

Committee	HR & R		
Agenda Item	9.4		
Date paper prepared	05/09/2022	Date of committee meeting	14/09/2022
Subject	Risk Register: Risk 4-Disruption to services/projects and/or partnership working resulting from loss of a key staff member		
Author	Judith Fenton, HR & OD Lead		
Action requested	The Committee are asked to review the Impacts and Actions to mitigate impact, for discussion and consideration.		
Purpose of the paper	The following presentation outlines the risk, impacts and draft actions in response to managing and minimising this risk to the organisation and allow an opportunity for discussion particularly on any areas that have not been articulated within the presentation		
Brief summary of the paper	The impact of a loss of a key staff member can be significant, particularly in a smaller organisation such as ours. The actions cover: identification of key staff members; improving staff data; review of termination notice periods; investing in staff development. Minimising this risk requires a pronged approach as the 'loss' can come in a number of ways. The actions align with the operational and strategic plans so the effort is incorporated within existing effort.		
Consultation	SMG		
Resource implications	N/A		

Risk implications	As above – a failure to mitigate or minimise this risk will result in disruption to services/projects and/or partnership working
Link with strategy	
<u>Equality, Diversity and Inclusion</u>	
Island Community Impact	N/A
Paper status	<input checked="" type="checkbox"/> Open – The paper may be circulated to non-members of the committee and published online without restriction. <input type="checkbox"/> Restricted – The paper must not be circulated to non-members or published online until after the committee meeting. <input type="checkbox"/> Confidential - The paper must not be circulated beyond the committee members and should not be published online. [Please note papers may still be subject to Freedom of Information requests – see below].
<u>Freedom of information</u>	Open If closed/ withheld, select date this will become 'open': Enter a date.