



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

HMICFRS Update September 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 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	01/10//2024	Enable ACO

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	Senior Responsible Owner
3.2 CofC 2 Rec 1				
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	01/12/2024	Head of People Services

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	Senior Responsible Owner
3.2 CofC 2 Rec 2				
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	1/10/2024	Enable ACO Head of People Services with Director of Service Improvement and Assurance
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	1/10/2024	Director of Service Improvement and Assurance

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
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	1/12/2024	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	1/12/2024	Director of Service Improvement and Assurance Head of People services
4 Implement and apply the process	Propose to change dates	31/03/2023	1/12/2024	Director of Service Improvement and Assurance
5 Internal audit of effective application periodically	Propose to change dates	30/06/2023	1/12/2024	Director of Service Improvement and Assurance



HMICFRS Report 2021/22

24 Areas for Improvement, which are monitored and reviewed, throughout 2024, in liaison with the Senior Responsible Owners.

	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 Propose to Close	1.3 AFI 1	1.4 AFI 1	1.5 AFI 1	2.1 AFI 1	2.2 AFI 1	3.1 AFI 1 Propose to Close	3.2 AFI Propose to Close	3.3 AFI 1	3.4 AFI 1 Propose to Close
		1.2 AFI 2 Propose to Close	1.3 AFI 2	1.4 AFI 2				3.1 AFI 2	3.2 AFI 2	3.3 AFI 2	3.4 AFI 2 Propose to Close
			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

Standards of Behaviour

HMICFRS. The Handling of Misconduct in FRS Recommendations



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

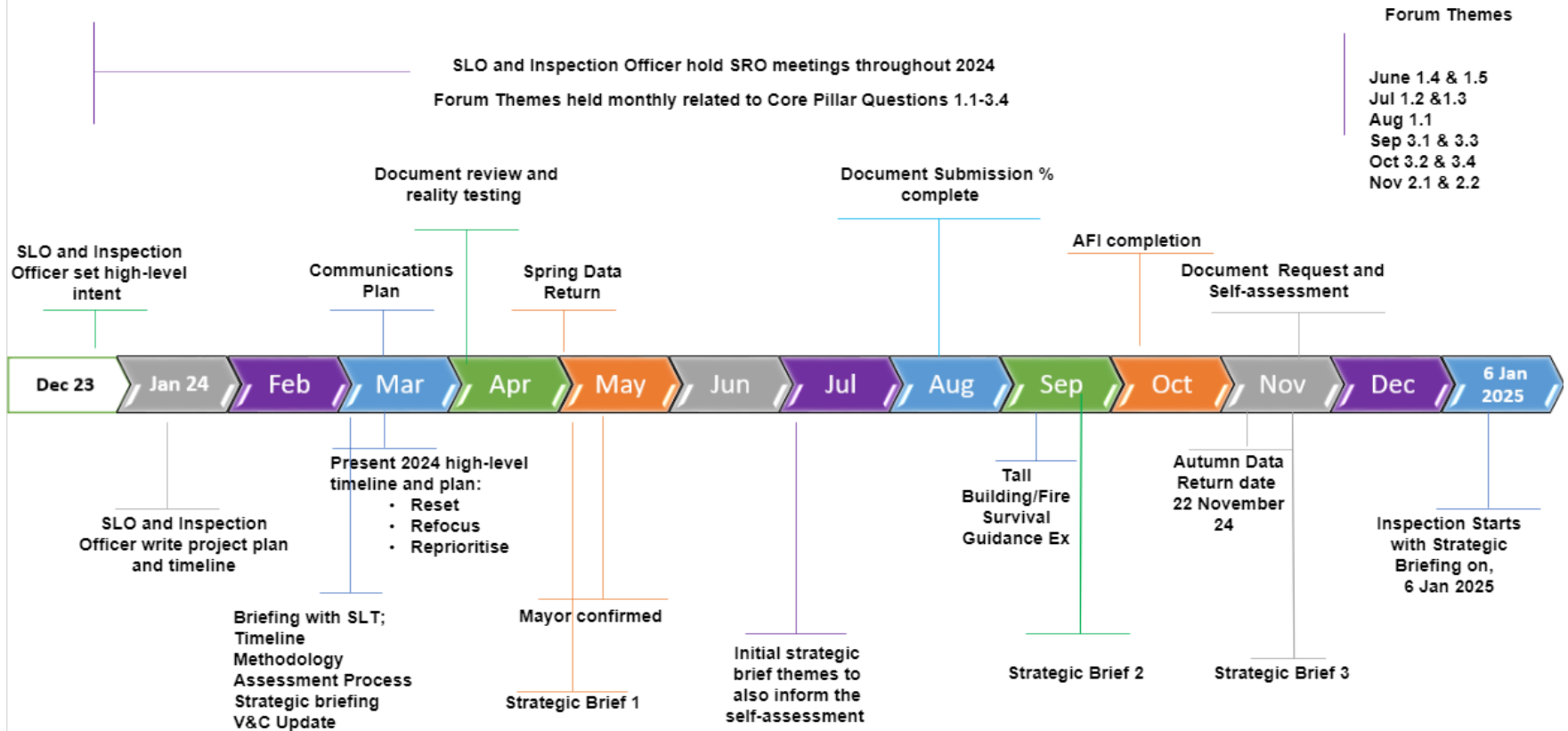
Immediate Effect	01/11/2024	01/02/2024	01/05/2025	01/08/2025	01/11/2025
Rec 12	Rec 5	Rec 1	Rec 3	Rec 9	Rec 14
	Rec 8	Rec 2	Rec 7		
	Rec 13	Rec 4	Rec 10		
		Rec 6	Rec 11		
		Rec 15			

