

SCOTTISH FIRE AND RESCUE SERVICE

Audit and Risk Assurance Committee



Report No: C/ARAC/13-20

Agenda Item: 12

Report to:	AUDIT AND RISK ASSURANCE COMMITTEE						
Meeting Date:	25 MARCH 2020						
Report Title:	PERFORMANCE IMPROVEMENT FORUM (PIF) UPDATE - AUDIT SCOTLAND: THE SCOTTISH FIRE AND RESCUE SERVICE MAY 2018 REPORT ACTION PLAN						
Report Classification:	For Noting	Board/Committee Meetings ONLY For Reports to be held in Private Specify rationale below referring to <u>Board Standing Order 9</u>					
		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
1	Purpose						
1.1	The purpose of this report is to provide the Audit and Risk Assurance Committee (ARAC) with an update on the action plan for the Audit Scotland: The Scottish Fire and Rescue Service May 2018 report.						
2	Background						
2.1	The Performance Improvement Forum (PIF) provides assurance to ARAC, the Corporate Assurance Board (CAB), and the Scottish Fire and Rescue Service (SFRS) Board that the Service has a structured and robust approach to performance improvement in respect of reports produced by Audit Scotland.						
2.2	The Service Improvement Team through the management of the PIF supports all Directorates across the SFRS to undertake the development of action plans to ensure we adequately address the recommendations made by Audit Scotland within each of their reports.						
2.3	Once an action plan has been noted by ARAC, it is monitored and reviewed on a six-monthly basis by the PIF and its membership to ensure it remains fit for purpose and continually seeks Best Value for SFRS.						
3	Main Report/Detail						
3.1	This report contains an update to the action plan that has been developed following the publication of Audit Scotland: The Scottish Fire and Rescue Service May 2018 report, and contains the BRAG status across the Audit Scotland action plan noted above. For completeness, progress made across all action plans comprises of 23 actions which are complete (blue), 1 action which may have the target completion date extended (amber), 10 actions which are on track (green) and 3 actions which are red and where the target completion dates are unattainable.						
4	Recommendation						
4.1	ARAC is asked to note the performance progress made on actions listed within this action plan.						

5	Key Strategic Implications
5.1	Financial
5.1.1	There are no financial implications directly associated with this report.
5.2	Environmental & Sustainability
5.2.1	There are no environmental & sustainability implications directly associated with this report.
5.3	Workforce
5.3.1	There are no workforce implications directly associated with this report.
5.4	Health & Safety
5.4.1	There are no health and safety implications directly associated with this report.
5.5	Training
5.5.1	There are no training implications directly associated with this report.
5.6	Timing
5.6.1	This action plan is updated and submitted to ARAC on a six-monthly basis.
5.7	Performance
5.7.1	This report is submitted to ARAC on a six-monthly basis for noting of this action plan, Audit Scotland: The Scottish Fire and Rescue Service May 2018.
5.8	Communications & Engagement
5.8.1	There are no communications and engagement implications directly associated with this report.
5.9	Legal
5.9.1	There are no legal implications directly associated with this report.
5.10	Information Governance
5.10.1	<i>DPIA completed No.</i> There are no information governance implications directly associated with this report.
5.11	Risk
5.11.1	Audit Scotland reports can identify additional risks for a Directorate Risk Register, or, if they are of sufficient strategic importance, the Strategic Risk Register.
5.12	Equalities
5.12.1	<i>EIA completed No.</i> There are no equalities implications directly associated with this report.
6	Core Brief
6.1	Not applicable.
7	Appendices/Further Reading
7.1	Appendix A: Audit Scotland: The Scottish Fire and Rescue Service May 2018 – Action Summary Table Plan Six-monthly Update
7.2	Appendix B: Audit Scotland: The Scottish Fire and Rescue Service May 2018 Action Plan

Prepared by:	Eleanor Craig, Service Improvement Manager, Strategic Planning and Performance	
Sponsored by:	Mark McAteer, Director of Strategic Planning, Performance and Communications	
Presented by:	Mark McAteer, Director of Strategic Planning, Performance and Communications	
Links to Strategy and Corporate Values		
<p>This report contributes to Strategic Outcome 4: We are fully accountable and maximise our public value by delivering a high quality, sustainable fire and rescue service for Scotland.</p>		
Governance Route for Report	Meeting Date	Report Classification/ Comments
<i>Audit and Risk Assurance Committee</i>	<i>25 March 2020</i>	<i>For Noting</i>

PIF Six Monthly Update Report: January 2020

RAG Definitions:	Blue	Task complete			
	Green	No identified risk, on target for completion date			
	Amber	Target completion date extended to allow flexibility			
	Red	Target completion date unattainable, further explanation provided			
ACTION PLAN	BLUE	GREEN	AMBER	RED	
Audit Scotland: The Scottish Fire and Rescue Service May 2018	23	10	1	3	

The Audit and Risk Committee are asked to note PIF has provided an action summary table above and the complete action plan as previously requested by ARAC for review.

- Audit Scotland: The Scottish Fire and Rescue Service May 2018 – 6 monthly update.

Audit Scotland Residual Report

The Audit and Risk Assurance Committee is asked to note that the PIF provides a residual report for issues and recommendations rated as red or amber.

HMFSI Recommendation 1a				
<p>The Scottish Fire and Rescue should increase its pace of reform and implement its plans for transforming into a more flexible, modern service. In particular:</p> <ul style="list-style-type: none"> Agree as soon as possible, revised terms and conditions for its uniform staff that reflect the changes to the role as planned, as part of the programme for transformation. 				
Action No.2	BRAG Status	Detail	Due Date	Recovery Action
Complete the standardisation of RDS specific terms and conditions, including implementation.	Red	Agreement has not been reached to date, therefore SFRS are seeking alternative resolution process to progress this matter in Q4 19/20. BRAG status moved to red.	Oct 2019	SFRS are seeking alternative resolution.
Action No.3	BRAG Status	Detail	Due Date	Recovery Action
Negotiate a revised reward package and terms and conditions which reflect a broadened Firefighter role. Including implementation.	Amber	Agreement has not been reached to date, therefore SFRS are seeking alternative resolution process to progress this matter in Q4 19/20. BRAG status moved to amber.	Dec 2021	As the offer was rejected the SFRS seeks an alternative resolution.

NOT PROTECTIVELY MARKED

HMFSI Recommendation 5				
<ul style="list-style-type: none"> The Scottish Fire and Rescue should include Equality Impact Assessments with papers to inform board decisions and set out in its workforce planning how it plans to eliminate the gender pay gap. 				
Action No. 1	BRAG Status	Detail	Due Date	Recovery Action
Re-launch Equality Impact Assessment Process on iHub.	Red	A combination of the decision to conduct the E&D review as well as resourcing issues within the E&D Team contributed to the delayed deadline.	Nov 2019	This action will be influenced by the outcomes of the E&D Review and has been carried forward to 2020/21.
Action No. 2	BRAG Status	Detail	Due Date	Recovery Action
Evaluate completion rates of Equality Impact Assessments within Board decision making processes.	Red	This action is aligned to the outcomes of the Equality & Diversity Review and the establishment in 2019 of the Equality Partnership Group which will report to Corporate Assurance Bd.	Dec 2019	The Equality and Diversity Partnership group had their first meeting in December 2019, this action will be influenced by the work of the Partnership Group and has been carried forward to 2020/21.