	Approval status	Directorate	Business Area Handler	Risk source	Risk Type Risk Subtype	Description	Controls in place	Adequacy of controls	Gap in controls	Actions	Risk level (initial)	Rating (initial)	Risk level (current)	Rating Risk le (current) (Targe	_	Opened (date risk identified)	Review date Cl	osed date
426	In holding area, awaiting review	People & Engagement	Human Resources Sally Peart	Internal business review	Operational Risk Human Resources	Confidentiality due to the HR Team being located in an open plan office environment in close proxomity to other departments. Nuemrous confidential discussions relating to individual employees take place on daily basis and employees and visitors to the department are able hear the content of these discussions.	mobiles may relocate to an office when having some discussions of a highly sensitive nature however this is not always possible.	Inadequate	1) It is rarely possible for staff to source other offices to hold confidential discussions. 2) Move to a more confidential office space is outstanding and has been delayed.	1) Attempt to secure dedicated office space for HR staff to hold more sensitive discussions in the interim, however this would only enable minimum control with the number of HR staff working in open plan. 2) Accelerate the move over to Springhill 1.		15	High Risk	15 Low R	sk	3 10/07/2014		
112 Technician to Paramedic conversion courses	Being reviewed	People & Engagement	Organisational Effectiveness and Education	ry Risk assessment	Strategic Risk Financial	Places on Technician to Paramedic conversion courses are not being fully utilised. These places are fully funded but this funding is finite in that it cannot be rolled over if capacity is not fully utilised, financiarisk.	Significant advertising is taking place in advance of the courses     OSCE preperation workshops are being offered     S. Locality Managers are having 1:1's with Technicians to discuss available options		Clinical Supervisors need to be utilised to review skill gaps with Technicians     Concerns in relation to OSCE preperation needs to be reviewed and addressed	1. Clinical Supervisors to prioritise skill gap review with technicians 2. Ongoing communication to take place when concerns are identified, Information to continue to be made available to Technicians well in advance of the OSCE courses, Further joint statements to be issued from management and UNISON	Moderate Risk	12	Moderate Risk	12 Low R	sk	4 01/05/2013	18/07/2014	
110 Accommodation for training	Being reviewed	People & Engagement	Organisational Shelagh OLea Effectiveness and Education	ry Risk assessment	Strategic Risk Estates and facilities	A business case was submitted in the financial year 2012-13 and this is stite awaiting approval for the acquisition of a single site Learning Academy to replace the current 3 ageing sites. The business case was rejected by the Trust Board and is in the process of being redeveloped, risk to non compliance with training requirements.	n O	Adequate	high quality educational provision 2. The lease for the Burn Hall site is due to expire on 31st March 2014 3. Geographical seperation of the 3	1. Business case under development to review departmental requirements for educational provision 2. Ongoing negotiations regarding lease of Burn Hall 3. Standards and consistency within Leadership and Learning and Education and Standards are monitored by the management team and feedback evaluated.		9	Moderate Risk	12 Low R	sk	3 01/05/2013	20/06/2014	
421 Adverse publicity from Trade Unions	In holding area, awaiting review	People & Engagement	Human Resources Elaine Gibson	Internal business review	Strategic Risk Adverse Publicity & Reputation	Risk of adverse publicity and reputation as a result of Trade Unio action in relation the use of double Emergency Care Assistant (ECA) crews.	<ol> <li>Regular liaison with Trade Unions.</li> <li>Regular update briefings to YAS staff.</li> <li>Performance Recovery Plan in place.</li> </ol>	Adequate	1. Potential for further action to be taken by Trade Unions which could affect the Trust adversely.	<ul> <li>1a. Continue to liaise with Unions and staff as appropriate to ensure concerns are dealt with in a timely manner.</li> <li>1b. Regular monitoring of press activity to ensure appropriate reporting of information and appropriate Trust responses where necessary.</li> </ul>	High Risk	15	5 High Risk	15 Low R	sk	6 17/06/2014	25/07/2014	
