

CHESHIRE EAST COUNCIL

APPENDIX 5 – Top 3 Risks

Risk	Risk Type	Cause	Impact	Measure
Impact of the Best 4 Business Programme	Threat	Delayed timescales and lack of control in changing some of the design of key process and procedure.	<p>Delay to achieving key milestones in the Induction, Appraisal & 360, and Wellbeing enabling projects.</p> <p>Restricted in developing new recruitment process and procedure that is outside of the system capability</p>	<p>Develop and implement a revised appraisal system as interim solution.</p> <p>Develop a manual system for tracking training and skills.</p> <p>Continue with the current Exit Interview process and develop manual methods of capturing compliance in the interim.</p>
PR & Comms – Positive Publicity	Opportunity	Positive publicity for the council around the benefits of the programme and the wider transformation programme.	Enhanced reputation for the council	Ensure that good publicity is shared with the wider community.
Stakeholder and key influencer activity negatively impacts on the programme.	Threat	Stakeholder and key influencers engage in social media or other media activity and make negative comments about the programme.	Damage to staff morale, damage to the levels of engagement with staff and members which has a negative impact on the programme's progress.	<p>Engage with those stakeholders and key influencers to ascertain if they appreciate the impact of the activity.</p> <p>Attempt to mitigate by defending the programme in the public domain (while being mindful of issues surrounding political engagement versus debate)</p>