HOLISTIC MANAGEMENT OF EMPLOYEE RISK (HoMER)

New guidance to help organisations to reduce the risk from their employees
What is employee risk (people risk)?

- Risk of damage from the actions of employees or contractors working on your behalf. Most incidents stem from errors or omissions but there is also a threat of malicious activity including, in extreme cases, actions by criminals, terrorists or foreign powers.

Why does people risk matter?

- Major incidents threaten an organisation’s survival
- Even minor incidents can be expensive and time-consuming to resolve
- All incidents threaten the reputation of the Board and its members, as well as that of the organisation.
HoMER provides guidance on organisational governance, security culture, and controls to help you mitigate people risk

The key elements of HoMER are:
• Take a risk-based approach
• Manage people risk holistically
• Develop the security culture needed by the business
• Appoint a senior single owner of people risk
• Act in an ethical, legal and transparent manner.
Questions that Non-Executive Directors should be asking and Chief Executive Officers should be able to answer.

1. Who is accountable for all elements of people risk in your organisation?

2. When did your organisation last undertake a people risk assessment?

3. Does your organisation have integrated measures in place to identify and manage people risk?

4. How confident are you that your organisation would be protected against the likelihood of a major incident due to an accidental or deliberate action on the part of its people?

5. Does your organisation understand the impact that an incident would have on it and on the board’s reputation?


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