



Meeting	P&R Board Meeting	Agenda Item	7
Meeting Date	30 th July 2020	Report Number	
Report Author:	Karl Edwards		
Presented By	Karl Edwards		
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. Further to this P&R members will receive a monthly update report that has previously been through SLT in the format that was presented at the last P&R meeting on the 29th June.

The Government continues to provide regular updates concerning the relaxation of COVID Lockdown measures, for example, the reduction in social distancing measures, the re-opening of hospitality facilities and other businesses from the 4th of July alongside how communities/households can begin to socialise, but maintaining certain safety measures.

More recently the Government has announced face coverings in England will be mandatory for people visiting shops and supermarkets from 24 July, with the anticipation (not confirmed) that this rule will extend to all places where social distancing cannot be maintained. This follows last month when face coverings were made mandatory on all public transport and in NHS settings.

The other main Government announcement is an encouragement that if an employer is adhering to the guidelines then workers should be able to return to the workplace where it is safe to do so.

ECFRS through the Recovery Group is ensuring that in response to the Government announcements we are appropriately risk assessing each element to ensure that we can apply the right control measures to keeping our people safe. These Risk Assessments and plans to turn back on departmental activities, such as Prevention & Protection, Community Safety, Fleet Maintenance etc are all part of the wider Recovery Plan.

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

The main areas of focus over the last month are outlined below:-

1. Returning to workplaces Managers Toolkit – This toolkit has been designed to assist managers to undertake the appropriate assessment of their individual staff members. It explores areas such as vulnerability, mental health, flexible working, shielding, etc and what arrangements may need to be put in place to either continue to support home working, return to an office environment or a combination of both.
2. Rostering of FF – This programme of work has been put in place to appropriately manage the risk of Track & Trace. As we see the risk of infection decreasing we are now focusing on minimising the impact of Track & Trace, through ensuring that we only roster appliances of four and maintain our ability to crews specials. We therefore have situations where those who are required to crew a main appliance or a special, can in affect be utilised to focus on areas such as Risk Critical Training, Community Safety Activity etc.
3. COVID Safe Workplaces – This area of work has been continuing with all ECFRS work sites now having achieved their Site Specific Risk Assessments (SSRA) and identified the required control measures to declare the site at COVID Safe. Currently 40 of 55 premises/stations are now declared as COVID Safe with the remainder of the sites being completed by the end of July.
4. Prevention & Protection – Whilst Prevention and Protection work has been taking place in a different and innovative way since lockdown, ECFRS is now focusing on how we move back to undertaking pre-COVID activities such as, Home Safety Visits, Interaction with Schools and other Community Safety events. A more detailed timeline of in this particular area will be available at next months update.

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.

The AD of Recovery has commenced and is now leading this workstream with the Director of Corporate Services acting as the Senior Responsible Officer (SRO). The governance arrangements are in place to support all of the relevant, decision making, action logs, progress tracker etc.

HMICFRS have advised all FRS's that they will be undertaking a specific inspection in relation to FRS response to the Coronavirus Pandemic. ECFRS is ensuring that we are collating all of the information and relevant evidence that will allow us to present our response when requested.

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.

There has been no change to the statement above and further data will be presented in due course that provides a more detailed oversight of the needs of our workforce.

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.