**Appendix 1 – Counter Fraud Team Risk Table**

| **Risk Descriptor** | **Risk Likelihood** | **Risk Impact** | **Action / Controls / Measures taken** | **Timescale** |
| --- | --- | --- | --- | --- |
| Council services are subject to fraudulent representations from service users resulting in financial loss, reputational damage and significant impact on business | High | Severe | The Council maintains an effective Counter Fraud team which acts as a deterrent to fraudulent activity and safeguards the organisation. A number of innovative proactive and reactive initiatives deliver ongoing class-leading performance with high values in detected and prevented financial losses | Ongoing |
| High staff turnover within team. 5 key staff left in the period, 4 citing salary as the primary reason for leaving. Salaries for equivalent roles in LA’s locally and nationally are considerably higher, yet demand less flexibility from their staff. | High | Severe | A job re-evaluation exercise is underway; the outcome of which is hoped will alleviate this problem to some extent. The Council’s contracted employment agency, Reed, has been approached to help provide interim assistance. | January 2020 |
| Inability to recruit specialist staff to undertake complex profiled projects | Medium | Moderate | A job evaluation exercise is underway; the outcome of which is hoped will alleviate this problem to some extent. | January to April 2020 |
| Inability to recruit staff with the appropriate flexibility to service contracts outside of Oxfordshire ie – London, Warwick, Slough | Medium | Severe | A job re-evaluation exercise is underway; the outcome of which is hoped will alleviate this problem to some extent. The Council’s contracted employment agency, Reed, has been approached to help provide interim assistance. | January 2020 |
| Contracts with partner organisations will not be renewed, affecting forecasted revenue for the team, aligned to the business plan and Medium Term Financial Plan | Medium | Severe | Regular contract liaison meetings take place with existing service users to gain an understanding of future plans. Promotional activity is elevated to assist in development of additional future business with new partner organisations. | Ongoing |