

**ESSEX POLICE, FIRE AND CRIME COMMISSIONER
FIRE & RESCUE AUTHORITY**
Essex County Fire & Rescue Service



Meeting	Performance & Resources Board	Agenda Item	7
Meeting Date	22 February 2021		
Report Author:	Tracy King, Assistant Director		
Presented By	Moira Bruin, Assistant Chief Fire Officer and Colette Black, Assistant Chief Executive		
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 – January 2021

Good progress has been made against the protection improvement plan. The list below provides a summary of the progress made and milestones reached within the reporting period:-

- Peer review of protection improvement plan complete by Hertfordshire Fire and Rescue Service
- Action plan addressing the feedback given through peer review being produced
- CRM withdrawn from use for Protection
- Enforcement Policy final version produced
- Operational crews carrying out visits in line with the Risk Based Inspection Programme
- Vacancies recruited for. (280 people applied for the posts initial sift down to 40. Final sift and interviews planned for February 2021)

For oversight of the Board the key areas left to deliver from the plan are as follows:

- Develop interactive platform for communications with businesses across Essex. The team are funding the Chamber of Commerce to improve these links. The initial areas are developed. In Q1 21/22 this becomes business as usual
- Fully implement quality assurance process. Pilot complete, full roll out to be complete by 31/03/2021
- Sign off Enforcement Policy. Policy is at SLT in Feb 2021, then Performance and Resource Board and Strategic Board in March
- Recruitment to posts. As mentioned above interviews to take place in Feb 2021. Significant interest from the public saw nearly 300 applicants

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 – January 2021

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 January 2021.

Recognition:

Ongoing work to review the employee survey findings ongoing. This is supported by leader-led updates at Managers Briefing, as well as access to on-line dashboards, commentary and comprehensive user guides, which are all made available to the Extended Leadership Team and their supporting HR.

Workshops have taken pace throughout January and will continue through February to ensure all employees have access to their local reports as well as the Service level feedback reports which are freely available via the Intranet.

The process to complete People Impact Assessments is now complete with training of stakeholders complete.

Continuous Improvement:

Exit interview process, and a leaver letter from CFO Jo Turton have been reviewed and amended in response to employee feedback raised concerning poor exit experience for long-serving operational colleagues.

Manager Self-development:

Leadership development programme launched successfully, with three cohorts for Quarter 1 now filled, and a total of 83 expressions of interest. The programme covers self-awareness, culture, positive behaviours, solutions-focused thinking, performance, leadership, and feedback.

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.