



# **Radyr & Morganstown Community Council**

## **Cyngor Cymuned Radur a Threforgan**

### **Agenda Item 12**

**Meeting:** [OBJ] **Full Council**  
**19 September 2024**

**Report Author:** [OBJ] **Clerk to the Council**  
**Business Risk Register 2024/25**

#### **Introduction**

1. It is important that the Council keeps its significant strategic and operational risks under review. Members are therefore asked to consider the attached register.
2. The register updates the 2023 version. Key changes are shown in red for convenience.

#### **Key Issues**

3. Alongside these key risks, Members have also identified a set of organisational priorities. These include improved youth provision, improved IT services and preserving, maintaining and regenerating the local environment.
4. These are being taken forward. Progress is monitored by Members.

#### **Financial Implications**

5. The Council's approved budget for 2024/25 includes provision to ensure that areas included within the attached are properly addressed and managed.
6. The budget also identifies Earmarked Reserves to address forthcoming priorities such as maintaining the Old Church Rooms, Youth Provision, and meeting IT challenges.

#### **Links to Corporate Objectives**

7. The Council's Annual Report confirms that the Council's objectives include delivering:  
A Prosperous Community. A Resilient Community. A Healthier Community.

A More Equal Community. A Cohesive Community. A Community of Vibrant Culture & Thriving Welsh Language. A Globally Responsive Community.

8. The issues described in this report will help the Council deliver these Wales-wide sustainability goals. The Annual Report is published elsewhere on the agenda.

### **Staffing Implications**

9. N/A at this stage.
10. The Council's limited staff resources may bring the need to work in partnership with other bodies to deliver these objectives.

### **Risk Management Implications**

11. Key risks relating to Council services etc. are addressed in the Risk Register. This will be monitored during the year. The [Annual Governance Statement](#) requires the Council to confirm that key risks have been assessed and are being responsibly managed.

### **Legal Implications**

12. The Council will need to be satisfied that has the legal powers to deliver the objectives described.

### **Recommendation**

13. It is **recommended** that the progress in delivering the work programme is noted. OBJ



						Annual review conducted by the Old Church Rooms Hall Management Committee. New fees agreed from April 2025
Loss of Money	Business interruption	5	2	10	Medium	Ensure adequate coverage in RMCC insurance policy. <b>Insured for £50,000</b>
	In transit	5	3	15	High	Ensure adequate coverage in RMCC insurance policy. <b>Insured for £5,000</b>
	At premises	5	1	5	Low	Ensure adequate coverage in RMCC insurance policy. Cash and cheques received to be kept in the safe prior to banking. <b>Insured for £5,000</b>
	At private residence of staff	5	1	5	Low	Ensure adequate coverage in RMCC insurance policy. (This practice to be discouraged.) <b>Insured for £500</b>
	Theft or dishonesty of staff or Members	5	1	5	Low	Ensure adequate coverage in RMCC insurance policy. Controls and authorisations in place for all financial procedures.
Borrowing	Failure to meet Old Church Rooms loan repayments	5	1	5	Low	Provision made in Annual Budget. Loan repayments to be monitored. Earmarked loan reserve in place.
Reserves – General	Insufficient general reserves	5	1	5	Low	Level of general reserves reviewed as part of budget setting process and preparation of accounts.
Reserves – Earmarked	Insufficient earmarked reserves	5	1	5	Low	Level and scope of earmarked reserves reviewed as part of budget setting process and preparation of accounts.
<b>2. EXPENDITURE</b>						
Legal powers	Illegal payment or activity by Council	5	2	10	Medium	Ensure compliance with Standing Orders and Financial Regulations. Annual review of Standing Orders and Financial Regulations based on Best Practice. New projects/financial assistance identify the relevant statutory power for expenditure. Changes in statute reported to Members e.g. Local Government & Elections (Wales) Act 2021.

