



Essex County  
Fire & Rescue Service

# **Annual Plan Update**

**Performance & Data**

**Data cut of date 02/02/2023**



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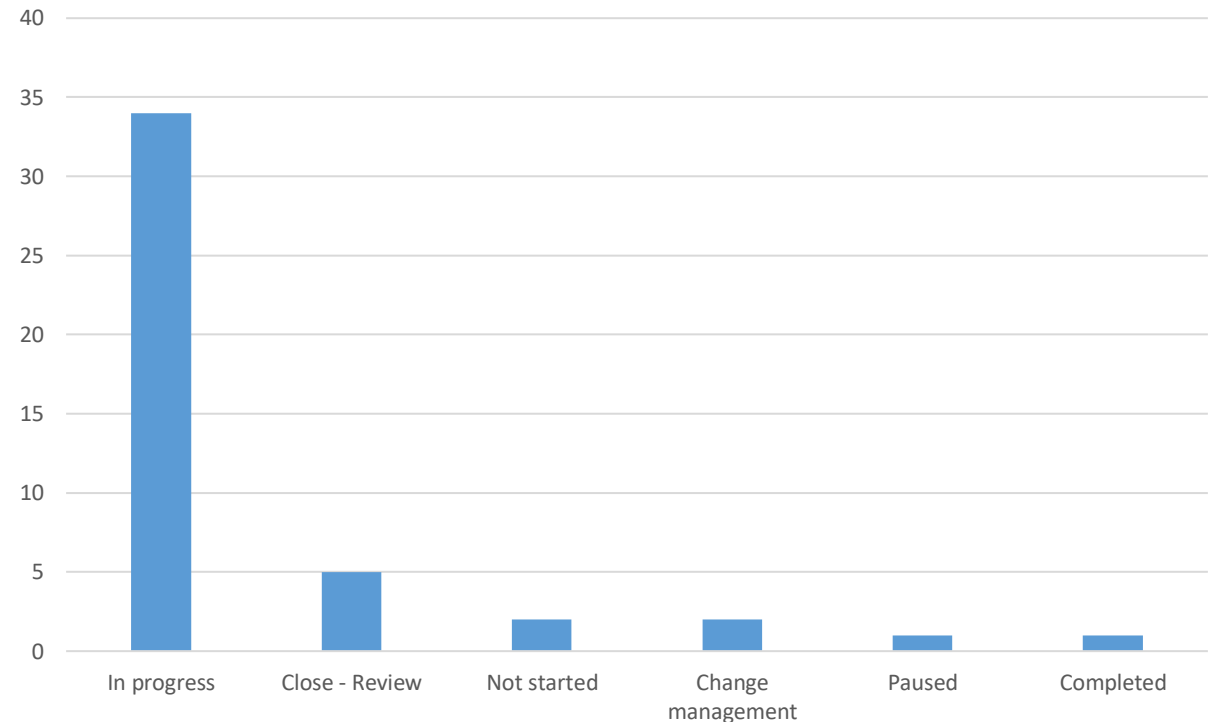
# Annual Plan Summary

As of the 14 December 2022

- 34 Activities have been identified as In Progress
- 1 activity signed off closed
- 5 Activities proposed for closure
- 1 activity is currently paused
- 2 activity requires change
- 2 activities not started

Monthly meetings are held with ELT to review the progress against these activities. This allows for early sight for any changes to the plan that can be reporting through this report.

Annual Plan Activities by Status





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# Activities in progress

Activity Name	Items completed	Due Date
AP2022010 Develop a suite of performance measures and business processes aligned to the delivery of the response strategy	0/2	31/01/2023
AP2022008 Resourcing Improve Resourcing and Talent experiences	1/2	23/03/2023
AP2022007 Culture – Involved and Valued	0/1	31/03/2023
AP2022006 Culture – Delivery of ‘building high performing teams’ approach	1/4	31/01/2023
*AP202205 Support the county wide Vision Zero initiative	0/1	31/03/2023
AP2022004 Work with our partners to prioritise access to person centred vulnerability data	0/2	31/03/2023
AP2022002 Review and refresh the Protection Risk Based Inspection Process, and align resources to meet delivery targets	0/2	31/03/2023
AP2022019 Review and revise the organisational risk management process across all areas of risk, including operational risk SAOR, CRMP, strategic risks and future S M L term emerging risks	0/1	31/03/2023
AP2022017 Network Improvements: Implement transport circuit and establish SD WAN service	2/5	31/03/2023
*AP2022015 Public and partner perception survey – Conduct a quantitative and credible assessment of ECFRS perceived value to our public and partners	0/2	31/05/2024
AP2022014 Review the strategic objective of the "Fit for the Future" work rolled out by the NFCC, to create a position statement and action plan for ECFRS.	0/2	31/01/2023
AP2022013 Assure gap analysis and action plans for Fire Standards published.	10/14	31/03/2023
AP2022012 Annual Plan process review	4/6	31/12/2022



