

Standards and Governance Committee

Purpose: Noted

Date: **31 January 2019**

Title: **HMICFRS REPORT**

Report of Chief Fire Officer



**HAMPSHIRE
FIRE AND
RESCUE
AUTHORITY**

SUMMARY

1. Her Majesty's Inspectorate of Constabulary, Fire and Rescue Service (hereafter HMI) inspected Hampshire Fire and Rescue Service (HFRS) in July 2018. The final report was published on 14 December 2018.
2. Using its judgement criteria, HMI concluded that HFRS is a good service; HFRS is good at effectively understanding risks within its community, good at efficiently managing its resources and requires improvement in how it looks after its people.
3. Under the Fire and Rescue National Framework for England, HFRS is required to respond to HMI's recommendations and identified areas for improvement with an action plan within 56 working days of the receipt of the report. This report recommends that the Fire and Rescue Authority note the contents of the HMI Report and the proposed creation of the Service Action Plan. The HMI Report and our Service Action Plan will be available to public scrutiny.

BACKGROUND

4. HFRS was inspected by HMI in Tranche 1 and was the first Service to undergo inspection (outside of the HMI pilot). The purpose of inspection was for HMI to independently measure and assess each Service's performance, specifically in the context of effectively protecting the public, efficiently managing organisational resource and how it looks after its people.
5. The inspection process was thorough. After a discovery phase; where data and documentation were shared with HMI to benchmark the Service and gain an initial understanding, HMI commenced fieldwork, sampling and testing information. This enabled the inspecting team to collect evidence by speaking to as many members of different staff groups and stakeholders and develop deeper understanding of HFRS as an organisation.
6. The full report is at **Appendix A**.

SUPPORTING OUR SERVICE PLAN AND PRIORITIES

7. The HMI Report links fully with our Service Plan and all our Safer and Stronger Priorities, it enables us to improve as an organisation and also to demonstrate to our communities and partners how effectively and efficiently we are performing.
8. The HMI Report outcome pays due regard to the Fire and Rescue National Framework document and HFRS performance in respect of that.

RESOURCE IMPLICATIONS

9. The Action Plan deliverables will be progressed within business as usual and be monitored through the Performance and Assurance Board. Managers accountable for delivery of specific functional areas will be required to prioritise resource to achieve the required improvement. However, there are no additional financial resources required as improvements will be made within existing budgets.

LEGAL IMPLICATIONS

10. Whilst the Service is not legally required to carry out every improvement recommended within the HMI Report, it is considered that addressing these areas will place the Service in a positive position regarding compliance within all relevant legislation, relating to employment of staff, management of resources and operating a Fire and Rescue Service

ENVIRONMENTAL AND SUSTAINABILITY IMPACT ASSESSMENT

11. The Action Plan deliverables will, where required, undertake an environmental and sustainability impact assessment.

EQUALITY IMPACT ASSESSMENT

12. The Action Plan deliverables will, where required, undertake an equality impact assessment.

OPTIONS

13. The option to note the report ensures that Service commits to improvement in the areas identified by HMI and better delivery of services within Hampshire and the ability to compare the Service's performance against other FRS'. The option to not note the report will not ensure Service improvement and the ability to compare the Service 's performance against other FRS'.

RISK ANALYSIS

14. Should the HMI Report and proposed creation of the Service Action Plan not be noted the Service will not be improving its delivery of services, achieving better value for money or becoming an inclusive employer of choice.

CONCLUSION

15. The HMI Report gives the Service the opportunity to continually improve so that it can continue to make Hampshire a safer place to work, live and travel. The associated Action Plan will ensure that measurable steps are taken to improve the Service, in delivery of public safety, in delivering value for money and for being a positive organisation that is an employer of choice.

RECOMMENDATION

16. That the HMI Report be noted by the Standards and Governance Committee.

APPENDICES ATTACHED

17. Appendix A - HMI Report.

<https://www.justiceinspectors.gov.uk/hmicfrs/wp-content/uploads/hampshire-fire-and-rescue-service-report-2018-19.pdf>

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