

**From:** Foi Enquiries  
**Sent:** 05 September 2019 14:40  
**To:** [REDACTED]  
**Subject:** FOI-19-1049 - Brexit Planning  
**Attachments:** V3 - Further Information - Right to Review & Appeal.pdf; Brexit Risk Assessment.csv; Brexit Risk Score.csv; EU Exit Brief.pdf

Dear [REDACTED],

Thank you for your information request of 1 August 2019 and please accept our apologies for delay in providing the response to you. Aberdeen City Council (ACC) has completed the necessary search for the information requested. Our response is now detailed below.

**I would like to request under FOI any reports, planning or research produced by or for your organisation in the past 12 months on the impact of Brexit, particularly no-deal or 'hard Brexit' scenarios.**

Please see attached [Brexit Risk Assessment](#), [Brexit Risk Score](#) and [EU Exit Brief](#).

A report on workforce implications was submitted to the City Growth and Resources Committee on 25<sup>th</sup> April 2019, which can be found at <https://committees.aberdeencity.gov.uk/documents/s95956/Final%20CGR%20Report%2025.04.19%20-%20Workforce%20Implications%20of%20EU%20Exit.pdf>.

#### **INFORMATION ABOUT THE HANDLING OF YOUR REQUEST**

ACC handled your request for information in accordance with the provisions of the Freedom of Information (Scotland) Act 2002. Please refer to the attached PDF for more information about your rights under FOISA.

We hope this helps with your request.

Yours sincerely,



Access to Information Team

Aberdeen City Council | Access to Information Team | Customer Feedback | Customer  
Marischal College | Business Hub 6, 1<sup>st</sup> Floor | Broad Street | Aberdeen | AB10 1AB

Dial: 01224 522166

[www.aberdeencity.gov.uk](http://www.aberdeencity.gov.uk) | Twitter: @AberdeenCC | Facebook.com/AberdeenCC

CATEGORY	ACC CATEGORY	RISK/ISSUE	IMPACT SCORE - SCOTTISH RESILIENCE PARTNERSHIP				ACC SCORE (CURRENT)
			VERY HIGH	HIGH	MODERATE	LOW	
Scottish Workforce	Workforce	Retention of employees from EU				x	12
Scottish Workforce	Workforce	Access to EU workforce - recruitment to hard to fill areas				x	12
Scottish Workforce	Workforce	Increased living costs				x	15
Scottish Workforce	Workforce	Short term impacts of a no-deal brexit		x			12
Scottish Workforce	Workforce	Increased administrative burden				x	8
Scottish Workforce	Workforce	Increased demand on services following economic downturn				x	8
Scottish Workforce	Workforce	EU funded posts may be at risk				x	8
Scottish Workforce	Workforce	Increased strain on defined benefit pension schemes				x	12
Travel, Freight & Borders	Workforce	Increased pressure on services due to returning Expats to Aberdeen				x	
Travel, Freight & Borders	Procurement	Capital Projects - Higher construction costs	x				18
Travel, Freight & Borders	Procurement	Capital Projects - Loss of skilled labour		x			15
Scottish Workforce	Procurement	Agency workers could have a high % of non uk EU nationals		x			15
Travel, Freight & Borders	Procurement	Capital Projects - Completion delays		x			15
Travel, Freight & Borders	Procurement	Higher costs of materials		x			15
Travel, Freight & Borders	Procurement	Reduced availability on goods/lead times		x			15
Travel, Freight & Borders	Procurement	Effects on key suppliers/supplier relationships		x			
Demonstrations & Disorder	Governance	Demonstrations and Civil disobedience	x				16
Disruption of Services	Procurement	Failure of ALEO's to deliver service / obligations	x				
Disruption of Services	Operations	Fuel Distribution/Fuel shortages		x			
Disruption of Services	Customer	Increased customer contact		x			10
Disruption of Services	Operations	Food shortages - affecting school meals				x	
Disruption of Services	AHSCP	Medical Supplies and Equipment (lack of)		x			10
Disruption of Services	AHSCP	Fuel shortages				x	8
Travel, Freight & Borders	AHSCP	Supply chain problems				x	10
Disruption of Services	Financial	Interest rate fluctuations		x			12
Disruption of Services	Financial	RPI fluctuations	x				20
Disruption of Services	Financial	Exchange rate fluctuations	x				15
Disruption of Services	Financial	Increased cost of borrowing	x				16
Disruption of Services	Financial	Insufficient budgets - budget planning		x			9
Disruption of Services	Financial	Reduced project funding and other EU funding streams		x			12
Disruption of Services	Financial	Annual Asset Valuations				x	8
Disruption of Services	Financial	Pension Fund Valuations				x	12
Disruption of Services	Financial	Insurance issues				x	6
Travel, Freight & Borders	Governance	Potential General Election		x			8
Travel, Freight & Borders	Governance	European Election and associated costs		x			8
Travel, Freight & Borders	Governance	Potential Referendum				x	6
Information & Data Sharing	Governance	Adequacy decision is not made by EU on UK Data Protection arrangements	x				15
Information & Data Sharing	Governance	UK government does not make reciprocal adequacy decisions on other countries		x			6
Information & Data Sharing	Governance	Large number of legal changes in short space of time		x			12
Information & Data Sharing	Governance	Potential delay to legislative reforms				x	6
Information & Data Sharing	Governance	Uncertainty over areas of law which have been heavily shaped or influenced by EU Law				x	6
Information & Data Sharing	Governance	Potential difficulty in enforcing judgements in the EU				x	8
Disruption of Services	Governance	Pensions fund governance risk		x			8
Information & Data Sharing	Digital & Technology	IT supply chain - data hosting	X				15
Disruption of Services	Operations	School nutrition					
Disruption of Services	Corporate Landlord	Energy Demand/Electricity supply				x	8
Information & Data Sharing	Digital & Technology	Cyber attacks increased				X	9
Information & Data Sharing	Digital & Technology	Cost of Microsoft Agreement in event of currency fluctuations		X			4
Disruption of Services	Corporate Landlord	Public Water Services - treatment chemicals affecting supply				x	4
Travel, Freight & Borders	Community	Increased demand for housing		X			12
Scottish Workforce	workforce	Increase in benefit claims - due to returning UK nationals or increase in eligibility as a result of other economic impacts		X			12
Disruption of Services	Community	Impact on vulnerable communities		X			12
Disruption of Services	Community	Inability of residents to pay council tax		X			12
Travel, Freight & Borders	Operations	Export Health Certification would be required for all exports of Products of Animal Origin in a No Deal Brexit Scenario.	X				15
Information & Data Sharing	Operations	Completion of Applications for Settlement Scheme for Looked After Children				x	9