262 Contract management	Being reviewed	Finance and Performance	Business Development  Catherine Bal	azs Internal business review	Strategic Risk Financial	Adverse impact on finances due to ineffective contract management through lack of capacity within the Business Development team	<ol> <li>Standing Financial Instructions in place</li> <li>Weekly review of tenders within the wider external market</li> <li>Business Development Manager in post for one year (ends Sept 2014) to provide some capacity.</li> <li>Weekly meetings with Exec Director of F&amp;P to update on progress.</li> <li>Monthly meetings with key Ops Directors/contract leads to ensure progress.</li> <li>Robust process in place for contract management.</li> <li>Regular contract performance review meetings with commissioners and DoF/Ops lead to ensure more robust contract management</li> <li>Regular meetings with finance team (Income and Expenditure)</li> </ol>		Lack of capacity to cross cover all contracts due to the number of commissioners externally each contract is linked to.	1a. Review the Business Development structure and review of the one year fixed term role and whether to extend beyond September 2014. 1b. Work with Service Transformation Programme Team to manage tender and bid writing processes to ensure these are done efficiently and effectively.	Moderate Risk	12	2 Moderate Risk	12 Low R	sk	4 01/03/2012	27/06/2014	
261 Business tendering  Resilience & Special Operation		Finance and Performance	Business Development  Catherine Bal	azs Internal business review, Legislative requirement	Strategic Risk Financial	Adverse impact on financial service delivery due to competitive tendering and potential loss of associated business.	1. Major tender assurance process 2. Finance and Investment Committee scrutiny 3. TEG review 4. SMG review Weekly review of tenders within the wider external market	Adequate	1. External meetings with commissioners/urgent care boards due to the high number of meetings, means that information collation, and intelligence around risks to core business is difficult to manage.	potential tender opportunities	High Risk	20	Moderate Risk	12 Mode Risk	rate	8 13/03/2013	31/05/2014	

227 CBRN SORT Training	Being reviewed	Operations	Resilience and Special Services	Russell Hobbs	Legislative requirement	Operational Risk	Capacity	If we do not provide adequate training for SORT Teams and maintain numbers of trained staff (requirement to have 200 trained staff) then this may result in reduce numbers of SORT available and potential impact on standard of cardelivered due to skill fade.	starters. Programme commences	Adequate	No current gaps in controls however risk will remain open until training programme underway and assurance provided.	delivery and effectiveness.	Moderate Risk	12	Moderate Risk	12 Low Risk	4 12/09/2013 31/07/2014
327 MTFA Training	Being reviewed	Operations	Resilience and Special Services	Russell Hobbs	Legislative requirement, Regulatory body	Operational Risk	Regulatory compliance	If we do not release staff for MTFA training then this may lead to ineffective scene management.	<ol> <li>Ad hoc training when staff available to attend on days off.</li> <li>HART Team MTFA training ongoing</li> <li>TEG approved MTFA training programme for 2014/15.</li> </ol>		Following TEG approval of training programme, no further gaps identified however risk will remain live until training has began.		Moderate Risk	12 <b>I</b>	Moderate Risk	12 Low Risk	4 24/12/2013 31/07/2014
Risk & Safety 313 Health and safety	Being reviewed	Standards and	Risk and Safety	Shelley Jackson	Incidents, Internal	Strategic Risk	Health and safety	Risk of harm to staff and litigation	Existing Health and safety policy	Adequate	1.Existing Policy does not cover	1. a) Ammend policy in line with	High Risk	16 1	Moderate	12 Low Risk	5 14/11/2013 22/07/2014
