

GFRS - Strategic Risk Monitoring Report

Quarter Q4, 2023/24

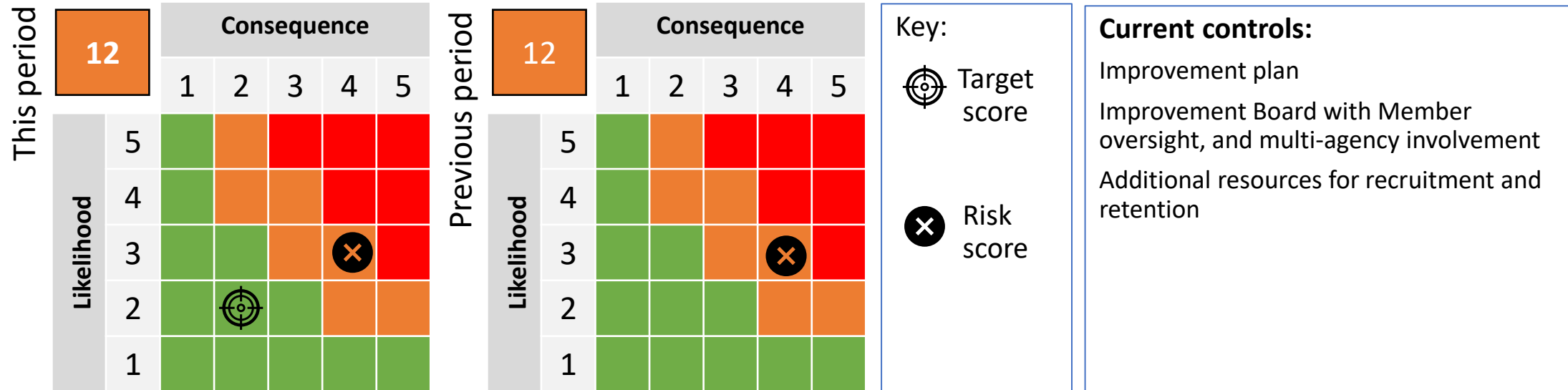
RISK LIKELIHOOD	IMPACT / CONSEQUENCE				
	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Critical (5)
Almost certain (5)	5	10	15	20	25
Highly likely (4)	4	8	12	16	20
Probable (3)	3	6	9	12	15
Possible (2)	2	4	6	8	10
Rare (1)	1	2	3	4	5

SR 10.6: Capacity and capability to deliver Fire Service improvement

Insufficient workforce capacity and capability adversely impacting the pace and sustainability of improvement that will potentially contribute to an increased risk to firefighter safety, failure to meet our statutory obligations and/ or capability to deliver emergency services to the community.

Risk Owner: Mark Preece, Chief Fire Officer

Cabinet Member: Cllr Dave Norman



Current controls:

- Improvement plan
- Improvement Board with Member oversight, and multi-agency involvement
- Additional resources for recruitment and retention

Period comments:

Due to retirements and the result of promotion processes there will be two Area Manager positions which will be filled by temporary promotions in the next six months. There will be impacts of having two strategic managers being temporary in role as this will cascade down through the organisation and result in several temporary chains of promotion. Unfortunately this is unavoidable at this time. In other areas, recruitment and selection processes have taken place to fill substantive roles and we are seeing more success in filling Support Staff posts. Nevertheless, we are predicting gaps in Operational and Business Fire Safety largely due to retirements and staff leaving the sector, this is expected to affect capacity and capability through the next two quarters, leading to no improvement in the current risk rating. Additional funding is providing the finance needed for additional resource and training. Nevertheless, turnover of staff adds to ongoing work pressures and the creation of short term gaps in teams. We aim to support staff through continuation of recruitment, appraisals and training.