

**ESSEX POLICE, FIRE AND CRIME COMMISSIONER FIRE & RESCUE AUTHORITY**

Essex County Fire & Rescue Service

|  |  |  |  |
| --- | --- | --- | --- |
| Meeting | **Strategic Board** | Agenda Item | 12 |
| Meeting Date | 8 June 2018 | Report Number | **6** |
| Report Author: | Ben Pilkington, Assistant Director (Programme 2020) | | |
| Presented By | Ben Pilkington | | |
| Subject | **Programme 2020 Update** | | |
| Type of Report: | Information | | |

# Recommendations

1. Members of the Board are asked to note the content of the report.

# BACKGROUND

1. Through Programme 2020 the Service developed and consulted upon a number of options for change, one of which was selected by the Fire Authority in June 2016. This report updates members of the Board on the progress of those planned changes.

# PROGRESS UPDATE

1. **Appliance removal and employee relocation project – COMPLETE**

*The project planned and delivered the removal of appliances from Corringham, Orsett, Rayleigh Weir and Loughton and the associated employee relocations.*

All planned removals have now taken place.

1. **On-call conversion project – IN PROGRESS**

*Conversions of Dovercourt, South Woodham Ferrers, Waltham Abbey and Great Baddow stations from day crew to On-Call and conversion of Clacton’s second appliance from wholetime to On-Call.*

The project has had differing levels of success to date at each of the stations reflecting the local circumstances at each.

Clacton: The second appliance at Clacton has been crewed by On-Call firefighters supported by wholetime officers and drivers since 5th February 2018.

Dovercourt: Recruitment has been particularly challenging and the current headcount stands at 13 against a likely requirement of 20-23 to crew two appliances.

South Woodham Ferrers: Headcount 6 against a maximum of 13-14.

Waltham Abbey: Headcount 8 against a maximum of 13-14.

Great Baddow: Headcount 2 against a maximum of 13-14 (note that Great Baddow is the most recent to begin recruiting).

A review of the project is in progress to identify the next steps required to ensure the stations are able to convert as planned.

1. **Special appliance relocation project – IN PROGRESS**

*Review of the Service specialist capability asset numbers and locations following the programme 2020 options for change and agreed operational model. Delivery of any agreed movements and changes.*

The initial review of locations has been completed and the project is now in the process of undertaking the relocations.

Completed relocations:

Incident command united relocated from Clacton to Frinton - January 2018

Water bowser relocated from Chelmsford to Corringham - November 2017

Aerial Ladder Platform (ALP) removed from Harlow - May 2018

Detection Identification Monitoring vehicle (DIM) relocated from Epping to Harlow May 2018

Remaining activity:

Swift water rescue relocating from Dovercourt to Colchester – November 2019

Animal rescue unit relocating from South Woodham Ferrers to Chelmsford – October 2018

1. **Off-road vehicle replacement – IN PROGRESS**

*Replacement of the existing Pinzgauers as they reach end of life with specific off-road capability vehicles. This includes specification development, procurement, training and roll out.*

Following development of a specification and a procurement exercise the order has been placed for 4 vehicles with a view to these being in use by the end of 2018.

1. **Firefighters delivering differently – IN PROGRESS**

*Roll out of new approach to delivering community safety activity using experience gained in the 2015 Delivering Differently in Neighbourhoods pilot. Rolling out across all On-Call and wholetime fire stations, Firefighters will be more involved in determining what community safety activity happens in their local area and local communities engaged.*

The project follows a structured engagement and training process with station based staff. So far the project has rolled out to 18 wholetime and 6 On-Call fire stations. Full roll out is planned to take until 2020.

1. **Home safety model – PROJECT IN CLOSURE**

*This project was to build capacity to enable delivery of Safe and Well visits (Level 1 & 2) which focus on a broader range of health issues, including issues relating to winter-related ill-health (including falls, social isolation, cold homes and flu) and home security.*

With the exception of one area the project has delivered the required changes. Delivery of Level 1 visits being undertaken by Fire Fighters is not active yet, as Service wide consdierations of DBS need to be made. As this is not within the scope or influence of the project a closure report has been presented for consideration by the Change Board. The report recommends that the Home Safety Team pick up the delivery of Level 1 training once the DBS issue has been resolved for operational firefighters.

1. **Removal of the second appliance from Frinton - COMPLETE**

*The specific work to ensure timely removal of the second appliance from Frinton was treated separately form the other removals as the-time frames were different.*

The appliance was removed from operational service on 3rd January 2018.

# Benefits and Risk Implications

1. The programme risk register is reviewed at the Change Boar on a Monthly basis and is attached as appendix A.

# Financial Implications

1. The set of changes and strategy approved through Programme 2020 formed the efficiency plan accepted by government and providing a four-year funding settlement (2016/17 to 2019/20).
2. At the last review of the efficiency plan in September 2017 showed the overall aim of achieving a balanced budget by March 2020 remains on-track.
3. The Authority’s ability to reduce costs through the changes to the crewing system for

appliances from wholetime firefighter to On-Call firefighters is largely determined by the speed at which new staff can be recruited, trained and developed to become competent firefighters. The use of reserves to balance the budget during the development period for On-Call firefighters is set out in the efficiency plan.

# Equality and Diversity Implications

1. None arising from this report.

# Workforce Engagement

1. None directly from this report. But it is worth noting that workforce engagement is at the heart of the change management processes which have been adopted. The Service is committed to involving those affected by change and the representatives in that activity.

# Legal ImplicationS

1. None from the contents of this report.