

TO: **ESTABLISHMENT COMMITTEE**

Tuesday, 19 April 2016

FROM: **FINANCE COMMITTEE**

Tuesday, 15 March 2016

RISK MANAGEMENT - MONTHLY REPORT

The Committee considered a report of the Chamberlain which provided updates regarding the top risks within the Departmental Risk Register.

The Chairman explained that the City Surveyor's Department appeared to have a potential "bow wave" risk regarding recruitment and retention due to lack of pay rises for local government employees. The Chairman queried whether there was a similar issue in the Chamberlain's Department.

The Chamberlain advised the Committee that his Department had encountered some difficulties in recruitment and retention in some areas, particularly those which competed directly with the private sector, such as IT, procurement and financial services.

A Member suggested that this issue should be referred to the Establishment Committee, which was conducting a review of reward and recognition within the Corporation. A Member highlighted that the competition between the Corporation's Independent Schools and the new Academies was an area which may need to be reviewed in this exercise.

RESOLVED – That the Committee notes the report.