















Ref	Risk Owner	Risk Description	Potential Consequences	Risk Rating				Mitigation	
				Likelihood	Impact	Overall Risk Rating	Rating change	Existing Controls	Proposed Actions/Comment
PR023	Programme Board	Loss or absence of key officers during key activities of work in the programme such as Service Integrations	Implementation of service integrations could be hampered or delayed , impacting on the schedule.	3	4	12	↔	<p>Programme board to decide and implement interim measures to address these promptly.</p> <p>Key officers to be kept informed of programme's progress.</p>	As a contingency, other service integrations may be brought forward.
PR024	Programme Board	Large proportion of officers leave during the transformation process and before efficiencies are realised.	The retained workforce could be insufficient to deliver services and implement further transformation	2	3	6	↔	<p>Joint organisational change policy, recruitment and redeployment procedures agreed and in place from April 2021.</p> <p>South Warwickshire Integration Group (SWIG): Officer workgroup formed to review and deliver the objectives of the service integration and optimisation workstream.</p> <p>Ensure service integration is staggered so that there is sufficient staff to establish new processes and support the new organisation to manage the loss of any knowledge and experience.</p> <p>Implement a robust change management process with service areas as they integrate and then look to optimise over time..</p>	<p>Once new processes are established, consider further efficiencies and enhancement opportunities.</p> <p>Redeployment opportunities explored to address service delivery</p>