HMICFRS Timeline 2024 – 2025



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

HMICFRS Timeline 2024 - 2025





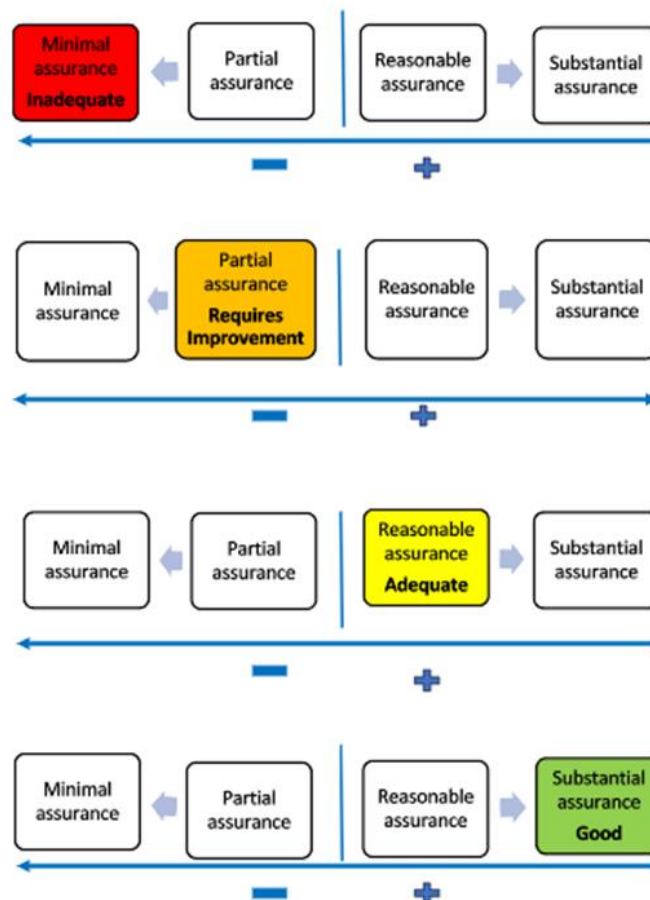
Risk Assessment Methodology

Reporting

Graphic

Opinion

Risk	Opinion
Low	<p>There is scope for moving from reasonable to substantial assurance.</p> <p>The Assurance and Inspection Officer has all documentation ready for submission</p>
Medium	<p>There is scope for moving from partial to reasonable assurance</p> <p>Management support is necessary to avoid unnecessary pressure on the Assurance and Inspection Officer</p> <p>The Assurance and Inspection Officer has reasonable assurance that the documentation will be ready for submission</p>
High	<p>There is scope for moving from minimal to partial assurance</p> <p>Immediate management attention is necessary to avoid unnecessary pressure on the HMICFRS Assurance and Inspection Officer</p> <p>The Assurance and Inspection Officer has partial assurance that the documentation will be ready for submission</p> <p>90 days to document submission date</p>



