

Corporate Risk Register – 31 December 2023

<u>Risk Reference</u>	<u>Risk Description</u>	<u>Risk Score</u>	<u>Residual Score</u>	<u>Status</u>	<u>Change to Risk Score</u>
ER218	Heightened terrorist threat in County Durham and Darlington increasing the risk to CDDFRS staff and communities. This also includes the organisation not being able to provide critical services to the community due to a major disruption.	12 L=3 I=4	9 L=3 I=3	<p>The score reflects the latest intelligence.</p> <p>The Chief Fire Officer and SLT members are embedded across the LRF. The lead National Incident Liaison Officer (NILO) provides updates to the Service on national counter terrorism issues. the Service is also involved in the counter terrorism strategy (CONTEST) and production of the counter terrorism local profile. Marauding terrorism attack (MTA) refresher training delivered each year for revalidation of competence.</p> <p>A Multi-agency tactical exercise took place on 1st Dec 2021 to test joint operational planning (JOPS2) and the Joint Emergency services Interoperability Programme (JESIP). A full debrief took place Dec 2021 and learning points will be actioned as appropriate.</p>	NO CHANGE

Appendix A

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ER224	Failure to respond effectively and provide services due to Industrial Action.	15 L=3 I=5	8 L=2 I=4	<p>No industrial action has been notified however the position regarding firefighters pay could escalate to industrial action in 2024 if an acceptable offer is not made. Future national uncertainties could also impact on this risk such as governance changes.</p> <p>The residual score reflects the fact that we have effective management of industrial relations and a communications strategy to all stakeholders together with a business continuity plan relating to industrial action.</p>	NO CHANGE

Appendix A

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FIN152	Failure to achieve the savings via the service transformation options outlined in the CRMP consultation leading to a greater budget deficit.	20 L=4 I=5	8 L=2 I=4	To arrive at a balanced budget for 23/24 it was necessary to draw £0.571M from reserves which increased to £0.821M following the settlement of the firefighters pay award. The CRMP consultation included a proposal to ride with a crew of four on all fire appliances which was agreed and implemented on 01 July 2023. Following the identification of further savings and additional interest on investments there will be no requirement to draw from reserves in 2023/24. Several savings options have been developed to deal with any future shortfall in funding. These options have been discussed in detail with members at the Strategic Planning Days and further savings options are also being examined to assist in balancing the budget.	REDUCED

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FIN153	The actual position relating to pay awards, inflation and grant cuts etc, turns out to be different to the assumptions underpinning the MTFP leading to a greater budget deficit.	20 L=4 I=5	12 L=3 I=4	<p>The MTFP assumptions are monitored and updated on an on-going basis.</p> <p>The MTFP is based upon increases in pay awards of 5% in 2023/24, 3% in 2024/24 and 2% thereafter. The MTFP deficit position could change dramatically if pay awards are agreed above this level.</p> <p>Whilst it is impossible to predict what might happen in the future, alternative MTFP scenarios have been modelled to illustrate the impact of changes to the assumptions.</p> <p>The situation regarding pay awards and inflation is monitored closely and any impact on the budget in the current year would normally be managed using contingencies and/or reserves. Members will be kept informed if further corrective action is required.</p>	REDUCED
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FIN 225	Insufficient government funding to meet capital programme requirements which could impact on the revenue budget leading to an increased MTFP deficit.	12 L=3 I=4	9 L=3 I=3	The Authority no longer receives government funding for capital expenditure which was previously £1.3M per annum. Provision is made in the revenue budget going forward to meet the impact of borrowing and/or direct funding. Recent increases in interest rates will add further pressure on the revenue budget from increased debt repayment costs.	NO CHANGE
FIN 08	Changes to public sector pension schemes could lead to higher employer and employee contributions; increased turnover of staff; difficulty in recruiting and retaining high calibre staff and a reduction in staff morale and productivity.	20 L=4 I=5	9 L=3 I=3	<p>We have been informed by the Home Office that the pensions grant will continue at its current level prior to being mainstreamed into settlement funding. This provides some certainty on future funding for pensions. The proposals to address age discrimination in the Firefighters pension schemes resulting from the McCloud Sargeant case could lead to a significant increase in the level of employer's pension contributions and a range of staff retiring and accessing their pension earlier than anticipated. At the 16 February 2022 CFA meeting, members agreed to pause the processing of immediate detriment cases until the full extent of liabilities falling on the Authority are known. There is a risk that the Authority could be liable for the tax charges relating to individuals who have previously retired.</p> <p>The recruitment strategy includes options to bring in replacement staff quickly, if necessary, in order to maintain operational response.</p>	REDUCED
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<p>SLT1/21</p>	<p>White Paper on fire services reform: Originally due to be published for consultation summer of 2021 but has been subject to delay. The implications of this document are not fully known but could involve significant change within the FRS including CDDFRS.</p>	<p>16 L=4 I=4</p>	<p>12 L=3 I=4</p>	<p>The CFO is working on a national level with the NFCC and the SLT is working locally with the CFA and PCVC which will help to mitigate the potential impact of this risk. The White Paper consultation has now concluded and the government has published its response.</p> <p>Close monitoring over the coming months will help the service understand more about the White Paper and potential impact which will allow for appropriate mitigating strategies and communications to be prepared in advance.</p>	<p>NO CHANGE</p>
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