



**Hampshire  
& Isle of Wight**  
FIRE & RESCUE AUTHORITY

## **HIWFRA Standards and Governance Committee**

Purpose: Noted

Date: **16 November 2021**

Title: **ORGANISATIONAL RISK REGISTER UPDATE**

Report of Chief Fire Officer

### SUMMARY

1. This paper reports to HIWFRA on the revised status of our Organisational Risk Register (Appendix A), which presents updates on the two latest risks, as set out within the Risk Management Policy agreed by HIWFRA.
2. To embed and strengthen internal governance of risk management, this report provides the opportunity for Fire Authority scrutiny and assurance of the Organisational Risk Register, via delegated authority to the Standards and Governance Committee (S&G).
3. The Organisational Risk Register is part of the Risk Management Framework and the FRAs Safety Plan, to enable management of strategic risks that may affect our ability to deliver against our Safety Plan's Priorities.
4. This report uses for the first time the details from the new JCAD risk information system software that has replaced legacy systems.

## BACKGROUND

5. Following Executive Group monitoring of new and emerging risks during February 2021, the following two risks have been added to the HIWFRS Organisational Risk Register;
  - (a) Data quality issues
  - (b) McCloud pension remedy
6. The impacts of data quality issues are defined as effective organisational delivery, high performance and/or robust performance reporting being prevented due to sub-optimal data quality provision in some areas. Work has progressed towards mitigation of this risk and further details are within Reference number 8 within Appendix A.
7. The consequences of the McCloud pension remedy are that if we were to fail to respond to it, this could have longer term impacts on resources and the retirement choices for firefighters. Work has progressed towards mitigation of this risk and further details are within Reference number 9 within Appendix A.
8. Our risk management approach ensures the integration of our external risks and our internal risks through the Hampshire and Isle of Wight Fire and Rescue Authority Safety Plan, therefore ensuring a proactive risk management culture.

## AMENDMENTS AND UPDATES

9. Our existing organisational risk of COVID-19 wellbeing provision has now been reviewed and reworded to reflect the wider wellbeing expectations of our workforces and now less aligned to the single but prominent issue of the pandemic. Renamed and reviewed as 'Reduced wellbeing and resilience within the workforce' and recognises that our employee expectations are now far greater. Further details are within Reference number 7 within appendix A.
10. Our organisational risk 'Emerging changes to legislation (post Grenfell),' has now changed to green, due to the significant cross organisational activities undertaken to respond to the Grenfell Towers improvement plans and the assurance received at Executive Group on our progress following effective utilisation of the Home Office Grenfell Towers improvement grant. Further details are within Reference number 4 within appendix A.

11. It is recognised the risk could be now removed, but due to the horizon scanning identifying the remaining uncertainty within future financial settlements and awaiting final clarity of new expectations being placed upon fire services through new legislation, it is prudent to hold on the organisational risk register until both aspects have been concluded and HIWFRS have reviewed our ongoing capabilities to meet any emerging changes.
12. This is the first report to include content from the new JCAD risk management tool and now moves our framework from legacy systems. This will ensure our framework is now linked and aligned across all directorates and risks/control measures will have automatic review dates communicated to owners.

### SUPPORTING OUR SAFETY PLAN AND PRIORITIES

13. In supporting our risk management framework, the Organisational Risk Register ensures we remain focussed on delivery against our Safety Plan priorities. By identifying the issues that may impact upon our ability to deliver the Safety Plan, these can then be mitigated or held with a clear rationale, ensuring that together we are continuing to make life safer.
14. 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

15. 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.

### IMPACT ASSESSMENTS

16. 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.

17. The implementation of the Organisational Risk Register will have no negative people impacts. 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 and support our workforce.

## LEGAL IMPLICATIONS

18. 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.
19. The Organisational Risk Register, as part of our Risk Management Framework, will ensure our integrated risk management process is driving our priorities.

## OPTIONS

20. There is a single option which is that HIWFRA S&G review the two new risks on the Organisational Risk Register. By reviewing the risks on the Organisational Risk Register, compliance with our risk management framework is demonstrated.

## RISK ANALYSIS

21. The risk management framework provides 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.

## EVALUATION

22. The Organisational Risk Register will provide the appropriate prioritisation of risk management, and ensure risks are professionally 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

## CONCLUSION

23. Our risk management framework supports the identification of external risks and internal risks through the Hampshire and Isle of Wight Fire and Rescue Service Safety Plan, therefore ensuring a proactive risk management

culture. This report supports that continual monitoring and application of that framework.

RECOMMENDATION

24. The HIWFRS Organisational Risk Register status under the delegated management of the Chief Fire Officer is noted by the HIWFRA Standards and Governance Committee

APPENDICES ATTACHED

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

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