|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|   |   |   |   |   |   |   |   |
|   |   |   | HR RISK REGISTER |   |
|   |   |   |   |   |   |   |   |
|   | **Company Name:** | THE BEST COMPANY EVER | **HR Manager:** | JOHN DOE |   |
|   |  |  |   |  |  |   |   |
|   |   |   |   |   |   |   |   |
|   | **#1** |   |
|   |   |   |   |   |   |   |   |
|   | **RISK DESCRIPTION** |   |
|   | Employees working more than their agreed-upon hours |   |
|   |   |   |   |   |   |   |   |
|   | **RISK CATEGORY** | **RISK CAUSE** | **RISK IMPACT** |   |
|   | Pay and compensation | Insufficient people available in the market | Frequent illness and reduced productivity |   |
|   |   |   |   |   |   |   |   |
|   | **CONTROLS TO APPLY** |   |
|   | Track and identify overtime patterns and match staffing to demand (even if it takes looking for workforce from abroad).  |   |
|   |   |   |   |   |   |   |   |
|   | **RESIDUAL LIKELIHOOD:** | 2 |   |   |   |   |
|   | **RESIDUAL IMPACT:** | 2 |   |   |   |   |
|   |  |  |   |   |   |   |   |
|   | **RESIDUAL RISK LEVEL:** | 4 |   |   |   |   |
|   | (LOW) |   |   |   |   |
|   |  |  |   |   |   |   |   |
|   |   |   |   |   |   |   |   |
|   | **#2** |   |
|   |   |   |   |   |   |   |   |
|   | **RISK DESCRIPTION** |   |
|   | Software security breaches and the release of confidential employee information |   |
|   |   |   |   |   |   |   |   |
|   | **RISK CATEGORY** | **RISK CAUSE** | **RISK IMPACT** |   |
|   | Digital transformation | Outdated software tools that store data in the cloud | Competitors obtained confidential information |   |
|   |   |   |   |   |   |   |   |
|   | **CONTROLS TO APPLY** |   |
|   | Install tools needed to be able to digitise, automate and optimise employee lifecycle in secure manner (Digital HR, WorkforceAid, or similar). |   |
|   |   |   |   |   |   |   |   |
|   | **RESIDUAL LIKELIHOOD:** | 1 |   |   |   |   |
|   | **RESIDUAL IMPACT:** | 2 |   |   |   |   |
|   |  |  |   |   |   |   |   |
|   | **RESIDUAL RISK LEVEL:** | 2 |   |   |   |   |
|   | (LOW) |   |   |   |   |
|   |  |  |   |   |   |   |   |
|   |   |   |   |   |   |   |   |
|   | **#** |   |
|   |   |   |   |   |   |   |   |
|   | **RISK DESCRIPTION** |   |
|   | Describe risks |   |
|   |   |   |   |   |   |   |   |
|   | **RISK CATEGORY** | **RISK CAUSE** | **RISK IMPACT** |   |
|   |  |  |  |   |
|   |   |   |   |   |   |   |   |
|   | **CONTROLS TO APPLY** |   |
|   | Describe controls |   |
|   |   |   |   |   |   |   |   |
|   | **RESIDUAL LIKELIHOOD:** |   |   |   |   |   |
|   | **RESIDUAL IMPACT:** |   |   |   |   |   |
|   |  |  |   |   |   |   |   |
|   | **RESIDUAL RISK LEVEL:** |   |   |   |   |   |
|   |   |   |   |   |   |
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