# Activities in progress

Activity Name	Items completed	Due Date
AP2022030 Survey analysis training - Training will be delivered to managers to empower them to talk to staffing groups to understand the survey feedback and facilitate sessions to further capture their needs and identify actions.	1/3	31/01/2023
AP2022032 Effective recording of training - Implement process improvements to effectively recording technical and professional training	0/2	30/06/2023
AP2022031 Required skills assessment - Develop a strategic approach and process to understand the skills needed to carry specific roles in specific locations to deliver the CRMP	0/3	24/03/2023
AP2022029 Pulse survey- Implementation of pulse surveys to assess understanding of values and code of ethics and develop action plan to address gaps	0/3	24/03/2023
AP2022033 Collaboration Register - Formulation of a collaboration register that incorporates all collaboration activity happening from across the service (including collaboration outside of Blue light partners e.g. Essex Centre of Data Analytics)	0/1	24/03/2023
AP2022034 Bespoke station plans aligned to group delivery plans to be generated focusing on local risk and need to ensure our workforce is targeting it's work to areas of it's community most in need. All station plans will have measurable ta		24/03/2023
AP2022035 Widen MTA exercising across workforce Inclusion of support staff during MTA /CBRN (Chemical, Biological, Radiological and Nuclear) &CT related incidents as casualties exercise players has further enhanced the understanding provided		24/03/2023
AP2022036 Cross Border Risk Information - Ensure that crews have access to cross border risk information from LFB		24/03/2023
AP2022037 Develop a business engagement plan linked to the protection strategy that demonstrates planned engagement themes and method as well as KPI's to measure and evaluate success		24/03/2023
AP2022039 SSRI Process Improvements - SSRI process improvements implemented and all SSRIs up to date		24/03/2023
AP2022038 SSRI process review to understand why SSRI's aren't reviewed within target and what barriers can be lifted.	0/3	23/12/2022
AP2022026: Increase the number of Home Safety Checks by Operational Crews	0/1	31/12/2022



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# Activities in progress

Activity Name	Items completed	Due Date
*AP2022025: Roll out of new managed workwear solution for uniform staff to improve efficiencies	0/1	28/04/2023
*AP2022024: We will work with regional and National FRS's, to explore opportunities for collaboration ensuring we meet the new ISO standard for Fire Investigation.	1/1	31/10/2023
AP2022023 Control Restructure	2/4	31/12/2022
AP2022020 Creation of a single crewing policy	1/3	28/02/2023
AP2022022 Fair, Kind, and Inclusive workplace	2/5	31/03/2023
AP2022021 Culture – Build our Service Employee Relations capability - “raise the bar on ER” to support our ambitions for continuous improvement and fair culture	0/1	31/12/2022
AP2022028 Review of the Flexi Duty Rota including the recall to duty provision and specialist officer numbers	0/1	31/07/2023
AP2022027: Review and strengthen MTA response: deliver training to all front line crews in initial response to MTA		03/10/2022
AP2022018 Develop an assurance process for all operational activity and risk information	0/2	31/03/2023



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# Activities not started

Activity Name	Items completed	Due Date
AP2022040 Establish a permanent On-Call support and development team. Structuring this team to maximise support opportunities for On Call Colleagues, addressing the key objectives of Retention, Recruitment, and Response. The central vision of these three overarch	0/3	31/02/2023
AP2022041 Flexible use of on call-creation and implementation of more flexible approaches to utilising on-call staff, e.g. greater use of on-call to on-call ASWs and methods to utilise more dynamic use of on-call resources to maximise on-call appliance availability		24/03/2023



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# Activities Paused

Activity Name	Items completed	Due Date
AP2022042 Safeguarding Services - Develop partnership with Norfolk FRS for safeguarding Services		23/12/2022



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# Activities Proposed Closed

- AP2022043 MTA Training for support staff - Provide MTA training to support staff
- AP2022044 Resource Management Unit - create and implement a resource management unit to enable more effective utilisation of resources.
- AP2022045 Prevention Strategy Effectiveness - Review effectiveness of prevention partnerships and strategy, Ongoing through the Prevention and Protection Governance Board
- \*AP2022016 Develop and Deliver our Partnership/Partner engagement strategy
- AP2022011 Clear working processes for tracking the benefits - efficiency effectiveness and / or economic benefits of all projects MTFS





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# Activities confirmed closed

- AP2022003 Re-structure of Fire Protection to support the additional resource requirements of new legislation and National Fire Standards