

Risk Ref.	Risk Description	Risk Owner	Inherent Risk					Total risk score	Control actions	Action by whom	Residual risk					Reviewed on	Comments	
			Impact								Impact							
			Fin	Service	Rep'n	Total	Likely				Fin	Service	Rep'n	Total	Likely			
F22	Board meetings being disrupted due to Covid19.	Dem serv	2	3	3	8	4	32	TREAT: 1) Use video / conference calls. 2) Flexibility about meeting dates. 3) Ensure that delegated responsibilities are clearly understood. 4) Review decision making, delegations and meeting powers. 5) Hold Board meetings electronically. 6) Investigate whether quoracy can be relaxed. 7) Anticipate potential problems and agree actions to address them in advance. 8) Consider delegating responsibility to an emergency response group.	Dem serv	2	3	3	8	2	16	Mar-21	Reference minutes from LFB on 22 April. Agreed to close this risk.
F21	Moving out of County Hall could adversely affect team morale as majority of the staff are within a few miles of County Hall. A move to an office further away may result in employees finding jobs elsewhere to minimise the commute. Resulting in: - Significant loss of skilled and experience staff.	TL/CC	2	3	3	8	3	24	TREAT 1) Pensions admin exploring other arrangements. 2) Engage with staff early and to understand their concerns which should be fed into the consideration of new location. 3) Following the recent closure of County Hall, Kingston the Pensions Team have temporary accommodation at Fairmount House in Leatherhead. The majority of the team are continuing to work from home, however we do have staff going to the office twice a week to open, scan and index post. In late Summer 2021, the Pensions Team will move to their permanent new location of Dakota. This building will only allow for 60% capacity so we are currently planning what attendance in the office will look like in the future.	TL/CC	2	3	3	8	2	16	Mar-21	Committee Manager - notified CP that the Officers proposed to close Risk 21. The Chairman noted that Risk 21 related to moving out of County Hall. Following a short discussion, the Board agreed to remove Risk 21 from the Risk Register.

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