



RISK MANAGEMENT POLICY

INTRODUCTION

Hobart FM will endeavor to minimise the risk any particular operation poses to our organisation, our volunteers, our clients, or the general public.

PURPOSE

The purpose of this document is to identify applicable risks and to enable risk management procedures to be satisfactorily identified, organised and maintained.

DEFINITIONS

“Risk” is the probability that an occasion will arise that presents a danger to our organisation, our volunteers, our clients, or the general public. It includes, but is not limited to,

- Physical hazards
- Financial hazards
- Reputational hazards
- Legal hazards

POLICY

Hobart FM has a duty to provide a safe workplace for its staff and volunteers, a safe environment for its clients, and a reliable development path for the organisation. Hobart FM will put procedures in place that will as far as possible ensure that risks are minimised and their consequences averted.

RESPONSIBILITIES

It is the responsibility of the Committee, with the assistance of the Risk Management Sub-committee, to carry out risk management analyses of the organisation, and to take appropriate measures.

It is the responsibility of the Committee to ensure that:

- a Risk Management Sub-committee for the organisation is nominated;
- effective risk management procedures are in place, applicable to all relevant areas;
- risk management procedures are reviewed regularly;
- recommendations arising out of the risk management process are evaluated and, if necessary, implemented; and
- employees and volunteers are aware of all applicable risks and familiar with the organisation’s risk management procedures.

It is the responsibility of the Risk Management Sub-committee to ensure that:

- risk management analyses are carried out for all relevant sectors of the organisation;

- risk management checklists are prepared for each relevant section;
- risk management checklists are reviewed regularly by relevant staff with the assistance of the Risk Management sub-committee to ensure that no risks have been overlooked or have ceased to be relevant;
- each risk management checklist is reviewed by every section to which it is applicable at least once a year to ensure that procedures are in place to avert the risk or, if that is not possible, to mitigate its impact; and
- copies of up-to-date risk management checklists are kept in a central Risk Management Register.

It is the responsibility of all volunteers to ensure that:

- they are familiar with the organisation's risk management procedures applicable to their section;
- they observe those risk management procedures; and
- they inform the Risk Management Committee if they become aware of any risk not covered by existing procedures.

PROCEDURES

Managing Risk

The Risk Management Officer shall nominate members to carry out risk assessment exercises; this should involve:

- identifying the risks attached to every element of their operation and the likelihood of that risk eventuating
- identifying practices to avert those risks;
- identifying practices to mitigate the effects of those risks; and
- recording those risks, those precautions and those remedies in the form of deliverable checklists.

The Risk Management Officer shall participate in each section's risk management exercise to ensure consistency of approach.

Risk Management Checklists

The Risk Management Sub-committee will ensure that

- each section of the organisation has available to it all relevant risk management checklists;
- each risk management checklist is reviewed by the organisation at least once a year to ensure that no risks have been overlooked;
- each risk management checklist is reviewed by every section to which it is applicable at least once a year to ensure that procedures are in place to avert the risk or, if that is not possible, to mitigate its impact; and
- a current copy of each risk management checklist is held centrally in the organisation's Risk Management Register.

RELATED DOCUMENTS/POLICIES:

- Code of Conduct Policy
- Bullying Policy
- Complaints Policy
- Grievance Policy
- Disciplinary Action Policy
- Sexual Harassment Policy
- Social Media Policy

AUTHORISATION

Date approved by the Committee: 17th January 2018
Review Date: January 2020

Committee President: _____
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