



Strategic Risk Register

Revision	Date
1.	March 2018
2.	September 2018
3.	October 2018 (IJB & APS)
4.	February 2019 (APS)
5.	March 2019 (IJB)
6.	August 2019 (APS)
7.	October 2019 (LT)
8.	November 2019 (IJB workshop)
9.	January 2020 (ahead of IJB)
10	March 2020 (RAPC)
11	July 2020 (IJB)
12	October 2020 (IJB Workshop)
13	November 2020 (IJB)
14	January 2021 (RAPC)
15	May 2021 (IJB)
16	June 2021 (RAPC)
17	September 2021 (RAPC)
18	November 2021 (Following IJB Workshop and ahead of IJB meeting in Dec)
19	February 2022 (RAPC)
20	August 2022 (ahead of IJB Workshop)

Introduction & Background

This document is made publicly available on our website, in order to help stakeholders (including members of the public) understand the challenges currently facing health and social care in Aberdeen.

This is the strategic risk register for the Aberdeen City Integration Joint Board, which lays the foundation for the development of work to prevent, mitigate, respond to and recover from the recorded risks against the delivery of its strategic plan.

Just because a risk is included in the Strategic Risk Register does not mean that it will happen, or that the impact would necessarily be as serious as the description provided.



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More information can be found in the Board Assurance and Escalation Framework and the Risk Appetite Statement.

Appendices

- Risk Tolerances
- Risk Assessment Tables



Colour – Key

Risk Rating	Low	Medium	High	Very High
Risk Movement		Decrease	No Change	Increase

Risk Summary:

1	<p>Cause: The strategic commissioning of services from third and independent sector providers requires both providers and ACHSCP to work collaboratively (provider with provider and provider and ACHSCP) in order to strategically commission and deliver services to meet the needs of local people. This is a new dynamic, based on mutual trust.</p> <p>Event: Limitations to the extent with which strategic commissioning of services progresses between ACHSCP and third and independent providers of health and social care.</p> <p>Consequence: There is a gap between what is required to meet the needs of local people, and services that are available; consequences to the individual include not having the right level of care delivered locally, by suitably trained staff; consequences to the sector include investments made in services that will not be fully utilised and thereby risks to sustainability; and consequences to the partnership includes an inability to meet peoples needs for health and care and the additional financial burden of seeking that care in an alternative setting</p>	High
2	<p>Cause: IJB financial failure and projection of overspend</p> <p>Event: Demand outstrips available budget</p> <p>Consequence: IJB can't deliver on its strategic plan priorities, statutory work, and projects.</p>	High
3	<p>Cause: Under Integration arrangements, Aberdeen IJB hosts services on behalf of Moray and Aberdeenshire, who also hosts services on behalf of Aberdeen City.</p> <p>Event: hosted services do not deliver the expected outcomes, fail to deliver transformation of services, or face service failure.</p> <p>Consequence: Failure to meet health outcomes for Aberdeen City, resources not being maximised and reputational damage.</p>	High
4	<p>Cause: Relationship arrangements between the IJB and its partner organisations (Aberdeen City Council & NHS Grampian) in areas such as governance, human resources; and performance</p> <p>Event: Relationships are not managed in order to maximise the full potential of integrated & collaborative working.</p> <p>Consequence: Failure to deliver the strategic plan and reputational damage</p>	Low
5	<p>Cause: Performance standards/outcomes are set by national and regulatory bodies and those locally-determined performance standards are set by the board itself.</p> <p>Event: There is a risk that the IJB, and the services that it directs and has operational oversight of, fails to meet the national, regulatory and local standards.</p> <p>Consequence: This may result in harm or risk of harm to people.</p>	High



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6	Cause: Complexity of function, decision making, and delegation within the Integration Scheme. Event: IJB fails to manage this complexity Consequence: reputational damage to the IJB and its partner organisations	High
7	Cause: Demographic & financial pressures requiring IJB to deliver transformational system change which helps to meet its strategic priorities. Event: Failure to deliver transformation and sustainable systems change. Consequence: people not receiving the best health and social care outcomes	High
8	Cause: Need to involve lived experience in service delivery and design as per Integration Principles Event: IJB fails to maximise the opportunities created for engaging with our communities Consequences: Services are not tailored to individual needs; reputational damage; and IJB does not meet strategic aims	Medium
9	Cause-Impact of Covid19 has accelerated and accentuated long-term workforce challenges Event: Insufficient staff to provide patients/clients with services required. Consequence: Potential loss of life and unmet health and social care needs, leading to severe reputational damage.	Very High
10	Cause: IJB's becoming Category 1 Responders under the Civil Contingencies Act 2004. Event: Potential major impact to the citizens of Aberdeen if IJB does not manage its responsibilities under the Act Consequence: Potential risk to life, loss of buildings, reputational damage.	High



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Description of Risk: Cause: The strategic commissioning of services from third and independent sector providers requires both providers and ACHSCP to work collaboratively (provider with provider and provider and ACHSCP) in order to strategically commission and deliver services to meet the needs of local people. This is a new dynamic, based on mutual trust.

Event: Limitations to the extent with which strategic commissioning of services progresses between ACHSCP and third and independent providers of health and social care.

Consequence: There is a gap between what is required to meet the needs of local people, and services that are available.

Consequences to the individual include not having the right level of care delivered locally, by suitably trained staff.

