



 <p data-bbox="395 394 523 539">GIG CYMRU NHS WALES</p> <p data-bbox="560 394 826 539">Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p data-bbox="1129 383 1401 416">Name of Meeting</p> <p data-bbox="1182 421 1401 562">People and Organisational Development Committee</p> <p data-bbox="1145 566 1401 600">Date of Meeting</p> <p data-bbox="1158 604 1401 638">20 January 2026</p> <p data-bbox="1193 642 1401 676">Agenda item:</p> <p data-bbox="1378 680 1401 707">4</p>
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Corporate Risk Register	
Executive lead:	Claire Birchall, Nursing, Quality and Integrated Governance
Author:	Bethan Osborne, Risk Manager

Approval/Scrutiny route:	Corporate Risks are scrutinised and updated by the relevant Directorate Senior Leadership Teams. All Executives have had sight of the Corporate Risk Register via BET.
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<p data-bbox="204 1133 336 1167">Purpose</p> <p data-bbox="204 1171 1362 1312">The Leadership Team have delegated responsibility to scrutinise the Corporate Risk Register on behalf of the Business Executive Team and ensure the ongoing management of corporate risks. This paper provides the outcome of the most recent review of the corporate risks and any notable updates.</p>
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Recommendation:				
<p data-bbox="316 1417 464 1451">APPROVE</p> <p data-bbox="368 1453 405 1487"><input type="checkbox"/></p>	<p data-bbox="635 1417 783 1451">CONSIDER</p> <p data-bbox="687 1453 724 1487"><input type="checkbox"/></p>	<p data-bbox="850 1417 1050 1451">RECOMMEND</p> <p data-bbox="927 1453 963 1487"><input type="checkbox"/></p>	<p data-bbox="1082 1417 1166 1451">ADOPT</p> <p data-bbox="1102 1453 1139 1487"><input type="checkbox"/></p>	<p data-bbox="1217 1417 1401 1451">ASSURANCE</p> <p data-bbox="1286 1453 1323 1487"><input checked="" type="checkbox"/></p>
<p data-bbox="204 1494 1203 1527">The People and Organisational Development Committee is asked to:</p> <ul data-bbox="245 1532 1203 1603" style="list-style-type: none"> <li data-bbox="245 1532 1203 1603">• Gain assurance that the corporate risks are being scrutinised appropriately. 				



Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

Strategic Priority/Well-being Objective	All Strategic Priorities/Well-being Objectives
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Summary impact analysis

Equality and Health Impact Assessment	No decision required.
Risk and Assurance	This submission is the Corporate Risk Register.
Health and Social Care (Quality and Engagement) (Wales) Act	This report supports the implementation of the Health and Social Care (Quality and Engagement) (Wales) Act, in relation to the Duty of Quality and Candour by ensuring that the organisations most significant risks are being managed appropriately. They relate to all the Health and Care Quality Standards.
Financial implications	The financial implications of failing to manage corporate risks effectively are significant, both in terms of the potential for loss and also the failure to capitalise on opportunities.
People implications	The people implications of failing to manage corporate risks effectively are significant, both in terms of the potential implications to staff and also the failure to capitalise on the effective deployment of the workforce.



1. Purpose / situation

This paper presents the organisation's corporate risks highlighting any significant updates that required further discussion and any proposals for the escalation/de-escalation of risks from or onto the Corporate Risk Register. The Corporate Risk Register details the highest-level operational risks that are being managed on a day-to-day basis by relevant Directorate Senior Leadership Teams and their associated Executives. Leadership Team consideration provides assurance to the relevant Committees and the Board that corporate risks are being effectively identified and managed.

2. Background

The Corporate Risk Register is submitted to the Leadership Team to ensure compliance with the organisation's Risk policy and procedure. Where corporate risks are in part addressing any strategic risks, these linkages are referenced on the electronic risk management system and the Strategic Risk Register. If further assurance or detail is required in respect of interdependencies between strategic and corporate risk registers, this can be requested through the risk management team.

3. Description/Assessment

The Corporate Risk Register was submitted to the Leadership Team on the 18th September 2025. The following significant points have been summarised to indicate the outcome of the decision making at Leadership Team to those risks that are applicable to the People and Organisational Development Committee.

New risks accepted onto the Corporate Risk Register

- None.

Existing risks accepted onto the Corporate Risk Register

- None.

Risks de-escalated from the Corporate Risk Register

- None.

Risks closed



- None

Changes to Risk Scores

- None.

Current Risks on the Corporate Risk Register

- **1533** - There is a risk of reputational damage and failure to effectively implement the Health Impact Assessment statutory regulations that form part of the Public Health (Wales) Act which requires Public Health Wales to give assistance to other public bodies carrying out health impact assessments.

This is caused by a lack of capacity in the WHIASU team and limited knowledge, skills and capacity across PHW, outside of WHIASU, to meet the anticipated high volume of requests for assistance, guidance and training from Welsh Government, internally in PHW and externally from public bodies.

This would result in PHW not being able to fulfil its statutory duties either as a public body carrying out HIAs nor as a body which is required to provide assistance to other public bodies, as well as ineffective implementation of the regulations leading to missed opportunities to reduce inequalities and improve and protect public health in Wales.

Inherent Risk Rating	Residual Risk Rating	Target Risk Rating
16	9	4

Progress Update

- Feedback received from Welsh Government, revisions are in hand. PHW Board meeting in October to review. E-Learning has had a soft launch. Regulatory Impact Assessment has been developed and shared with Health Minister. Regulations to come into place April 6th 2027, with a year for transition to prepare for this date. Guide to be published Jan 2026.

Outcome at Leadership Team

Leadership Team are content with the management of the risk with the identified actions and their associated timescales.

- **1541** - There is a risk of harm to service users and employees within PHW, specifically in relation to vulnerable groups such as children and adults, due to the absence of regular disclosure and barring service checks.



This is caused by the organisation not carrying out disclosure and barring service renewal checks in addition to the initial check that is undertaken at recruitment (whilst this is not a legal requirement it is best practice).

This would result in the potential misuse of position of trust, resulting in abuse of service users and potentially employees. Detrimental and adverse impact on levels of public confidence and credibility. Financial implications relating to claims made against the organisation.

Inherent Risk Rating	Residual Risk Rating	Target Risk Rating
15	10	5

Progress Update

- The remaining action was reviewed which related to the approval of the DBS policy. The planned date for implementation is 1st October 2025 which will reduce the risk.

Outcome at Leadership Team

Leadership Team are content with the management of the risk with the identified actions and their associated timescales. It was noted that an additional action is currently underway to identify any existing staff that require a repeat DBS check which would be added to the risk action plan to provide additional assurance that the risk is being appropriately managed.



3.1 Well-being of Future Generations (Wales) Act 2015

This work has been put together following the five ways of working, as defined within the sustainable development principle in the Act, in the following ways:

Hirdymor		Long Term	<i>The effective management of corporate risks supports the longevity of the organisation</i>
Atal		Prevention	<i>The effective management of corporate risks reduces the likelihood or consequence of harm being realised.</i>
Integreiddio		Integration	The identification and management of risks are integrated into decision making activities.
Cydweithio		Collaboration	Owners of corporate risks collaborate within their areas and any relevant Directorates to manage risks effectively.
Cynnwys		Involvement	Senior Managers engage with relevant colleagues to ensure staff are empowered to raise risks.

4. Recommendation

The People and Organisational Development Committee is asked to:

- Gain **assurance** that the corporate risks are being scrutinised appropriately.