Taking account of the evidence provided, which has been reviewed, it is felt that there is minimal evidence (less than 0-25%) that the characteristics of good (CoFG) are being achieved. There has not been an evidence submission for 8-11 weeks. Urgent action is required to improve the CoFG evidence pertinent to the question and/or to answer the QA questions raised.

Taking account of the evidence provided, which has been reviewed, it is felt that there is partial evidence (25-50%) that the CoFG are being achieved. There has not been an evidence submission for 6-8 weeks. Action is required to improve the CoFG evidence pertinent to the question. The QA process has led to queries about the evidence provided and assurance has not yet been achieved

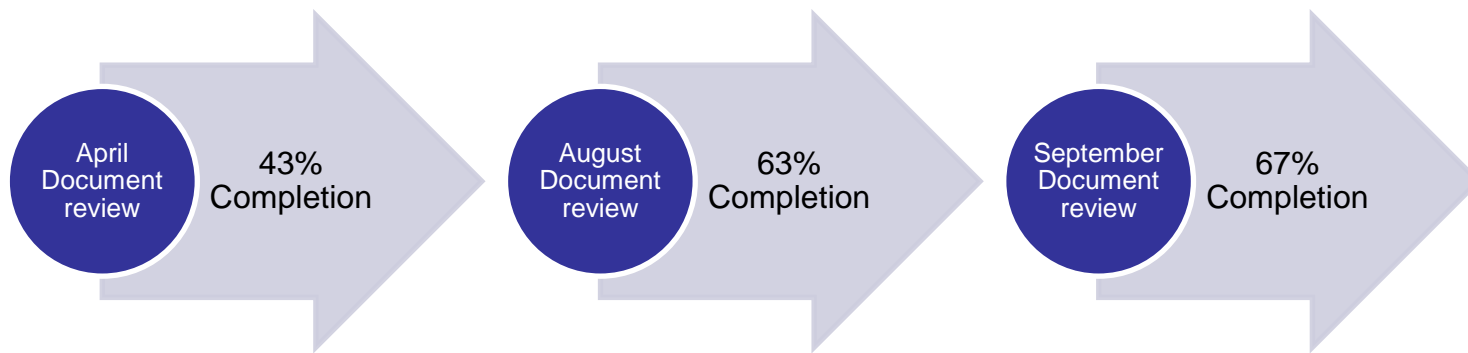
Taking account of the evidence provided, which has been reviewed, it is felt that there is a reasonable level of evidence (50-75%) that the CoFG are being achieved. There has not been an evidence submission for 6 weeks. Action is required to improve the CoFG evidence pertinent to the question. The QA process has led to minor queries about the evidence provided and assurance has not yet been achieved

Taking account of the evidence provided, which has been reviewed, it is felt that there is a good level of evidence (75-100%) that the CoFG are being achieved. The QA process has led to minor queries about the evidence provided and assurance has been achieved



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

Document Request Update



- Document Submission requirements to be confirmed with Service Liaison Lead during the engagement period
- Document reviews and quality assurance checks will be completed prior to submission in November 2024

HMICFRS Publications



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

To assist us in making continuous improvements across the 11 areas which are graded individually, we will endeavor to pull out areas of note from inspection reports for consideration, but we encourage SRO to review publications themselves.

Latest FRS Publications:

Buckinghamshire revisit

West Yorkshire report

Oxfordshire Report

[State of Fire Report](#). Please refer to AFI as SRO and Cross reference statement,

[The Handling of Misconduct in FRS - 1/8/24](#)

[Proposed Fire and Rescue Service inspection Programme 2025-27](#) for consultation

Fire and rescue services in Engage

Avon FRS

Buckinghamshire FRS

Gloucestershire FRS



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

Any Questions?