

Online Public Meeting HMICFRS Update November 2024



Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

www.northyorksfire.gov.uk

Inspection Report Timeline

- **2021/22 full inspection Report of North Yorkshire Fire and Rescue Service across 3 pillars: Effectiveness, Efficiency, People**
 - 2 Causes of Concern (35 recommended actions to address the Causes of Concerns defined by NYFRS), 24 Areas for Improvement
- **2023 Values and Culture in Fire and Rescue Services Review (sector wide)**
 - 19 Recommendations for Chief Fire Officers
- **2024 Standards of Behaviour Report: The handling of misconduct in fire and rescue services (sector wide)**
 - 15 Recommendations for Chief Fire Officers
- The following slides provide an update on NYFRS's progress to address Causes of Concern and Areas for Improvement as well as the recommendations from the two national reports.

Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

Cause of Concern Review

(Open actions – Complete archived)

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>1. 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 a number of 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>	31/12/22	01/10//2024 Final report received May 2024. Discussions ongoing with NYP CC, NYFRS CFO and Y&NYCA Mayor.	Enable ACO.

Progress. People. Community.



NORTH YORKSHIRE
FIRE & RESCUE SERVICE

Cause of Concern Review

(Open actions – Complete archived)

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 (Medium Term People Plan (MTPP)).	5. 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 packs and action plan, recruitment plan and assured by Governance boards.	31/03/23	01/12/2024 Workforce plan receive. Update received regarding MTTP (recruitment plan) and budget framework/ current timeline to commence framework July 2024. Proposed to close	Head of People Services.

Progress. People. Community.



NORTH YORKSHIRE
FIRE & RESCUE SERVICE

Cause of Concern Review

(Open actions – Complete archived)

Recommendation/Action	Proposed changes to actions	Baseline due date	Proposed new date	Senior Responsible Owner
3.2 CofC 2 Rec 2				
5. Carry out sample audit to confirm effectiveness.	Action 6. Assurance to be provided by periodic dip sampling of absence management of case files. Confirm dates of dip sampling with People Services.	30/06/23	1/10/2024 to remain open for dip sampling to take place.	Director of Service Improvement and Assurance.

Progress. People. Community.



NORTH YORKSHIRE
FIRE & RESCUE SERVICE

Cause of Concern Review

(Open actions – Complete archived)

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	1/12/24 Proposed to close	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	1/12/24 Proposed to close	Director of Service Improvement and Assurance Head of People services
4 Implement and apply the process	Propose to change dates	31/03/2023	1/12/24 Proposed to close	Director of Service Improvement and Assurance
5 Internal audit of effective application periodically	Propose to change dates	30/06/2023	1/12/24 Proposed to close	Director of Service Improvement and Assurance

Progress. People. Community.



NORTH YORKSHIRE
FIRE & RESCUE SERVICE

Causes of Concern Review

1 February 2024 2.1			3.2				
Rec 1 - Closed	Rec 2	Rec 3	Rec 1	Rec 2	Rec 3	Rec 4	Rec 5
1	1 Awaiting Enable review report	1	1	1	1	1	1
	2	2	2	2	2 Propose to close	2	2
			3	3	3 Propose to close	3	3
			4	4	4 Propose to close	4	4
			5 Propose to close	5	5 Propose to close	5	5
			6	6			
			7				
			8				
			9				
Link to report and wording of CoCs:							
https://hmicfrs.justiceinspectorates.gov.uk/publications/frs-assessment-2021-22-north-yorkshire/							

Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

NYFRS HMICFRS Report 2021/22

24 Areas for Improvement (AFI), which will be monitored and reviewed in liaison with the Senior Responsible Owners throughout 2024

	Areas for Improvement										
	1 (Effectiveness)					2 (Efficiency)		3 (People)			
	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	1.3 AFI 1	1.4 AFI 1 Propose to Close	1.5 AFI 1 Propose to Close	2.1 AFI 1	2.2 AFI 1 Propose to Close	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	1.3 AFI 2 Propose to Close	1.4 AFI 2 Propose to Close				3.1 AFI 2	3.2 AFI 2	3.3 AFI 2	3.4 AFI 2 Propose to Close
			1.3 AFI 3 Propose to Close							3.3 AFI 3	3.4 AFI 3
			1.3 AFI 4 Propose to Close							3.3 AFI 4	3.4 AFI 4
Total	1	2	4	2	1	1	1	2	2	4	4

Link to report and wording of AFIs:

<https://hmicfrs.justiceinspectors.gov.uk/publications/frs-assessment-2021-22-north-yorkshire/>

Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

HMICFRS Values and Culture in Fire and Rescue Services Review 2023

	Immediate Effect	01/06/2023	01/08/2023	01/09/2023	01/10/2023	01/01/2024	01/03/2024
	Rec 17	Rec 3	Rec 18	Rec 22	Rec 1	Rec 9	Rec 12
	Rec 34	Rec 4	Rec 33		Rec 24		Rec 14
		Rec 5					
		Rec 20					
		Rec 21					
		Rec 23					
		Rec 27					
		Rec 28					
		Rec 32					
Total	2	9	2	1	2	1	2

Link to report and wording of recommendations:

<https://hmicfrs.justiceinspectorates.gov.uk/publication-html/values-and-culture-in-fire-and-rescue-services/>

Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

HMICFRS Standards of Behaviour Report 2024

The handling of misconduct in fire and rescue services

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			

Link to report and wording of recommendations:

<https://hmicfrs.justiceinspectorates.gov.uk/publications/standards-of-behaviour-handling-misconduct-in-frs/>

Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

www.northyorksfire.gov.uk

Risk Assessment Process

Proposed risk rating (BRAGB) for reporting update status (added to the dashboard actions for tracking and presenting risk level).