Scottish Resilience Partnership Scoring

Aberdeen City Council Scoring

## EU Exit – ACC Preparation

An EU Exit Steering Group was formed early in 2018 with a primary focus on workforce implications of exiting the EU.

It was agreed at CMT on 6 December 2018 that all institutional EU Exit risks affecting the Council and partner organisations should be considered together by this already established EU Exit Steering Group.

These are also monitored monthly by the Corporate Management Team. Potential workforce risks have been identified, mitigating actions recorded and progress on the mitigation tracked against each of these risks.

In addition, each Chief Officer completed a risk assessment for their cluster, and where significant risk identified these fed into the steering group.

The Steering Group met fortnightly in the run up to the original deadline for the UK to leave the EU on 29<sup>th</sup> March to discuss and update risks and mitigations. Following the deadline extension to 30<sup>th</sup> October, the group is meeting every four weeks and will return to fortnightly if deemed necessary. A risk register is updated and monitored and considers the following theme areas: Workforce; Procurement; Place; Operations; Governance; Finance; Digital; Customer; Corporate Landlord; Adult Health and Social Care Partnership and Community.

Each theme area has been led by a Chief Officer and/or a nominee. Areas of consideration within each theme have been identified and cross referenced against National Planning Assumptions for Scotland published by the Scottish Government. Where potential risks have been identified within each theme area, and where possible to do so, mitigating or preparation action has been taken by the responsible officer.

<b>Theme Area</b>	<b>Responsible CO</b>	<b>Risk Overview</b>	<b>Actions Undertaken</b>
Workforce	Isla Newcombe	Retention of staff; Access to future staff; Administrative burden; Cost of living pressure on staff	Reporting of staff data; Communication and surveying of current staff; close working with COSLA and the Home Office to understand our obligations and required timelines; actively promoting supportive measures and creation of the IMT, to be stood up should we experience a sudden loss of staff in any area.
Procurement	Craig Innes	Capital projects – labour and material cost implications; Impacts on supply chain - reduced availability or increased price of goods	Actively working with Scotland Excel, the Scottish Government and directly with the supply chain. Working directly with suppliers / contingency plans; reviewing EU related contracts for risk, consider termination and exit strategies for affected contracts, identify alternative suppliers.

