HUMAN RESOURCES

NOT PROTECTIVELY MARKED

		OPCC / Force risk registers **RISK SUMMARY**				*Business operations - the front line* **BUSINESS AREAS**	*Oversight of management activity and assurance functions* **OVERSIGHT OF MANAGEMENT ACTIVITY**		*Independent assurance / advice* **INDEPENDENT AND OBJECTIVE ASSURANCE**		**ASSURANCE ASSESSMENT**	
						First line (more knowledge, less independence)	Second line (more objective, but not wholly independent)		Third line (objective & independent)			
Ref Number	**PCP Strategic objective/ priority**	**Key Risks Identified**	**Risk RAG**	**Status**	**Owner**	**Management Controls**	**Corporate Reporting**	**Quality & Compliance reviews**	**Internal Audit**	**External Agency**	**MASTER RATING (RAG)**	**CURRENT KEY ACTIVITY & RATIONALE FOR OVERAL GRADING**
						How well are objectives being met? Routine system / operational control & Assurance - Business plans / Delivery plans, local control measures & monitoring Dept risk register	**Are key strategic objectives being delivered?** EXAMPLES Financial reporting Oversight boards / Project /programme reporting / PCSB / governance meetings eg resource governance Policy / Strategy in place - progress against them?	Information Assurance, regulatory compliance (inc. sys accreditation) Portfolio Mtg/Reviews Satisfaction / Complaints Handling	Type / Opinion	HMIC / Inspectorate		
HUMAN RESOUCES (Inc Learning and Development)												
ST-85	**TBC**	Failure to have a' public order' training facility that meets the needs of Lincs police		⬆	CC	Support strategy and delivery plan in place by end of April 2017	Integrated Support Strategy 2017 - 2020 incorporating draft delivery plan presented to PCSB March 2017.	No Assurance available as no reviews conducted.	T- police UAT & change management Green - Significant assurance **(Apr 2016)** Pensions Audit **Mar 2016** Green Satisfactory Assurance. Complaints audit **(Aug 2016)** - green satisfactory Overtime time recording - Green - Significant assurance **(Nov 2016)** Learning and development = **March 2017** - GREEN satidfactory assurance	2016 HMIC report •The extent to which the force is effective at keeping people safe and reducing crime - "Good" •The extent to which the force is efficient at keeping people safe and reducing crime "Good" •The extent to which the force is legitimate at keeping people safe and reducing crime is "Good"		
				⬌								
				⬇								
		RISK SUMMARY										

ACO - Assistant Chief Officer
AF&C - Anti fraud and corruption
BWV - Body Worn Video
ACC - Assistant Chief Constable
CC - Chief Constable
CE - Chief Executive
CFO - Chief Finance Officer
CMB - Crime Management Bureau
CSE - Child Sexual Exploitation
DA - Domestic Abuse
DCC - Deputy Chief Constable
DHR - Domestic Homicide Review
EM - East Midlands
FCFO - Force Chief Finance Officer
IMM - Internal Management Meeting
LASB - Lincolnshire Adult Safeguarding Board
LCSB - Lincolnshire Childrens Safeguarding Board
LRF - Lincolnshire Resilience Forum
NCRS - National Crime Recording Standards
OCG - Organised Crime Group
P&S - Planning and Strategy meeting
PPU - Public Protection Unit
PSD - Professional Standards Dept
PTP - Policing Transformation Programme
PVP - Protecting Vulnerable People
RM - Risk Management
SCR - Serious Case Review
SLT - Senior Leadership Team
SMT - Senior Management Team
SPOC - Single Point of contact
STRA - Strategic Threat and Risk Assessment
TM - Treasury Management
ToR - Terms of reference
VfM - Value for Money
YOS - Youth Offending Service

Level of Assurance	1st and 2nd lines of defence (process based assessment)	3rd line of defence & Quality and Inspection (results based assessment)	Overall Assessment RAG rating on the effectiveness of controls from assurance work undertaken
Green	**HIGH** - Controls in place assessed as adequate/effective and in proportion to the risks	**HIGH** - Mainly positive results, many strengths, minor recommendations for improvement	**HIGH –** Controls are in place assessed as adequate/effective and in proportion to the risks
Amber	**MEDIUM** - Some areas of concern over the adequacy/effectiveness of the controls in proportion to the risks	**MEDIUM -** Mixed results, some areas of concern and areas for improvement, some positive results and some strengths	**MEDIUM** – Some areas of concern over the adequacy/ effectiveness of the controls in place in proportion to the risks
Red	**LOW -** Significant concerns over the adequacy/effectiveness of the controls in proportion to the risks	**LOW -** Overall, negative results and areas of concern/requiring action and improvement	**LOW** – Significant concerns over the adequacy/effectiveness of the controls in place in proportion to the risk.
Grey	Not applicable or not relevant. Additional notes added for information.	Not applicable or not relevant. Additional notes added for information.	Insufficient information at present to judge the adequacy/effectiveness of controls.