



Meeting	Performance and Resource Board	Agenda no.	11
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Report Authors:	Ian Adams- Assistant Director Prevention and Protection		
Presented By	Ian Adams- Assistant Director Prevention and Protection		
Subject	Protection Strategy Update		
Type of Report:	Information		
Action Point No.	N/A	For Publication	Yes/No

RECOMMENDATIONS

Performance & Resources (P&R) Board to note the progress being made against the implementation of the Protection Strategy.

EXECUTIVE SUMMARY

This report has been developed to provide P&R with a progress update against the implementation of the Protection Strategy and achievements made since the launch of the strategy in 2020.

BACKGROUND

The Protection team continues to fulfil the intention of the strategy and work to maximise the teams' full potential.

OPTIONS AND ANALYSIS

This report identifies the key achievements and progress, made against the implementation of the Prevention Strategy 2020-2024.

Launching the Protection Strategy focused on both internal and external stakeholders, ensuring clear, concise messaging, and importantly outlining the direction of travel for the lifetime of the Strategy.

GOVERNANCE

As part of the Prevention Strategy a Quarterly Prevention & Protection Governance Board was launched in Spring 2021 (chaired by AM Prevention & Protection) to provide oversight and scrutiny to both functions. The remit of the board is to bring Protection & Prevention together, to provide an oversight to:

- Performance Monitoring
- Workforce planning
- Budgets

- Risk Registers
- Fire Standards
- Updates to Key projects
- Decision Making
- Monitoring of the department's activity and delivery plans.

PROTECTION ACTIVITIES AND REVIEW MARCH 2022- SEPTEMBER 2022

BUILDING SAFETY REGULATOR (BSR)

The Service has planned with the National Fire Chiefs Council (NFCC) Protection Policy and Reform Unit (PPRU) to second 1 Fire Engineer on a part time basis and 1 Fire Safety Inspecting Officer to the BSR Regional Project. This will be on a 2-year rolling programme. Both roles will be funded for back filling by the NFCC/PPRU project team who are running a national recruitment campaign with Reed consultants. The regional approach will save ECFRS approximately £965,213 by not having to source a single Service approach.

WORKFORCE PLANNING

The following vacancies are currently advertised for Green and Grey Book Employees.

1. 3 x Fire Safety Inspecting Officers
2. 1 x Fire Safety Manager (Southend South East Command)
3. Level 4 Diploma Holders

The following roles are in consultation with the Representative Bodies, and it is anticipated they will be going to advert within two weeks. The roles will be advertised for Green and Grey Book Employees.

1. Station Manager/Green Book equivalent NFCC/Quality Assurance
2. Watch Manager /Green Book equivalent NFCC/Quality Assurance
3. Watch Manager /Green Book equivalent Business Engagement Officers
4. Watch Manager/Green Book Equivalent Training/Policy.

This will complete the Strategy review for recruitment into Protection. The finance team have captured all spend within the forecast for the budget and this is reviewed monthly by the Director of Operations for accuracy.

RISK BASED INSPECTION PROGRAMME

A level 4 Diploma Fire Safety Course funded from the uplift grant will be sourced to provide training for 16 additional resources on various contract types to ensure the Service maintain progress delivering against the Risk Based Inspection Programme (RBIP).

This will provide opportunity for external and internal applicants to join the Protection team, allow for full time and flexible contracts to ensure that a consistent resource of qualified Inspection Officers is maintained and available to inspect against the RBIP demand.

Level 4 Diploma

£30k in house delivery (for 16 people) – preferred option funded from the uplift round 2 grant.

The Service currently has 15.4 competent Level 4 Diploma Area-based inspecting officers on different working terms and conditions across the County. Interim auditing targets are:

- Office Managers x 6 = 180 per annum (30 each)
- Inspecting Officers x 9.4 = 1,100 per annum (117 each)
- Total 1,280 per annum.

In December 2022 an additional 7 employees will complete the Level 4 Diploma providing a resource to deliver 1918 Very High audits per year.

The current target has been set at 110 audits a month to ensure the Service can achieve a sustainable and realistic audit schedule and has diverted resources to the Very High and High Risk.

The RBIP Data refresh from July to September has identified the new audit totals at the time of authoring the report as:

Risk	July to September 2022 Data Refresh
Very High	1,555
High	5,388
Medium	17,747
Low	5,956

Note further minor adjustments will be continually uploaded every six weeks that will slightly change the figures when the address based premium data is uploaded to CFRMIS

Between September 2022 and December 2022, a full rewrite of the RBIP will commence with the aim to resource to risk and deliver a suitable and sustainable RBIP for the Service. This will also see the publishing of a Quality Assurance Policy and a rationale to identify any changes to frequency of inspections.

