

## Appendix C

**What are the risks and how can they be reduced? the key risks and the mitigating actions to reduce the risk are detailed below.**

<b>Current Risk</b>	<b>Mitigations</b>
One of the partners does not get agreement from their elected members to move to a delegated service.	<p>All partners have been in consultation with their portfolio holders during the development of the business case.</p> <p>All partners will be using the content of the Business Case to base their recommendations on</p> <p>The business case clearly evidences the cost of the service and the benefits to moving to delegation.</p>
There is an increase in salary or pension costs affecting all staff in the partnership.	<p>These potential increases have been included in the figures for year 1.</p> <p>If in future salaries increase or contributions to the pension scheme increase then these will be shared out between the partners using their percentage share of the overall costs.</p>
Blaby DC support services have to deal with a matter that is a greater drain on our resource.	<p>If there was a time when support services at Blaby (legal, HR, finance, audit etc.) had to deal with a matter which would require a greater resource response from officers at Blaby District Council then the costs associated with this would be covered from the LBCP budget.</p>
The service fails	<p>Within the legal agreement there will be a clause which will say that each local authority will be responsible for redundancy costs associated with the period of service which the individual worked for that specific local authority before moving to a delegated service.</p> <p>Any costs post delegation would come from the LPCP budget.</p> <p>As no staff will be transferring from RCC its only the costs post delegation it would be liable for.</p>

<p>There is a legal challenge from one or more members of staff with regard to TUPE.</p>	<p>The general rule for the partners is for the last two years all partners have agreed that any vacant posts should be advertised using Blaby's job description/person spec and under Blabys terms and conditions.</p> <p>Therefore the number of staff employed by partner authorities as reduced.</p> <p>No employees from Rutland will be transferring to the partnership</p>
<p>Not achieving targeted income due to economic conditions</p>	<p>All members of the partnership have agreed to increase fees by 3.5% from the 1<sup>st</sup> April 2022 in line with inflation.</p> <p>A marketing plan will be in place supported by an officer to bring in new business.</p> <p>Partnership Manager will focus on bringing in business from large developers covering several geographical areas.</p> <p>Marketing Campaigns will be run to attract business from contractors who previously used Approved Inspectors AI's.</p>
<p>Key management staff leave the partnership</p>	<p>A retention and development plan is in place.</p> <p>Proposal is to recruit a second team leader to strengthen the management resource once we have moved to a delegated service</p>
<p>A partner wants to leave the partnership before the three year period covered by the legal agreement.</p>	<p>Partners will be expected to give at least 6 months' notice prior to the 1<sup>st</sup> April date each year, what this means is that Partners can only leave on that date, this reduces the impact on the partnership and makes it easier to manage the finance associated with this. For example if a partner wanted to leave the partnership in April 2023, then they would need to serve notice by the end of September 2022 at the latest. This will be included within the legal agreement. If any partner does leave the costs of delivering the service would be shared between the 5 remaining partners increasing the costs for all.</p>