



Essex County  
Fire & Rescue Service

# **Annual Plan Review**

**Performance & Data**

**Data cut off date 02/06/2021**

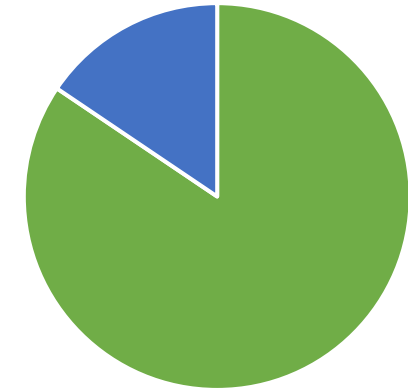


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# Annual Plan Summary

Fire and Resuce Plan Area	In progress	Not started	Grand Total
Be transparent, open and accessible	5	1	6
Collaborate with our partners	4	1	5
Develop and broaden the roles and range of activities undertake by the Service	1		1
Help the vulnerable to stay safe	3		3
Improve safety on our roads	1		1
Make best use of resources	13	3	16
Prevention, Protection and Response	6		6
Promote a positive culture in the workplace	5	2	7
<b>Grand Total</b>	<b>38</b>	<b>7</b>	<b>45</b>

Activities by Status



■ In progress ■ Not started



# Activities – Prevention Protection and Response

Task Name	Progress	Start Date	Due Date
*AP202122-02: Converting SWF, Great Baddow and Waltham Abbey from DC to OC and ensuring the continuation of service at Dovercourt	In progress		31/03/2022
AP202122-05: Implementation of new mobilising system	In progress	01/04/2021	30/09/2022
*AP202122-04: Ensure the Service moves towards compliance with the National Operational Guidance (N.O.G).	In progress	24/08/2020	01/09/2022
*AP202122-01: Review and strengthen MTA response: deliver training to all front line crews in initial response to MTA	In progress	01/09/2019	30/09/2021
*AP202122-44: 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	In progress	01/08/2019	30/04/2021
*AP202122-03: Further develop our Ops assurance and debrief process to be able to demonstrate learning and adherence to policy and procedures	In progress		01/06/2021



# Activities – Improve Safety on the Road

Task Name	Progress	Start Date	Due Date
AP202122-06: Identification and monitoring of the work that the Fire Service does to deliver against the Vision Zero programme, both internally and externally	In progress	01/04/2021	31/03/2022



# Help the vulnerable to stay safe

Task Name	Progress	Start Date	Due Date
AP202122-07: All tall clad building have been audited and actions taken to make safer as per the requirements of the Building risk review	In progress		31/12/2021
AP202122-08: To have delivered the post Grenfell action plan and associated improvements	In progress		31/12/2021
*AP202122-45: HMICFRS Recommendations - The service should evaluate its prevention work, so it understands the benefits better.	In progress	01/04/2020	01/01/2022



# Promote a positive culture in the workplace

Task Name	Progress	Start Date	Due Date
AP202122-09: To develop an approach to direct entry & accelerated development ('fast track') to support revised Leadership Resourcing & Development arrangements. Specifically we will identify programmes which will ensure that we have strength & depth of capa	Not started	01/09/2021	31/03/2022
AP202122-10: Review outcomes of positive action approach to whole-time recruitment and set out recommendations for continuous improvement	Not started	01/07/2021	31/03/2022
AP202122-11: Deliver next phase of Operational training strategy – Phase 3 Core Skills Assessment Programme (CSAP), Watch Managers, Crew Managers and Station Managers as assessors and verifiers	In progress		30/06/2021
AP202122-13: Update the learning management system by replacing the existing competency recording system	In progress	01/02/2021	31/12/2021
AP202122-14: On call development programme: Streamline on boarding Reduce number of temporary positions Introduction of reduced hours contracts Complete the on valuing on call project	In progress	01/01/2021	31/03/2022
*AP202122-15: Implement applicant tracking system to have a more efficient and effective on boarding and recruitment process	In progress		31/03/2022
AP202122-12: BA facilities – complete refurb of 4 BA facilities across our estate aligned to our Operational Training Strategy	In progress		31/10/2021