Consequences to the sector include investments made in services that will not be fully utilised and thereby risks to sustainability

Consequences to the partnership includes an inability to meet peoples needs for health and care and the additional financial burden of seeking that care in an alternative setting

Strategic Aims: Caring Together
Strategic Enablers: Relationships and Infrastructure

Leadership Team Owner: Lead Commissioner

Risk Rating: low/medium/high/very high

HIGH

Rationale for Risk Rating:

- There continue to be significant gaps in our ability to engage at a strategic level with some parts of the social care sector eg care home owners, and therefore a lack of alignment in our strategic response to the demands placed upon the whole system. Evidence of the impact of this includes a mismatch between the physical capacity we have available to meet the outcomes of people and the suitability and appropriateness of that capacity eg unsuitable accommodation, and a lack of appropriately trained staff
- There are difficulties in recruiting to vacant GP positions within the city which has led to GP practices closing.
- The impact of Covid-19 on independent GP practices, community optometrists and general dental practitioners is not yet fully quantifiable. Should supply of these contracted services reduce due to financial constraints and businesses fail, there may be insufficient capacity to provide services to patients. The responsibility to ensure patients have access to these services rests with the Partnership. Scottish Government via Chief Dental Officer has highlighted an increased risk of reduction in General Dental Practitioners capacity as a result of patient deregistration activity seen in some regions
- The removal of the Covid-19 supplier relief funding will have an impact on providers.

IMPACT

Almost Certain					
Likely					
Possible				✓	
Unlikely					
Rare					

Rationale for Risk Appetite:

As 3rd and independent sectors are key strategic partners in delivering transformation and improved care experience, we have a low tolerance of this risk. It is suggested that this risk tolerance should be shared right throughout the organisation, which may encourage staff and all providers of primary health and care services to escalate valid concerns at an earlier opportunity.

LIKELIHOOD	Negligible	Minor	Moderate	Major	Extreme
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Risk Movement: increase/decrease/no change

NO CHANGE 01.08.22

Controls:

- Conscious cultural shift to change relationships, with all strategic commissioning activity proceeding in a collaborative manner.
- Examples of collaborative commissioning models used as exemplar models within the City. Care at Home, Mental Health / Learning disability accommodation review.

Mitigating Actions:

- All opportunities to work in a collaborative manner to commission services are advertised on Public Contract Scotland, as well as individual invitations made to CEOs / owners of social care services.
- Additional offers are made to encourage dialogue where the provider is unavailable to attend collaborative commissioning workshops etc.



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<ul style="list-style-type: none"> • Strategic Commissioning Programme Board (includes representatives from third and independent sectors) • Local Medical Council • GP Sub Group • Clinical Director and Clinical Leads • Primary Care Contracts Team 	<ul style="list-style-type: none"> • Agreed strategic commissioning approach for ACHSCP. • Strategic commissioning programme board (SCPB members) established to provide governance framework for commissioning activity.
<p>Assurances:</p> <ul style="list-style-type: none"> • Progress against our strategic commissioning workplan • Market facilitation opportunities and wide distribution of our market position statements • Oversight of both residential and non-residential social care services • Inspection reports from the Care Inspectorate • Monitoring of Primary Care Improvement Plan • Daily report monitoring • Clinical oversight group – daily meetings • Good relationships with GP practices, ensuring communication through agreed governance routes • Links to Dental Practice Advisor who works with independent dentists • Director of Dentistry co-ordinating Grampian contingency planning to <ul style="list-style-type: none"> • horizon scan for regional deregistration activity • proactively work with practices that wish to deregister patients • plan suitable contingency arrangements in the event patients are deregister • Links to the Eye Health Network and Clinical Leads for Optometry in Shire & Moray and the overall Grampian Clinical Lead • Roles of Clinical Director and Clinical Leads 	<p>Gaps in assurance:</p> <ul style="list-style-type: none"> • Market or provider failure can happen quickly despite good assurances being in place. For example, even with the best monitoring system, the closure of a practice can happen very quickly, with (in some cases) one partner retiring or becoming ill being the catalyst. • Market forces and individual business decisions regarding community optometry, general practice and general dental practitioners cannot be influenced by the Partnership. • We are currently undertaking service mapping which will help to identify any potential gaps in market provision • Public Dental Services staffing capacity to increase service provision in short term
<p>Current performance:</p> <ul style="list-style-type: none"> • We now have established a care at home strategic providers group, with agreed terms of reference. Their strategic ambition is to ensure the safe and effective delivery of care at home across Aberdeen. • We have recently published and distributed market position statements for both residential and training and skills development for service users with either mental health or learning disability. Both have been co-produced with providers through a series of workshops which had been advertised locally and through public contracts Scotland. 	<p>Comments:</p>



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Description of Risk: Cause-IJB financial failure and projection of overspend Event-Demand outstrips available budget Consequence-IJB can't deliver on its strategic plan priorities, statutory work, and projects.					
Strategic Aims: All Strategic Enablers: Finance			Leadership Team Owner: Chief Finance Officer		
Risk Rating: low/medium/high/very high <div style="text-align: center; background-color: yellow; padding: 5px;">HIGH</div>					
IMPACT					
Almost Certain					
Likely					
Possible				✓	
Unlikely					
Rare					
LIKELIHOOD	Negligible	Minor	Moderate	Major	Extreme
Risk Movement: increase/decrease/no change: <div style="text-align: center; background-color: lightgreen; padding: 5px;">DECREASE 01.08.2022</div>					
Controls: <ul style="list-style-type: none"> Financial information is reported regularly to the Risk, Audit and Performance Committee, the Integration Joint Board and the Senior Leadership Team Risk, Audit & Performance receives regular updates on transformation programme & spend. Approved reserves strategy, including risk fund Robust financial monitoring and budget setting procedures including regular budget monitoring & budget meeting with budget holders. Budgets delegated to cost centre level and being managed by budget holders. 			Mitigating Actions: <ul style="list-style-type: none"> The Senior Leadership Team are committed to driving out efficiencies, encouraging self-management and moving forward the prevention agenda to help manage future demand for services. 		

Rationale for Risk Rating:

- If the partnership does not have sufficient funding to cover all expenditure, then in order to achieve a sustainable balanced financial position, decisions will be required to be taken which may include reducing/stopping services
- If the levels of funding identified in the Medium Term Financial Framework are not made available to the IJB in future years, then tough choices would need to be made about what the IJB wants to deliver. It will be extremely difficult for the IJB to continue to generate the level of savings year on year to balance its budget.
- The major risk in terms of funding to the Integration Joint Board is the level of funding delegated from the Council and NHS and whether this is sufficient to sustain future service delivery. There is also a risk of additional funding being ring-fenced for specific priorities and policies, which means introducing new projects and initiatives at a time when financial pressure is being faced on mainstream budgets.
- IJB is currently receiving additional funding from the Scottish Government to cover the additional costs of Covid. There could be risks to the IJB as this additional funding is withdrawn.