policy	being reviewed	Compliance	NISK and Salety	Shelley Jackson	business review, Legislative requirement	Strategic Risk	nearth and safety	due to existing Health and Safety policy and associated guidance requiring updates as some areas need development to prevent injurand loss.	and associated procedures  2. Health and safety and quality  Committees review	Auequate	necessary topics such as DSE, Risk Assessment Process and Procedures Working at Height, Coshh. The policy and arrangements in place with regard to PPE selection and use Manual Handling, Contractor Management, Working Time, Selection of Vehicles and Equipment Accident Investigation, Access to Health and Safety Information are not adequate. 2. Lack of designated resource to assist in delivery of updating policies and procedures.	Trust Policy for procedural documents to include updating the H&S requirements.  1.b) Develop an implemented approach to agreed policy and guidance.  2. Agreement at RAG Feb 2014 that SSM would support H&S manager.	HIGH NISK	101	Risk	12 LOW RISK	3 14/11/2013 22/07/2014
330 Incident investigation	Being reviewed	Standards and Compliance	Risk and Safety	Shelley Jackson	Incidents, Internal business review	Operational Risk	Health and safety	Risk of harm/injury and litigation duto failure to follow existing incident investigation process leading to incident recurrence.		Adequate	1.Managers are not consistently completing timely investigation. 2. Lack of accountability for completion of investigation. 3.Lack of H&S incident reporting data. 4. Lack of clear guidance on how to complete investigations.	1. R&S team to continue to engage with local managers to complete timely investigations. 2 & 3. Operational management structures to hold managers to account, via Dashboards. 4. Standard form developed to be added to Datix to assist managers when completing investigations.	Moderate Risk	12	Moderate Risk	12 Low Risk	4 08/01/2014 22/07/2014
133 Moving and handling	Being reviewed	Standards and Compliance	Risk and Safety	Shelley Jackson	Internal business review	Operational Risk	Regulatory compliance	Risk of harm to patients and staff ar potential financial loss due to noncompliance with Manual Handling Regulations when moving patients on carry chairs.	1. Compact 2 carry chair currently used 2. Moving and handling training for relevant staff 3. Mangar elk lifting cushions available on all stations 4. Standard moving and handling equipment available on all vehicles	Adequate	1. Carry Chair purchasing not fully completed.	1. Purchase of a new carry chair with extending handle and track (funding agreed for 2013 / 2014 -purchased and phased roll out commenced).	Moderate Risk	12	Moderate Risk	12 Low Risk	4 09/09/2013 22/07/2014
126 Risk assessment	Being reviewed	Standards and Compliance	Risk and Safety	Shelley Jackson	Claims, Incidents, Internal business review, Legislative requirement	Operational Risk	Health and safety	Inconsistent Health & Safety risk assessment process leading to risk oloss, injury and litigation.	1. Some Health & Safety risk assessments completed 2. Inspections for Improvment schedule in place 3. Health & Safety Committee reporting and monitoring 4. Staff side H&S reps in place and working for R&S team 1 day per week on operational risk assessments. 5. Commenced risk assessment project. 6. Additional staff member recruited 2 days per week to work on risk assessments.	Adequate	<ol> <li>Improved risk assessments and process to be developed.</li> <li>Dynamic Risk Assessment packs are to be developed.</li> </ol>	<ol> <li>a)Develop risk assessment proformas and guidance.</li> <li>b) Implement risk assessment recording procedure.</li> <li>Develop Dynamic Risk Assessment packs for vehicles in partnership with staff side.</li> </ol>		12   	Moderate Risk	12 Low Risk	4 09/09/2013 22/07/2014
150 Innappropriate Storage/Retention of Confidential Paper-Based Records	Being reviewed	Standards and Compliance	Risk and Safety	Caroline Squires	Internal business review	Operational Risk	Information governance		1. IAO role is responsible for records		<ol> <li>Doncaster Ambulance Station Records Store contains thousands of records.</li> <li>Records possibly held unsecurely across and remainder of the YAS estate.</li> </ol>	1. Co-ordinate and plan removal of records from Doncaster AS records store (By end July 2014) 2a. Repeat again and respond to records amnesty - relevant departments asked to securely dispose of/move to CINTAS store. (By end Sept 2014 - ongoing).  2b. Identify via I4I process unsecure records in YAS premises and ensure destruction/removal to CINTAS (By end Sept 2014 - ongoing).		12	Moderate Risk	12 Low Risk	4 09/09/2013 30/09/2014
