contravenes Council's Constitution		29/9/17		3	1	2	1				The contract extension process in itself does not contravene the provisions of the Council's constitution. Similarly the earlier recruitment process used by SOLACE on the council's behalf addresses the requirements of the Constitution.				
	Challenge to contract extension	Threat	Perception that contract extension contravenes Council Recruitment and Selection Policy		29/9/17		3	1	2	1				A contract extension does not fall within the scope of the 'open competition' requirements of the Recruitment and Selection policy.				
	Council exposure to termination payment liabilities [redundancy]	Threat	Contract extension takes service beyond 2 years		29/9/17		2	1	1	1				Service at the revised contract expiry will be less than 4 years. The current role holder does not have continuous local government services, so termination payments will be limited to maximum of 4.5 weeks' pay under current legislation and policy].				
49	Council exposure to termination payment liabilities [pension]	Threat	Contract extension takes service beyond 2 years		29/9/17		2	1	1	1				The current role holder is not an active member of the LGPS				
	Council exposure to liability under IR35 regulations	Threat	Contract extension takes service beyond 2 years		29/9/17		2	2	1	1				The current role holder is within scope of IR35 and on the Council's payroll and paying tax and national insurance contributions as an employee of OCC.				

This page is intentionally left blank