Rationale for Risk Appetite:
 The IJB has a low-moderate risk appetite to financial loss and understands its requirement to achieve a balanced budget. The IJB recognises the impacts of failing to achieve a balanced budget on Aberdeen City Council & its bond – an unmanaged overspend may have an impact on funding levels.
 However, the IJB also recognises the significant range of statutory services it is required to meet within that finite budget and has a lower appetite for risk of harm to people (low or minimal).



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<ul style="list-style-type: none">• Medium-Term Financial Strategy.• Medium Term Financial Strategy review.	
Assurances: <ul style="list-style-type: none">• Risk, Audit and Performance Committee oversight and scrutiny of budget under the Chief Finance Officer.• Board Assurance and Escalation Framework.• Quarterly budget monitoring reports.• Regular budget monitoring meetings between finance and budget holders.	Gaps in assurance: <ul style="list-style-type: none">• The financial environment is challenging and requires regular monitoring. The scale of the challenge to make the IJB financially sustainable should not be underestimated.• Financial failure of hosted services may impact on ability to deliver strategic ambitions.• There is a gap in terms of the impact of transformation on our budgets. Many of the benefits of our projects relate to early intervention and reducing hospital admissions, neither of which provide early cashable savings
Current performance: <ul style="list-style-type: none">• Year-end position for 2021/22• The IJB is currently forecasting an underspend of approximately £4m	Comments: <ul style="list-style-type: none">• The financial position in future years will be challenging for the IJB as a result of the long-term impacts of Covid on services.



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<p>Description of Risk: Cause: Under Integration arrangements, Aberdeen IJB hosts services on behalf of Moray and Aberdeenshire, and who also hosts services on behalf of Aberdeen City. Event: hosted services do not deliver the expected outcomes, fail to deliver transformation of services, or face service failure. Consequence: Failure to meet health outcomes for Aberdeen City, resources not being maximised and reputational damage.</p>					
<p>Strategic Aims: All Strategic Enablers: Relationships</p>			<p>Leadership Team Owner: Chief Officer</p>		
<p>Risk Rating: low/medium/high/very high HIGH</p>					
<p>IMPACT</p>					
Almost Certain					
Likely			✓		
Possible					
Unlikely					
Rare					
LIKELIHOOD	Negligible	Minor	Moderate	Major	Extreme
<p>Risk Movement: (increase/decrease/no change): NO CHANGE 01.08.2022</p>					
<p>Controls:</p> <ul style="list-style-type: none"> Integration scheme agreement on cross-reporting North East Partnership Steering Group Aberdeen City Strategic Planning Group (ACSPG) North East System Wide Transformation Group 			<p>Mitigating Actions:</p> <ul style="list-style-type: none"> Development of Service Level Agreements for 9 of the hosted services considered through budget setting process. In depth review of the other 3 hosted services. Quarterly reporting to ACSPG and annual reporting on budget setting to IJB (once developed). 		
<p>Assurances:</p> <ul style="list-style-type: none"> These largely come from the systems, process and procedures put in place by NHS Grampian, which are still being operated, along with any new processes which are put in place by the lead IJB. North East System Wide Transformation Group (Officers only) led by the 4 pan-Grampian chief executives. The aim of the group is to develop real top-level leadership to drive forward the change agenda, especially relating to the delegated hospital-based services. Both the CEO group and the Chairs & Vice Chairs group meet quarterly. The meetings are evenly staggered between groups, giving some six weeks between them, allowing progressive work / iterative work to be timely between the forums. The Portfolio approach and wider system approach demonstrates closer joint working across the 3 Health and Social Care Partnerships and the Acute Sector. 			<p>Gaps in assurance:</p> <ul style="list-style-type: none"> Ongoing review of hosted through development of SLA's. 		



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Current performance:

- Once the SLA's are in place, the IJB will be informed on current performance.

Comments:



Description of Risk:					
Cause: Relationship arrangements between the IJB and its partner organisations (Aberdeen City Council & NHS Grampian) in areas such as governance, human resources; and performance					
Event: Relationships are not managed in order to maximise the full potential of integrated & collaborative working.					
Consequence: Failure to deliver the strategic plan and reputational damage.					
Strategic Aims: All			Leadership Team Owner: Chief Officer		
Strategic Enablers: Relationships					
Risk Rating: low/medium/high/very high					
Low					
IMPACT					
Almost Certain					
Likely					
Possible					
Unlikely					
Rare			✓		
LIKELIHOOD	Negligible	Minor	Moderate	Major	Extreme
Risk Movement: (increase/decrease/no change)					
No Change 01.08.2022					
Controls:			Mitigating Actions:		
<ul style="list-style-type: none"> IJB Strategic Plan-linked to NHS Grampian's Clinical Strategy and the Local Outcome Improvement Plan (LOIP) IJB Integration Scheme IJB Governance Scheme including 'Scheme of Governance: Roles & Responsibilities' Agreed risk appetite statement Role and remit of the North East Strategic Partnership Group in relation to shared services Current governance committees within IJB, NHS and ACC. Alignment of Senior Leadership Team objectives to Strategic Plan Local and Regional Resilience Governance Arrangements 			<ul style="list-style-type: none"> Regular consultation & engagement between bodies. Regular and ongoing Chief Officer membership of Aberdeen City Council's Corporate Management Team and NHS Grampian's Senior Leadership Team Regular performance meetings between ACHSCP Chief Officer, Aberdeen City Council and NHS Grampian Chief Executives. Additional mitigating actions which could be undertaken include the audit programme and benchmarking activity with other IJBs. In relation to capital projects, Joint Programme Boards established to co-produce business cases, strategic case approved by IJB and economic, financial, commercial, management case approved by NHSG Board and ACC Committees 		
Assurances:			Gaps in assurance:		
<ul style="list-style-type: none"> Regular review of governance documents by IJB and where necessary Aberdeen City Council & NHS Grampian. 			<ul style="list-style-type: none"> None currently significant. 		



