

Potential Impacts

If this risk were to materialize, the potential impacts fall across several categories: people, efficient use of resources and organizational effectiveness.

Where resources are misaligned with priorities, individuals in high-priority areas may experience increased workloads, leading to increased turnover or burnout of employees. As such, this risk has the potential to drive Risk 5: Staff Capacity.

Where resources are misaligned with priorities, potential impacts include infrastructure erosion, inability or reduced capacity to change direction of funding, poor financial efficiency and inability to achieve corporate priorities (especially if resources allocated to address planned DFAIT priorities and activities are re-directed to unplanned events).

From a strategic perspective, the materialization of this risk is associated with a diminished ability to allocate resources to best meet DFAIT's objectives. This challenges the long-term sustainability of the Department. Further, this may result in a loss of public confidence or loss of confidence on the part of Central Agencies if, for example, funds are lapsed or if DFAIT is not in compliance with Central Agency requirements.