

# On-Call Conversion Project

## Monthly Converting Station Progress Report



<b>Project Title</b>	<b>On-Call Conversion Project</b>
<b>Station Name</b>	<b>Waltham Abbey</b>
<b>Station Manager</b>	Dave Bond
<b>Project Manager</b>	Laura Taylor
<b>Project Executive</b>	Moira Bruin
<b>Reporting Period</b>	January 2022

### Activity This Period

<b>Day-crew employee engagement activity</b>	<ul style="list-style-type: none"> <li>Station Converted</li> </ul>
<b>On-Call employee engagement activity</b>	<ul style="list-style-type: none"> <li>I am still regularly attending the station to support the officers and to recognise the commitment being shown by the On-Call.</li> <li>Two firefighters have been unsuccessful in their Blue Light Driving. The feedback from Driving Training is now being used to support their development as required before resubmitting.</li> </ul>
<b>On-Call conversion / recruitment activity</b>	<ul style="list-style-type: none"> <li>Two workshops planned to map out future projections on availability and support required. This data is being correlated on a monthly basis to allow evidence based decisions on when embedded officers can be removed – 1<sup>st</sup> workshop run on 20<sup>th</sup> Jan. This was a presentation followed by open discussion. The next one is planned for 3<sup>rd</sup> Feb where we will be agreeing key KPI's that we can measure the stations progress against.</li> <li>I am continuing to work with the embedded officers to identify the optimal number of officers and drivers that we are working towards. This is being done through research across the service on the figures held at one pump stations with good availability. This will also support our KPI's as a station going forward.</li> <li>1-2-1's being held with all firefighters to review current hours and to capture interest from those wanting to be considered for officer or driver training either now or in the future.</li> <li>Recruitment activity is being planned to target new personnel for daytime or weekend cover as these are the hours that are our biggest risk due to current numbers giving cover at these times.</li> <li>Meetings due to be arranged in February with the bigger employers in the area. This includes Tesco's. This is to both recognise the support they are already giving, and to explore new and further ways of working together.</li> <li>1x Firefighter resigned in December, but this decision was reached by the individual as they were unable to meet the needs of the station. This had no impact on the station availability.</li> </ul>



## Workforce Progress Report

FTE	Headcount	# Employees on the run	# off the run (long-term absence, sabbatical, etc).	# OICs	#BA FF	#FF (non-BA)	# FF Drivers	# OIC Drivers
12	16	16	0	3	14		2	2

ASW Used this Period	ASW Total Cost	Availability of the Appliance this Period (%)
0	£0	Currently 96%, however only part way through the month

	Phase 1	Phase 2	Phase 3
Employee Progress Status	5		11

# Applications in Athena	# Progressed Applications	# Passed Pre-Fit	# Confirmed for next OC new recruit squad
4	3	0	

<b>Issues / Risks</b>	<ul style="list-style-type: none"> <li>Two On-Call firefighters were unsuccessful in their blue light driving training. They will be put on development pathways and then resubmitted, but this will take a few months.</li> <li>The performance of the station isn't truly reflected on the appliance availability report. Waltham Abbey have been supporting courses at Wethersfield as it also supports the development of our P1 FF's, however whenever we attend Wethersfield, even if we have 6 personnel, the data shows us as unavailable and shows a reduced performance, even though we detached for training. I believe more detail needs to be provided in the availability reports, so that the Board can see when we're off the run with deficiencies, and when we're not available due to training and development. This will help build a more accurate picture of where we are as a station.</li> </ul>
<b>Key Decisions</b>	<ul style="list-style-type: none"> <li>As a station we are not allowing the officer to go out as a driver/officer. This is due to the inexperience on the station and the seriousness of calls the station is getting. There is numerous occasions where the appliance is turning out with 4 phase 1's on the back, and it's neither fair or safe to expect a OIC to manage that as well as drive and manage the incident without support from a driver.</li> </ul>



<b>Additional Information</b>	<ul style="list-style-type: none"><li>Waltham Abbey has arranged a P1 training night on RTC's and invited all P1's from the SW group.</li></ul>
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