Operations	Mark Reilly / Graeme Simpson	<p>School nutrition if supply chain disrupted;</p> <p>Export Health Certification would be required for all exports of Products of Animal Origin in a No Deal EU Exit Scenario;</p> <p>Settlement scheme applications for looked after children;</p>	<p>Supplies are currently assured, but if this was to change, we may need to put reduced menus in place. COSLA has indicated that in such circumstances the Nutritional Requirements for Food and Drink in Schools (Scotland) Regulations 2008 would likely be relaxed.</p> <p>On EHC - Working with other Scottish LAs, COSLA, DEFRA, APHA, Scottish Government and businesses to minimise impact and ensure a solution that can be delivered is implemented. Major disruption would be expected.</p> <p>Working to ensure that all young people over the age of 12 know their rights and are being supported to apply for settled status if they wish, however where parents retain parental rights we have no authority to act without involving them. For all young people under 12 where the plan is that they are not returned to their parents care then once that legal position is secured then we will actively pursue legal status.</p>
Governance	Fraser Bell	<p>Demonstrations and Civil disobedience;</p> <p>Potential General Election and associated costs;</p> <p>Potential Referendum and/or unscheduled General Election;</p> <p>Adequacy decision is not made by EU on UK Data Protection arrangements;</p> <p>UK government does not make reciprocal adequacy decisions on other countries;</p> <p>Large number of legal changes in short space of time;</p> <p>Potential delay to legislative reforms;</p>	<p>Impact assessment on road closures, disruption to business, draw lessons from previous protests. Working closely with police Scotland. LRP arrangements in place to plan multi-agency response.</p> <p>Statutory review of polling place is underway and contract for election support services is in place.</p> <p>Contracts reviewed. Adequacy decisions monitored.</p> <p>Horizon scanning in place.</p>

		<p>Uncertainty over areas of law which have been heavily shaped or influenced by EU Law;</p> <p>Potential difficulty in enforcing judgements in the EU;</p> <p>Pensions fund governance risk.</p>	<p>NESPF are aware of the risk and are taking appropriate actions.</p>
Finance	Jonathan Belford	<p>Interest rate fluctuations;</p> <p>RPI fluctuations;</p> <p>Exchange rate fluctuations;</p> <p>Increased cost of borrowing</p> <p>Insufficient budgets - budget planning;</p> <p>Reduced project funding and other EU funding streams;</p> <p>Annual Asset Valuations;</p> <p>Pension Fund Valuations;</p> <p>Insurance issues;</p>	<p>Horizon scanning; monitoring and reporting; consideration of EU Exit in budget planning process</p>
Digital	Andrew Howe	<p>IT supply chain - data hosting;</p> <p>Cyber attacks; increased Cost of Microsoft Agreement in event of currency fluctuations</p>	<p>Ensure EEA partners have appropriate safeguards in place.</p> <p>Cyber Attacks are currently being mitigated through implementing best practice IT Security and reported through Corporate Risk Register</p> <p>Fixed cost - no mitigation required in short term.</p>
Customer	Jacqui McKenzie	<p>Increased customer contact</p>	<p>Existing staffing model enables flexibility in workforce to effectively respond to variations in demand.</p> <p>In the event of increased customer contact a communication plan will be prepared outlining the approach to ensure the effective promotion of support available and to ensure the effective management of customer expectations.</p>
Corporate Landlord	Stephen Booth	<p>Electricity and Gas Supply</p>	<p>Mitigated by pre-purchase; horizon scanning in place for potential cost increases.</p>
Community	Derek McGowan	<p>Increased demand for housing;</p> <p>Impact on vulnerable communities</p>	<p>Sub group set up to explore potential for housing demand; close working with partners and third sector on food security. This includes Bon Accord Care and Health and Social Care Partnership.</p>

AHSCP	Sandra Ross	Medical Supplies and Equipment (lack of) Fuel shortages Supply chain problems	National mitigations in place
-------	-------------	---	-------------------------------

In addition, Incident Management Teams have been set up under each theme and have had initial meetings. These incident management teams will be stood up to co-ordinate a response, should any of the risks identified within that theme area come to fruition as issues.

### **Grampian Local Resilience Partnership**

Currently, Aberdeen City Council holds the chair of the Grampian Local Resilience Partnership (LRP) (Angela Scott) and the LRP's Working Group (Fraser Bell). The LRP and the LRP Working Group consists of Category 1 responders including the three local authorities in the Grampian region, Police Scotland, the Scottish Fire and Rescue Service and the Scottish Ambulance Service.

All LRPs in Scotland were tasked with preparing for a 'no deal' exit from the European Union (EU). To do this, the Grampian LRP reviewed the National Planning Assumptions flowing from a 'no deal' exit and identified risks to the Grampian Region. Local mitigations were also identified to address the risks and an action plan developed where there were gaps in assurance. This helped to ensure that the Grampian Region, through the LRP, was prepared to jointly address the known challenges flowing from the national planning assumptions for an EU Exit on 31 March 2019.

With the UK now due to leave the EU on 31 October 2019, the LRP's focus on EU Exit will again increase to ensure that the Grampian region remains prepared to deal with a 'no deal' exit from the EU.