

Proposed new risk for Communities Committee Risk Register

Risk Name

Change of governance in the Fire and Rescue Service

Risk description

A change in governance for the Fire and Rescue service is proposed by the PCC. If this proposal, as currently written, was to go ahead it would create a number of issues which would lead to a less resilient service which is less able to address community risk and will impact on public safety:-

- 1) the service will be fully exposed to budget pressures and reductions in a way that they are not currently, and may need make service reductions to manage these
- 2) proposed changes to operations are not clearly articulated and have not been risk assessed, and could lead to inappropriate and unsafe practices being put in place
- 3) a change in governance, if agreed, would take 14 months to implement and would require significant resource, which would distract resource from service operations and improvements. It would also cost around £1m, which would create an additional budget pressure.
- 4) there may be an impact on the morale of staff impacted by the change, and it is possible that there could be strike action.

Original			Current			Tolerance Target				
Likelihood	Impact	Risk score	Likelihood	Impact	Risk score	Likelihood	Impact	Risk score	Target date	Prospects of meeting target risk score by target date
3	5	15	3	5	15	2	4	8	Dec 2018	

Tasks to mitigate the risk

- 1) Participate in the public consultation being carried out by the PCC until 05/09/2018 to ensure that the County Council's views and concerns can be understood, and taken into account.
- 2) Keep affected staff updated on progress as and when there are further developments.

- 3) Encourage Norfolk communities and other stakeholders to participate in the PCC's public consultation by 05/09/2018.

Progress update

- 1) A special meeting of the Communities Committee has been arranged for 29 August to consider and agree the County Council's formal response to the consultation.
- 2) Regular messages sent to staff to keep them up to date on progress and how they can make their views known. Four staff sessions organised to enable the PCC to directly explain his business case and proposals. Staff sessions organised to allow the Chair of the Fire and Rescue Authority to explain the County Council's view on the business case.
- 3) Information on the County Council's views published on the Norfolk County Council website, along with information about how to respond to the PCC's public consultation.