

RISK LEVEL 3 & 4 Recommendations implemented between 11 June and 05 August 2011

Code & Title	Description	Risk Level	Expected Outcome	Assigned To	Due Date	Completed
0910 OP18 3.2 HR & PAYROLL 2009-10	Officers may find themselves having to interview job applicants without having received any training and with limited guidance. Recommend that a) Officers promoted to positions where they might need to interview people applying for positions in the Council, or promoted to a position where it is likely, should be trained as a matter of routine. b) Refresher training is made available on demand. c) A procedure is developed for arranging job interviews, including an instruction that no recruitment interview should be undertaken by a single officer.	3	Comment by the Head of Corporate Support & Revenues Services in the Management Action Plan "The outcome of Obsidian's work isn't known at this time. The recommendation needs to be held pending until Obsidian's report & recommendations are known & agreed." The due date of 31 July was set in anticipation that Obsidian's report would be available by then.	Simon Martin	30-Jun-11	30-Jun-11

RISK LEVEL 3 & 4 Recommendations NOT implemented by due date at 05 August 2011

Code & Title	Description	Risk Level	Expected Outcome	Assigned To	Due Date	Latest Note Date	Latest Note
0910 COR01 3.2 PARTNERSHIPS	The Partnership Register as published by the CEO in January 2010 be formalised and published. Part of this formalisation should include systems for regular review and updating of the register e.g. a designated Officer should have overall responsibility for the maintenance of the register	3		John Mitchell	30-Jun-11	19-May-11	CEO confirmed 09/05/11 this will be completed by 30 June 2011. Essex CC is currently undertaking a consultation and review of all county wide partnerships and their stakeholders, consultation period ends 13/06/11.