						Council to keep eligibility for General Power of Competence and use of the power under review. RFO (Responsible Financial Officer) to undergo ILCA training prior to CiLCA (Certificate in Local Council Administration) qualification from October 2024
Salaries	Wrong salary paid to staff	5	2	10	Medium	Payroll managed by professional accountant using specialised payroll software. RFO signs off payroll payments. Staff salary payments approved by Chair of Finance Committee in advance and monitored by Members.
	Wrong salary rate applied	5	2	10	Medium	NJC salary scales reviewed annually, and recommendations made to Full Council.
	False employee on payroll	5	2	10	Medium	Payroll managed by professional accountant using specialised payroll software. Staff salary payments approved by Chair of Finance Committee in advance and monitored by Members.
	Errors in accounting for correct deductions of NI, tax, and pensions	5	2	10	Medium	Payroll and PAYE managed by professional accountant using specialised payroll software.
	Errors in recording of staff hours	5	2	10	Medium	Staff timesheets reviewed by Clerk as line manager. Clerk's timesheet reviewed by Chair of Finance Committee (we do not do this, but we could). Clerk updates RMCC Chair on hours, leave etc.)
	Failure to submit PAYE records and payments	4	1	5	Low	Payroll and PAYE managed by professional accountant. PAYE payments approved by Chair of Finance Committee and BACS payment to HMRC authorised by two Members
Banking signatories	Members not available to authorise cheques and BACS payments	5	1	5	Low	An adequate number of Members have been signed up as signatories and are willing to act.

Reclaiming VAT payments	Improper recording of input/output VAT	5	2	10	Medium	VAT returns prepared and submitted by professional accountant.
	Improper identification of non-business activities	5	2	10	Medium	VAT returns prepared and submitted by professional accountant.
	Inability to meet quarterly submissions to HMRC	5	1	5	Low	VAT returns prepared and submitted by professional accountant.
	Inability to confirm annual reconciliation of quarterly returns	5	1	5	Low	VAT returns prepared and submitted by professional accountant; reconciliation conducted by accountant.
Financial Assistance	Legal powers to contribute not observed by Council	5	2	10	Medium	Compliance with relevant legislation. (s137 deleted due to GPOC)  Council to keep eligibility for General Power of Competence and use of the power under review. RFO to undergo ILCA then CILCA qualification from October 2024 onwards.
	Non-compliance with Council policies	5	1	5	Low	Finance Committee to review applications for financial assistance (unless urgent) and make recommendations to Full Council. Council to monitor Grants Strategy.
	Overspending on financial assistance	5	2	10	Medium	Clerk/RFO to monitor monthly financial assistance against budget. Regular reports to Members.
	Increased Costs of energy provision and consumables	4	4	26	High	RFO to seek best value where possible and monitor expenditure, report to council where necessary. RFO/council to look at alternative energy sources.
Members payments	Incorrect payments to Members	4	1	5	Low	Members agree payments in line with Annual Report of the Independent Remuneration Panel of Wales. Members complete standard claim forms for allowed expenses.

						Employment & Allowances Committee has oversight. Recommended mileage rates are used.
	Errors in appropriate deduction of tax	5	1	5	Low	In line with guidance from One Voice Wales, taxable allowances to be paid through Council Payroll/PAYE system.
	Failure to maintain proper records	3	1	3	Low	Standard claim forms for allowed expenses to be used and record kept with payment.
Cost of Elections	Insufficient funds available to meet the cost of by-elections	5	2	10	Medium	Earmarked reserve for elections to be reviewed annually during the budget setting process.
<b>3. ASSETS</b>						
Assets	Loss/damage to Council buildings, land, and assets	5	2	10	Medium	Ensure adequate coverage in RMCC insurance policy. Old Church Rooms is regularly checked by Clerk and Handyman. Radyr Woods managed by Wardens who report any damage. Maintenance person and contractors report on any problems in other parks and open spaces.
	Risk/damage to third party property or individuals	4	2	8	Medium	Ensure adequate coverage in RMCC insurance policy. <b>Insured for £12,000,000</b>
	Insufficient security of Council buildings and equipment	5	2	10	Medium	Assistant Clerk controls the door code system. New system for issuing and changing door codes introduced. New lock installed to Council office with keys restricted to staff.
	Inadequate asset register	5	1	5	Low	Asset Register reviewed and updated on an annual basis. Insurance policy kept under review.

	Failure to repair and maintain assets	5	2	10	Medium	Repairs and maintenance of buildings, land, and assets to be authorised promptly and reported to the relevant Committee and Full Council. Old Church Rooms Management Board to agree and implement a routine maintenance work schedule. Council to identify improvements to Old Church Rooms. (update all this?)
	Failure to protect funds in Council bank accounts in the event of Unity Trust Bank experiencing financial difficulties	5	2	10	Medium	Members have undertaken a review. New bank accounts and transfer of funds have been approved.
<b>4. STAFF</b>						
Staff	Insufficient staff to implement Council decisions and policies.	5	4	20	Very high	Staff structure and workload to be reviewed periodically. Training to be provided to staff and Members where need is identified. Support RFO to become CILCA (Certificate in Local Council Administration) qualified. Training Plan to be kept under review – Reported to Full Council October 2024.  Continued Performance Appraisals to be undertaken in 2024/25.
	Loss of staff through resignation, ill health, retirement, or death	5	3	15	High	Annual appraisals to be conducted with staff to identify any issues of concern. Review of Council systems will ensure that any sudden loss of staff does not compromise services.



