



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

Online Public Meeting Presentation: June 2023

HMICFRS Update

Report of Assurance and Inspection Officer



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As part of our 2021/2022 HMICFRS inspection we received:

- 2 Causes of Concern (CoC) (8 recommendations)
- 24 Areas for Improvement (AFI) across the three pillars; (Effectiveness, Efficiency and People)

Senior Responsible Owners (SRO) have been allocated to each recommendation and/or AFI

Throughout the report there are additional comments that we must consider as part of our transformational journey to achieving the characteristics of 'good' performance. These are the levels of performance needed for a FRS to achieve a grade of 'good'.



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Cause of Concern no.1-Senior Responsible Owners

- **2.1 Relates to 'Making best use of resources'**
 - 'The service doesn't have in place robust processes to ensure transformation activities provide efficiency and effectiveness'.
 - **Section 151 Officer**
 - **Assistant Chief Officer enableNY**
 - **Director of Assurance and Service Improvement**
1. Detail in its medium-term financial plan the efficiencies that its transformation plans will bring for the service
 2. Make sure that its processes for working with other organisations are effective, provide value for money and benefits for the public, and don't negatively affect the service.
 3. Monitor, review and evaluate its collaboration activities, such as enabling services, to make sure they achieve best value for money and are beneficial for both the service and the public.

Characteristics of 'Good' Performance

HMICFRS Judgment Criteria 2020/21 including questions



Cause of Concern no.2 - Senior Responsible Owners

- **3.2 relates to 'getting the right people with the right skills'**
- The service doesn't have in place adequate workforce planning processes.
- This means that areas such as safety-critical training, succession planning, absence and work-time management don't support its current and future integrated risk management plan (IRMP)

- **Assistant Chief Officer enableNY**
- **Director of Emergency Response and Training**
- **Director of Assurance and Service Improvement**

- **Recommendations**
 1. Review its current workforce, succession, and training planning to make sure these are provided efficiently and effectively.
 2. Review and develop its current absence management policy and process
 3. Develop a policy and process to manage the working time of its staff
 4. Make sure that data and processes are in place to regularly assess and manage the capacity and capability of all staff groups
 5. Carry out a skills gap analysis to make sure all staff have the skills and training they need to perform their roles

[Characteristics of 'Good' Performance](#)

[HMICFRS Judgment Criteria 2020/21 including questions](#)



Cause of Concern

Cause of Concern									
2.1			3.2						
1	2	3	1	2	3	4	5		
1	2	2	9	5	5	5	5	5	34



HMICFRS Report 2021/22

24 Areas for Improvement

	Areas for Improvement										
	1					2		3			
	1.1	1.2	1.3	1.4	1.5	2.1	2.2	3.1	3.2	3.3	3.4
	1.1 AFI 1	1.2 AFI 1	1.3 AFI 1	1.4 AFI 1	1.5 AFI 1	2.1 AFI 1	2.2 AFI 1	3.1 AFI 1	3.2 AFI 1	3.3 AFI 1	3.4 AFI 1
		1.2 AFI 2	1.3 AFI 2	1.4 AFI 2				3.1 AFI 2	3.2 AFI 2	3.3 AFI 2	3.4 AFI 2
			1.3 AFI 3							3.3 AFI 3	3.4 AFI 3
			1.3 AFI 4							3.3 AFI 4	3.4 AFI 4
Total	1	2	4	2	1	1	1	2	2	4	4



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Actions and Exception Reporting

2.1 CofC 1-recommendation 1 is at 'completed status' and is awaiting sign off by Strategic Leadership Team

The CofC recommendations and AFI have actions assigned that are monitored and report monthly using the risk assessment process (BRAGB)



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Process

1. Meetings are being arranged with each SRO to discuss both CofC recommendations, review actions already assigned and agree actions on the Areas for improvement from within the Inspection Report
2. The SRO will provide updates monthly to HMICFRS liaison inbox to include:
 - A description of work complete and progress made to meet the base line due date
 - Evidence to demonstrate progress and closure of action
 - Evidence to justify progress not been made with revised due date to be agreed at HMICFRS specific mtg
3. Assurance and Inspection Officer will provide QA of evidence
4. Monitoring and reporting
5. Closure and sign off, of action and recommendation



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Risk Assessment Process (BRAGB)

Risk rating (BRAGB) used for presenting status (added to the dashboard actions for monitoring, measuring and reporting risk level)

Black	Not started and/or no updates or evidence provided (two meetings past with no update)
Red	In progress-outstanding past due date
Yellow	Minor issues-approaching due date, minimal updates
Green	In progress-on track
Blue	Completed status-(CofC signed off by SLT, remainder signed off by HMICFRS governance group)



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Inspection and Assurance

Inspection team provide QA and sign off at SLT

Recommendation Complete

Rec	Evidence and Link	Comments
2021/22 2.1 CofC 1 rec 1	4 - Appendix-1-2022-23-Budget-and-Capital-Programme-and-MTFP-to-2025-26-Fire-v2 (1).pdf 4 - Financial Briefing - Sept 2022 (1).docx	Updates have been provided in the form of evidence documents- Budget and Capital programme and MTFP to 2025-2026 and the financial briefing which provides a detailed profile of the transformation programme RRM revenue savings and investment.

Sign off document with SLT for review and approval



Values and Culture Report

- 20 recommendations are directed to Chief Fire Officers. All the recommendations are allocated to SRO's and have been added to SharePoint Action Plan for measuring, monitoring and reporting on progress of delivery milestones
- To be reported to the HMICFRS

	Immediate Effect	01/06/2023	01/08/2023	01/09/2023	01/10/2023	01/01/2024	01/03/2024
	Rec 17	Rec 3	Rec 18	Rec 22	Rec 1	Rec 9	Rec 12
	Rec 34	Rec 4	Rec 33		Rec 24		Rec 14
		Rec 5			Rec 26		
		Rec 20					
		Rec 21					
		Rec 23					
		Rec 27					
		Rec 28					
	Rec 32						
Total	2	9	2	1	3	1	2



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HMICFRS Spring Data Collection

Periodically the HMICFRS Inspection team request what is known as 'data collection' to assist with the work they undertake. Requests are normally made twice a year, but they can be made by the HMICFRS for specific purposes. The data they collect is inspected and used to grade individual fire and rescue services. It is also used alongside other information from the Home Office and CIPFA to build an online repository of information for FRS to access. The findings and resultant grade is published online for transparency within individual reports.

Spring data collection has been received with a completion date of 23 June 2023

All the information required is being coordinated and collated, quality assured and submitted by the Inspection and Assurance Officers

Any Questions?



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