

## Risk Management Policy

Ministry of Public Service and Administrative Reforms			
Approved by	Approval Date	Effective date	Next Review
Secretary for Public Service	01 December 2025	01 December 2025	01 December 2026
Purpose	The Risk Management Policy demonstrates the commitment of this Ministry to Risk Management.		
Scope	The policy applies to all activities of the Ministry, including those of its Divisions/Units/Sections.		

This Ministry undertakes to put in place a process of risk management that is aligned to the principles of good governance.

Risk management is recognised as an integral part of responsible management of this Ministry. The latter, therefore, adopts a comprehensive approach to the management of risk. The features of this process are outlined in the Risk Management Framework. It is expected that all Divisions/Units/Sections of this Ministry are subjected to the Risk Management Framework. It is the intention that these Units will work together in a consistent and integrated manner, with the overall objective of reducing risk, as far as is reasonably practicable.

Effective risk management is imperative for this Ministry to fulfil its mandate, the service delivery expectations of the different stakeholders and the performance expectations within the Ministry.

The realisation of our strategic plan depends on how we are being able to take calculated risks in a way that does not jeopardise the direct interests of stakeholders. Sound management of risk will enable this Ministry to anticipate and respond to changes in our service delivery environment, as well as make informed decision under conditions of uncertainty.

We subscribe to the fundamental principles that all resources will be applied efficiently, effectively and economically to ensure:

- 1) the highest standards of service delivery;
- 2) management system containing the appropriate elements aimed at minimising risks and costs in the interest of all stakeholders;
- 3) education and training of all our staff to ensure continuous improvement in knowledge, skills and capabilities which facilitate consistent conformity to the stakeholder's expectations; and
- 4) maintaining an environment which promotes the right attitude towards internal and external stakeholder satisfaction.





An entity-wide approach to risk management will be adopted by this Ministry, which implies that every key risk in each part of the Ministry will be included in a structured and systematic process of risk management. It is expected that the risk management processes will be embedded into the Ministry's systems and processes, ensuring that our responses to risk remain current and dynamic. All risk management efforts will be focused on supporting the Ministry's objectives, ensuring compliance with relevant legislation, and fulfil the expectations of staff and other stakeholders in terms of corporate governance.

This Ministry will address all risks categorised as medium and high.

The risk policy statement shall be reviewed annually to reflect the current stance on risk management.

Every staff has a role to play in this important endeavour and we look forward to working with you in achieving these aims.

Name of Accounting Officer: **Dr D. Kawol**

Title: **Secretary for Public Service**

Date: 1.12.2024

Signature:

