



Sussex LPC Risk Register

Risk management is an essential part of LPC governance, leadership and an integral part of LPCs planning and decision-making processes.

Risk management processes may differ in terms of sophistication, nevertheless most follow broadly the same steps that combine to make up an overall approach to risk, as described below. It is important to take a balanced view to managing opportunity and risks, to make the process meaningful.



Matrix 1 represents this information in a diagram. It maps the priority of the risk against its manageability and thus highlights those risks that require most careful monitoring. Assessment of priority is determined by mapping the likelihood of the risk materialising against its impact and is shown in Matrix 2.

The risks have been sorted numerically by type namely:

- Planning and activity

- External agendas
- Political
- Governance (note East Sussex LPC completes a separate Financial Risk Register).

These risks relate directly to East Sussex LPC or they represent risks that East Sussex LPC needs to seek to manage on behalf of contractors.

In table 1, ownership shows sub-committees when relevant. East Sussex LPC obviously retains accountability for all risks.

Rating:

Red = likely and important

Amber = possible and important or likely and moderate impact

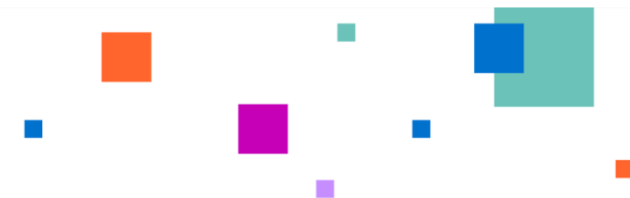
Green = managed risk

Manageability:

High = under LPC control

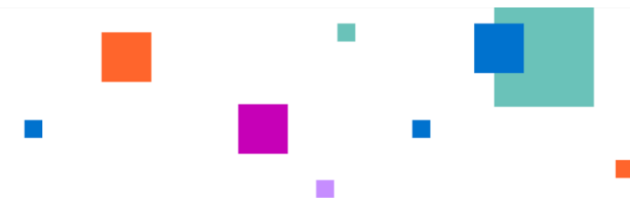
Med = outside LPC control but some influence possible

Low = little control or influence possible



Risk log

	Description	Owner	Likelihood	Impact	Priority	Action completed and planned	Rating 29/09/22	Comment
Planning and activity								
S1	Planning process inadequate and decision making is slow.	LPC	L	H	M	Annual planning meeting held where LPC priorities are identified. Progress to business plan reviewed at each LPC and CPSS Exec meeting. Agendas driven by current key issues e.g. white papers. Action plans developed. Special meetings held when required. <i>Manageability = High</i>	G	Effective planning process developed and implemented. A well managed risk.
S2	Plan based on incorrect or outdated objectives. Plans may not be accepted by all sectors.	LPC	L	H	M	Business plan agreed at CPSS Exec and at LPC meeting. Final plan published on website, accessible to all contractors. Highlighted to contractors in annual report. Opportunities for contractor feedback – asked for before every LPC meeting. Reviewed at each LPC and CPSS Exec meeting. <i>Manageability = High</i>	G	Ongoing effective planning process developed and implemented. A well managed risk.



S3	LPC lacks a clear local delivery mechanism.	LPC	M	H	H	CPSS Exec and employee structure in place. Annual business plan produced. Currently been running with one full time vacancy for the last 18 months, to be reviewed following increasing workload. <i>Manageability = Low</i>	A	Review of staffing structure following RSG vote completed and job roles reviewed. Vacancy recruited into.
S4	LPC is failing to adhere to current HR requirements.	LPC	L	H	M	CPSS Exec appointed Sarah Davis, of Sussex LPC as the HR Lead. Contract with Clyde and Co for HR support when required and use of an employee handbook. Employee contracts and PDP in place with 6 monthly and end of year reviews. Assessments completed under covid risk, DSE checklist and working from home. H&S training completed every 2 years. <i>Manageability = High</i>	G	A well managed risk.
S5	LPC members are insufficiently trained to carry out their role.	LPC/ CEO	M	H	M	Induction meeting with CEO for all new members. CPE training events advertised to all LPC members. Training needs assessment carried	A	Limited in scope to complete training plan due to lack of training courses from CPE.

