

Annual Governance Statement Review of actions

| | Issue requiring attention | Action planned | Update February 2019 |
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| 1. | Home Office announced on 13th June 2018 that the Police and Crime Commissioner (OPCC) for North Yorkshire will take on the Governance of the Fire and Rescue Service on a date yet to be confirmed, confirmed, but planned for Autumn 2018. There is a significant risk that decisions taken prior to transfer are incompatible with the direction the OPCC sets on, and after, transfer of governance. | <p>Continuation of collaboration meetings with the Office of the Police and Crime Commissioner in order to try and ensure alignment where possible.</p> <p>On-going progression of savings areas and service improvements between the Service and Police and other organisations continue to be planned and delivered, but in consultation with the OPCC.</p> <p>On-going dialogue between Members of the Fire Authority and Senior Management with all stakeholders.</p> | <p>Transfer of governance took place on 15th November 2018. Collaboration Meetings were in place until 30/07/2018</p> <p>Progression of savings areas reported to the Authority including PCC up to transfer including the interim management structure.</p> |
| 2. | The current uncertainty around the structure and arrangements after transfer provides an uncertain environment for staff and there is enhanced risk that staff leave the organisation meaning that skills and capacity are hampered. | <p>Review of issues on an "as and when" basis to include discussions about possible interim arrangements; partnering arrangements with other organisations; or whether recruitment exercises are undertaken.</p> <p>Scenario and succession planning, and a review of the Senior Management Structure.</p> <p>Communications with staff to ensure that all are aware of the situation and misinformation can therefore be minimised.</p> | <p>Discussions on going as necessary. Vacancies are continually monitored and key (risk critical) posts are identified and recruited to where required. The workforce planning tool is updated on a regular basis. Recruitment and Promotion policies have been updated to allow increased flexibility where required.</p> <p>Interim Senior Management Structure approved in June 2018 and implemented October 2018 (full year saving £123,000). An interim CFO and DCFO are in post along with a confirmed Treasurer.</p> <p>Updates via face to face briefings and Special Staff newsletters continue to happen as necessary and in parallel with NYP staff communications. As part of the T2020 process, regular communication is maintained with all staff groups and senior leaders have given an undertaking to have regular face to face contact.</p> |

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| 3. | <p>The current Medium Term Financial Plan identifies a requirement for savings of £2.5m over a 3 year period from 2020/21 to 2022/23 following use of reserves in the previous 2 years. Whilst this is a manageable situation in the short term, the long term position must be addressed without dependency on reserves.</p> | <p>Further savings proposals to be developed in time for the 2019/20 budget process.</p> <p>Exploration of funding flexibilities to be explored with the Home Office.</p> <p>Savings opportunities through collaboration with OPCC and other partners to be explored and to be fed into the proposals as identified above.</p> | <p>The MTFP has undergone a review as regards assumptions underlying the 2018/19 position and future savings opportunities. A draft 2019/20 budget has been prepared currently showing recurrent savings of £1.04m still to be identified by 2022/23. (This is after the use of £3.3m reserves between 2018/19 and 2020/21). Whilst a more stable position than previously envisaged in June, the risk remains, given the uncertainty around future Government and NNDR funding to meet expenditure requirements.</p> <p>Establishment of a Finance Working Group in December 2018.</p> <p>Precept flexibility - letters from the PFCC sent to date.</p> <p>The T2020 Programme to identify savings and efficiencies is currently underway.</p> <p>Enable North Yorkshire (an infrastructure to allow Enabling Services collaboration between NYP and NYF) commences 1.4.19</p> |
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