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<p>Current performance:</p> <ul style="list-style-type: none">• Most of the major processes and arrangements between the partner organisations have been tested and no major issues have been identified.	<p>Comments:</p>
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Description of Risk:					
Cause: Performance standards/outcomes are set by national and regulatory bodies and those locally-determined performance standards are set by the board itself.					
Event: There is a risk that the IJB, and the services that it directs and has operational oversight of, fails to meet the national, regulatory and local standards.					
Consequence: This may result in harm or risk of harm to people.					
Strategic Aims: All			Leadership Team Owner: Lead Strategy & Performance Manager		
Strategic Enablers: Technology					
Risk Rating: low/medium/high/very high					
HIGH					
IMPACT					
Almost Certain					
Likely					
Possible			✓		
Unlikely					
Rare					
LIKELIHOOD	Negligible	Minor	Moderate	Major	Extreme
Risk Movement: (increase/decrease/no change)					
NO CHANGE 01.08.2022					
Controls:			Mitigating Actions:		
<ul style="list-style-type: none"> Clinical and Care Governance Committee and Group Risk, Audit and Performance Committee Data and Evaluation Group Performance Framework Linkage with ACC and NHSG performance reporting Annual Performance Report Chief Social Work Officer's Report Ministerial Steering Group (MSG) Scrutiny External and Internal Audit Reports Links to outcomes of Inspections, Complaints etc. Contract Management Framework Weekly Senior Leadership Team Meetings Daily Operational Leadership Team Huddles 			<ul style="list-style-type: none"> Continual review of key performance indicators Review of and where and how often performance information is reported and how learning is fed back into processes and procedures. On-going work developing a culture of performance management and evaluation throughout the partnership Refinement of Performance Dashboard, presented to a number of groups, raising profile of performance and encouraging discussion leading to further review and development Recruitment of additional resource to drive performance management process development Risk-assessed plans with actions, responsible owners, timescales and performance measures monitored by dedicated teams Restructure of Strategy and Transformation Team which includes an increase in the number of Programme and Project Managers will help mitigate the risk of services not meeting required standards. 		



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	<ul style="list-style-type: none"> Use of Grampian Operational Pressure Escalation System (G-OPES) and Daily and Weekly System Connect Meetings help to mitigate the risk of services not meeting standards through system wide support.
<p>Assurances:</p> <ul style="list-style-type: none"> Joint meeting of IJB Chief Officer with two Partner Body Chief Executives. Agreement that full Dashboard will be reported to both Clinical and Care Governance Committee and Risk, Audit & Performance Committee. Lead Strategy and Performance Manager will ensure both committees are updated in relation to the interest and activity of each. Annual report on IJB activity developed and reported to ACC and NHSG Care Inspectorate Inspection reports Capture of outcomes from contract review meetings. External reviews of performance. Benchmarking with other IJBs 	<p>Gaps in assurance:</p> <ul style="list-style-type: none"> Formal performance reporting has not been as well developed as we had hoped. Focus/priorities have changed. Going forward the focus will be on delivering the Leadership Team objectives (agreed every year and linked to delivery of the Strategic Plan). One aspect of the objectives for 2021/22 is the development of dashboards for use as a tool to drive improvement performance. The LOIP has been refreshed and the Strategic Plan is due to be refreshed during 2021. It is likely the current set of key indicators will change. Performance indicators will be considered at the same time as we set new aims and objectives based on the learning over the last couple of years. Further work required on linkage to Community Planning Aberdeen reporting.
<p>Current performance:</p> <ul style="list-style-type: none"> Performance reports submitted to IJB, Risk, Audit and Performance and Clinical and Care Governance Committees. Data and Evaluation Group terms of reference and membership revised, and regular meetings are now scheduled and taking place. Various Steering Groups for strategy implementation established, although meetings were paused during the response to Covid we are beginning to pick this work back up again. Close links with social care commissioning, procurement and contracts team have been established IJB Dashboard has been shared widely. Weekly production of surge and flow dashboard 	<p>Comments:</p> <ul style="list-style-type: none"> Annual Performance Report – work on the ACHSCP Annual Performance Report for 2021/22 commenced in March 2022.



Description of Risk: Cause: Complexity of function, decision making, and delegation within the Integration Scheme. Event: IJB fails to manage this complexity Consequence: reputational damage to the IJB and its partner organisations.					
Strategic Aims: All Strategic Enablers: Relationships			Leadership Team Owner: Communications Lead		
Risk Rating: low/medium/high/very high <div style="text-align: center;">HIGH</div>					
IMPACT					
Almost Certain					
Likely					
Possible				✓	
Unlikely					
Rare					
LIKELIHOOD	Negligible	Minor	Moderate	Major	Extreme
Risk Movement: (increase/decrease/no change) <div style="text-align: center;">NO CHANGE 01.08.2022</div>					
Controls: <ul style="list-style-type: none"> Senior Leadership Team Weekly Meetings Operational Leadership Team Daily Huddles IJB and its Committees Board Assurance and Escalation Framework process Standards Officer role Locality Governance Structures 			Mitigating Actions: <ul style="list-style-type: none"> Staff and customer engagement – recent results from iMatter survey alongside a well-established Joint Staff Forum indicate high levels of staff engagement. Effective performance and risk management Clear communication & engagement strategy, and a clear policy for social media use, in order to mitigate the risk of reputational damage. Communications staff membership of Leadership Team facilitates smooth flow of information from all sections of the organisation Robust relationships with all local media are maintained to ensure media coverage is well-informed and accurate and is challenged when inaccurate/imbalanced. Locality Empowerment Groups established in each of the three localities, ensuring effective two-way communication between the partnership, partner organisations and a wide range of community representatives in North, South and Central. Consultation and engagement exercises are also 		



