**Appendix 2 – Mitigation for High Level Strategic Risk**

**Replacement of MFSS System**

The Joint Oversight Committee (JOC) on 27/07/20 took the decision to transition away from a shared service to an individual force model with a go live date of April 2022.

This decision has impacted on some ability of MFSS to deliver services during the transition period due to the premature departure of staff. However, Nottinghamshire Police are working with Multi-Force Shared Services (MFSS) forming a disaggregation plan to bring services back in house.

Continued progress is being made with Midland HR FAT (Functional Accepting Testing) and DMS (Duty Management System) build and integration. Data migration load 2 is substantially completed for MHR and ABSS 1st extract is due on 22nd October. Progress is being made towards meeting this date. The programme remains on amber and to ensure this can move to green it will need to be proven that the MHR Payroll system is substantially fit for purpose. This will be known during the continuation of FAT testing from 18/10/21 – 22/10/21.

MHR are to continue with their focus on resolving the initial build issues experienced. In addition, whilst there has been a much-improved data extract for load 2 there needs to be a continued focus on the data migration work stream to ensure fully reconciled and accurate data is available for go live. Data archiving of eBS is being progressed and there will need to be a future decision regarding Fusion data archiving.

**Longer Term Activity:**

**Future Priorities**

* Resolution of Payroll and data load issues
* Completion of FAT testing
* Reconciliation of Data Migration load 2
* Integration for DMS Payroll extract
* Onboarding of further Oracle Developer
* Data extract and load for Finance transactional data by 22/10
* Continued development of eBS archiving with sign off by SMEs for data views
* Onboarding of Communications Manager for Regain Programme to be complete by 01/11

**Risks**

* There is a risk that the data extracted by MFSS using Data Sync might not be sufficiently reliable for cutover purposes.
* There is a risk that the defects with the MHR Payroll system result in significant delays to the testing. The outcome of remediation work is currently unknown.
* There is a risk that following the decision at the Joint Operating Committee 06/12 to not extend MFSS contract could result in staff prematurely leaving.
* There is a risk that the data quality held within oracle cloud apps is poor and will be Migrated to the new in-house solutions.
* There is a risk that the wholesale change of cost codes and activity codes in eFin will cause unwanted consequences to historic overtime, including creating credits and debits in payroll for overtime claimed in the previous 2 years.