Support Services					T	· · · · · · · · · · · · · · · · · · ·						T					
70 Vehicle Cleaning	Being reviewed	Finance and Performance	Support Services	Mark Inman	Legislative requirement, Regulatory body	Operational Risk	Regulatory compliance	Risk of A&E vehicle cleaning being non-compliant with CQC requirements in North & East Yorkshire following audit results published in February and March.	weekly monitoring IPC Audit reports I4I inspections to monitor Within N&EY, crews are responsible for cleaning vehicles themselves.	Adequate	<ol> <li>Lack of availability of crews to clean vehicles themselves within the affected areas.</li> <li>A&amp;E vehicle checks not being conducted on as many vehicles as required by the Clinical Supervisors due to possible lack of availability.</li> </ol>	considered to address the issue. 2. Process for audits to be reinforced to management teams to ensure	High Risk	16	Moderate Risk	12 Low Risk	4 02/07/2012 30/04/2014

350 Laundry budget	Being reviewed	Finance and Performance	David Hill	Internal business operational Risk review	Risk of laundry budget being exceeded in 14/15 by 100% following review.	Current budget in place covers g contractor Goodman Sparks.		1a. Meetings underway with Acute Trusts and within Support Services (in conjunction with Finance) to identify appropriate ways to manage this. Appropriate actions to be taken following the meetings and updates to be reported to relevant groups.	Moderate Risk	12 Moderate Risk	12 Low Risk	4 26/02/2014	31/07/2014
A&E Operations  372 N&E DMA RRV Review	Being reviewed	Operations A&E Operations	Mark Inman	Self audit Operational Risk	Patient harm  If there is not balanced cover of Double Crewed Ambulances (DCAs) and Rapid Response Vehicles (RRVs) within North Yorkshire this could lead to affected performance and subsequently patient care.	·	order to align service provision.	<ul> <li>1a. Working group to gather data to evidence the concerns raised.</li> <li>1b. Request overtime for additional DCA cover in York.</li> <li>1c. Understand the current shortfalls in provision across the region and take necessary steps to escalate this and to ensure service provision is closer aligned to need.</li> </ul>	Moderate Risk	12 Moderate Risk	12 Low Risk	6 26/03/2014	01/05/2014
346 Paramedic (Ban Vacancies - Operations Hull		Operations A&E Operations	Andrew Pippin	Self audit Operational Risk	rotas has increased vacancy for band	<ul><li>2. Overtime Budget to Fill Some Core Shifts</li><li>3. External Advert to Recruit Paramedics</li><li>4. 4 band 3 ECA's currently on student Paramedic programmes to</li></ul>	abstraction such as sickness, training and annual leave 2. Overtime budget does not guarantee that staff will uptake o/t availability, neither does the budget enable all vacant shifts to be covered	where there is historical high demand 3. External recruitment advert is out via YAS recruitment team 4.Staff on training programme as planned	High Risk	16 Moderate Risk	12 Low Risk	6 21/02/2014	21/04/2014
375 RED CQUIN	Being reviewed	Operations A&E Operations	Paul Mudd	Internal business review Operational Risk	Financial  The new RED improvement CQUIN for the WY underperforming CCG's has been set at 59.5% for AWC and 75% for NL.  These are challening targets given the outturn for 2013/14.  There is a risk that these improvements will not be achieved	Performance Improvement plan Targeted overtime expenditure CPAD roll out Paramedic Pathfinder Assessmnet tool roll out in WY	<ul><li>2) The new rotas were not designed to give such a large improvement at an individual CCG level</li><li>3) Increase in demand will make the targets even more challenging</li></ul>	<ul> <li>2) Monitor/tweak rotas</li> <li>3) Discuss demand management with CCG's</li> <li>4) Discuss in-hours referrals with CCG</li> <li>5) Recruit to fill vacancies</li> </ul>	High Risk	16 Moderate Risk	12 Moderate Risk	12 03/04/2014	01/08/2014
