

ESSEX POLICE, FIRE AND CRIME COMMISSIONER FIRE & RESCUE AUTHORITY

Essex County Fire & Rescue Service



Meeting	Performance & Resources Board	Agenda Item	9
Meeting Date	October 2020		
Report Author:	Tracy King, Assistant Director		
Presented By	Rick Hylton, Deputy Chief Fire Officer		
Subject	HMICFRS Improvement Plans progress update		
Type of Report:	Information		

RECOMMENDATIONS

Members of the Performance & Resources Board are asked to note the progress made against the HMICFRS Protection and Culture Improvement Plans.

BACKGROUND

Following the Services first HMICFRS Inspection in July 2019 the Service were required to submit improvement plans detailing how the required improvement would be delivered in the areas of protection and culture. As part of the agreed governance in relation to these plans the Service committed to provide the Police Fire and Crime Commissioner with regular updates on progress against the plans.

UPDATES

Protection Improvement Plan progress update – September 2020

Good progress being made against the protection improvement plan. The list below provides a summary of the progress made within the reporting period:-

- Risk assessments and guidance document to enable operational crews to commence protection visits developed and approved
- Review of enforcement policy
- Continued development of CFRMIS and lessons learned
- Form for operational staff to carry out fire safety checks aligned to CFRMIS.

The full plan with progress updates against all actions and RAG status is attached as Appendix 1 to this report.

Culture Improvement Plan progress update – September 2020

Progress continues to be made with delivery of our culture improvement plan. A full progress update can be found in Appendix 2. Provided below is a summary of the progress achieved against the plan in September 2020.

Values and Behaviours:

Clear underpinning Behaviours to support the Service Values have been delivered by the Your Voice action and engagement group, and have commenced formal consultation.

Recognition:

Engagement Survey dates have been re-planned to accommodate the HMI survey and SLT confirmed will now go live on 16 November to 3 December.

Work on planning the Annual awards has been paused to allow feedback via the Continuous Improvement Group, however other ideas have been worked on and incorporated into the recognition process this quarter including:

- Developing a 'Hall of Fame' to showcase previous winners.
- Creating clearer guidance on the CFO Commendation award (to be published).
- Benefits Leaflet revamped to include testimonials.
- Blue Light Benefits – SLT paper submitted for decision re including as a benefit for all employees.

Communication:

"You Said, We Did", communications and engagement plan agreed with Communications team to support pre-launch of the annual engagement survey.

Continuous Improvement:

Filming has been completed for the 'digital first' Welcome booklets and the completion and the draft digital booklets have been passed to the Communications Team to complete and publish.

The Continuous Improvement action and engagement group has formally launched the 'Suggestion Box' approach using Workplace as a primary mechanism, and was communicated on the Managers Brief 28 September.

Manager Self-development:

Take up of coaching sessions has increased this month from 9 to 21 coaching partnerships.

The ILM development programmes for levels 3 and 5 are now underway.

A comprehensive Leadership development programme tender has now out to tender, with a view to go-live in December 2020.

Inclusion and Diversity:

Positive action engagement activity has commenced to support recruitment campaign, initial focus has been on fitness and sports providers.

Staff Networks are actively engaged in the development of the recruitment campaign and have created a range of videos and photos to be used. They continue to suggest ways to engage people in our target groups and geographical areas.

Monthly meetings with the operational women's subgroup and the Ethnic Minority Forum ensure that individuals remain actively engaged.

A Community Safety Officer and a Community Builder have been identified to ensure opportunities are maximised and engagement is holistic during positive action activity.

Strong Effective Leadership and Development:

Following agreement by SLT, implementation plans are in progress to deliver the revised approach to leadership development, progression and succession planning, that replaces the previous Talent Pool approach.

A potential alternative On-Call promotion process proposal is being developed for discussion through the On Call Development Programme.

BENEFITS AND RISK IMPLICATIONS

HMICFRS Inspections and reports assist the Service in formulating its continuous improvement approach.

FINANCIAL IMPLICATIONS

There are no additional Financial implications created by this report.

EQUALITY AND DIVERSITY IMPLICATIONS

There are no additional Equality and Diversity implications created by this report.

WORKFORCE ENGAGEMENT

A dedicated HMICFRS communications plan and employee engagement plan is live and is aligned to the HMICFRS dates for inspection.

LEGAL IMPLICATIONS

The inspection of ECFRS by the HMICFRS forms part of a mandatory Home Office programme inspecting all 45 Fire and Rescue Services in England.