	Inadequate contracts of employment	5	1	5	Low	Contracts to be consistent with employment law and include job descriptions. Standard templates to be used where possible. Annual appraisals to be conducted with staff to identify any issues of concern.
	Inadequate pension provision	5	1	5	Low	Staff membership of Cardiff & Vale of Glamorgan Pension Fund and automatic enrolment of eligible staff.
<b>5. GOVERNANCE</b>						
Council Minutes	Failure to maintain accurate and legal minutes	5	1	5	Low	Minutes of Full Council and Committees are reviewed, and signed at the next meeting Clerk produces draft Minutes and Notes (Local Government & Elections (Wales) Act 2021).
Register of Interest, Gifts and Hospitality	Failure to identify interests and record of gifts and hospitality	3	1	3	Low	Register of Interests and Gifts/Hospitality to be maintained by Clerk and published on website. Declarations of Acceptance of Office signed by all Members; copies maintained by Clerk.
Code of Conduct	Breaches of Code of Conduct	5	3	15	High	Code of Conduct re-adopted by Council at the Annual Meeting. Members encouraged to undertake Code of Conduct training.
Statutory duties of Council	Failure of Council to keep up to date with new legislation and statutory duties	5	2	10	Medium	Membership of One Voice Wales and Society of Local Council Clerk provides information and guidance on new legislation and statutory duties. Clerk to ensure that information is circulated to all Members. Regular review of new statutory obligations. Review of procedures has taken place to allow face to face/hybrid Council meetings.
Consultations	Failure to meet deadlines for responses	3	4	12	High	Planning Committee to consider planning applications falling between Council meetings. Clerk to note response dates for consultations.

Disability discrimination	Failure to identify adaptations required.	5	5	25	Very high	Disability awareness to be monitored by Full Council. Review of Old Church Rooms for accessibility to be conducted periodically, Lift installation to commence 2024. Review of new RMCC website for accessibility has been undertaken.
Information	Failure to provide Members with appropriate information about relevant matters	5	2	10	Medium	Members2024 receive updates via e mail weekly
<b>6. HEALTH AND SAFETY</b>						
Old Church Rooms	Failure to identify health and safety risks	5	5	25	Very high	Health and Safety assessment for the Old Church Rooms to be undertaken or commissioned by the Old Church Rooms Management Board.
Parks and open spaces	Failure to identify health and safety risks	5	5	25	Very high	Full review of health and safety in all parks and open space is needed with an annual update to be put in place. Risk assessments are submitted by Radyr Woods Wardens.
Contractors	Failure to identify health and safety risks	5	5	25	Very high	Agreements with any contractors on health and safety provision prior to work commencing, with checks for compliance.
Staff	Failure to identify health and safety risks	5	5	25	Very high	Working conditions of all staff to be reviewed as part of annual appraisals. Provision of safety equipment for Handyman to be reviewed and documented. Safety of lone working staff to be reviewed and documented.
Pandemic or other	Failure to identify and respond to risks arising specifically from coronavirus	5	3	15	High	Health and Safety/Risk Assessment procedures to be kept under review.

7. INFORMATION AND DATA PROTECTION						
Document security	Inadequate facilities for storing documents	5	3	15	High	Paper documents stored in locked cabinets or storage room. New office arrangements have increased space available for secure storage. Review of fire resistance still to be undertaken. Electronic documents backed up via Cloud storage. BitLocker and virus protection of office machines is in place.
Financial Records	Failure to maintain adequate financial records	5	1	5	Low	Specialist software used for financial records and records are managed by professional accountant and Clerk/RFO. Accounts are backed up. Documentation and filing systems in place for Internal and External Audit.
GDPR/Data Protection	Breach of data protection law	5	2	10	Medium	Data Protection Policy in place. Council systems and use of information to be reviewed against the policy.
Freedom of information	Failure to meet freedom of information duties	5	1	5	Low	Freedom of Information Policy in place. Clerk to refer to policy on receipt of any FOI request. Members e mails to be set up as generic @radyr. wales
Public Face	Failure to meet statutory requirements to publish documents on-line	5	2	10	Medium	Clerk to keep new website up to date and keep effectiveness of site under review. Clerk to maintain social media identity (Twitter). Clerk to introduce and maintain Facebook account.

Details of Council Policies will be published at [www.radyrandmorganstowncc.org](http://www.radyrandmorganstowncc.org)