

Arborfield & Newland Parish Council

Risk Assessment & Management – Staff & Employment

Reviewed by Executive Committee on Tuesday 21st July 2020

Re-Adopted by Full Council on Tuesday 21st July 2020

Review Date – July 2021

Area	Risk	Controls	Actions or additional controls	Done
Employer Liability	Comply with Employment Law	<ul style="list-style-type: none"> • Continue membership of various national and regional bodies • Continue checking DIS Magazine for updates. • Continue Clerks membership of SLCC • Standard Contract of Employment approved by Council for all members of staff – signed. • Staff provided with copy of contract • Job description for all members of staff 	<p>DIS Magazine is no longer emailed but is available on NALC website</p> <p>Clerk now has NALC model contract</p> <p>Caretakers contract and job description updated</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>
	Comply with HMRC requirements	<ul style="list-style-type: none"> • Continue to receive regular advice updates from HMRC and Sage received. • Continue internal and external auditors appointments • Prompt payment of all sums due • Deduction of Income Tax, NI and Pension deducted from pay 		Yes
	Comply with the Pensions Regulator requirements	<ul style="list-style-type: none"> • Provide pension for all eligible members of staff 	Provided with NEST	Yes

		<ul style="list-style-type: none"> Continue to review against the HMRC minimum requirements annually and apply any new rates from effective date. Pension deductions and employer contributions are reviewed on set up of direct debit by authorised signatories 		
Performance	Appraisals / Reviews	<ul style="list-style-type: none"> Appraisal carried out annually in October with each member of staff Reviews reported to full Council Full Council approves appointment, pay and terms and conditions of service of all employees and any significant variations Council approves all annual pay adjustments and changes in national terms and conditions of service 	<p>Parks Chairman meets with Caretaker</p> <p>Parish Chairman meets with Clerk</p>	Yes
Management	Loss of Service of employees	<ul style="list-style-type: none"> Immediately advertise vacancy Contact SLCC / BALC for advice regarding replacement /locum Clerk 		
	Clerk has overall responsibility for the direction and activities of all staff employed by the Council	<ul style="list-style-type: none"> Care taker reports to Clerk during working hours. Caretaker reports to Parish Chairman out of working hours 		Yes
Policies	Grievance & Disciplinary Policies and procedures	<ul style="list-style-type: none"> Grievance & Disciplinary Policies and procedures in place and comply with legislation 	completed and adopted	Yes
Safety	Safety of Staff and visitors	<ul style="list-style-type: none"> Staff made aware of Lone Working guidance as per H&S Policy and Government advice Regular evaluation and compliance of H&S guidelines 	<ul style="list-style-type: none"> Village Hall door locked when Clerk is in building alone. Advise a 3rd party prior to working alone. 	Yes