



<b>Meeting</b>	<b>Performance and Resources Board</b>	<b>Agenda Item</b>	16
<b>Meeting Date</b>	31 March 2021	<b>Report Number</b>	
<b>Report Author:</b>	Risk Advisor		
<b>Presented By</b>	Director of Innovation, Risk and Future Development		
<b>Subject</b>	<b>Risk Report</b>		
<b>Type of Report:</b>	Information		

## RECOMMENDATIONS

That the members of the Performance and Resources Board note the update of the Strategic Risk Register.

## BACKGROUND

In this quarter there are 17 strategic risks reported, no current red risks, with the majority of the risk considering to be improving. Further detail can be found in Appendix One. The main changes to the SRR are; -

### SRR150010

*There is a risk that the Service fails to, or is unable to, implement appropriately the learning from local/National incidents, audit reports, case studies, changes/interpretation to law/regulations in an effective and timely way.*

The likelihood was decreased from significant to rare on 22 February 2021 as all controls have been implement and deemed effective and the target score was achieved.

### SRR150018

*There is a risk that the Service does not achieve a full and successful migration to On-Call as planned through the On-Call programme resulting in lack of cover and a financial loss to the service.*

The likelihood has decreased to unlikely (overall risk score 8) following approval of new timescales, for a move away from the day-crewed model by April 2022, other core principles and an agreed budget allocation for 2021-22.

Following discussion at the Service Leadership the following risks will be de-escalated to a directorate or departmental risk registers.

- SRR150003

- SRR150010
- SRR150011
- SRR150012
- SRR150017

Other risks of note are; -

### **SRR150019 & SRR150020**

*There is a risk that due to the absence of a positive and supportive culture the Service fails to provide a safe and inclusive culture which ensures the well-being of staff and contributes to attracting a diverse workforce; and*

*The Service does not provide the training to ensure that staff have the skills required to provide an effective operational response to the Essex public and ensure the safety of operational staff in line with the Health and Safety at Work Act. The Service does not provide training to ensure that all employees have the skills to carry out their roles.*

Both have remained consistent in their scoring, however are considered to be improving. The recent staff survey has provided positive feedback, however, the Service still considers this to be work in progress and is working towards achievement of the cultural change strategy. Reference 150020, the investment in training continues and the Service has now entered Phase III of its assurance plan, a new competency management system (TASK replacement) is also due to go live in April which, given time, is expected to provide further assurance which will positively impact on future scoring.

### **SRR150029**

*There is a risk that due to the Covid-19 Pandemic, the service will not be able to deliver the objectives set out in the Fire and Rescue Plan, IRMP and/or Annual Plan.*

A risk group have meet throughout the autumn/winter period a minimum of once a week (most of the time 3 times a week) specifically reviewing this risk. Where necessary additional controls have been implemented which has helped maintain the score at 8.

Following SLT approval the following risk has been added to the SRR, further to the approval of the new Digital and Data Strategy Business Case at the Strategic Board on the 15<sup>th</sup> of March, this risk will be considered in conjunction with the ongoing review of strategic risks SRR150028 (ICT) and SRR15009 (Information Governance).

### **SRR150031**

*There is a risk that without effective Cyber Security measures in place, we will be vulnerable to an attack causing harm or loss.*

## **BENEFITS AND RISK IMPLICATIONS**

The benefits of de-escalation are that the Service can focus attention on the risks which present the most uncertainty towards the achievement of the priorities outlined in the Fire and Rescue and Plan.

Failure to effectively escalate and de-escalate risk could result in new or emerging risks going unnoticed potentially causing damage to the organisation.

**FINANCIAL IMPLICATIONS**

SRR150001 references the Service's financial risk.

**EQUALITY AND DIVERSITY IMPLICATIONS**

SRR150005 references the Service risk on needing to deliver against the Service's People Strategy.

**WORKFORCE ENGAGEMENT**

None at this time

**LEGAL IMPLICATIONS**

None at this time

**HEALTH AND SAFETY IMPLICATIONS**

None at this time