

**Risks within Adult Social Work & Social Care services
(as at 15th Mar 2024)**

Risk Number	Risk Category	Cause (Trigger) (Because of...) Event (There is a risk of...) Effect (Impacting on...)	Risk Owner	Inherent Risk				Residual Risk			Mitigating Actions
				Impact Value	Probability Value	Inherent Score	Controls	Impact Value	Probability Value	Residual Score	
CARE AT HOME											
1	operational	<p>Because of increased demand</p> <p>There is a risk around a lack of Care at Home capacity, especially in rural P and K. Impacting on people not receiving their assessed levels of care</p>	Shona MacLean	5	4	20	<p>1 Existing capacity within CAH, HART, HART+ and Living well</p> <p>2 Overtime</p> <p>3 Early Supported Discharge</p>	5	4	20	<p>Care at Home Transformation group and workstreams in action. Automated scheduling went live 20 September. HART rotas in Perth updated and efficieed realised. North and South in progress. PinPoint system will be live end of March. Alliance contracting with independent sector progressing. 6 International staff starting with Living Well in April. 1 start date in April for HART. Waiting on 4 further start dates for HART and 1x for LWC going through the recruitment.</p>
OCCUPATIONAL THERAPY											
2	operational	<p>Because of increased demand and staff vacancies</p> <p>There is a risk around a lack of OT capacity Impacting on delays in getting assessments, increased waiting lists which is currently at 405 people, service not meeting agreed response times. Staff reporting stress.</p>	Shona MacLean	5	4	20	<p>1 Online Learning Module for basic OT equipment and adaptations for all Social Work/Social Care staff. Recruitment ongoing for OT staff.</p> <p>2 Advert live for OT vacancy</p> <p>3 Single handed care training has been extended to other professional groups. Associate Trainisers been upskilled to deliver support to families and carers to deliver moving and handling</p>	5	4	20	<p>0.5 North OT's out to advert.</p> <p>Not meeting priority targets and no M and H reviews getting done.</p> <p>1 admin advert live</p> <p>Duly Team have had a resignation which will impact on signposting and advice</p>
TEAM LEADER AND SOCIAL WORKER FOR SOUTH KINROSS											
3	operational	<p>Because of no Team Leader in Kinross Social Work Team</p> <p>There is a risk around a lack of operational management</p> <p>Impact on Impact on Due to Team Leader secondment there has been no Team Leader for Kinross Social Work Team since January 2024 and a management vacancy within the south locality since July 2023. This is despite advertising internally and externally on 5 occasions. Day to day operational management and cover are a challenge and resulting in delayed supervisions and ERDs and reduced day to day oversight of teams. Difficulty ensuring attendance at meetings due to demands of covering 2 south locality areas of business. Request for secondment to be ended early was declined until business case presented to EMT for re-structure of HDT. Due to losing ASP trained SW, Kinross has not had sufficient Council Officer cover to manage all its statutory ASP work. TL Post Out to advert - advertised 5 times, no suitable applicants. Investigating</p>	Alison Fairlie	4	4	16	<p>1 Adjustments to to some arrangements eg combined team meetings.</p> <p>2 Request for external support with ERDs</p>	4	3	12	<p>Proposal to bring TL and SW back from secondment. SW to return 2-4-24.</p>