



NORTH YORKSHIRE
FIRE & RESCUE SERVICE

HMICFRS Update February 2024

Cause of Concern review

(Open actions – Complete archived)



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

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	31/12/2023 Propose to close	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	Propose to remove Director of SI and A from this action as assurance will be provided in action 9. 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)	31/12/22	Propose to close	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	Propose to close	Head of People Services
9 Evaluate solutions to ensure efficiency and effectiveness	Reviewed and no changes required	31/12/23	Propose to close	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		31/03/24	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	31/03/24	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	31/03/24	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	to 31/03/24	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	31/03/24	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	31/03/24	Director of Service Improvement and Assurance Head of People services
4 Implement and apply the process	Propose to change dates	31/03/2023	31/03/24	Director of Service Improvement and Assurance
5 Internal audit of effective application periodically	Propose to change dates	30/06/2023	31/03/24	Director of Service Improvement and Assurance

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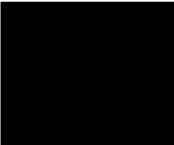




Recommendation/Action	Proposed changes to actions	Baseline due date	Proposed new date	Accountable owner
3.2 CofC 2 Rec 4				
3 Evaluate the capacity of EnableNY staff groups against FRS and NYP business plans, feeding required adjustments into the annual business planning cycle.	<p>Recommendation is to close this action as it can be monitored via 2.1 rec 2</p> <p>Awaiting feedback from ACO on the above recommendation.</p>	31/12/2022	<p>31/12/23</p> <p>Propose to close</p>	Enable ACO
5 To carry out the evaluation of the suitability of NYFRS structures and alignment of capacity with RRM	Proposed to close	31/03/2023	Propose to close	Director of Service Improvement and Assurance



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Risk Assessment Process

Proposed risk rating (BRAGB) for reporting update status (added to the dashboard actions for tracking and presenting risk level).

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



HMICFRS Report 2021/22

24 Areas for Improvement, which will be monitored throughout 2024

	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 2023



**NORTH YORKSHIRE
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- Values and Culture Report

	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 rec	Rec 1	Rec 9 Propose to close	Rec 12
	Rec 34	Rec 4	Rec 33		Rec 24		Rec 14
		Rec 5					
		Rec 20					
		Rec 21 Propose to Close					
		Rec 23					
		Rec 27 Update rec					
		Rec 28 Update rec					
		Rec 32 Update rec					
Total	2	9	2	1	2	1	2



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2024 HMICFRS Project Plan

Recommendations:

- Maintain the current meeting frequency and structure in February 2024
- HMICFRS [Project Plan](#)
- Pre-inspection Assessment against the Characteristics of Good
- Document request testing

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.

Latest FRS Publications:

[Avon Fire and Rescue Service: Causes of concern revisit letter - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(justiceinspectorates.gov.uk\)](#)

[Bedfordshire Fire and Rescue Service revisit: Cause of concern – progress letter - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(justiceinspectorates.gov.uk\)](#)

Four FRS Currently in Engage:

[Fire and rescue services in Engage - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(justiceinspectorates.gov.uk\)](#)

1. Avon Fire and Rescue Service
2. Buckinghamshire Fire and Rescue Service
3. Gloucestershire Fire and Rescue Service
4. London Fire Brigade



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Any Questions?