

Corporate Risk Register – as at 4 July 2017 SMB

Corporate Risks

Risk Description	Resp.	Consequences if Untreated Risk Occurs	Risk Score (Former) / New			Risk Level	Current Treatment	R A G	Comments / Further Treatment Proposed
			P	I	Σ				
CRR 014.4 Staff Availability Emerging risks of 1/ industrial action due to pension change or pay dispute; 2/ Staff inability to get to work due to external factors e.g. Pandemic Flu, disruption to fuel supplies etc. 3/Impact of transformation at pace on attraction of new staff, retention and overall workforce stability.	COO / POD Dir.	Potential detrimental effects on service delivery to the community and our reputation.	(2)	(5)	(10)	(M)	<ul style="list-style-type: none"> Full business continuity plans in place & uploaded to Resilience Direct. Peer review of the business continuity arrangements Bank System Flexi-Duty System Pilot Staff Transfer Procedure Employee assistance and welfare support Training Needs Assessment process Monitoring of staff 'stability ratio' relative to best practice and sector norms Review of Resourcing and Retention strategies Wider range of contracts offering more flexible ways of working A variety of approaches are being adopted to replenish the workforce. These include more operational apprentices, transferees, and re-engagement options Workforce planning data is regularly reviewed with Service delivery, HR and Finance. Project on Strategic Review of Operational Resourcing is underway with a number of workstreams, including On-Call and Geographic station reviews Growth bids to be considered to support future resourcing demands. 	A	<p>22 November 2016 SMB:</p> <p>It was agreed that the score remains at 9. There is the potential of further staff losses due to the recruitment campaigns of surrounding services and in particular LFB (London weighting). The recently published Thomas Review recommendations may impact on staff availability in the medium term, however initial reactions indicates that it will not lead to industrial unrest in the short term. Current treatments for this remain current with the addition of Flexi-Firefighter Pilot Scheme. Review and refresh of Business Continuity Plans currently underway.</p> <p>27 April 2017 PMB:</p> <p>Recommended that potential impact of ongoing firefighter recruitment activities by neighbouring FRS on operational capacity and capability be considered for potential inclusion on Corporate Risk Register.</p> <p>13 June 2017 SMB:</p> <p>Following de-escalation of ageing workforce risk to POD risk register it was agreed that the scope of the staff availability risk should be expanded to include consideration of the impact of transformation at pace coupled with ongoing recruitment activities by neighbouring FRS on overall workforce stability.</p> <p>4 July 2017 SMB</p> <p>Agreed that the probability score for this risk should be increased to 4 (4 x 3 = 12) in view of risks to our ability to retain operational staff arising from impact of workforce change coupled with ongoing recruitment by neighbouring FRS.</p>
			(5)	(5)	(25)	(H)			
			(3)	(5)	(15)	(H)			
		Failure to discharge statutory duties.	(4)	(5)	(20)	(H)			
			(3)	(5)	(15)	(H)			
			(5)	(4)	(20)	(H)			
		Loss of critical knowledge / skills / capacity /competency levels.	(4)	(3)	(12)	(M)			
			(5)	(3)	(15)	(H)			
			(4)	(3)	(12)	(M)			
			(5)	(3)	(15)	(H)			
			3	3	9	M			

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			P	I	Σ				
Fin 14 – Funding and Savings Requirement	Director Finance & Assets	The funding settlement now assumes that a council tax increase is required each year in line with the prevailing capping limit, currently 2% for the Fire Authority, and that local growth meets expectations. If either or both did not come to fruition there is a risk the Authority will not meet its commitment to the PSP 2015-20 and that a fundamental re-think of service provision would be required.	(4)	(4)	(16)	H	Proactive management of the MTFP is in force which has previously included a re-alignment of balances to free up the MRP burden and a revised risk assessed level of general fund reserve. In addition the MTFP is very closely aligned to workforce planning. For the present, USAR (S31) grant funding is assumed to continue, though notification now seems to be year on year and often after budget setting. If removed, the Authority will need to cope with a circa £800k cut in funding.	R	<p><u>25th October 2016 SMB</u></p> <p>In the 4 months since the outcome of the Referendum on the UK's Membership of the EU, a number of external factors have combined to create an unstable environment that could adversely affect the Authority's funding position the future. On top of 'Brexit' there is increasing inflation, the downturn in value of the £, proposed changes to business rates funding and an uncertain outlook for USAR funding post 17/18. These create a volatile combination and therefore no change is proposed to the risk assessment on funding or savings requirement at this stage.</p> <p><u>17 January 2017 SMB</u></p> <p>Given the weak position regarding any long term stability (or notification) for S31 USAR funding, it was determined to leave the risk unchanged. Additionally there is expected to be some pressure on the capital programme resources as the effects of external factors such as BREXIT and the fall in value of the pound put pressure on contract prices.</p>
			(3)	(4)	(12)	M			
			(3)	(4)	(12)	M			
			4	4	16	H			

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									<p><u>18 April 2017 SMB</u> Finance to review risk score in light of more secure outlook for USAR funding.</p> <p><u>13 June 2017 SMB</u> Finance to review score following outcome of UK General Election.</p> <p><u>4 July 2017 SMB</u> There remains no long term S31 funding for USAR and whilst the Government continues to provide only an annual settlement the risk of removal of that funding must remain high.</p> <p>In addition there is now considerable pressure on public sector pay with a NJC offer of 2% to firefighters for 2017 already higher than the 1% cap for which the Authority is funded.</p> <p>Therefore until the long term revenue funding for both USAR and for Firefighter Pay Settlements is assured, the risk score will remain unchanged.</p>
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New / Emerging Risks

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			P	I	Σ					
Paging:- closure of Vodafone's Vodapage service & transfer of service to Page One (Capita Service)	ICT Manager	The only alternative paging system (Page One) does not have the coverage in Buckinghamshire that Vodafone has. Inability to contact / call out key staff for incidents / support.	3	3	9	M	Testing Page One devices. Investigating alternatives to paging. Reviewing pagers with additional capabilities (Wireless etc.) Collaborating on replacement solution with Thames Valley partners.	A	Pagers used for On Call, Appliances, Officers, Workshops, RMT and ICT. Previous usage of Page One was considered ineffectual due to coverage issues. Initial indications were that Vodapage will be turned off on November 30 th 2017. However, Vodafone are now evaluating an App service and have also informed us that they have decided to move the hard closure date to 31 st March 2018 providing additional time to pursue alternatives. The financial implications of this risk are unknown at this point.	Created 30/05/2017