



**HAMPSHIRE
FIRE AND
RESCUE
AUTHORITY**

Standards and Governance Committee

Purpose: Approval

Date: **17 November 2020**

Title: **ORGANISATIONAL RISK REGISTER**

Report of Chief Fire Officer

SUMMARY

1. Following the paper and recommendations on the Organisational Risk Register that went to the full Authority on 3 June 2020, this paper is the inaugural 6 monthly report to the Committee on the status of our Organisational Risk Register (Appendix A) that delivers upon the service risk management approach, as set out within the Risk Management Policy agreed by HFRA on 19 February 2020.
2. To embed and strengthen our risk management governance, this report provides the opportunity for scrutiny and assurance of the Organisational Risk Register, via delegated authority to the Standards and Governance Committee.
3. The Organisational Risk Register is part of the governance of the Hampshire and Isle of Wight Fire and Rescue Services' Safety Plan, to continually manage those strategic risks and emerging threats to our ability to deliver against our priorities.

BACKGROUND

4. The Organisational Risk Register was introduced as part of the revised Risk Management Framework. In developing the new risk register, previous Strategic Risk Register risks were reviewed and transferred as necessary. Both the previous Strategic Risk Register and the new Organisational Risk Register were presented to HFRA on 3 June 2020, where a decision was made for the Standards & Governance Committee to provide scrutiny and assurance of the Organisational Risk Register on an ongoing basis.
5. This risk management approach enables the integration of our external risks and our internal risks through the Hampshire and Isle of Wight Fire and Rescue Service Safety Plan, therefore ensuring our risk management culture is far more proactive.

6. Within the Risk Management Policy, it is stated that the Fire Authority will identify, prioritise and manage community risks via the Hampshire and Isle of Wight Fire and Rescue Service Safety Plan. Internal risks, such as the risks threatening the organisation's ability to deliver the Safety Plan, will be identified, prioritised and managed by the Chief Fire Officer through the Executive Group who will be responsible for the Organisational Risk Register.
7. The Chief Fire Officer is supported in that accountability by each directorate maintaining and monitoring their own Directorate Risk Registers which, when appropriate, can escalate a risk to the Organisational Risk Register.

SUPPORTING OUR SERVICE PLAN AND PRIORITIES

8. The Organisational Risk Register ensures we remain focussed on delivery against our priorities, as these drive our activities:
 - **Our communities** – We work together to understand different community needs and deliver accessible, local services which build safer places.
 - **Our people** – We look after each other by creating great places to work and promoting the health, wellbeing and safety of our people.
 - **Public value** – We plan over the longer term to ensure our decisions and actions deliver efficient and effective public services.
 - **High performance** – Our diverse teams are trusted, skilled and feel equipped to deliver a leading fire and rescue service today and into the future.
 - **Learning and improving** – We have the support of policy and guidance with the freedom to use our discretion to do the right thing, learning from ourselves and others.
9. Our planning processes, performance management framework and audit processes are an integral part of our arrangements to identify new and emerging risks and issues which could impact on delivery. The identification of risks and issues through the planning process also provides a focus for developing new organisational priorities and objectives to mitigate those risks.

RESOURCE IMPLICATIONS

10. There are no specific financial implications from the contents of this paper. Any financial impacts of future control measures would need to be assessed against the related risks and opportunities. Any plans with financial implications will be subject to appropriate review and governance.

ENVIRONMENTAL AND SUSTAINABILITY IMPACT ASSESSMENT

11. There will be no negative environmental impacts associated with the adoption of this paper. The Organisational Risk Register ensures we consider emerging issues through changes in climate, and these are accounted for in our prevention and response controls.

LEGAL IMPLICATIONS

12. The requirement for each Fire and Rescue Authority to have an Integrated Risk Management Plan is set out within the National Framework for Fire and Rescue Services, made under the Fire and Rescue Services Act 2004.
13. The Organisational Risk Register, as part of our Risk Management Framework, will ensure our integrated risk management process is driving our priorities.

PEOPLE IMPACT ASSESSMENT

14. The implementation of the Organisational Risk Register will have no negative impact. However, through a more effective approach to identifying, assessing and mitigating risks to our communities, a positive impact will be achieved through better understanding of protected characteristics within our communities.

RISK ANALYSIS

15. It is essential that there is a consistent and robust approach to the identification, analysis and treatment of internal and external risks. This, in turn, ensures that major threats and opportunities are considered and managed appropriately with adequate control measures implemented.
16. The internal audit report on risk management arrangements within Hampshire Fire and Rescue Service (HFRS) 2015/16, highlighted limited assurance. As a result of implementing the revised arrangements a Final Position Statement was provided by Internal Audit in June 2020, which concluded:

“Good progress has been made in addressing the risks identified in our 2015/16 audit report on Risk Management. With the introduction of the Safety Plan, the new policy and governance arrangements, along with the improved formatting of risk registers, significant work has taken place.

There is further work to be done but, once complete and fully embedded across HFRS, the proposed risk management framework should provide robust controls and fully address the issues identified in the previous audit review”. (Internal Audit 10/6/2020).

EVALUATION

17. The Organisational Risk Register will provide the appropriate prioritisation of risk management and ensure risks are well managed and governance of plans and activities undertaken. The day to day management of those risks through the Executive Group, and accountability through Directorate Plans, ensures a risk management culture that will be overseen and scrutinised by HFRA in accordance with the Constitution.
18. Additional assurance on our approach to risk management is also provided by our Policy and Planning directorate who work with our Organisational Assurance Team, including on, but not limited to, assurance mapping to inform our understanding of risks across Directorates.

RECOMMENDATION

21. That Hampshire Fire and Rescue Authority Standards and Governance Committee notes the Organisational Risk Register status under the delegated management of the Chief Fire Officer.

APPENDICES ATTACHED

22. [Appendix A – Organisational Risk Register](#)

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