

<b>Risk Number</b>	RM14344		<b>Date of update</b>		12/12/2018					
<b>Risk Name</b>	Potential change of governance in the Fire and Rescue Service									
<b>Risk Owner</b>	Tom McCabe		<b>Date entered on risk register</b>		20 August 2018					
<b>Risk Description</b>										
<p>A change in governance for the Fire and Rescue service has been proposed by the PCC. If this proposal, as currently written, was to go ahead it would create a number of issues which could 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 to 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.</p>										
<b>Original</b>			<b>Current</b>			<b>Tolerance Target</b>				
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	Mar-19	Amber
<b>Tasks to mitigate the risk</b>										
<p>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.</p> <p>2) Keep affected staff updated on progress as and when there are further developments.</p> <p>3) Encourage Norfolk communities and other stakeholders to participate in the PCC's public consultation by 05/09/2018.</p> <p>4) Re-refresh and reinvigorate collaboration with other emergency services, in particular Norfolk Constabulary.</p>										
<b>Progress update</b>										
<p>1) A special meeting of the Communities Committee took place on 29 August to consider and agree the County Council's formal response to the consultation, and the agreed formal response was submitted to the PCC 4 September 2018. The Committee also agreed to recommend that this risk is managed at corporate level. This was agreed by the Policy and Resources Committee at the October meeting.</p> <p>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. A further four staff sessions held to enable staff to hear directly from the Chair of the Fire and Rescue Authority about the County Council's views.</p> <p>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. The public consultation closed on 5 September 2018. The responses have been reviewed and the PCC has decided not to submit a business case to the Home Office at this stage, but will keep the situation under review.</p> <p>4) The Emergency Services Collaboration Board is being refreshed and the Chief Fire Officer and Chief Constable have met to discuss and agree a way forward. In addition, work is underway to develop a Memorandum of Understanding and formal Collaboration Agreement between Norfolk Fire and Rescue and Norfolk Constabulary to be clear about the shared commitment to collaboration and set out the basis on which this collaboration will progress. The intention is to bring these documents to Communities Committee in January for approval.</p>										