84 Release to Train	ning Being reviewed	Operations A&E Operations	Paul Mudd	Internal audit Operational Risk	Clinical  Potential for patient harm due to failure to release clinical staff for training leading to out of date skills and knowledge	Training plan includes prioritisation of bronze training for clinical supervisors. Clinical Supervisors have now received bronze commander training. Majority if training plan is now agreed and Resource and planning for release	training. 2013/14 the Trust concentrated on sending CS/Para's/Tech's, that had not been on a Clinical Update in the last 2 years, onto these training courses.	1a. Continue robust management of abstractions and monitoring compliance rates 1b. Use of new rota to target training on relief weeks 2. Training plan has been reviewed for 2014/15. Clinical Refreshers have now been extended to 18 months. This year there are 41 coures x 10 attendees = 410 training placed. 29 Clinical Hub staff need to attend, therefore there are only 381 places available for the 640 staff that need to attend. Those not attending this year will be planned in for 2015/16.	Moderate Risk	8 Moderate Risk	12 Low Risk	4 08/08/2013	01/08/2014
368 Service Reconfiguration	Being reviewed	Operations A&E Operations	Hester Rowell	Internal business review  Operational Risk	lack of clarity on where to take	Operations, Clinical Directorate and Business Development represent YAS in reconfiguration meetings/working	across Yorkshire & Humber - reported to a senior management forum for assurance.  Reconfiguration management process which links clinical, contracting and A&E operations.	Develop a reconfiguration register and agree where it is reported for assurance - and the escalation process for any gaps identified.  Develop a reconfiguration decision-tree process for managers who may be representing YAS within different forums. This would identify who needs to be involved from Ops/clinical/business management at which stages.	Moderate Risk	12 Moderate Risk	12 Low Risk	6 25/03/2014	27/06/2014
74 Rise in demand affecting outtur performance		Operations A&E Operations	Mark Inman	Incidents, Internal audit, Internal business review	Financial  Demand rise in the CBU above that of contracted level impacting on CQUIN 6 (Red Performance), Rural CQUIN, and financial/reputational impact due to failure to perform and achieve performance.	1. Recruitment plan for full establishment 2. Abstractions managed within expected levels 3. Rota redesign the ultimate resolution together with stabilisation of the 111 service and OOH 4. Working with CCG's to improve on local delivery	changes to operational cover until January 2014 leaving little time for any affect on performance overall for	engaged CCG's to demonstrate good	Moderate Risk	12 Moderate Risk	12 Low Risk	4 01/07/2013	27/06/2014

66 Rota and establishment mis alignment	Being reviewed	Operations	A&E Operations		Internal audit, Internal business review, Self audit	Operational Risk	Patient harm	Risk to patient safety due to increased demand and reduced performance across the A&E Operations service.	<ul> <li>Intense monitoring process in place</li> <li>New rota patterns being reviewed following implementation in</li> <li>February</li> <li>Review of flexible working planned for June 2014.</li> <li>Other metrics are being monitored that are indicators of effective rotas for example, end of shift overruns, meal break allocation, performance delivery, other AQIs</li> </ul>		1. Inability to manage increase in demand at present time effectively with available resource.	<ul> <li>1a. Recruitment underway across the Trust to cover vacancies.</li> <li>1b. Weekly monitoring to take place to assess patient safety.</li> <li>1c. Recovery plan to be implemented.</li> <li>1d. Continued monitoring.</li> </ul>	Moderate Risk	10 High Risk	15 Low Risk	1 07/1	11/2011 04/07/2014
371 NY vacancies	Being reviewed	Operations	A&E Operations	Vince Larvin	Self audit	Operational Risk	Clinical	If there is not adequate resource cover for North Yorkshire, then this may result in performance being affected and in turn adverse clinical outcomes.	1.vacancies and skill required identified. 2.recruitment on going 3.use of overtime to fill gaps 4. redeployment of resources	Adequate	1. Lack of available resource to cover demand.	1a. Continue with recruitment to vacancies across the Trust. 1b. Continue to monitor the risk with weekly reports to Senior Ops Management Team to escalate any unresolved issues. 1c. Overtime currently being utilised to ensure shift fill.	Moderate Risk	12 Moderate Risk	12 Low Risk	6 26/0	03/2014 27/06/2014