To assist the Service in benchmarking progress to deliver the RBIP and Quality Assurance data and inspections, the Assistant Director Protection has scheduled a visit to all the Protection Service Delivery Points as part of the engagement process and has commissioned a Peer Review in October 2022 to test progress against the Strategy and HMICFRS feedback.

ENFORCEMENT ACTIVITIES

Enforcement activities continue in relation to several properties listed below. Protection staff are encouraged to work with wider stakeholders and business partners with enforcement activities as a 'last option' if fire safety matters cannot be resolved. In line with the FSO, enforcement activities must be in the public interest. Enforcement work is carried out as business as usual by the Area Inspecting Officers, overseen and supported by the Enforcement Manager and team.

Enforcement Notices:

None issued during Quarter 1 or Quarter (2) 2022/23

Live from previous engagement activity:

Morello Quarter, Basildon. E105 – EWS Remediation: Served March 2021 Expires: September 2022. Awaiting request for extension as developer (Weston Homes) have pledged to fund/carry out remediation work.

Thorndon Court, Brentwood. E110 – EWS Remediation: Served March 2021 (reserved - 21-12-21) Expires: September 2022. Extension to EN granted to 28th September 2023 to allow completion of PAS 9980 FRAEW and associated works if required.

Riverside Heights, Tilbury. E126 – EWS Remediation: Served April 2021. Expires: 21-10-2022. Works ongoing scheduled for completion within notice period.

Skyline Plaza, Southend. E108 – EWS Remediation: Served March 2021. Expires: September 2022. Works ongoing. Almost complete, potential for request for 2/3 months extension. Awaiting request.

Parkway House, Chelmsford. E136 – EWS Remediation: Served August 2021. Expired July 2022, extended to 31st January 2023 to allow RP to complete PAS 9980 FRAEW and associated works if required.

PROHIBITION NOTICES

Curry Cottage, Burnham-on-Crouch. P140 - The whole of the first floor is restricted from being used for sleeping accommodation until the matters identified..... as giving rise to serious risk have been remedied. Served May 2022. Remains in force.

Spice Masala, Ongar. P141 - The whole of the first and second floor is restricted from being used for sleeping accommodation until the matters identified..... as giving rise to serious risk have been remedied. Served June 2022. Remains in force.

Taste of Nigeria, Grays. P142 - The whole of the first floor is restricted from being used for sleeping accommodation until the matters identified..... as giving rise to serious risk have been remedied. Served June 2022. Remains in force.

FIRE INVESTIGATION

The UK Forensic Science Regulator (FSR) has placed the duty on any organisation within England that undertakes inspections of criminal fire scenes as part of the Criminal Justice setting to meet the performance standards of BS EN ISO 17020.

The Service has made considerable progress attaining accreditation for Fire Investigation ISO 17020 and continues to work as part of the National Project team. The project is on target and has completed 5 of the 18 modules. It is therefore expected the Service will have accreditation by the deadline set by the Forensic Science Regulator in October 2023.

The Fire Investigation Manager is developing a business case to demonstrate the benefits and costings for adopting a dedicated Fire Investigation Team when the ISO 17020 accreditation is achieved in Essex. Protection staff have already visited our FRS partners in Surrey and West Midlands to explore the opportunities of a dedicated team and its functionality.

The Fire Investigation Manager has been tasked by the Assistant Director to write an outline business case to explore options for the future of the Fire Investigation team and identify potential collaborative opportunities with other Fire and Rescue Services in the Region to provide value for money to the public.

Virtual Reality Video has been taken at the current cold fire scenes at Wethersfield to enable delivery of FI awareness to crews and partners through Virtual Reality. This will be presented to Senior Investigating Officers of Essex Police Serious Crime at the end of September. Requests from stations are also being received to aid how FF's can assist in the investigation and further work is being progressed in this area.

UPLIFT GRANT FUNDING

The Protection department have worked with the finance team to enable:

- Production of reporting spreadsheets to identify funds spent and remaining funding.
- Planning/Forecasting future spend.
- Identification of issues with the amalgamation of the funds
- Liaison and reporting to NFCC and Home Office
- Monthly finance reporting to the Director of Operations

REDUCTION OF UNWANTED FIRE SIGNALS

The Protection team are continuing the review to improve our UWFS strategy with the aim of reducing attendance to UWFS. A few inconsistencies have been discovered with the way that data is captured and current processes.

