



Meeting	P&R Board Meeting	Agenda Item	8
Meeting Date	29 th June 2020	Report Number	
Report Author:	Karl Edwards		
Presented By	Rick Hylton		
Subject	Recovery Update		
Type of Report:	Information		

RECOMMENDATIONS

1. Members of the P&R Board are asked to note the position regarding ECFRS COVID-19 Recovery Update Report.

BACKGROUND

Members of the Performance and Resources Board were previously provided with both a presentation and paper that detailed how ECFRS would be moving from a Response Phase to a Recovery Phase in respect to the Coronavirus Pandemic.

The Government has made a number of recent announcements covering of aspects such a reduction in social distancing measures, the re-opening of hospitality facilities and other businesses from the 4th of July along side how communities/households can begin to socialise, but maintaining certain safety measures. ECFRS through the Recovery Group is ensuring that these changes are incorporated into our own workplace risk assessments and plans to turn back on departmental activities, such as Prevention & Protection, Community Safety, Fleet Maintenance etc.

Regular updates in the form of that attached below are being provided into the Service Leadership Team (SLT) to ensure that the appropriate governance can be applied to critical/key decisions.



COVID 19 Reporting
 - PMO Reporting.pptx

OPTIONS AND ANALYSIS

There will be a number of options and analysis aspects that apply to a wide ranging list of activities and workplace assessments. These are fast moving and ECFRS is having to adapt and adopt new Government and Public Body advice, such as the recent Public Health England (PHE) regarding Track & Trace.

We are ensuring that we are keeping our workforce up to date with these changes, through a variety of channels, such as Workstream LIVE, Workplace, Managers Briefings etc.

Future updates will provide the detail for any key/critical decisions that have been made as we progress further into the Recovery phase.

BENEFITS AND RISK IMPLICATIONS

Within the recovery workplan there is an analysis of benefits realisation to commence that will assess a number of changes in work practices to establish if they have been efficient and effective and how they may be continued into a business and usual adoption for the foreseeable future.

In order to oversee and deliver on all aspects of Recovery, ECFRS have recently appointed the current AD of Performance & Data to undertake a three month secondment into the role of AD of COVID-19 Recovery. This is a key role to enabling that we ensure we cover all aspects of the recovery phase and provide our managers with the right level of information and leadership to progress us back to a new normal of service delivery.

FINANCIAL IMPLICATIONS

ECFRS Chief Finance Officer S151 (CFO) is providing within the monthly and quarterly financial reports a specific reporting line on all aspects of COVID related income and expenditure.

EQUALITY AND DIVERSITY IMPLICATIONS

The current area of Equality & Diversity implications under the Recovery workstream is that of the "Returning of Staff to the Workplace" assessments. Whilst from a strategic position ECFRS is maintaining a position of the 1st of September review date for all remote working employees, each department is undertaking individual assessments for each member of their team. These assessments are to establish the individual health & wellbeing needs and the considerations that ECFRS needs to put in place in terms of ensuring that suitable and appropriate measures are made available to keeping our most vulnerable employees safe.

Further data will follow regarding this that will provide a more in-depth insight into the considerations required to take place.

WORKFORCE ENGAGEMENT

There are a number of workforce engagement channels that are being actively utilised to ensure that all aspects of COVID related communications are being provided. These include Livestream, Workplace, Microsoft Teams, Managers Briefings, Weekly Team Briefings etc.

LEGAL IMPLICATIONS

ECFRS Legal Advisors (Capsticks) were contacted to establish any legal considerations that may be required within the Recovery Phase. The attached document is a generic risk assessment that Capsticks have provided for workplace assessments. These have been incorporated into our own workplace risk assessments.



Returning to work
and risk assessments

HEALTH AND SAFETY IMPLICATIONS

Health & Safety is paramount within all aspects of both our response to COVID-19 and within our recovery phase.

All activities that have had to be changed or paused have undergone risk assessments that have been undertaken by our Health & Safety Teams. The most recent example of this is the generic risk assessments created for all managers to enable them to carry out their Site Specific Risk Assessments (SSPA). This work has commenced already and is due for completion by w/c 6th of July. All workplaces can then have the actions put in place identified through the risk assessments to sign them off as COVID Safe Workplaces.