

CORPORATE RISK REGISTER - 10.05.2024				RISK ARTICULATION			INHERENT SCORING			CONTROLS	RESIDUAL (CURRENT) SCORING			DECISION	ACTION PLAN			TARGET SCORING				
Datix ID	Risk Theme	Identification Date	Executive Sponsor	Directorate	Risk Description	Cause	Effect	Likelihood	Consequence	Rating	Key Controls	Likelihood	Consequence	Rating	Risk Decision	Action Summary	Action Due date	Action Done date	Progress	Likelihood	Consequence	Rating
1541	Patients and Clients (Clinical) Risks	06/07/2023	Director of People and Organisational Development	People and Organisational Development	There is a safeguarding risk that organizational DBS checks do not prevent unsuitable people from working with vulnerable groups, including children, therefore placing them at risk of harm, abuse and neglect.	DBS checks on individuals are performed on the commencement of employment in PHW and are not renewed thereafter. Employees may not have an appropriate level of DBS check for their role or activity within PHW.	This could mean that vulnerable people accessing and receiving PHW services, may be cared for by an employee or volunteer whom is deemed unsuitable by the DBS to work with vulnerable groups.	3 Likely	4 Major	12	A Training session has been delivered by the DBS regional advisor to recruiting managers. An Algorithm has been developed for recruiting managers to utilise when making staff appointments to ensure that the appropriate level of DBS is requested on appointing staff. Training videos have been developed and advertised on POD's SharePoint. The risk has been discussed at the All Wales Safeguarding Network and will be escalated to Welsh Government to establish the National Picture with regards to the frequency of DBS renewals at an All Wales level.	2 Unlikely	3 Moderate	6	Tolerate	DBS Audit	30/04/2024	15/04/2024	Audit completed, results being analysed and audit report written. Action plan has been completed. This is a significant piece of work that will require resource to complete. Progress with action plan to be reported quarterly into Safeguarding Group.	1 Highly Unlikely	3 Moderate	3
1596	Human Resources	26/10/2023	Director of People and Organisational Development	People and Organisational Development	There is a risk that the organisation may not have the capacity or resources necessary to effectively deliver the long-term strategic plan	This risk arises from a challenging political and financial landscape, which includes staff time being redirected to contribute to the (Covid) public enquiry and an unstable industrial relations climate	Inability to deliver the long term strategy due to absence of strategic workforce planning	4 Highly Likely	4 Major	16	1. Resource Allocation and Assessment: Assess current resource allocation. Identify gaps between the required resources and what is currently available. Ensure alignment between strategic goals and resource allocation. Adjust resource distribution, as necessary. (This would need to be determined by Directorates as part of their IMTP planning/workforce planning) 2. Capacity Building: Continue to invest in developing the skills and capabilities of existing staff to handle the strategic plan's demands. (Directorates would need to be clear what this looks like so that we can determine feasibility) 3. Prioritization and Phasing: Evaluate the strategic plan and identify high-priority initiatives. Consider phasing the plan to allow for a gradual rollout, focusing on crucial elements first and postponing or deprioritising less critical components. (Each of the Directorates would need to do this and would need to be part of the IMTP development) 4. Scenario Planning: Develop scenarios that account for different levels of resource availability. This will help us be prepared for various resource-related challenges and allow for quick adaptation as circumstances change. (Again, would be Directorate specific) 5. Resource Bank: Better utilisation of finances through use of the new Resource Bank to replace agency use and overtime.	3 Likely	4 Major	12	Treat	Workforce Planning Provide a holistic view of our current critical roles with clear plans that include solutions and interventions that will support the delivery of our priorities. Establish a clear vision outlining the function of job families within P Establish a workforce planning process and framework including clear roles and responsibilities and put in place interventions in response to identified risks and priorities. Establish a clear vision outlining the function of job families within Public Health Wales. Develop a resourcing strategy that supports the delivery of the Long Term Strategy, People Strategy and Strategic Equality Plan. Planning and response to any industrial action supported through our organisational architecture for emergency planning and business continuity, informed by national guidance and support from NHS Wales Employers, to ensure service continuity.	31/03/2024	18/03/2024	We have an overview of the critical roles required to meet our strategic objectives. Plans incorporating solutions or interventions to address gaps currently underway within job family work currently being undertaken locally in DKR. Organisational wide work planned as part of IMTP process. Dedicated Strategic Workforce Planning lead commences in role January 2024 and will work with wider POD team and stakeholders to plan work required to achieve workforce planning activity. Process improvement work currently in progress in relation to job descriptions and job evaluation activity. Work ongoing also being planned in relation to working towards our ideal culture and People Promise as part of IMTP process. Industrial action work being progressed and supported through emergency planning and business continuity processes	2 Unlikely	4 Major	8