

Areas which require further/continued focus	Action	Owner	Target Implementation Date
ENSURING OPENNESS AND COMPREHENSIVE STAKEHOLDER ENGAGEMENT	Given that the transfer of Governance only took place on the 15th November 2018, there are a couple of areas that aren't yet in place, or are new requirements, and therefore require continued focus over the coming year. These relate to the development of a Police, Fire and Crime Plan and also the development of the working relationship with the Police, Fire and Crime Panel.	OPFCC - Policy and Scrutiny Officer (Fire) in relation to the Plan.	By end of Sept-19
Update			
There is now a Fire and Rescue plan in place which can be found at : https://www.northyorkshire-pfcc.gov.uk/fire-rescue-plan/ and this will be incorporated into the next Police, Fire and Crime Plan as appropriate/required. Work with the Police, Fire and Crime Plan is developing with the Panel having considered the Fire and Rescue Plan, the permanent appointment of the Chief Fire Officer and the Fire Precept.			
DEFINING OUTCOMES IN TERMS OF SUSTAINABLE ECONOMIC, SOCIAL AND ENVIRONMENTAL BENEFITS	Given that the transfer of Governance only took place on the 15th November 2018, there are a couple of areas that aren't yet in place, or are new requirements, and therefore require continued focus over the coming year. These relate to the development of a Fire and Rescue Plan and also the development, agreement and delivery of collaboration agreements with North Yorkshire Police	The delivery of a Fire and Rescue Plan links to the action above. Chief Fire Officer (in relation to the collaboration agreements with North Yorkshire Police)	By end of Sept-19
Update			
There is now a Fire and Rescue plan in place which can be found at : https://www.northyorkshire-pfcc.gov.uk/fire-rescue-plan/			
DEVELOPING THE ENTITY'S CAPACITY, INCLUDING THE CAPABILITY OF ITS LEADERSHIP AND THE INDIVIDUALS WITHIN IT	There has been a significant turnover of staff, and a reduction in the number of staff, within the Corporate Management Board since the Transfer of Governance on the 15th November 2018. It is vital that these people are provided with the right personal and professional development to further development their capabilities and that the organisation is mindful of the capacity of the Board members to oversee and deliver significant organisational change. In addition to this, like many Fire and Rescue Authority's there is challenge for the Service to be more reflective of the diversity of the communities it serves.	Chief Fire Officer	Mar-20
Update			
Significant work has begun in this area, including Corporate Management Away Days and also the delivery of the first Learning Week for middle and senior managers across the service. A new Governance structure is being developed for implementation that ensure that decision making, accountability and empowerment are at the appropriate levels within the service and therefore freeing time up for Senior Leaders to deliver at a strategic level in line with the Ambition of the service			
DEVELOPING THE ENTITY'S CAPACITY, INCLUDING THE CAPABILITY OF ITS LEADERSHIP AND THE INDIVIDUALS WITHIN IT	The organisation needs to consider and plan for a new PFCC who will be elected in May 2020	Corporate Management Board	May-20
Update			
Further work will be required in this area once manifesto's of candidate become available.			