

Risk Identifier	CR-18
Risk Title	Organisational Stress due to Pace of Change


Risk Description
 Due to scale of pressures in local government and indeed in Uttlesford, there is a significant risk that with the need to identify major savings and deliver services in new ways, the pace of change will negatively affect staff morale, cause increased periods of sickness and impact on staff organisational loyalty.

Risk Owner
 Angela Knight

Directorate Responsible
 Business, Performance & People

Original Risk		
Likelihood	Impact	Score
3	4	12

Residual Risk		
Likelihood	Impact	Score
3	3	9

Risk direction
 Stable 

Cabinet Member
 Councillor Lees

Key Dates	
Date Registered	5th June 2024
Last update	5th June 2024

Background
 The Council has been proactive in the launch of the Blueprint Uttlesford project to manage organisational change and identify savings. The council employees approximately 330 staff, the pace of change and the need to identify circa. £6m savings means staff will be negatively affected. In addition each year there have been new responsibilities placed on government organisations such as new qualification requirements for officers e.g. Building Control.

Service Area Affected
 All

Triggers
 Service model reorganisations and restructures.
 New savings targets from central government.
 New responsibilities or regulatory changes affecting local government.

Risk Type
 Threat

Risk Response Category
 Reduce

Risk Response	Risk Response Actionee	RAG Status	Progress Update	Next Scheduled Update
The Blueprint reviews or saving activities ensures early engagement and transparency with affected staff, this is set out in the project initiation document. This sets out the process and incorporates full consultation with staff and stake holders and where applicable co-delivery of the improvements.	CMT	Green	Staff who are in services which are currently under review, have been involved in the process and a new model will be discussed with them by end of September 2024 for input.	Sep-24
The Workforce Plan has been created as a key document to support the organisational change programme. Attached to the plan is a detailed action plan. The action plan priorities will be taken forward in consultation with staff and many will be managed and implemented by staff working groups.	Angela Knight/Nicola Roberts	Green	New Uperform process implemented to include updated objective setting including values and behaviours. This was a fully engaged process with a staff working group made up of staff from across the organisation.	Sep-24

Key for RAG status of risk response	
R	Control is not in place or working or progress has slipped
A	Control is not working efficiently and some challenges remain
G	Control is working or predominantly in hand or completed