

No.	Risk Category	Impacts / Consequences	Opportunity	Score			Existing Controls	Net Risk Score			New / Developing Controls	Corporate Priority	Risk Owner / Risk Manager	Target Date	Date Presented at Finance and Audit Committee
				I	L	GS		I	L	NS					
16	Local - inability to retain staff of the right calibre and maintain morale	<p>1) Inadequate resources to deliver corporate objectives</p> <p>2) Workplace stress</p> <p>3) Employee credibility brought into question</p> <p>4) Decreased motivation</p> <p>5) Staff Turnover</p>	<p>1) Effective IPA processes</p> <p>2) Employee commitment</p> <p>3) Retention of suitably qualified staff</p>	4	4	16	<p>1) Equal Pay</p> <p>2) Performance appraisal</p> <p>3) Investors in People status and related quality standards</p> <p>4) IPA roll out completed</p> <p>5) Coaching programme underway</p> <p>6) Development programmes implemented such as coaching, mentoring and aspiring managers programme</p> <p>7) Survey undertaken to engage staff over future development of benefits and new car leasing scheme introduced</p> <p>8) Audit undertaken to review resilience and governance given continuing staff reductions</p>	3	3	9	<p>1) Continue to develop coordinated approach to staff benefits and explore opportunities for new staff benefits linked to the Central Business District</p>	9	<p>Owner: CLT Manager</p> <p>Manager: Deputy Chief Executive</p>	Ongoing	29th January 2015