

**Brexit Risk Register August 2020**

- A NBC direct
- B Partners - NLT/NPH/LGSS/Veolia
- C Borough economy - Businesses/Individuals

No	Area	Risk Description	Risk Causes	Risk Consequences	Inherent Risk Rating	Key Measures in Place to Manage The Risk  (Key Controls)	Current Risk Rating	Further Action & Implementation Date	Target Risk Rating	Risk Owner	Updated
1	A	<b>Workforce</b> i) Loss of workforce  ii) Inability to recruit to hard to fill positions as they become vacant  iii) Skills shortage  iv) Wage increase	EU nationals return to Europe  Lack of skilled labour in the region or within commuting distance  Lack of ability to recruit permanent staff will increase market rates.  Day rates for interim staff will rise.	Reduction in quality of core services provided to residents of Northampton	25	Promote the EU settlement scheme to all staff and public. Advise on how to apply.	4	Develop a profile of the EU nationals employed by NBC  Extend the range of apprenticeships in areas of known recruitment and retention difficulties  Liaise with local businesses to identify skills shortages and apprenticeship opportunities  Develop an employment strategy for jobs at risk of not being filled when employees move on  No specific service areas reporting risks	4	Heads of Service HR	Reviewed July 2020
2	ABC	<b>Regulatory Services</b> i) Implementing and understanding changes in legislation  ii) Lack of clarity for changes to the current reciprocal arrangements with the EU  iii) Cost pressures due to increase in demand from businesses  iv) Cost pressures due to re-training requirements	Import/Export - untraceable flow of goods.  Increase in local companies able to export requiring certificates.  Currently under EU legislation	Potential increase in investigations for new export suppliers through FSA.  Additional resource may be required to cover extra workload.	25	Work closely with other local authorities in Northamptonshire.  Intel received from agencies by working together.  Website signposting gov.uk website for information and guidance.	4	Environmental Health & Licensing to monitor the increase in workload.  Engage additional resource through agencies on a temporary basis if required.  Raise awareness and understanding of new legislation with businesses once decisions have been made centrally.  Government announcements on any risk or changes being monitored.	4	Head of Service - Planning and Customers & Communities	Reviewed July 2020

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3	A	<b>Supply Chain</b> i) Impact of cost pressures on suppliers or partners ii) Delays in delivery of goods/services iii) Reduced workforce impact on suppliers	Increase in supply costs for raw materials in demand Hold up in imported goods at ports Difficulty in recruiting to vacant posts left by EU nationals returning home	Projects are delayed Goods and services are impacted that may affect the service provided to the public	25	Website signposting gov.uk website for information and guidance. Regular contact with partner agencies and third party suppliers	4	Identify EU suppliers in the supply chain Work with third party suppliers to establish their risks/issues and identify where potential delays are likely Identify non-EU and local suppliers Communicate with central government to keep up to date with emerging issues and potential risks Key partners communicated with maintaining own risk registers. No material risks reported	4	CMB	Reviewed July 2020
4	B	<b>Local Partnership working</b> i) Local business failure ii) Decline in voluntary sector iii) Fall in business rates income iv) EU funding no longer available.	Value of the pound decreases affecting imports Reduction in customers due to supply issues	EU funded projects cease	25	Website signposting gov.uk website for information and guidance. 'Get Ready for Brexit' business readiness events communicated to local businesses	4	Raise the awareness of the EU settlement scheme with local businesses Identify local business concerns Identify other funding sources for previously EU funded projects Council sharing all information available online. No risks reported by partners	4	CMB	Reviewed July 2020
5	A	<b>Data Handling</b> i) Access to data stored or processed in the EU restricted	Lack of communication with providers to ascertain what the consequences will be for data storage and what the agreement between the EU and UK is No foresight in switching providers pre Brexit	Data retrieval is blocked Unable to change providers	25	None	4	Identify which systems use EU storage Contact providers to make necessary arrangements to ensure data can still be accessed Source new UK providers Checks continue, no specific risks identified	4	Head of Service - CFO Governance & Risk Manager	Reviewed July 2020

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6	ABC	<p><b>Communications</b></p> <p>i) Timely information and updates are not communicated in relation to the EU Settlement Scheme to businesses, employees and residents of Northampton.</p> <p>ii) Lack of information to respond to any risks of potential heightened community tensions</p> <p>iii) Lack of community assurance in NBC as trusted leaders and sources of information and advice</p> <p>iv) Frontline services are not adequately trained to handle enquiries from the public.</p>	Delay in receiving information from central government and the local communities	Residents are not kept up to date which may lead to civil unrest	25	<p>Website signposting gov.uk website for information and guidance.</p> <p>Topic added to Northamptonshire CEO meetings</p>	4	<p>Regular up to date social media messages</p> <p>Community engagement</p> <p>Keep up to date with emerging issues through internet and social media sites</p> <p>Encourage communication from residents of Northampton</p>	4	CEO	Reviewed July 2020
7	C	<p><b>Regional and local growth</b></p> <p>i) House prices decrease rendering regeneration projects unviable</p> <p>ii) Construction supplies increase in price due to EU imports</p> <p>iii) Skills shortage</p> <p>iv) Major employers relocate</p>	<p>Fall in house prices due to reduced demand for housing</p> <p>Supplies are delayed coming into the UK</p> <p>EU nationals living in the UK return home</p> <p>Cheaper to relocate than remain in UK without EU trade agreements</p>	<p>No regeneration of Northampton and surrounding areas</p> <p>Increase to costs of existing construction projects</p>	25	Brexit clauses included within current major construction contracts in order to limit NBC's exposure to inflationary pressures around the supply of goods and labour for projects.	4	<p>Identify any capital projects whose viability relies on house prices</p> <p>Incorporate longer delivery times into project plans to account for delays in materials coming through the EU</p> <p>Liaise with NPH re developments and risks identified.</p> <p>Identify and raise awareness of available non-EU funding streams</p>	4	Head of Service - Economy, Assets & Culture	Reviewed July 2020
	C	<p><b>Economic Downturn</b></p> <p>i) Impact on individuals ability to pay rent/mortgages</p>	Increase in general expenses and food due to shortage of supply	<p>Increase in evictions and prosecutions</p> <p>Increase in requests for temporary accommodation and homelessness applications</p>	25	None	4	<p>Work with local communities to keep aware of any potential issues</p> <p>Develop a strategy to be able to deal with an increase in requests and give advice to individuals</p>	4	Head of Service - Housing, Customers & Communities, CFO	Reviewed July 2020

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8	A	<b>Community engagement</b> i) EU residents leave en masse ii) Civil unrest iii) EU residents do not know about the EU settlement programme iv) Increase demand on council services iv) Hate crime increases v) Food shortages	Uncertainty around settled status and the effects of the UK leaving the EU  Food/medicine shortages  Unlawful EU nationals are registered through the EU Settlement Scheme	Reduction in available workforce  Services may be reduced  Empty homes  Increase in arrests/convictions	25	Website signposting gov.uk website for information and guidance.  Working closely with the Police and monitor hate crime statistics on a regular basis, increases escalated to EMC regional Brexit group  Promote Hate Crime Awareness Week 12th-19th October	4	Raise awareness of the EU settlement scheme targeting social media users  Work with local communities to raise awareness of issues that may be caused by Brexit  Have a zero tolerance approach to hate crime  Work closely with the Police and monitor hate crime statistics  Engage with the LRF and be involved in multi agency calls to keep up to date with emerging issues/risks	4	CEO	Reviewed July 2020