

10 Year Change Plan Spreadsheet Version: 1.0



Annual Plan Year	Activity/Contract	Actions (i.e. Collaboration/innovation opportunities)	Anticipated budget/Value	Annual Plan	Renewal Date	Responsible Person	Fire and Rescue Plan Priority	Commentary, Potential Savings Target/Investment
2022-23	Emergency Services Mobile Communications Programme	Replace Airwave, have Emergency Service Network compliant equipment, change appliance and equipment as required and move to ESN		2020-24			Collaborate with our partners	
	Laptop replacement	Laptops are currently being distributed as part of the User End Device (UED) programme and the Service will need to work through a replacement programme for the coming years.		2022-23			Make the best use of our resources	
	Move to a server based data storage to cloud migration	All applications are to be "Cloud Ready" by 2022 so they can be Migrated to the Cloud to improve accessibility and resilience.		2022-23			Make the best use of our resources	
	Up-grade existing network structure to improve network speeds	A high percentage of ECFRS Premises have a low-grade broadband connection which requires upgrading to improve network speeds and accessibility. This will be a high-value programme and will require tendering.		2022-23			Make the best use of our resources	
	Control mobilising system	Procurement and implementation of a new system		2022-23			Prevention, Protect and Response	
	New Fleet workshops	Business case produced and approved, building of new facility and move from Lexden to Boreham		2021-23			Collaborate with our partners	
	Review Environmental Strategy	Review of existing and production of new Environmental strategy		2022-23			Make the best use of our resources	Review of fleet arrangements - potential move to electric fleet?

Build new hot fire training facility	Collaboration opportunities identified, Business case produced and approved, build/move into new facility		2021-23			Collaborate with our partners	
Relocation of Urban Search and Rescue	Identification of new site, Business case for any additional works required, requestion permission for move and move into new site		2021-23			Prevention, Protection and Response	
Operational Training - CSAP phase 3	All Crew, Watch and Station Managers trained as qualified assessors to deliver phase 3		2021-23			Promote a positive culture within the workplace	
Production of a new Operational Training Strategy	Review outgoing strategy, draft new strategy and implement		2022-25			Promote a positive culture within the workplace	
Competency recording system	Develop e-learning products in the system		2022-23			Promote a positive culture within the workplace	
Breathing Apparatus Facilities	Final year of BA refurbishment		2020-23			Promote a positive culture within the workplace	
Learning and development plan	Continued implementation of four year L&D Plan		2020-24			Promote a positive culture with in the workplace	
Produce a branding strategy	Appliance/site/station branding strategy developed and implemented		2022-23			Make the best use of our resources	
New Cultural Development Plan	Review of current Plan, draft new Plan for approval by PFCC		2022-23			Promote a positive culture with in the workplace	

2023-24	Thermal Imagine Cameras (TICs)	Review of TIC Procedures, investigate collaboration with other Services and purchase and programme of implementation of new TICs	TBD	2023-24	First batch needs replacing in 2024, second 2026		Prevention, Protection and Response	
	Replacement of RTC cutting Equipment	Review RTC response Policy and Procedures, investigate collaboration with other fire and Rescue Services, develop replacement programme for Replace RTC equipment, including Heavy Duty equipment		Ranges in years 2023-27 with standard Paratech being 2029-30	Ranging from 2023 to 2030		Prevention, Protection and Response	
	Production of new Medium-term Financial plan	Medium term financial plan produced and approved		2023-24			Make the best use of our resources	
	Production of IRMP 2024-28	Review of the Strategic Assessment Of Risk, data baseline report completed, potential and scenarios completed, IRMP consultation and production of final IRMP		2023-24			All priorities of F&R Plan	
	Production of new Fire and Rescue Plan	Draft Fire and Rescue Plan to be produced, consulted on and final Fire and Rescue Plan approved		2023-24			N/A	
	New People Strategy	Review of current People Strategy, draft new strategy for approval by PFCC		2023-24			Promote a positive culture in the workplace	
	Production of a new Learning and Development Plan	Production of draft plan and new Plan approved		2023-24			Promote a positive culture in the workplace	

2024-25	Gas Tight Suits	Review of Environmental and Hazardous Material response policy and procedures, investigate collaboration with other Fire and Rescue Services and purchase and programme of implementation of new Gas Tight Suits	TBD	2024-26	2025		Prevention, Protection and Response	
	Replacement of Positive Pressure Ventilation Equipment	investigate collaboration with other Fire and Rescue Services and purchase and programme of implementation of new equipment	TBD	2024-25	First phase 2025, second phase 2027		Prevention, Protection and Response	
	Old Harlow Fire Station lease renewal	Review current facilities at current location Lease renewal		2024 -26			Make the best use of our resources	
2025-onwards	PPE (Fire-gear)	Review and replacement of current managed contract	TBD	2025-26	2026-27		Prevention, Protection and Response	
	Replacement of incident ground radios	Review of Fire-ground communications policies and procedures, investigate collaboration with other Fire and Rescue Services and purchase and programme of implementation of new equipment	TBD	2025-26	2026		Prevention, Protection and Response	
	Replacement of 4m Boats	Review of working on or near water policies and procedures, investigate collaboration with other Fire and Rescue Services and purchase and programme of implementation of new equipment	TBD	2025-26	2026		Prevention, Protection and Response	
	Replacement of Working from Heights equipment	Review of the Service working on/near water policies and procedures, investigate collaboration with other Fire and Rescue Services and purchase and programme of implementation of new equipment	TBD	2026-27	2027		Prevention, Protection and Response	
	Compressed Air (BA) Cylinders	Purchase of new cylinders	TBD	2027-28	2028		Prevention, Protection and Response	Merge into BA set review?

	Breathing Apparatus (BA) Set replacement	Review of BA Guidance and Procedures, investigate collaboration with other Fire and Rescue Services and evaluation of new BA set & Equipment	£800k	2026-28	2028		Prevention, Protection and Response	Innovation of better BA Communications?
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