



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

HMICFRS Update November 2023

Cause of Concern review

(Open actions – Complete archived)



**NORTH YORKSHIRE
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Recommendation/Action	Proposed changes to actions	Baseline due date	Proposed new date	Accountable owner
2.1 CofC 1 Rec 2				
1 Provide a roadmap for implementing the findings of the EnableNY gateway review, addressing the points raised in the CoC	<p>A full review of the effectiveness and efficiency of enabling services is commencing in July 2023. This will cover service catalogues, operating models, governance and financial controls.</p> <p>The report produced will contain a number of proposals to be acted on by governance boards and an implementation plan produced for the chosen option.</p> <p>An effort recording exercise is showing the relative split in time spent by the enabling services where the target is an 80:20 split.</p> <p>(see notes section for updates on Business Case)</p>	31/12/22	01/11/2023	Enable ACO

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Recommendation/Action	Proposed changes to actions	Baseline due date	Proposed new date	Senior Responsible Owner
3.2 CofC 2 Rec 1				
2 Assure that processes for keeping people data up to date implemented and applied consistently	<p>Propose to remove Director of SI and A from this action as assurance will be provided in action 9.</p> <p>10/08/23 Proposed changes to this action Ensure that processes for keeping people data up to date are implemented and consistently applied (starters leavers / movements / contract changes)</p>	31/12/22	31/12/23	Head of People Services,
5 Develop a FRS workforce plan (MTPP)	Develop a FRS workforce plan in line with the Medium term financial plan and risk and resource model recommendations to ensure sustainability of the Service. Informed by workforce data e.g MTPP (Succession plan), Monthly strength and establishment report, Data pack and action plan, Recruitment plan and assured by Governance boards.	31/03/23	31/12/23	Head of People Services
9 Evaluate solutions to ensure efficiency and effectiveness	Reviewed and no changes required	31/12/23		Director of Service Improvement and Assurance

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Recommendation/Action	Proposed changes to actions	Baseline due date	Proposed new date	Senior Responsible Owner
3.2 CofC 2 Rec 2				
	New Action 3 and re-sequence Develop and agree systems and process to enable effective management and recording of absence		31/10/2023	Head of People Services
3 Identify and agree necessary controls to ensure effective monitoring of adherence to the process.	To be completed through Enable performance monitoring and propose to add Enable ACO Action 4 Develop and agree necessary controls to ensure effective monitoring of adherence to process and procedure	31/12/22	30/10/2023	Enable ACO Head of People Services with Director of Service Improvement and Assurance
4 Provide guidance to individuals and line managers on the revised absence management procedure and process. To ensure staff have the appropriate training, skills and tools to operate the absence management framework.	Action 5 Provide guidance to individuals and line managers on the revised absence management procedure and process for go live. To ensure staff have the appropriate training, skills and tools to effectively manage absence	31/03/23	31/12/2023	Head of People Services
5 Carry out sample audit to confirm effectiveness.	Action 6 Assurance to be provided by periodic dip sampling of absence management of case files	30/06/23	31/12/23 continuous monitoring	Director of Service Improvement and Assurance

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Recommendation/Action	Proposed changes to actions	Baseline due date	Proposed new date	Accountable owner
3.2 CofC 2 Rec 3				
2 Recommend a procedure for managing working time of staff. (Amend where required) Overtime, booking on & off, dual contracts, external contracts / flexi duty officers (Dependency: Successful FireWatch upgrade)	Propose to change dates	31/03/2023	31/12/23	Director of Service Improvement and Assurance
3 Review the process to identify suitable controls to monitor working time of staff.	Propose to change dates	31/03/2023	31/12/23	Director of Service Improvement and Assurance Head of People services
4 Implement and apply the process	Propose to change dates	31/03/2023	31/12/23	Director of Service Delivery
5 Internal audit of effective application periodically	Propose to change dates	30/06/2023	31/12/23	Director of Service Improvement and Assurance

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Recommendation/Action	Proposed changes to actions	Baseline due date	Proposed new date	Accountable owner
3.2 CofC 2 Rec 4				
2 Identify key skills requirements for key EnableNY role profiles against the NFCC Maturity Model	Propose to be removed as doesn't address recommendation. To be replaced with: Performance reporting is developed to track the service delivery of Enable which incorporates capacity and capability within teams	31/03/2023	31/07/2023	Head of People Services
3 Evaluate the capacity of EnableNY staff groups against FRS and NYP business plans, feeding required adjustments into the annual business planning cycle.	Impact of community risk profile and the police force management statement has been evaluated. This is being addressed as part of the enable review where services, service quality and organisation shape to deliver will be determined. The Police force management statement shows each function with an evaluation of current and future demand and its capability to support this.	31/12/2022	31/10/23	Enable ACO
5 To carry out the evaluation of the suitability of NYFRS structures and alignment of capacity with RRM	Proposed date change	31/03/2023	30/09/23	Director of Service Improvement and Assurance



HMICFRS Report 2021/22

24 Areas for Improvement, which will be monitored until the 2024 inspection

	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

Values and Culture Report



**NORTH YORKSHIRE
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- 19 recommendations directed to Chief Fire Officers

	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 Update past due date	Rec 1	Rec 9	Rec 12
	Rec 34	Rec 4	Rec 33		Rec 24		Rec 14
		Rec 5					
		Rec 20					
		Rec 21					
		Rec 23					
		Rec 27 Update rec - past due date					
		Rec 28 Update req - past due date					
		Rec 32 Update req - past due date					
Total	2	9	2	1	2	1	2



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Autumn Collection and Thematic Inspection

On the Handling of Misconduct

Terms of Reference for this inspection include:

- The extent to which services are identifying and investigating misconduct
- The effectiveness of misconduct processes and how consistently they are applied
- how confident fire and rescue service staff are in raising concerns and in misconduct processes and
- the role of fire and rescue authorities and other organisations in handling misconduct

To support the inspection, a request for data will form part of regular autumn data collection.

As part of this data collection, a staff survey has been issued to all Fire and Rescue Services

Round 3 Inspection Dates 2024



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- Document Request – W/C 4th November 2024
- Inspection Fieldwork – W/C 06th January 2025

Proposal of January 2024 – March 2024 to commence the round 3 inspection process this will take place through self-assessments completed against each of the HMICFRS questions and judgment criteria for the characteristics of good, cross referencing from the existing updates, current evidence library, using questionnaires, audit and sampling to gain further evidence and analysing the findings to provide quality assurance of the current position.

HMICFRS Publications



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To assist us in making continuous improvements across the 11 areas which are graded individually, we will endeavor to pull out areas of note. Just a few bits to think about from reviews of other FRS inspection reports released this month.

Merseyside

Preventing fire and other risks

Making best use of resources

Managing performance and developing leaders

[Read the report](#)

Buckinghamshire Fire and Rescue Service

[Read the report](#)



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Any Questions?