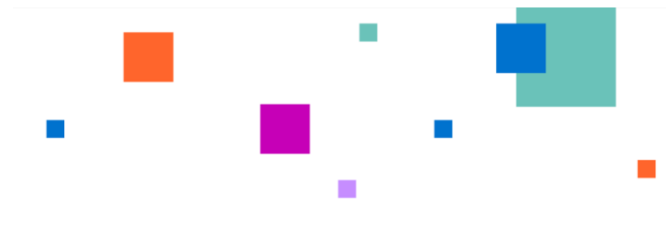
						out annually with a training needs plan put in place. <i>Manageability = Low</i>		
External agendas								
E1	Delivery of contract not meeting stakeholder needs.	LPC	M	H	M	Contractor survey sent out prior to LPC meetings to obtain feedback. Weekly newsletters, website, webinars, 1-2-1 clinic days. Business plan published on website with opportunity for feedback. <i>Manageability = Medium</i>	A	Review methods for engaging with contractors.
E2	Relevant body withdraws recognition of the LPC.	LPC	L	H	M	Review of operations of LPC and CPSS, controls in place to ensure LPC operating within remits and governance standards maintained. <i>Manageability = High</i>	G	Controls and measures in place to manage the risk.
E3	Poor relationship with local commissioner impacts on commissioning of services.	LPC/CPSS team	L	H	M	Regular meetings with all stakeholders and commissioners. Consulted on all aspects affecting community pharmacy. Excellent working relationships in place through the CPSS team. <i>Manageability = High</i>	G	Well managed risk through regular meetings with key stakeholders. CPSS team operate to build trust with open and honest working relationships.

Political								
P1	Ineffective collaboration with other local representative bodies.	LPC/CPSS team	L	M	M	SE Forum operates to bring together different representative bodies across Hampshire & IOW, Kent, Surrey, Sussex and Thames Valley LPC's including CPE, NPA. Monthly meetings with LMC and attendance at all 5 bi-monthly LMC Liaison meetings across CPSS. Contact with LDC and LOC made and joint regular meeting attended together with the LMC and NHS Surrey Heartlands. <i>Manageability = Medium</i>	G	Main relationship with LMC. Explore further future working with LDC and LOC as ICB structures mature.
P2	LPC found failing in its duty to represent all contractors equitably.	LPC	L	H	M	Review of objectives and work plan at each CPSS Exec and LPC meetings. Part of governance procedures and role of LPC members to ensure equity of representation across all contractors. <i>Manageability = High</i>	G	Regular review of operating plan to ensure all contractors represented equitably. A well managed risk.
Governance								
F1	Governance is critical given	LPC	H	H	H	Governance procedures established and emphasised at each meeting	G	Any ongoing conflicts of interest monitored.

	potential for conflicts of interest.					including a request for any changes to declaration of interests. These also include code of conduct, register of interests, clear indication of confidentiality status and breach procedures. Policies in place for equality and inclusivity. <i>Manageability = High</i>		
F2	LPC is found failing in its constitutional duties including management of staff or acting outside its constitutional powers.	LPC	L	H	M	Governance procedures established and emphasised at each meeting. These include code of conduct, register of interests, clear indication of confidentiality status and breach procedures. Policies in place for equality and inclusivity. HR procedures. LPC constitution in place and reminder as part of every LPC meeting. <i>Manageability = High</i>	G	Reminder included in the agenda of every CPSS Exec and LPC meeting. A well managed risk.

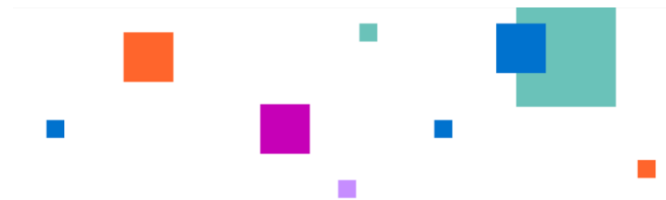
Reviewed: September 2022, June 2023.

Next review date: June 2024.



Matrix 1: Rating from priority and manageability of risks

Manageability	Low		S5 LPC member training	S3 Local delivery
	Medium		E1 Delivery of contract P1 Local representative bodies	
	High		S1 Planning inadequate S2 Plan outdated S4 HR issue E2 Withdraw recognition E3 Poor relationship P2 Represent all contractors F2 Constitutional duties	F1 Conflict of interest
		Low	Medium	High
		Priority		



Matrix 2: Priority from likelihood and impact of risks

Impact	High	S1 Planning inadequate S2 Plan outdated S4 HR issue E2 Withdraw recognition E3 Poor relationship P2 Represent all contractors F2 Constitutional duties	S3 Local Delivery S5 LPC member training E1 Delivery of contract	F1 Conflict of interest
	Medium			
	Low		P1 Local representative bodies	
		Low	Medium	High
		Likelihood		