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	<p>carried out with service users, staff and partners throughout service change processes to gain detailed feedback and act upon it.</p> <ul style="list-style-type: none"> • Through the Locality Empowerment Groups help inform plans which will identify priorities to improve health and wellbeing for local communities, seeking the views and input of the public on these Groups.
<p>Assurances:</p> <ul style="list-style-type: none"> • Role of the Chief Officer, Chief Operating Officer, Chief Finance Officer, Senior Leadership Team Weekly Meetings and Operational Leadership Team Daily Huddles • Performance relationship with NHS and ACC Chief Executives • Communications plan / communications staff 	<p>Gaps in assurance: None known at this time</p>
<p>Current performance:</p> <ul style="list-style-type: none"> • Additional communications support recruited (starting in February 2022). • Regular and effective liaison by Communications staff with local and national media during various and current stages of the pandemic to: 1) mitigate potentially harmful media coverage of Partnership and care providers during the emergency; and 2) secure significant positive media coverage of effective activity by the Partnership and its partners during the Covid crisis, highlighting necessary changes to working practices and the work of frontline staff • Partnership comms presence on the NHSG Comms Cell • Close liaison with ACC and NHSG comms teams to ensure consistency of messaging and clarity of roles 	<p>Comments:</p> <ul style="list-style-type: none"> • Communications strategy and action plan in place and being led by the HSCP's Communications staff • External and internal websites are regularly updated with fresh news/information; both sites continue to be developed and refined • Regular Chief Officer (CO) and Chief Executives (Ces) meeting supports good communication flow across partners as does CO's membership of the Corporate Management Teams of both ACC and NHSG



Description of Risk:					
Cause: Demographic & financial pressures requiring IJB to deliver transformational system change which helps to meet its strategic priorities.					
Event: Failure to deliver transformation and sustainable systems change.					
Consequence: people not receiving the best health and social care outcomes					
Strategic Aims: All			Leadership Team Owner: Lead for Strategy and Performance		
Strategic Enablers: Technology and Infrastructure					
Risk Rating: low/medium/high/very high					
HIGH					
IMPACT					
Almost Certain					
Likely					
Possible			✓		
Unlikely					
Rare					
LIKELIHOOD	Negligible	Minor	Moderate	Major	Extreme
Risk Movement: (increase/decrease/no change)					
NO CHANGE 01.08.2022					
Controls:			Mitigating Actions:		
<ul style="list-style-type: none"> Governance Structure and Process (Leadership Team Daily Huddles/Executive Programme Board and IJB and its Committees) Quarterly Reporting of Leadership Team Objectives to Risk, Audit & Performance Committee Annual Performance Report External and Internal Audit 			<ul style="list-style-type: none"> Programme management approach being taken across whole of the Partnership Transformation team all trained in Managing Successful Programmes methodology Regular reporting of progress on programmes and projects to Executive Programme Board Increased frequency of governance processes Executive Programme Board now meeting fortnightly and creation of huddle delivery models. A number of plans and frameworks have been developed to underpin our transformation activity across our wider system including: Primary Care Improvement Plan, Action 15 Plan and Immunisation Blueprint, all of these are being revised in light of Covid and future priorities. Restructure of Strategy and Transformation Team which includes an increase in the number of Programme and Project Managers will help mitigate the risk of services not meeting required standards. 		



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<p>Assurances:</p> <ul style="list-style-type: none">• Risk, Audit and Performance Committee Reporting• Robust Programme Management approach supported by an evaluation framework• IJB oversight• Board Assurance and Escalation Framework process• Internal Audit has undertaken a detailed audit of our transformation programme. All recommendations from this audit have now been actioned.• The Medium-Term Financial Framework prioritises transformation activity that could deliver cashable savings• The Medium-Term Financial Framework, Portfolio Management Approach aims and principles, and Programme of Transformation have been mapped to demonstrate overall alignment to strategic plan.	<p>Gaps in assurance:</p> <ul style="list-style-type: none">• Our ability to evidence the impact of our transformation: documenting results from evaluations and reviewing results from evaluations conducted elsewhere allows us to determine what works when seeking to embed new models.
<p>Current performance:</p> <ul style="list-style-type: none">• The agreed Leadership Team objectives are placing a renewed focus on how we structure our resource.	<p>Comments:</p>



Description of Risk					
Cause: Need to involve lived experience in service delivery and design as per Integration Principles					
Event: IJB fails to maximise the opportunities created for engaging with our communities					
Consequences: Services are not tailored to individual needs; reputational damage; and IJB does not meet strategic aims.					
Strategic Aims: All			Leadership Owner: Chief Officer		
Strategic Enablers: Relationships					
Risk Rating: low/medium/high/very high					
MEDIUM					
IMPACT					
Almost Certain					
Likely					
Possible			✓		
Unlikely					
Rare					
LIKELIHOOD	Negligible	Minor	Moderate	Major	Extreme
Risk Movement: (increase/decrease/no change)					
NO CHANGE 01.08.2022					
Controls:			Mitigating Actions:		
<ul style="list-style-type: none"> Locality Empowerment Groups (LEGs) Leadership Team Huddle CPP Community Engagement Group Equalities and Human Rights Sub-Group 			<ul style="list-style-type: none"> Strategic Planning Group (SPG) Pre-Meeting Group set up to support locality empowerment group members on the SPG. Continued joint working with Community Planning colleagues to oversee the ongoing development of locality planning 		
Assurances:			Gaps in assurance		
<ul style="list-style-type: none"> Strategic Planning Group (LEGs have representation on this group) Executive Programme Board IJB/Risk, Audit and Performance Committee CPA Board 			<ul style="list-style-type: none"> Demographic and diversity representation on Locality Empowerment Groups. The Equalities and Human Rights Sub Group has been tasked to address this. 		
Current performance:			Comments:		
<ul style="list-style-type: none"> LEGs representatives attend the SPG on a regular basis and participate in the meetings. 					