136 Satellite Navigation system updates	Being reviewed	Finance and Performance	ICT - Information Technology	Andrew McInnes	Incidents	Operational Risk	ICT	Risk of delayed response due to satellite navigation systems not having the most up to date address on them.	Entered onto Project Pipeline to be addressed in 2014/15 es  1. Updates currently take place every 2 years 2. Capital Bid submitted for 2014\15 3. Entered onto Project Pipeline for project to commence early 2014\15	Adequate	1. Frequency of updates (2 years) still poses a risk to the organisation.	1. To explore the option of more frequent updates and the associated implications of doing this.	Moderate Risk	12 Moderate Risk	12 Low Risk	4 09/0	09/2011 01/04/2014
396 P11-YAS HART Project: Data Link	Being reviewed	Finance and Performance	ICT - Information Technology	Nick Smith	Internal audit	Project Risk	Supply/Procuremer t		weekly Tracker Report produced weekly to monitor progress by Virgin Media, BT is a sub contractor of VM	nadequate	1) No clear vision of a go live date by BT or Virgin Media	1) Escalated internally and contact Virgin Media to advise on sub contractor BT to Identify dates for delivery	Moderate Risk	9 Moderate Risk	12 Low Risk	1 19/0	05/2014 01/08/2014
193 PTS Data Quality	Being reviewed	Finance and Performance	PTS (Patient Transport Services) - Operations	Amanda McInnes	Internal business review, Self audit	Operational Risk	Financial	Risk of loss of financial income through failure to collect data accurately through the front line systems	1. Clear instructions to staff regarding data definitions and use of Personal Digital Assistants (PDAs) 2. Communication and requirement to complete the '7 steps' time stamps clearly circulated and implemented 3. Paper back up systems in place for system failures 4. Routine audit reports from the system identifying gaps in data sets and inaccurate data entry 5. Robust audit trail and accounting system related to journeys undertaken outside of contract for which additional income can be recovered 6. PTS has gone 'paperless' for operations across the region from March 14 7. Formal Data Quality improvements agreed as part of the 2014-15 contracting round 8. Action plan produced linked to internal audit report recommendations		1. Lack of assurance regarding the accuracy of the data quality collected 2. Lack of formal month end data closedown process resulting in retrospective data entry following report generation 3. Reported lack of functionality and operational confidence in the issued PDAs 4. Lack of assurance regarding the management actions taken as a consequence of the audit reporting	the PTS systems work stream to take specific actions forward 2a. Develop and implement a formal month end closedown procedure to ensure data accuracy of month end	High Risk	15 Moderate Risk	12 Low Risk	6 11/0	09/2013 19/09/2014
Estates 54 Road surface - 3 sites	Being reviewed	Finance and Performance	Estates	Paul Farrell	Claims, Incidents	Operational Risk	Health and safety	Risk of harm due to degrading of road surfaces to such an extent that normal patch repairs are not adequate(Harrogate,Castleford, Gildersome).	1. Backlog maintenance program 2. Estates rationalisation (5 year plan) 3. Estates upgrades through the Board approved Capital program 4. Minor works annual program and continuous estates maintenance function		1. Lack of protected resource to enable the work to be completed at this stage	Capital bids for funding to replace		12 Moderate Risk	12 Low Risk	4 05/0	08/2013 12/10/2014
NHS111  348 WYUC On going funding for activity over contract	Being reviewed	Standards and Compliance	NHS 111	Keeley Townend	Internal audit	Operational Risk	Financial	lack of recurrent increased funding for 2014/15 could put patient treatment at risks based upon evidence from incidents and complaints around delivery of care due to lack of clinical cover to meet demand	complete for 2014/15 working with WYUC to rework the current operational model to improve efficiency		1. There is a need to understand WYUC pressures in their operating systems 2. No change to operating model at this time	NHS 111 staff able to access WYUC systmOne to monitor activity and workload pressures     Complete remodelling workshops with WYUC on service redesign	High Risk	16 Moderate Risk	12 Moderate Risk	8 25/0	02/2014 18/07/2014