

GFRS Strategic Risk Monitoring Report

Quarter Q2, 2023/24

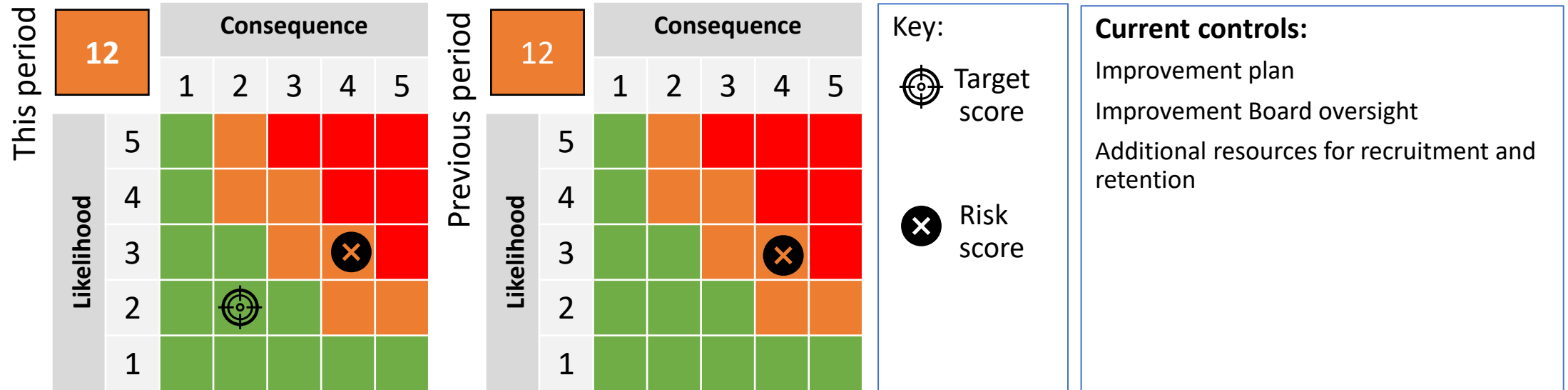
RISK LIKELIHOOD	IMPACT / CONSEQUENCE				
	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Critical (5)
Almost certain (5)	5	10	15	20	25
Highly likely (4)	4	8	12	16	20
Probable (3)	3	6	9	12	15
Possible (2)	2	4	6	8	10
Rare (1)	1	2	3	4	5

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 oversight
- Additional resources for recruitment and retention

Period comments:

Recruitment and selection process have taken place to fill substantive posts for Assistant Chief fire officer. Watch manager operational Staff posts are being filled, and we are starting to see more success in filling Support Staff posts. However, we are expecting further possible retirements and leavers in the next quarter due to pension changes leading to no improvement in the current risk rating. Additional funding is providing the finance needed for additional resource and training, we do however have a number of MTF bids going forward for next year. 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, personal appraisals and training such as a refresh in managing absence.