



Meeting	Service Leadership Team	Agenda Item	4n
	Strategic Board		6
Meeting Date	9 February 2021		
	15 March 2021		
Report Author:	Director of Innovation, Risk & Future Development		
Presented By	Director of Innovation, Risk & Future Development		
Subject	Future Change Programme		
Type of Report:	Information		

RECOMMENDATIONS

Members of the board are asked to note the contents of this report.

BACKGROUND

In order to be able to plan appropriately, also build in capacity to investigate collaboration opportunities, work has begun to identify areas of change that are due to take place over the coming years. Appendix One is very much in its initial stages and is considered to be a document which will ultimately feed into the Service's annual planning and medium-term financial planning processes. The document will also be shared more widely – for example at the Fire Service's Regional Programme Board, which Deputy Chief Officer Hylton now Chairs, so as to identify early opportunities to work with other Service's within the Region. It is recognised that some opportunities are broader than this, i.e. other blue light Services and Local Authorities.

OPTIONS AND ANALYSIS

Continued development of the future change programme will also allow the Service to identify areas for improvement and innovation, providing sufficient time to plan and research areas, and be able to identify resourcing requirements well in advance and build it into the Service Medium Term financial planning through targeting areas for savings in advance. It is acknowledged that there are other areas for addition, such as larger contracts and specialist appliances where collaboration opportunities exist. They have been aligned to the priorities of the Fire and Rescue Plan, however it is considered that 'Collaborate with our partners' sits across them all.

Appendix One is considered a live document which can be added to as required.

BENEFITS AND RISK IMPLICATIONS

Future change programme will provide the Service with ability to identify areas which will offer further mitigation to organisational risks, and also identify future areas where potential savings can be made, through working more closely with other organisations; reducing duplication of equipment, evaluations etc. Also, alignment with other Fire and Rescue Service's in particular will allow closer working and provide other opportunities, i.e. having the same Breathing Apparatus/Aerial Ladder Platforms, which could mean the servicing of them could also be completed more efficiently across Service's.

FINANCIAL IMPLICATIONS

The future change programme will form part of the Service's medium-term financial planning.

EQUALITY AND DIVERSITY IMPLICATIONS

Early identification of changes can ensure that the Service gives full consideration to any potential areas for improvement to the Service's equipment and procedures which may currently, directly or indirectly, be restricting the Service in its aspiration to improve recruitment and retention of ethnic minority groups and female firefighters.

WORKFORCE ENGAGEMENT

The future change programme will ensure that staff can be fully engaged in changes, also ensuring representative bodies can be fully consulted from the start.

LEGAL IMPLICATIONS

None specific to this report.

HEALTH AND SAFETY IMPLICATIONS

None specific to this report.