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# Develop and broaden the roles and range of activities undertaken by the Service

Task Name	Progress	Start Date	Due Date
AP202122-16: Reduce risk in rural areas through the increase in Home Safety Checks by operational crews	In progress	01/05/2021	01/03/2022



# Be transparent, open and accessible

Task Name	Progress	Start Date	Due Date
AP202122-17: Review Prevention and Protection functions to align with respective strategies	In progress		31/10/2021
AP202122-19: Public and partner perception survey – Conduct a quantitative and credible assessment of ECFRS perceived value to our public and partners	In progress		
AP202122-20: Develop and Deliver our Partnership/Partner engagement strategy	Not started		
*AP202122-21: Review and revise our Policy Framework. All policies to include a people impact assessment.	In progress	28/05/2021	31/03/2022
AP202122-22: Improve access to Performance Information across the service, taking a self-service approach. To include replacing the Business Intelligence Reporting tool	In progress	01/01/2021	30/09/2021
*AP202122-46: Work with key stakeholder to review and develop the response strategy in line with IRMP 2020 – 2024 and other key strategies.	In progress	01/06/2020	30/06/2021





# Collaborate with our partners

Task Name	Progress	Start Date	Due Date
AP202122-23: To deliver the outcomes of any wave 2 Collaboration activity as detailed within the collaboration Board action plan	In progress	02/08/2020	31/03/2022
AP202122-25: We will work with Essex Police to gain accreditation for our Fire Investigation work	In progress		01/08/2021
AP202122-26: To work with Essex Police to implement the outcomes of a full business case on the shared use of Dovercourt fire station	Not started		
AP202122-27: Explore shared facilities with the Ambulance Service	In progress		
*AP202122-24: HMICFRS Recommendations - The service should make sure it participates in a programme of cross-border exercises, sharing the learning from these exercises.	In progress		31/12/2021



# Make best use of our resources

Task Name	Progress	Start Date	Due Date
AP202122-28: Procure & implement a new Availability Management System, including capturing business requirements and improving ways of working. New solution should contain working time directive compliance monitoring and reporting tool to be HSE complaint	In progress		31/03/2022
AP202122-29: Undertake a Review of specialist water rescue assets to ensure that our provision is fit for purpose	In progress		
*AP202122-30: Complete full business case for Lexden site and implement the third phase of the programme to begin relocation	In progress	01/04/2021	23/07/2021
AP202122-31: Development of estates strategy	In progress		30/09/2021
AP202122-32: Develop and deliver Full Business Case for training facilities to inc hot fire facilities and commission development based upon recommendation	In progress	01/06/2021	31/12/2021
AP202122-33: Review car schemes to ensure efficiency and value for money	In progress		



# Make best use of our resources

Task Name	Progress	Start Date	Due Date
AP202122-34: Medium Term Financial Plan (MTFP) savings plan re profiled	In progress		
AP202122-35: Demonstrate a clear link between the use of funds and productivity from inputs – outputs – outcome to enable the service to report on cashable/ efficiency savings and increases in productivity	Not started		
AP202122-36: Role out of new managed workwear solution for uniform staff to improve efficiencies.	In progress		31/10/2021
AP202122-37: Review the current process for payment of expenses, identify any streamlining to improve efficiencies.	In progress	03/02/2021	01/09/2021
AP202122-38: We are assured that risk information is up to date and we have a system which gives visibility to monitor and is accessible to all	In progress	01/04/2021	31/03/2022
AP202122-39: To improve the accessibility and usability of our external website by replacing with a new product	In progress		



# Make best use of our resources

Task Name	Progress	Start Date	Due Date
AP202122-40: New Intranet - A digital hub for transparent communication. The first place that colleagues go to, to seek information. A central location for employees to find & share information. Empowering and enabling colleagues to be digital by default.	In progress		
AP202122-41: Carry out an options appraisal of incident command technical solutions	Not started		
*AP202122-42: Commence data warehouse design and phase one of data strategy to deliver new reporting platform	In progress	01/04/2021	31/03/2022
AP202122-43: Delivery of phase 2 of CFRMIS to include the transfer of data between Prevention, Protection and response functions	Not started	01/04/2021	01/07/2021