

COLLECTIVE DISPUTES POLICY - RISK MATRIX

Issue/Risk	Consequences if allowed to happen	Likelihood	Impact	Mitigation	Mitigated Likelihood	Mitigated Impact
Damage to reputation	Specific to within the community and wider arena if the Council is seen not to take responsibility for the welfare and care of its employees by not encouraging a responsible workforce.	3	C	By operating a zero tolerance attitude, the Council mitigates any risk of accusations of lack of responsibility and duty of care, from a HSE perspective.	1	A
Health and Wellbeing / duty of care	Current climate dictates additional pressures and stressors on families that can lead to inherent problems, in the home and workplace, raising the risk of absence, under-performance, addictive behaviours.	3	C	By introduction of the amendments, the Council will make clear the consequences of actions, whilst having clear supportive mechanisms in place to help individuals dependant on their own particular circumstances.	1	A
Lack of consistency	Unfair treatment allegations, lack of consistency in procedural requirements and management responsibility	4	D	Whilst applying this policy to all employees of the Council, we can ensure fairness and consistency across the entire employee population.	1	A
Not having clear policies / mitigation	Managers will invariably make unfair decisions or fail to follow unclear due process. Since April 2009, ET courts have the power to award up to 25% more to an individual unfairly dismissed through lack of clarity of procedure or failure to adhere to process.	4	D	By implementing clearer due process, the Council can mitigate confidently that due diligence, from investigation to decision has been carried out lowering the impact of the consequences to the Council or employees.	1	A

Score	Likelihood	Score	Impact
1	Very Low	A	Low
2	Not Likely	B	Minor
3	Likely	C	Medium
4	Very Likely	D	Major
5	Almost Certain	E	Disaster