



Safest People, Safest Places

Audit and Risk Committee

28 October 2020

Corporate Risk Register – Position at 30 September 2020

Report of Deputy Chief Executive

Purpose of Report

1. To provide details of the Corporate Risk Register as at 30 September 2020.

Background

2. The Service actively manages risks at all levels of the organisation. The Authority's Risk Management Strategy sets out the framework for the reporting of risks and mitigating actions to members of the Fire Authority. This process also enables members to consider any risks that they have identified and their impact on the Authority.

Corporate Risk Register

3. The corporate risk register is a dynamic document that provides a summary of the high-level risks facing the Service. Officers review the risks facing the Service on an on-going basis as part of the overall control framework within individual sections. The Service Management Team and the Service Leadership Team also scrutinise risks on a monthly basis to ensure a corporate and cross cutting approach.
4. There were eleven risks on the corporate risk register on 30 September 2020. The register shows the original risk that has been identified, the gross risk score and the residual risk score after mitigating actions. A copy of the corporate risk register is attached.

Closed Risks

No risks were closed during the period.

New Risks

FIN 08 Changes to public sector pension schemes could lead to higher employer and employee contributions; increased turnover of staff; difficulty in recruiting and retaining high calibre staff and a reduction in staff morale and productivity.

The proposals to address age discrimination in the Firefighters pension schemes resulting from the McCleod/Sargeant case could lead to a significant increase in the level of employers pension contributions and a range of staff retiring and accessing their pension earlier than anticipated. The recruitment strategy includes options to bring in replacement staff quickly if necessary in order to maintain operational response.

SLT 1 Absence of significant numbers of staff leading to the inability to deliver statutory duties as a result of the COVID-19 pandemic.

The initial risk of significant numbers of staff absence leading to the inability to deliver statutory functions was managed through a range of controls that reduced contact between staff where possible, enabled symptomatic staff to self-isolate and strict application of national guidance.

RISK 38 Failure to provide an effective emergency response due to the reductions in the availability of on-call personnel.

A project has started to review the RDS duty system together with implementation of a cross sectional RDS Working Group. The project will form part of the Emergency Response Strategy from April 2020. The Service have developed and are trialling a degradation plan to effectively manage emergency response.

SLT 02 Change of governance of CDDFRS from a combined fire authority to that of a Police and Crime Commissioner (currently PCVC)

Principal officers are working with colleagues from the police, PCVC office and members of the CFA. The Chief Fire officer will monitor government policy and work with members of the National Fire Chiefs Council.

Risks Removed from the Corporate Register

CR 216 Failure to comply with the requirements of GDPR

The score attached to this risk has been reduced following actions taken to ensure compliance. This risk remains on the section risk register.

FS4 Potential for high impact on resources as a result of the Independent Review of building Fire safety.

The recommendations of the Hackitt review have been published and the Service has taken action to ensure compliance. Additional grant funding has been received from government to assist with the implementation of the recommendations arising from the review.

Risks that have increased in severity

No risks increased in severity during the period.

Risks that have reduced in severity

ER224 Failure to respond effectively and provided services due to industrial action.

The score has been reduced to reflect the fact that we have effective management of industrial relations, a communications strategy to all stakeholders and a business continuity plan relating to industrial action.

Recommendations

6. Members are requested to:

- (i) **Consider** the Corporate Risk Register Report attached.
- (ii) **Advise** of any risks that may impact on the Service and Authority that are not shown in the Corporate Risk Register.