

Corporate Risk Management Summary

Report of the Chief Fire Officer

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1 Executive Summary

This report updates Members on the status of risks on the Corporate Risk Register.

2 Recommendations

The Committee is asked to note the contents of the report.

3 Background

Following discussions with Members including the Chair of the Standards, Audit and Performance (SAP) Committee, the format for reporting the Corporate Risk Register has been amended.

It was felt that due to the nature of the entries on the register, it would be more beneficial for Members to receive updates on risks where the direction of travel has changed, new entries onto the register and risks where significant activity or activity of note is being undertaken.

All risks on the register will still continue to be updated by their respective risk owner on a regular basis and reported to Risk Management Group (RMG) and the Performance and Risk Group (PRG). In addition, an annual report containing all entries of the corporate risk register will continue to be reported to the Fire Authority its Annual Meeting.

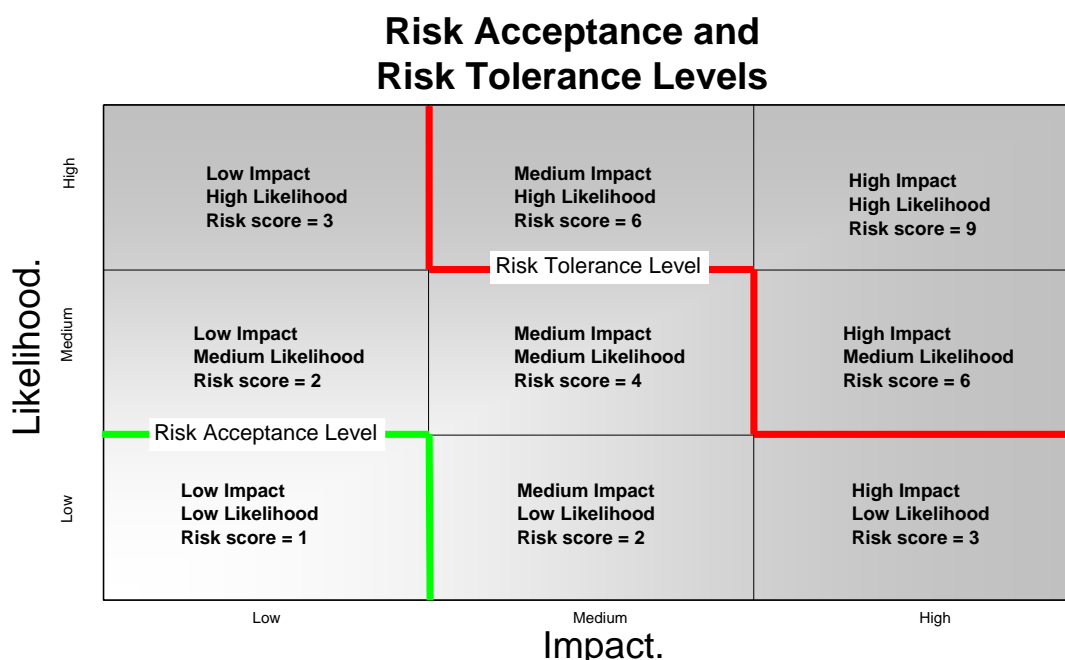
The Appendix to the report contains a summary of the highlighted risks on the Corporate Risk Register with the latest update by the risk owner on their respective risk.

4 Risk Acceptance and Tolerance Levels

The purpose of risk management is not to eliminate all risk, but to reduce the risk to a level that the Authority is prepared to tolerate. This will vary depending on the Authority's current level of 'Risk Appetite' and is defined by the Authority setting its 'Risk Tolerance Level'. This level essentially acts as a target, with any risks higher than this level attracting appropriate effort and resources in an effort to reduce it to below this level. This target therefore acts as a management indicator, with greater levels of monitoring being required for those risks above the level, than for those below it.

In addition to the upper level, it is also appropriate to set a lower-level target, called the 'Risk Acceptance Level'. Any risks assessed as being lower than this level should attract minimal effort and resources. This helps to ensure that resources are not wasted trying to reduce risks unnecessarily.

