

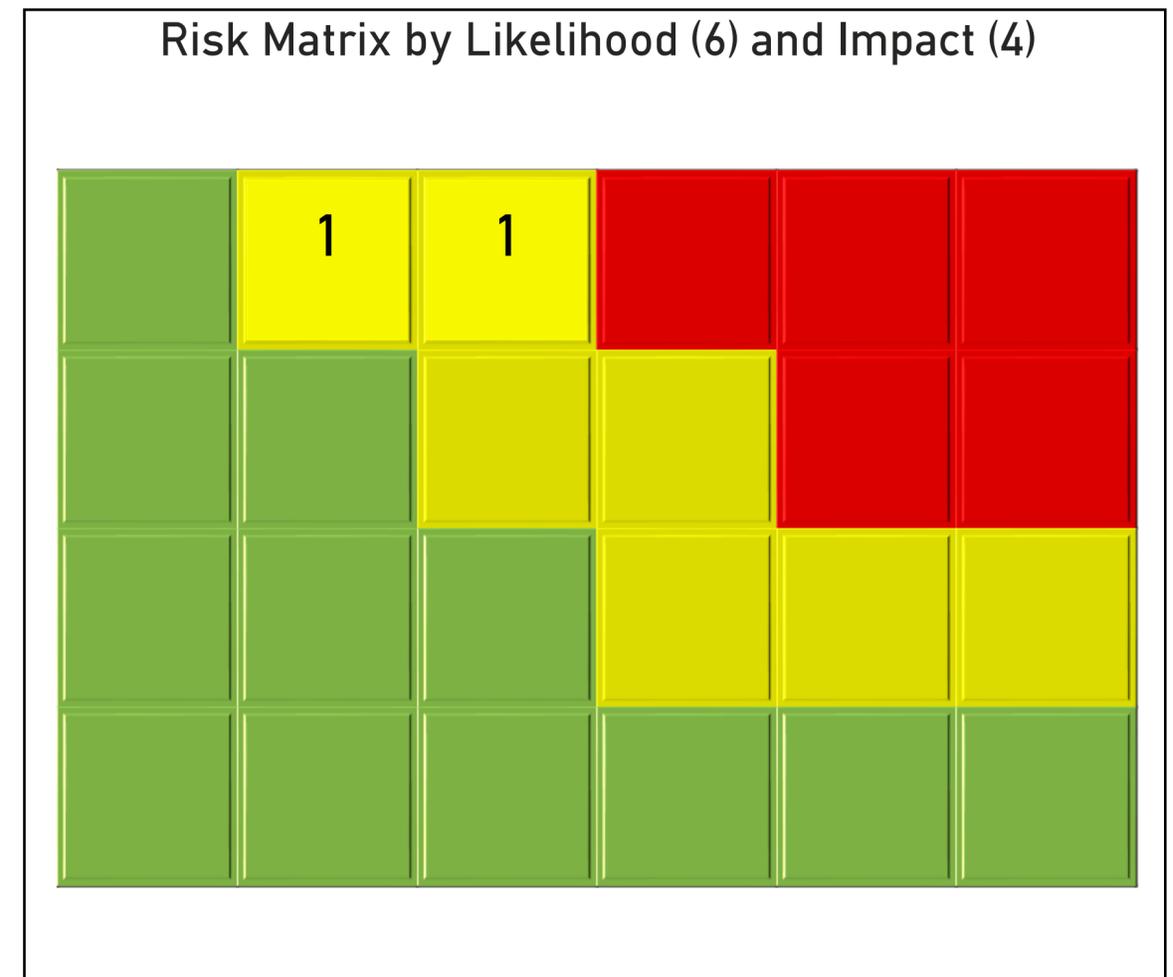


People & Organisational Development Risk Register

CURRENT CLUSTER RISKS	CURRENT RISK SCORE
Industrial Action – Pay Negotiations	12
P&OD Service Delivery	8

Number of Cluster Risks

2



FUNCTION	CLUSTER	RISK OWNER	RISK LEAD
Customer	People & Organisational	Isla Newcombe	Isla Newcombe

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	% COMPLETE	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
P&OD Service Delivery	Risk to delivery of key services in the event of failures of systems, processes or capabilities	Continuous review of robust Business Continuity Plan; Cluster demand analysis and upstream early intervention measures; all members of staff reminded to take equipment home to enable working from home; Cluster development plan and cluster workforce and succession planning including talent programme enabled	70	6	8	2	4	31 March 2024

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RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	% COMPLETE	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Industrial Action – Pay Negotiations	Industrial action in schools impacts on delivery of SQA exam diet and on wider workforce capacity	<p>1 Ongoing monitoring of situation via regular updates from COSLA and local union reps.</p> <p>2 Once target areas are identified, regular meetings to be arranged with relevant services and P&OD to identify specific risks should action go forward</p> <p>3 If strike action is confirmed, life and limb exceptions to be discussed with unions.</p>	25	6	12	3	4	29 June 2023