The Assistant Director has set a date of November 2022 to assure accurate data is available, a draft report is submitted for comment of the UWFS Policy and weight of attendance at incidents that includes the following recommendations.

- A review of the current Automatic Fire Alarm (AFA) Policy ahead of the scheduled Policy review in 2023. Mirror the CFOA toolkit for UWFS as recommended by HMICFRS.
- Review AFAs for non-sleeping premises. Currently all AFAs receive a PDA of two pumping appliances.
- Identify if the monitoring of UWFS and explore if UWFS should be reassigned to the Business Engagement Team to ensure the Service has a consistent and auditable process with a quality assurance framework.
- Ensure that ECFRS are delivering against the Strategy with a model that will reduce the number of UWFS attended by the Service and reduce fire appliance mobilisations without compromising public safety.

BUSINESS ENGAGEMENT TEAM (BET)

- The BET attended the Essex Chamber and Local Business to raise awareness of Fire Safety within the workplace and presented to several local business.
- Attended the National Landlords Association on the upcoming Fire Safety Regulations.
- The BET continues to carry out engagement activities, media campaigns, interventions under the NAMOS regulations and reviewing the external website for Business Fire Safety.
- The BET Station Manager is working with Fire Safety (England) and planning meetings with Operations and ICT in relation to developing building plans and early notification of a firefighting systems that are not working.

TRAINING TEAM

The Training team are currently designing a development pathway for new staff (Green/Grey) employees with the Learning and Development Team. This will include,

- Implementation of Pdr pro learn pro planners to support evidencing of competency for protection staff. This will include on-line mandatory learning modules, which all staff will undertake to record and maintain competency.
- FSO 40 (Fire Safety Order 40) training is planned for all on-call staff, to allow risk visits to be conducted in areas not currently served by a wholetime station. This training will be delivered in a single drill night and delivery coordinated with the Operational Training team
- Recruit training – Whole Time recruit training is currently set at two days. The Protection team are exploring opportunities to increase the training to a minimum of three days, with a change in the syllabus to include additional elements that will include the use of the recently purchased Virtual Reality Training equipment.
- Third party accreditation – The team are working towards getting Level 4 Diploma auditing officers third party accredited.
- A Modern-Day Slavery Presentation will be delivered to all Protection staff.

- The tender process for accredited Fire Safety Training to be delivered to all Wholetime substantive Crew and Watch Manager and offered to On Call Crew and Watch Managers, where there is capacity to attend, has been paused. This is due to the planned removal of the current qualification. The Training manager is seeking guidance from NFCC and is currently awaiting a response for the most suitable replacement qualification. This is an anticipated investment of £160,000 to £250K, utilising the Uplift funding to address the HMICFRS observation. The Assistant Director Protection and Response are coordinating the revised delivery plan with Procurement, Finance and Training.

GRENFELL ACTIONS

The Protection team is working with the Grenfell Project Board and progressing 14 actions and a series of NFCC questions. When the team have completed the actions and definition of done the actions will be signed off by the project lead. The Grenfell project is reported to P&R outside of this update.

RISKS AND MITIGATIONS

None directly linked to this update report.

LINKS TO FIRE AND RESCUE PLAN

- Enhance prevention, protection, and response
- Help the vulnerable to stay safe
- Make the best use of our resources

FINANCIAL IMPLICATIONS

Captured in the body of the report.

LEGAL IMPLICATIONS

None directly linked to this update report.

STAFFING IMPLICATIONS

Captured in the body of the report

EQUALITY AND DIVERSITY IMPLICATIONS

We have considered whether individuals with protected characteristics will be disadvantaged as a consequence of the actions being taken. Due regard has also been given to whether there is impact on each of the following protected groups as defined within the Equality Act 2010:

Race	N	Religion or belief	N
Sex	N	Gender reassignment	N
Age	N	Pregnancy & maternity	N
Disability	N	Marriage and Civil Partnership	N
Sexual orientation	N		

The Core Code of Ethics Fire Standard has been fully considered and incorporated into the proposals outlined in this paper.

HEALTH AND SAFETY IMPLICATIONS

None directly linked to this update report.

CONSULTATION AND ENGAGEMENT

None directly linked to this update report.

FUTURE PLANS

1. Provide a detailed update at the deep dive with the PFCC
2. Report to P&R on the findings from the Peer Review in October 2022

LIST OF BACKGROUND PAPERS AND APPENDICES

[Protection-Strategy-2020-24.pdf \(essex-fire.gov.uk\)](#)
[6b Funding for Protection Update Sept 22.pdf](#)