The Risk Management Brigade Order reflects the current risk Tolerance and Acceptance level and are shown in the table below.



5 Risk Management Process

The table in the appendix shows the open corporate risk register entries reported by exception. This has detailed information on each of the individual risk including: the risk title, the risk owner, a description of that risk, the counter measures that are either being applied or Officers are working to apply, the level of risk without controls, with controls, an assessment of the current level of risk and direction of travel. There is also a narrative column to enable risk owners to comment on the information provided where relevant.

6 Current Position

One risk has been removed from the Corporate Risk Register and two have been added since the last SAP update.

Wholetime Duty Pilot Scheme 2022 – This risk has now been removed from the Corporate Risk Register and further detail can be found in the Appendix to this report.

On-call Sustainability – a new risk relating to reduced availability of On Call appliances due to issues relating to recruitment and retention has been added to the Corporate Risk Register. Further detail can be found in the Appendix to this report.

Provisions of firefighter pensions support - a new risk relating to the lack of pensions technical knowledge within the Service which could result in failure to comply with pensions regulations has been added to the Corporate Risk Register. Further detail can be found in the Appendix to this report.

7 Conclusions

The Committee is asked to note the contents of the report.

8 Financial Implications

There are no financial implications arising from this report.

9 Legal Comment

There are no legal implications arising from this report.

10 Equality Impact Assessment

There are no equality or diversity implications arising from this report. An e-EQIA is not, therefore, required.

11 Appendix

Open Corporate Risk Register Entries Reported by Exception

12 Background Papers

There are no background papers associated with this report.

Open Corporate Risk Register Entries Reported by Exception (OPEN SESSION)

Risk Title	Risk Category	Risk Owner	Date Raised	Controls or Counter Measures	Risk Rating (current assessment)	Direction of travel	Action History
Wholetime Duty Pilot Scheme 2022	Service Delivery	Marc Millward	08/11/21	Maintain dialogue with local Fire Brigades Union (FBU and include FBU in development throughout and upon conclusion of pilot. Plan to implement pilot without agreement to commence in 2023 if agreement is not reached with national FBU.	2	Closed	Changes to the training delivery model will be introduced in January 2024. This is alongside minor changes to wholetime leave selection which should see a more even spread of leave. Agreed at Risk Management Group (RMG) in October 2023 that this can move from Corporate Risk Register to Departmental Risk Register. Rational is that a shift system is in place and would remain even in the event of a collective agreement not being reached. If this were to happen then there would be no further negative impact on the Service.
Provisions of firefighter pensions support	Finance	Guy Williams	27/09/23	Recently recruited a part time Human Resources (HR) Assistant to undertake pensions administration and currently have the Pensions Officer from Hereford and Worcester Fire and Rescue Service seconded to Shropshire Fire and Rescue Service	4	New	Currently undertaking monthly pensions progress meetings. Less administration is being undertaken by the provider which has resulted in a greater workload and highlighted a significant gap in knowledge in this complex and technical area. Head of Finance has created capacity to take a co-ordination role on pensions administration and ongoing exercises.

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				for 8 hours per week until January 2024. Also, using other members of staff from both HR and Finance with a limited capacity to support this area of work.			Request to go to Fire Authority for permanent Pensions Officer role.
On-call Sustainability	Service Delivery	Adam Matthews	03/11/23	On-call Sustainability Project	9	New	On-call sustainability reviewed started in 2018 with 27 recommendations identified. 2022/23 - On-call sustainability project launched with 15 priority work packages identified. Internal transfer process, widest possible pool and training delivery completed in 2023. October 2023 it was agreed by On-call Sustainability Board (OCSB) to focus on: banded contracts, implementation of training delivery recommendations, station availability review.

Key to Direction of Travel:

- shows that the general direction of the risk is unchanged.
- ↓ shows that the general direction of the risk is reducing.
- ↑ shows that the general direction of the risk is increasing