

A Risk #	Date added	Date closed	Area	B Description of risk	C Potential impact	D Impact rating (1 - 5)	E Likelihood (1 - 5)	F Risk Rating (DxE)	G Mitigation measures	H Residual Rating (L/M/H)	I Actions needed	Status	J Risk owner
16			CPSY Employees & Committee Members	CPSY team capacity and unmanageable workload	Work not getting done, objectives not achieved. Reputational risk	2	2	4	Regular team meetings and appropriate delegation of tasks	L	Retain – regular review with Chair & Vice Chair. Contract extensions in place for LR & JC until mid August 2025 have now made permanent	Open	Chief Officer
17			CPSY Employees & Committee Members	CPSY succession planning and retention	Team members leave creating prolonged periods with lack of support	3	2	6	Performance & pay review. Training & support	M	Retain - Awaiting pay review policy from CPE	Open	Chair & Chief Officer
19			CPSY Employees & Committee Members	Committee member capability & training – induction & ongoing	Ineffective committee that aren't delivering value to our contractors	2	2	4	Initial session with Lynette Roberts	L	Retain Follow up development session with Lynette planned for March 25	Open	Chief Officer
21			Digital and IT	Cyber security breach and system failure	Loss of access to files, reputational damage	2	2	4		L	Retain - Data security audit to be completed	Open	Chief Officer
28			Stakeholder Management	Ineffective collaboration with commissioners including ICB, LA, place, PCN covering the SY footprint	Risks to service commissioning	2	1	2	Robust stakeholder mapping. Regular meetings with service commissioners	L	Retain until we are satisfied the SY landscape has settled down and a plan is settled on meeting attendance etc	Open	Chief Officer & Services Engagement Lead
29			Stakeholder Management	Failing contractor representation	Loss of trust from contractors – reputational damage	2	1	2	Contractor survey (in Lynette's recommendations) to determine their biggest needs. Meeting with Area Managers	L	Retain, point of principle. ACTION - To pick up contractor survey	Open	Chief Officer & Support Team
31			Governance	LPC is found failing in its constitutional duties including management of staff or acting outside its constitutional powers	Staff will leave, potential tribunal claims. Reputational damage & risks for CPSY members	4	1	4	Governance sub-committee in place	M	Retain, point of principle.	Open	Governance Lead & Chief Officer
32			Governance	LPC member / staff non adherence to code of conduct eg confidentiality	Poor culture and bad practices	3	2	6	Sign off the governance framework / code of conduct. Keep this alive in LPC meetings	L	Retain, point of principle.	Open	Chair & Vice Chair and Chief Officer
35			Governance	Conflicts of interest	CPSY makes some poor decisions that aren't representative of all contractors	1	1	1	Sign off the governance framework / code of conduct. Keep this alive in LPC meetings	L	Retain, point of principle	Open	Chair & Vice Chair and Chief Officer
36	24/10/2024		Other Financial Risks	Price concessions & dispensing at a loss (possibly linked to drug shortages)	Pharmacy sustainability & closures	3	2	6	Pharmacy awareness of concession and wholesaler pricing. CPSY representation @APG meet	M	any further support from contractors required?, actively encourage contractors to respond to CPE requests for meeting points	Open	Chair & Vice Chair and Chief Officer