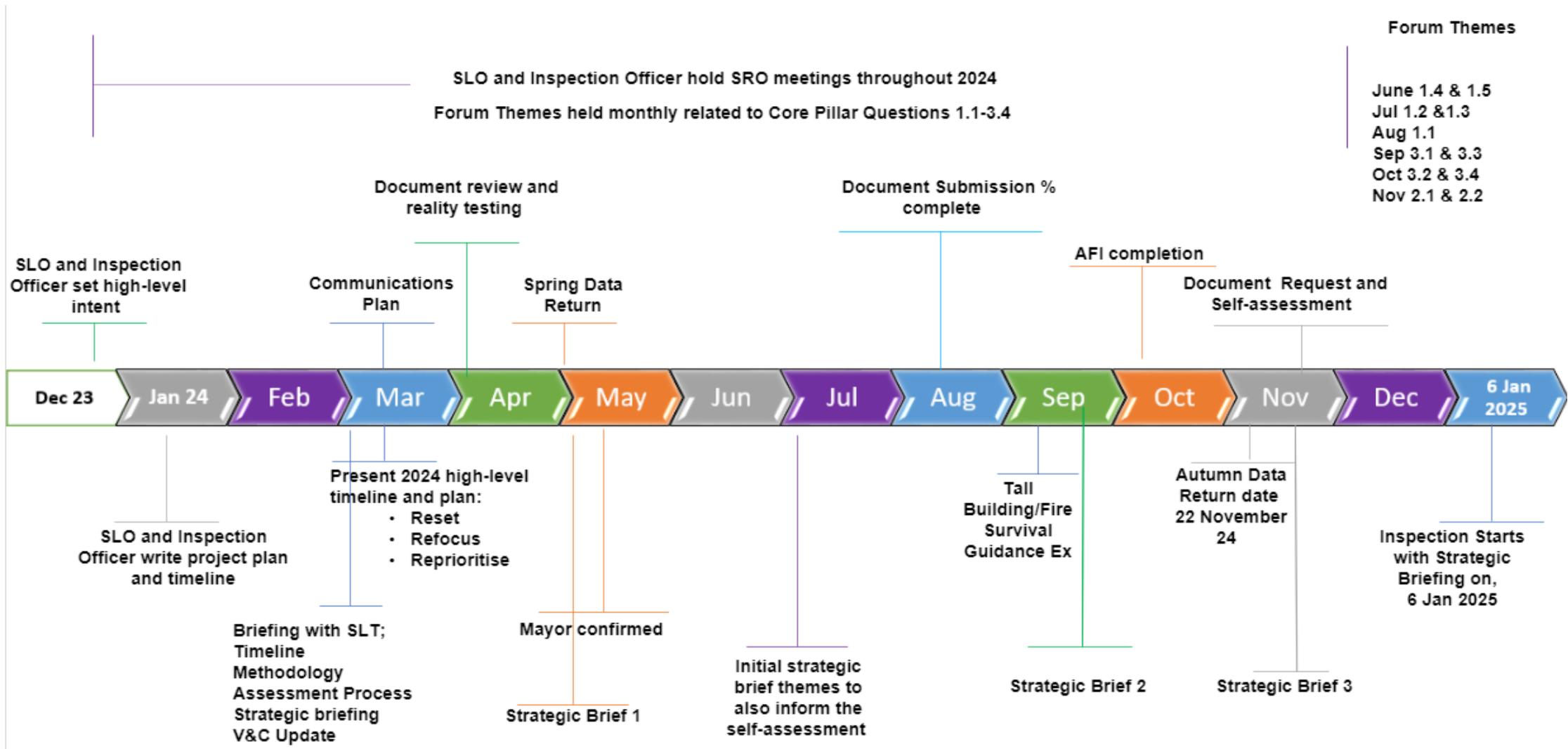
	Not started, No updates or evidence provided (two meetings past with no update)
	In progress-outstanding past due date
	Minor issues approaching due date, minimal updates
	In progress on track
	Completed status-(CofC signed off by SLT, remainder signed off by HMICFRS governance group)

Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

HMICFRS Timeline 2024 – 2025



Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

Round 3 Inspection Dates 2024/25

Preparations for the inspection

- First HMICFS Service Liaison Lead engagement meeting, 5 November 2024
- Document request and self assessment received. Submission date 29 November 2024
- Inspection Fieldwork week commencing w/c, 6 January 2025

Inspection timetable includes:

- On site (HQ) and Virtual interviews
- Desktop reviews
- Reality testing
- Focus groups

Early indication is the majority will be conducted w//c 06/01/24, w/c 20/01/24 and 27/01/24

Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

Any Questions?

Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

www.northyorksfire.gov.uk