



Essex County
Fire & Rescue Service

Annual Plan Review

Performance & Data

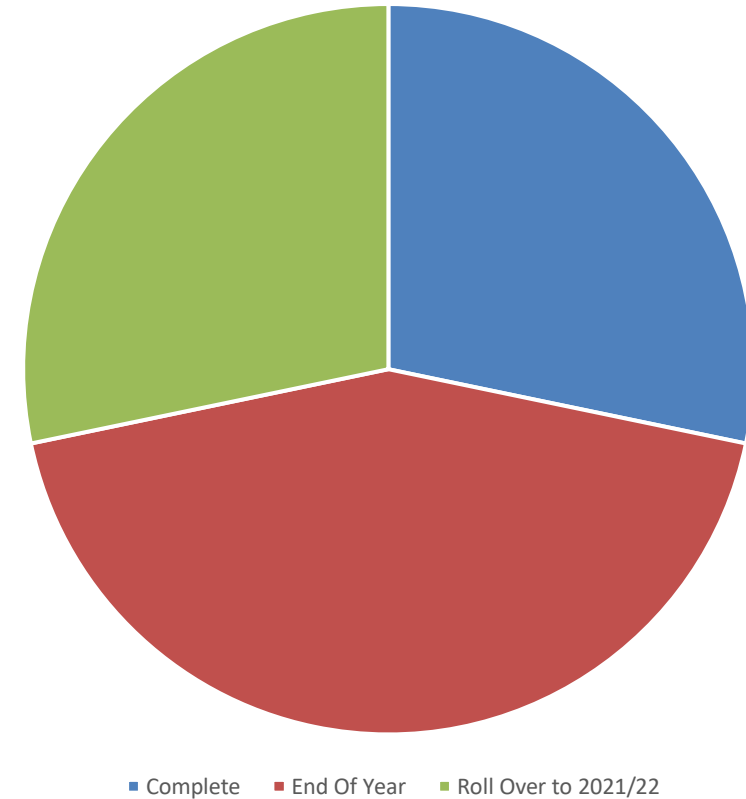


Annual Plan Summary

Directorate	Complete	End Of Year	Roll Over to 2021/22	Grand Total	
CIT		1		1	
Corporate Services		7	4	2	13
Deputy Chief Fire Officer		1	2	2	5
Operations		1	6	8	15
People Value and Culture			5	1	6
Risk and Furture Development		3	3		6
Grand Total		13	20	13	46

Fire and Resuce Plan Area	Complete	End Of Year	Roll Over to 2021/22	Grand Total	
Be transparent, open and accessible				1	1
Collaborate with our partners		3	1	1	5
Help the vulnerable to stay safe			3		3
Make best use of our resources		3	4	3	10
Prevention, Protection and Response		2	6	6	14
Promote a positive culture in the workplace		5	6	2	13
Grand Total		13	20	13	46

Activites by Status



Key

Complete:	Completed as of 31-12-2020
End of Year:	Anticipated to be completed by 31-03-2021
Roll over to 2021/22:	Will be featured in next year's Annual Plan



Activities - Corporate

Corporate Services

Collaborate with our partners

Status

Formalise the internal compliance processes and role, including the scheduling of Audits and monitoring of progress against actions

Complete

HMICFRS Recommendations - The service should assure itself that it makes the most of collaboration opportunities and that they are value for money.

Complete

Make best use of our resources

Continue to deliver the ICT Transformation Programme (4.4.1 from 2020 Annual Plan) including:

Roll Over to
2021/22

Design the MTFP Efficiency and Effectiveness savings plans, including standardising the Business Case Template that captures the impact of projects on the MTPF, identification of cost savings initiatives and continued monitoring.

End Of Year

Prevention, Protection and Response

Conduction research and work with employees, to understand, make and implement recommendations to improve the recruitment and retention of on call firefighters

End Of Year



Corporate Services

Promote a positive culture in the workplace

Status

Develop and implement the ECFRS Workforce Plan. The strategic workforce plan is set to inform good business decisions and yield important data such as hiring ease or difficulty, time to hire, time to productivity, attrition rates and so on, which will be

Complete

Develop the next generation of talent management approach as detailed in the People Strategy Action Plan

Complete

Flexible benefits

End Of Year

Implement candidate led, intuitive on-line application and tracking system that links up to core HR system to provide efficient and effective workflows and better experience for candidates and hiring managers

Roll Over to
2021/22

Improvements to the Recruitment, Assessment, Selection and On-Boarding as detailed within the People Strategy Action Plan

Complete

Review the current Annual Leave policy and work with employees to agree a revised approach to manage TOIL.

