



Performance and Accountability Meeting

Police / Fire Collaboration
The Strategic Relationship





Background

In 2018, the Commissioner took on governance of North Yorkshire Fire and Rescue Service. Underpinning that business case was the principle that joint governance would enable the two services to expand “the purple patch” at greater pace and scale, enabling the relationship between the two organisations to grow and become closer, and to move to become a far more strategic, deep collaboration rather than a series of partnerships.



Since then, NYFRS have integrated into the T2020 enabling services project, Enable North Yorkshire has been established, and proposals are underway to enhance how the two organisations deliver prevention and early intervention work as one.

Work remains to integrate and embed these ways of working to make them truly joint, however there is better alignment of strategic leadership and direction and change is happening at pace.





Strengths – What is working well?

- Shared vision of public service
- Joint Leadership Days – providing the opportunity to learn together and build relationships from a leadership perspective
- Managers are taking strategic direction and making it work on a local level
- There is now a shared leadership structure through ENABLE which has created resilience
- Close working relationship between the Fire, Police and the Office of the Police Fire and Crime Commissioner



Challenges – Things we are looking to solve

- Change in culture
- Operating context and provision
- Suitable locations and design of buildings
- Contractual terms and conditions
- Operating structure of the fire service
- Shared endeavour to keep the public safe
- Legislative barriers
- Technology



Opportunities that exist to overcome our challenges;

- Development of our understanding of outcomes, focussing both organisations on outcomes for the public
- Physical co location of enabling services
- Joint working of operational staff will create natural opportunities for shared intelligence and community safety
- Joint governance with simplified, aligned decision-making structures which will accelerate the pace and scale of collaboration.



Aims - opportunities we intend to pursue/want to develop;

- Shared workers
- Sharing of intelligence and data
- Shared leadership and enabling services
- Shared training opportunities
- Shared assets and estates
- Service Delivery – putting the public at the centre
- Focus on prevention and early intervention – work strategically



Results - what we expect to achieve in the next 12 months (and beyond).

- Improving services and tailoring them to meet the needs of communities, creating savings which can be reinvested into frontline services.
- The introduction of a trial of a multi-agency worker
- Joint commissioning strategies and cross-organisational investment and resourcing decisions
- Longer term – cultural changes



Results - what we expect to achieve in the next 12 months (and beyond).

- Reduced estates costs and reduction in number of buildings
- Physical colocation – Not just being in the same building, but really working together without physical barriers
- Creation of a community safety estate, single estate strategy
- Greater integrated specialist training across both services
- A joint structure for enabling services at a leadership level
- Shared support services through Enable North Yorkshire



enable

north yorkshire

Enable North Yorkshire is a formal collaboration to bring together the business support functions for North Yorkshire Police and North Yorkshire Fire & Rescue. This provides the infrastructure to enable us to widen and deepen collaboration

Functional Area	NYP	NYFRS
Administration	X (BAS)	X
Communications	X (Corporate)	X
Finance	X	X (Payroll)
HR and Learning & Development	X	X (Training Delivery, Occupational Health, Health & Safety)
ICT	X	X
Information Management	X	X
Strategic Intelligence, Information and Performance	X (Analytics, Inspection)	X
Organisational Change	X	X
Transport, Logistics and Estates	X	X
Legal* and Procurement		X



Any questions?