<p>Description of Risk: Cause-Impact of Covid19 has accelerated and accentuated long-term workforce challenges Event: Insufficient staff to provide patients/clients with services required. Consequence: Potential loss of life and unmet health and social care needs, leading to severe reputational damage.</p>																																									
<p>Strategic Aims: All Strategic Enablers: Workforce</p>			<p>Leadership Team Owner: People & Organisation Lead</p>																																						
<p>Risk Rating: low/medium/high/very high VERY HIGH</p>																																									
<p>IMPACT</p> <table border="1"> <tr> <td>Almost Certain</td> <td></td> <td></td> <td></td> <td></td> <td>✓</td> </tr> <tr> <td>Likely</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Possible</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Unlikely</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Rare</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>LIKELIHOOD -</td> <td>Negligible</td> <td>Minor</td> <td>Moderate</td> <td>Major</td> <td>Extreme</td> </tr> </table>						Almost Certain					✓	Likely						Possible						Unlikely						Rare						LIKELIHOOD -	Negligible	Minor	Moderate	Major	Extreme
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<p>Rationale for Risk Rating:</p> <ul style="list-style-type: none"> • The current staffing complement profile changes on an incremental basis over time. • However the proportion of over 50s employed within the partnership (by NHSG and ACC) is increasing rapidly (i.e. 1 in 3 nurses are over 50). • Totally exhausted work force with higher turnover of staff (particularly over 50) • Current very high vacancy levels and long delays in recruitment across ACHSCP services. • Little expectations that 'system' will revert to 'normal' post covid . • Higher levels of sickness absence • Increased numbers of early retirement applications and requests for reduced hours 																																									
<p>Risk Movement: (increase/decrease/no change) NO CHANGE 01.08.2022</p>																																									
<p>Controls:</p> <ul style="list-style-type: none"> • Clinical & Care Governance Committee reviews tactical level of risk around staffing numbers • Clinical & Care Governance Group review the operational level of risk • Oversight of daily Operational Leadership Team meetings to maximise the use of daily staffing availability • Revised contract monitoring arrangements with providers to determine recruitment / retention trends in the wider care sector-<i>replicate wording in risk 1 and include pc risk</i> • Establishment of daily staffing situational reports (considered by the Leadership Team) • NHSG and ACC workforce policies • Daily Grampian System Connect Meetings and governance structure • Daily sitreps from all services (includes staffing absences) 																																									
<p>Assurances:</p> <ul style="list-style-type: none"> ACHSCP Workforce Plan Weekly Senior Leadership Team Meetings Daily Operational Leadership Team Meetings Senior Leadership Team Objectives and appraisal process to help manage Partnership's risks Staff side and union representation on daily Operational Leadership Team meetings 																																									
<p>Rationale for Risk Appetite:</p> <ul style="list-style-type: none"> • Will accept minimal risks of harm to service users or to staff. By minimal risks, the IJB means it will only accept minimal risk to services users or staff when the comparative risk of doing nothing is higher than the risk of intervention. 																																									
<p>Mitigating Actions:</p> <ul style="list-style-type: none"> • Significantly increased emphasis on health/wellbeing of staff • ACHSCP Workforce Plan • Service redesign ongoing • Engagement with schools to raise ACHSCP profile (eg Developing the Young Workforce, Career Ready) • Work with training providers and employers to encourage careers in Health and Social Care (eg Foundation Apprenticeships/Modern Apprenticeships through NESCOL, working with Department for Work and Pensions) 																																									



Aberdeen City Health & Social Care Partnership

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	<ul style="list-style-type: none"> • Greater use of commissioning model to encourage training of staff • Increased emphasis on communication with staff • Greater promotion of flexible working • Testing implementation of hybrid working and its long-term expansion • increased collaboration and integration between professional disciplines, third sector, independent sector and communities through Localities. • Increased monitoring of staff statistics (sickness, turnover, CPD, complaints etc) through daily Operational Leadership Team meetings, identifying trends. • Awareness of new Scottish Government, NHSG and ACC workforce policies and guidelines
<p>Current performance:</p> <ul style="list-style-type: none"> • Maintenance of agreed critical services throughout pandemic, including deployment of staff to services of highest need. • Managing workforce challenges through daily Operational Leadership Team meetings and Daily Connect Meetings and structures • Managing very high level vacancies in comparison to neighbouring Health Boards 	<p>Gaps in assurance</p> <ul style="list-style-type: none"> • Commencement of new Workforce Plan in April, 2022
	<p>Comments:</p> <ul style="list-style-type: none"> • Ongoing consultation on National Care Service. Any updates arising from the progress of the Service that has a bearing on the risk will be updated in due course. • Covid-19 Update The emergency has resulted in a requirement for employees to embrace new methods of carrying out their duties, whether this has involved 7-day rostering, remote working or increased flexibility and mobility.



Description of Risk: Cause: IJB's becoming Category 1 Responders under the Civil Contingencies Act 2004. Event: Potential major impact to the citizens of Aberdeen if IJB does not manage its responsibilities under the Act Consequence: Potential risk to life, loss of buildings, reputational damage.					
Strategic Aims: Keeping People Safe at Home Strategic Enablers: Relationships			Leadership Team Owner: Chief Officer		
Risk Rating: low/medium/high/very high <div style="text-align: center; background-color: yellow; padding: 5px;">HIGH</div>					
IMPACT					
Almost Certain					
Likely					
Possible				✓	
Unlikely					
Rare					
LIKELIHOOD	Negligible	Minor	Moderate	Major	Extreme
Risk Movement: (increase/decrease/no change): <div style="text-align: center; background-color: yellow; padding: 5px;">NO CHANGE 01.08.2022</div>					
Controls: <ul style="list-style-type: none"> Grampian Local Resilience Partnership Membership Aberdeen City Care For People Plan Aberdeen City Council's City Resilience Group Membership NHS Grampian's Civil Contingencies Group Membership Aberdeen City Health and Social Care Partnership's Civil Contingencies Group (integrated Group to monitor Action Plan of Duties under the Act). Aberdeen City Care For People Group Integration scheme agreement on cross-reporting Partnership's overarching Business Continuity Plan Partnership access to Resilience Direct Senior Manager On Call Teams site 			Mitigating Actions: <ul style="list-style-type: none"> The Grampian Local Resilience Partnership (GLRP) identifies risks which are likely to manifest. The Partnership require to have controls in place to manage these risks, particularly the ability to respond to these in an emergency situation. Aberdeen City Council are currently reviewing the risks in the City within its risk registers to ensure that the control actions listed are sufficient to mitigate risks. During this process, the additional risks may well be identified, based on risk assessment within operational areas, which may impact on the ability to respond. The result will be a risk register incorporating all risks relating to organisational resilience for the City. The City Resilience Group will be responsible for managing these risks through its membership and liaison with other services not represented on the Group. 		



