



**Essex Police, Fire and Crime Commissioner Fire and Rescue Authority**

**Decision Report**

<b>Report reference number:</b> 007/2020 <b>Government security classification</b> Not protectively marked
<b>Title of report:</b> People Strategy
<b>Area of county / stakeholders affected:</b> All staff
<b>Report by:</b> Colette Black <b>Date of report:</b> 18 March 2020 <b>Enquiries to:</b> colette.black@essex-fire.gov.uk

**1. Purpose of the report**

On 17 March 2020 the Strategic Board recommended approval of the People Strategy for 1 April 2020 to 31 March 2024.

The purpose of this report is to seek the approval of the Police, Fire and Crime Commissioner (PFCC) to launch the People Strategy 2020-2024 for Essex County Fire and Rescue Service.

**2. Recommendations**

The PFCC is asked to enact the recommendation of the Strategic Board by approving the launch of the People Strategy for the Service.

**3. Benefits of the proposal**

The benefits of delivering the People Strategy will be measured as described in the Performance Outcomes and Indicators section of the Strategy on page 18/19.

#### **4. Background and proposal**

Our People Strategy is key to delivery of our Fire and Rescue Plan. It is a key component of delivering the Integrated Risk Management Plan (IRMP) which sets out our core services; prevention, protection and response. Our People Strategy describes how we will continue to develop, value, attract, engage and care for our people so that we have a safe and diverse workforce who we enable to perform well in a supportive culture underpinned by excellent training

We do this so we have a modern, forward looking, innovative and collaborative culture that can anticipate and deliver against the changing needs of our communities so that our communities get a better service. We benefit from the skills, experiences and day-to-day knowledge of everybody working in the Service.

#### **5. Alternative options considered and rejected**

The version proposed for approval is draft 9 of the Strategy and was reached through a wide range of consultations where alternatives were considered, adapted or rejected.

#### **6. Strategic priorities**

The Strategy serves the priorities described in our Fire and Rescue Plan under the heading of 'positive culture'.

#### **7. Operational implications**

Each element of the Strategy has potentially positive operational implications.

#### **8. Financial implications**

There continues to be financial implications to providing the training that we have identified.

#### **9. Legal implications**

There are none directly linked to the Strategy.

#### **10. Staffing implications**

There are none directly linked to the Strategy.

#### **11. Equality and Diversity implications**

There are no direct equality implications of this paper.

#### **12. Risks**

It is an employer's duty to protect the health, safety and welfare of their employees and other people who might be affected by their business. We must do whatever is reasonably practicable to achieve this; the People Strategy enables this.

### **13. Governance Boards**

This proposal has been discussed at Strategic Board on 17 March 2020.

### **14. Background papers**

The People Strategy

**Decision Process**

**Step 1A - Chief Fire Officer Comments**

(The Chief Fire Officer is asked in their capacity as the Head of Paid Service to comment on the proposal.)

*I support the recommendations in the strategy*



Signed

: ...Date: .....19/3/2020.....

**Step 1B – Consultation with representative bodies**

(The Chief Fire Officer is to set out the consultation that has been undertaken with the representative bodies)

*Consultation with all rep bodies as part of development of the Strategy*

**Step 2 - Statutory Officer Review**

The report will be reviewed by the Essex Police, Fire and Crime Commissioner Fire and Rescue Authority's ("the Commissioner's") Monitoring Officer and Chief Finance Officer prior to review and sign off by the Commissioner or their Deputy.

Monitoring Officer

Sign:



Print: P. Brent-Isherwood

Date: 22 May 2020

Chief Finance Officer

Sign:



Print: Neil Cross

Date: 17/4/2020

**Step 3 – Publication**

**Is the report for publication?      YES/NO**

**If 'NO', please give reasons for non-publication** *(Where relevant, cite the security classification of the document(s). State 'none' if applicable)*

.....N/A.....

If the report is not for publication, the Monitoring Officer will decide if and how the public can be informed of the decision.

**Step 4 - Redaction**

**If the report is for publication, is redaction required:**

**1      Of Decision Sheet                      YES/NO**

**2      Of Appendix                              YES/NO**

**If 'YES', please provide details of required redaction:**

.....

.....N/A.....

**Date redaction carried out:** .....

If redaction is required, the Chief Finance Officer or the Monitoring Officer are to sign off that redaction has been completed.

Sign: .....

Print: .....

Date: .....

**Step 5 - Decision by the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner**

**I agree the recommendations to this report:**

Sign:



PFCC

Print: Roger Hirst

Date signed: 27 May 2020

**I do not agree the recommendations to this report because:**

.....  
.....

Sign: ..... (PFCC / DPFCC)

Print: .....

Date signed: .....