End Of Year

Wellbeing Policy

Complete

Wellbeing: Mental Health Awareness

Complete



DCFO	Status
Be transparent, open and accessible	
Design and Implement a Policy Framework for the organisation	Roll Over to 2021/22
Collaborate with our partners	
Progress the joint fleet services work stream from the Local Business Case (4.2.1 from 2020 Annual Plan)	Roll Over to 2021/22
Make best use of our resources	
Upgrade our current 4i system to enable improvements to be made to data capture from IRS, ensuring that we have accurate and timely data from incidents. (4.4.1 from 2020 Annual Plan)	Complete
Prevention, Protection and Response	
To undertake the development of specification and tendering for a new mobilising and communications system with a contract awarded by 31st March 2021	End Of Year
Promote a positive culture in the workplace	
HMICFRS Recommendations - The service should assure itself that its workforce is productive. We will develop a tool that allows stations to ensure that they are directing their capacity towards activity that will meet our plans.	End Of Year

Key	Complete:	Completed as of 31-12-2020
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Directorate

Help the vulnerable to stay safe

Status

HMICFRS Recommendations - The service should develop a clear prevention strategy to guide its work and ensure it makes best use of resources to achieve its targets.

End Of Year

HMICFRS Recommendations - The service should evaluate its prevention work, so it understands the benefits better.

End Of Year

Make best use of our resources

3

Delivery of the Community Risk Information System Project (4.4.3 from 2020 Annual Plan)

Complete

Delivery of year 1 of the Data management programme will commence, with a publication of a Service wide data strategy, creation of a Data Warehouse and replacement of the corporate reporting and performance reporting tool.

Roll Over to
2021/22

On Call Conversion for South Woodham Ferrers, Great Baddow and Waltham Abbey (4.4.6 from 2020 Annual Plan)

Roll Over to
2021/22



Directorate

Prevention, Protection and Response

Status

Complete the delivery of actions contained within the HMICFRS Improvement Plan for Technical Fire Safety.	End Of Year
Creation of Area Community Action Plans for our operational staff, owned by Group Managers incorporating Response, Community Safety and Staff competence (4.1.7 from the 2020 Annual Plan)	End Of Year
Deliver Prevention and Protection messages using a range of platforms to encourage greater interactions with our communities	End of Year
Ensure the Service moves towards compliance with the National Operational Guidance (NOG).	Roll Over to 2021/22
HMICFRS Recommendations - The service should ensure it has an effective system for staff to use debriefs and improve operational learning	Roll Over to 2021/22
HMICFRS Recommendations - The service should ensure it has effective systems in place to reliably understand the operational capabilities of resources available to respond to incidents	Roll Over to 2021/22
HMICFRS Recommendations - The service should ensure that its procedures for responding to terrorist-related incidents are understood by all staff and are well tested.	Roll Over to 2021/22
HMICFRS Recommendations - The service should make sure it participates in a programme of cross-border exercises, sharing the learning from these exercises.	Roll Over to 2021/22
To embed the Protection Strategy into the organisation, including allocation of the Government surge funding in regard to high rises and roll out of the Risk Based Inspection Programme	End Of Year
Work with key stakeholder to review and develop the response strategy in line with IRMP 2020 – 2024 and other key strategies	Roll Over to 2021/22



People, Values and Culture

Directorate

Help the vulnerable to stay safe

Status

We will deliver Operational Training that ensures we can offer assurance of competence for all firefighters. The detail of this is in our People Strategy Action Plan.

End Of Year

Make best use of our resources

Competence Recording - Deliver the strategic solution to recording of firefighter competence.

End Of Year

Promote a positive culture in the workplace

We have plans to refurbish all BA facilities across our estate. In 202/21, we are planning to complete BA refurbishments at Orsett, and Grays, Southend and South Woodham Ferrers.

Roll Over to
2021/22

We will deliver the continued development of our culture. The details of this is set out in our Continued Cultural Development Plan. In 2020/21, we will deliver year 1-2 of the plan

End Of Year

We will deliver the fair, kind and inclusive workstream of the People Strategy .

End Of Year

We will develop our leaders so that we have strong and effective leaders now and in the future. The detail of this is in our People Strategy Action Plan and includes the commissioning of a 4 year leadership development programme, training and succession

End Of Year

Key	Complete:	Completed as of 31-12-2020
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Risk and Future Development

Directorate

Collaborate with our partners

Status

Progress the shared use of estates from the Local Business Case (4.3.1 from 2020 Annual plan)

End Of Year

Make best use of our resources

Continue to deliver against the On Call Development Programme (4.2.7 for 2020 Annual Plan), including review of tranche 1 of the programme, and the planning and agreement of the tranches 2 and 3.

End Of Year

HMICFRS Recommendations - The service should ensure that its business continuity plans are tested and reviewed. (4.4.9 from 2020-21 Annual Plan)

End Of Year

Review Electronic Rota Book and implement a product that enables greater accessibility and oversight of on call availability (4.4.8 from 2020 Annual Plan)

Complete

Prevention, Protection and Response

Undertake a tender process to formalise the annual review of the IRMP to understand the impact of implementation

Complete

Use operation data to review the key station policy for the service

Complete

Key

Complete:

Completed as of 31-12-2020

End of Year:

Anticipated to be completed by 31-03-2021

Roll over to 2021/22:

Will be featured in next year's Annual Plan