Aberdeen City Health & Social Care Partnership

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	<ul style="list-style-type: none"> • Senior Manager On Call governance documents and arrangements within the Aberdeen City Health and Social Care Partnership (stored on Teams and hard copy), and links into the equivalent structures in ACC and NHSG. • The Partnership's Civil Contingencies Group has a requirement to monitor Business Continuity Plans across the Partnership, including an overarching Partnership Business Continuity Plan (BCP). • The Partnership's Communications staff are available to issue media releases and to answer any media enquiries relating to ACHSCP services which would be or could be impacted in an emergency, in close consultation with ACHSCP Leadership Team members. IJB members, senior elected members of Aberdeen City Council, and appropriate senior management members at the city council and NHS Grampian would be kept informed in advance of information which was due to be released by ACHSCP into the public domain. A log would be kept of all information released internally and externally in order that an audit trail is maintained of all communications activity. • Data taken off Care First system to identify vulnerable people to help emergency response. • Recruitment of volunteers to the position of "Managers on Call" who will support the Senior Managers on Call specifically in concurrent risks (eg patient flow and weather events)
<p>Assurances:</p> <ul style="list-style-type: none"> • Internal Audit undertaken in 2020 on Civil Contingency arrangements in Aberdeen City Council, including Care For People Plan. • Ongoing discussions around development of Aberdeen City Vulnerable Persons Database using Geographical Information Mapping System (this will include data from Care First) as well as regional and national discussions on Persons at Risk Database (PARD). • The Partnership's Senior Managers On Call have access to the relevant sections of the Council's Resilience Hub so that key messages can be received. 	<p>Gaps in assurance:</p> <ul style="list-style-type: none"> • Development of National Persons at Risk Database (PARD) • Training for Senior Managers On Call – Partnership's Civil Contingencies Group to address. Liaise with GLRP, Council and NHS Grampian on training and testing planned (include tabletop exercising) as well as look at running "local" training and testing in the Partnership.
<p>Current performance:</p> <ul style="list-style-type: none"> • Meetings regarding the development of the PARD have been set up. The Partnership will be attending these meetings. These meetings are at both a Grampian and Aberdeen level. • Recruitment of Managers on Call to support Senior Managers on Call (starting February 2022) • Recruitment of additional comms support for Partnership (starting February 2022) • Restructuring of post (Resilience Officer) to help support IJB's roles under the Act (started February 2022) • Recruitment of post (Emergency Planning, Resilience and Civic Officer) shared with Aberdeen City Council to further support the IJB's roles under the Act (started August 2022) 	<p>Comments:</p>



Appendix 1 – Risk Tolerance

Level of Risk	Risk Tolerance
Low	<p>Acceptable level of risk. No additional controls are required but any existing risk controls or contingency plans should be documented.</p> <p>Chief Officers/Managers/Risk Owners should review these risks applying the minimum review table within the risk register process document to assess whether these continue to be effective.</p>
Medium	<p>Acceptable level of risk exposure subject to regular active monitoring measures by Managers/Risk Owners. Where appropriate further action shall be taken to reduce the risk but the cost of control will probably be modest. Managers/Risk Owners shall document that the risk controls or contingency plans are effective.</p> <p>Chief Officers/Managers/Risk Owners should review these risks applying the minimum review table within the risk register process document to assess whether these continue to be effective.</p> <p>Relevant Chief Officers/Managers/Directors/Assurance Committees will periodically seek assurance that these continue to be effective.</p>
High	<p>Further action should be taken to mitigate/reduce/control the risk, possibly urgently and possibly requiring significant resources. Chief Officers/Managers/Risk Owners must document that the risk controls or contingency plans are effective. Managers/Risk Owners should review these risks applying the minimum review table within the risk register process document to assess whether these continue to be effective.</p> <p>Relevant Chief Officers/Managers/Directors/Executive and Assurance Committees will periodically seek assurance that these continue to be effective and confirm that it is not reasonably practicable to do more. The IJB's may wish to seek assurance that risks of this level are being effectively managed.</p> <p>However the IJB's may wish to accept high risks that may result in reputation damage, financial loss or exposure, major breakdown in information system or information integrity, significant incidents(s) of regulatory non-compliance, potential risk of injury to staff and public</p>
Very High	<p>Unacceptable level of risk exposure that requires urgent and potentially immediate corrective action to be taken. Relevant Chief Officer/Managers/Directors/Executive and Assurance Committees should be informed explicitly by the relevant Managers/Risk Owners.</p> <p>Managers/Risk Owners should review these risks applying the minimum review table within the risk register process document to assess whether these continue to be effective.</p> <p>The IJB's will seek assurance that risks of this level are being effectively managed.</p> <p>However the IJB's may wish to accept opportunities that have an inherent very high risk that may result in reputation damage, financial loss or exposure, major breakdown in information system or information integrity, significant incidents(s) of regulatory non-compliance, potential risk of injury to staff and public</p>



Appendix 2 – Risk Assessment Matrices (from Board Assurance & Escalation Framework)

