

## SUMMARY OF KEY RISKS AND MITIGATIONS

Risk	Detail	Mitigation	Residual risk
<b>Chief Officer capacity</b>	Ability to fully cover the portfolio	Utilise full structure from expanded portfolio- direct and indirect reports as follows: <ul style="list-style-type: none"> <li>• Moray Council CMT</li> <li>• Wellbeing Delivery Plan</li> <li>• Children’s Services Delivery Plan</li> <li>• Transformation of Children’s Services</li> <li>• GIRFEC Leadership Group (GLG)</li> </ul>	Demands might be too great
		Complete recruitment to Strategic Planning and Performance Lead/Deputy CO	Recruitment unsuccessful
		Remove the SRO Covid vaccination role	Remain responsible for local delivery
<b>Team capacity</b>	HSCP senior management team ability to cover the portfolio	Transition from Operation Snowdrop	Further Covid waves
		Provide good business support to all team members. Review admin support and relook at roles and functions required to support senior management team	Budget and staff cannot be aligned effectively
	Wider staff contingent recovery in order to remobilise	Focus on staff health and well-being. Phase remobilisation to allow recovery period	Not all staff are fully recovered, and therefore able to contribute to business as usual, putting additional burden on senior management team
<b>System capacity</b>	Uncertainty around Children’s Social Work management lines/capacity	Complete work on potential delegation. Resolve the service leadership arrangements.	The uncertainty that persists creates additional work for the Chief Officer. Head of Service and the wider team.