

| Risk Register | | | | | | |
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| Risk | Prob | Imp | Risk type | Impact descriptor | Mitigation | Contingency |
| Continuing volatility in financial markets affecting other investments (Hertford/Ware & WGC sale) | 4 | 4 | F,O | The interest rate returns on our investments are at an all time low. Property prices have also suffered a steep decline that has affected the sale value of properties that HPA intended to sell. Concerns remain about security of financial institutions and the security of funds invested in them. | The Authority has adopted a more cautious investment strategy allowing a larger amount of funds to be invested in more secure funds than was previously the case. | The Authority and the Constabulary will need to consider how best to meet the gap that the current financial position creates. |
| Insufficient staff, member and financial resources to effectively engage with the community | 4 | 3 | O | Increased activity in this area is essential to meet the requirements set out in the Policing and Crime Bill. The new duty for the Police Authority to "have regard in discharging their functions for the views of people in the authority's area about policing in that area" means that the Police Authority will need to significantly increase activity and profile in this area to simply meet the minimum | The Community Engagement Committee will receive a paper at their rescheduled meeting on 6 March outlining a new communications and engagement strategy. If approved, the headline additional cost for these proposals would be presented to Resources Committee seeking access to the Police Authority reserves to meet the funding requirement. | |
| Limited return of Heritable Bank investment | 4 (5) | 3 | O,F,R | It is now expected that we shall receive the majority of invested funds although this will not happen for at least another 12 months. | HPA continues to lobby through national organisations such as the APA to persuade Government to be sympathetic in providing financial assurances to affected Authorities. | The Resources Committee will consider the overall position of Reserves and future operational funding during the course of the year. |
| Unexpected loss of key HPA staff resulting in key areas of HPA being delayed or postponed | 3 | 3 | O | The total office staffing of HPA is only 8. 3 of these are dedicated to supporting the democratic services and general support work of HPA. This only leaves five members of staff, including the Chief Executive, driving business aims. Clearly the loss of any individual post, let alone two is likely to have a significant impact on the capacity to deliver. | 1. The HPA office has been re-organised to ensure that most work areas are covered by a team of 2 people (manager and staff member). 2. An outstanding action for HPA is to produce a business continuity plan. This will be completed as and when resources allow. | In some areas of business, arrangements would be made with the Constabulary to provide short term support. |
| Resistance to unexpected chief officer losses | 3 (2) | 2 | O | The Constabulary has two ACCs that have potential to move to other forces on level transfer or promotion. In addition, the Chief has reached 30 years service and thus may be more susceptible to an unexpected exit than was previously the case. | It is very difficult to fill vacancies after the Senior Command Course recruiting round has commenced but it should still be possible to market vacancies, albeit to a reduced quality field at any time throughout the year | The Authority has senior officers that are currently being used to "act up" and although not ideal it is possible that these arrangements could be extended until a favourable recruitment period emerges. |
| Poor inspection outcome from Audit Commission/HMIC | 3 | 2 | O, R | Clearly a negative outcome for HPA would be embarrassing and have some public confidence knock on. However, it is not clear at this time how inspection reports will be published and whether there will be definitely formal ratings attached although this is now looking increasingly likely. | HPA needs to put in place a formal self assessment. Some initial discussions are about to take place with other Chief Executives to see whether a joint approach could improve this process and minimise resource implications. To improve our readiness for the process the Chief Executive of the Police Authority will be acting as a peer inspector for one of the pilot inspections that will allow him to gain a greater insight and influence into the inspection process. | No contingency in place at present beyond seeking to identify performance weaknesses and improve them |

Risk Types

F = Financial

O =Operational

R = Reputational

REMOVED RISKS

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| Changes in the Police Authority structure arising from Government Green paper proposals | 4 | 4 O | The Government intend to introduce direct elections to Police Authorities in their forthcoming Policing Bill. It is likely that these changes will largely replace nominated councillors with directly elected member (one per district) and possibly also reduce the numbers of independents on the PA. There are a number of potential impacts of this to the effective running of PA business. 1. Loss of member expertise brought about by turnover in 2010 (suggested implementation date) 2. Weakened relations with Herts County Council brought about by significant reductions in nominated councillor members from HCC 3. Changed relations with the CDRPs are the new Community Policing Representatives (CPRs) will have to chair the CDRPs which may lead to reduced commitment from districts and in some cases may mean that the Police Authority will need to take over the formal administration of the CDRP | 1. An improved new member induction system will need to be introduced building on the experience of the recent new member intake. 2. We will need to consider establishing additional liaison arrangements with elected HCC councillors to ensure close understanding of the work of the Authority and the Constabulary 3. As the proposals develop we will need to monitor the immediate reaction of district councils to see, which if any, are minded to withdraw administrative support from the CDRPs and then act accordingly. |
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