Table 1 - Impact/Consequence Definitions

Descriptor	Negligible	Minor	Moderate	Major	Extreme
Patient Experience	Reduced quality of patient experience/ clinical outcome not directly related to delivery of clinical care.	Unsatisfactory patient experience/clinical outcome directly related to care provision – readily resolvable.	Unsatisfactory patient experience/clinical outcome, short term effects – expect recovery <1wk.	Unsatisfactory patient experience/ clinical outcome; long term effects –expect recovery >1wk.	Unsatisfactory patient experience/clinical outcome, continued ongoing long term effects.
Objectives/ Project	Barely noticeable reduction in scope, quality or schedule.	Minor reduction in scope, quality or schedule.	Reduction in scope or quality of project; project objectives or schedule.	Significant project over-run.	Inability to meet project objectives; reputation of the organisation seriously damaged.
Injury (physical and psychological) to patient/ visitor/staff.	Adverse event leading to minor injury not requiring first aid	Minor injury or illness, first aid treatment required.	Agency reportable, e.g. Police (violent and aggressive acts). Significant injury requiring medical treatment and/or counselling.	Major injuries/long term incapacity or disability (loss of limb) requiring medical treatment and/or counselling.	Incident leading to death or major permanent incapacity.
Complaints/ Claims	Locally resolved verbal complaint	Justified written complaint peripheral to clinical care.	Below excess claim. Justified complaint involving lack of appropriate care.	Claim above excess level. Multiple justified complaints	Multiple claims or single major claim. Complex justified complaint.
Service/ Business Interruption	Interruption in a service which does not impact on the delivery of patient care or the ability to continue to provide service.	Short term disruption to service with minor impact on patient care.	Some disruption in service with unacceptable impact on patient care. Temporary loss of ability to provide service.	Sustained loss of service which has serious impact on delivery of patient care resulting in major contingency plans being invoked.	Permanent loss of core service or facility. Disruption to facility leading to significant "knock on" effect.
Staffin and Competence	Short term low staffin level temporarily reduces service quality (< 1 day). Short term low staffin level (>1 day), where there is no disruption to patient care.	Ongoing low staffin level reduces service quality Minor error due to ineffective training/implementation of training.	Late delivery of key objective/ service due to lack of staff. Moderate error due to ineffective training/ implementation of training. Ongoing problems with staffin levels	Uncertain delivery of key objective /service due to lack of staff. Major error due to ineffective training/implementation of training.	Non-delivery of key objective/ service due to lack of staff. Loss of key staff. Critical error due to ineffective training / implementation of training.
Financial (including damage/loss/ fraud)	Negligible organisational/ personal financial loss (£<1k).	Minor organisational/ personal financial loss (£1-10k).	Significant organisational / personal financial loss (£10-100k).	Major organisational/personal financial loss (£100k-1m).	Severe organisational/ personal financial loss (£>1m).
Inspection/Audit	Small number of recommendations which focus on minor quality improvement issues.	Recommendations made which can be addressed by low level of management action.	Challenging recommendations that can be addressed with appropriate action plan.	Enforcement action. Low rating. Critical report.	Prosecution. Zero rating. Severely critical report.
Adverse Publicity/ Reputation	Rumours, no media coverage. Little effect on staff morale.	Local media coverage – short term. Some public embarrassment. Minor effect on staff morale/ public attitudes.	Local media – long-term adverse publicity. Significant effect on staff morale and public perception of the organisation.	National media/adverse publicity, less than 3 days. Public confidence in the organisation undermined. Use of services affected.	National/International media/ adverse publicity, more than 3 days. MSP/MP concern (Questions in Parliament). Court Enforcement. Public Enquiry/FAI.

Table 2 - Likelihood Definitions

Descriptor	Rare	Unlikely	Possible	Likely	Almost Certain
Probability	<ul style="list-style-type: none"> Can't believe this event would happen Will only happen in exceptional circumstances. 	<ul style="list-style-type: none"> Not expected to happen, but definite potential exists Unlikely to occur. 	<ul style="list-style-type: none"> May occur occasionally Has happened before on occasions Reasonable chance of occurring. 	<ul style="list-style-type: none"> Strong possibility that this could occur Likely to occur. 	<ul style="list-style-type: none"> This is expected to occur frequently/in most circumstances more likely to occur than not.

Table 3 - Risk Matrix

Likelihood	Consequences/Impact				
	Negligible	Minor	Moderate	Major	Extreme
Almost Certain	Medium	High	High	V High	V High
Likely	Medium	Medium	High	High	V High
Possible	Low	Medium	Medium	High	High
Unlikely	Low	Medium	Medium	Medium	High
Rare	Low	Low	Low	Medium	Medium

References: AS/NZS 4360:2004 'Making It Work' (2004)

Table 4 - NHSG Response to Risk

Describes what NHSG considers each level of risk to represent and spells out the extent of response expected for each.

Level of Risk	Response to Risk
Low	Acceptable level of risk. No additional controls are required but any existing risk controls or contingency plans should be documented. Managers/Risk Owners should review these risks applying the minimum review table within the risk register process document to assess whether these continue to be effective.
Medium	Acceptable level of risk exposure subject to regular active monitoring measures by Managers/Risk Owners. Where appropriate further action shall be taken to reduce the risk but the cost of control will probably be modest. Managers/Risk Owners shall document that the risk controls or contingency plans are effective. Managers/Risk Owners should review these risks applying the minimum review table within the risk register process document to assess whether these continue to be effective. Relevant Managers/Directors/Assurance Committees will periodically seek assurance that these continue to be effective.
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Very High	Unacceptable level of risk exposure that requires urgent and potentially immediate corrective action to be taken. Relevant Managers/Directors/Executive and Assurance Committees should be informed explicitly by the relevant Managers/Risk Owners. Managers/Risk Owners should review these risks applying the minimum review table within the risk register process document to assess whether these continue to be effective. The Board will seek assurance that risks of this level are being effectively managed. However NHSG may wish to accept opportunities that have an inherent very high risk that may result in reputation damage, financial loss or exposure, major breakdown in information system or information integrity, significant incidents(s) of regulatory non-compliance, potential risk of injury to staff and public.