

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



Meeting	Performance & Resources Board	Agenda Item	7
Meeting Date	25 January 2021		
Report Author:	Tracy King, Assistant Director		
Presented By	Maira 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 – December 2020

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

- Recruitment into the vacant posts continues, the role advertisements were boosted to enhance the application rate. Currently we have over 130 expressions of interest in the roles
- Quality assurance process has commenced
- Work on a long term restructure has commenced. Anticipated date for delivery is April 2021.
- Reporting processes being developed from CFRMIS to enable greater scrutiny and accountability.
- Operational crews commencing fire safety checks on medium risk premises via telephone due to Covid. All visits are at properties identified in the Risk Based Inspection Programme.

- The end date for roll out fully of operational crews commencing physical visits has been moved out to end of March due to Covid 19

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 – December 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 December 2020.

Recognition:

Employee survey ran in December, with a much improved participation rate. 56% of employees completed the survey, compared to 35% in 2018. The engagement score also increased by 12 points to 82%, with positive improvements to every one of the question-set. The results have been reviewed by SLT and will be shared with the wider Service in January for action planning.

A financial wellbeing and support service – “Salary Finance” was launched in December to provide financial planning assistance including options to manage loans, debt, or save direct from salary.

Manager Self-development:

Leadership development courses ILM 3 and 5 now running with continuing good feedback from participants.

BENEFITS AND RISK IMPLICATIONS

HMICFRS Inspections and reports assist the Service in formulating it's 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.