



Essex County
Fire & Rescue Service

Annual Plan Update

Performance & Data

Data cut of date 15/03/2023



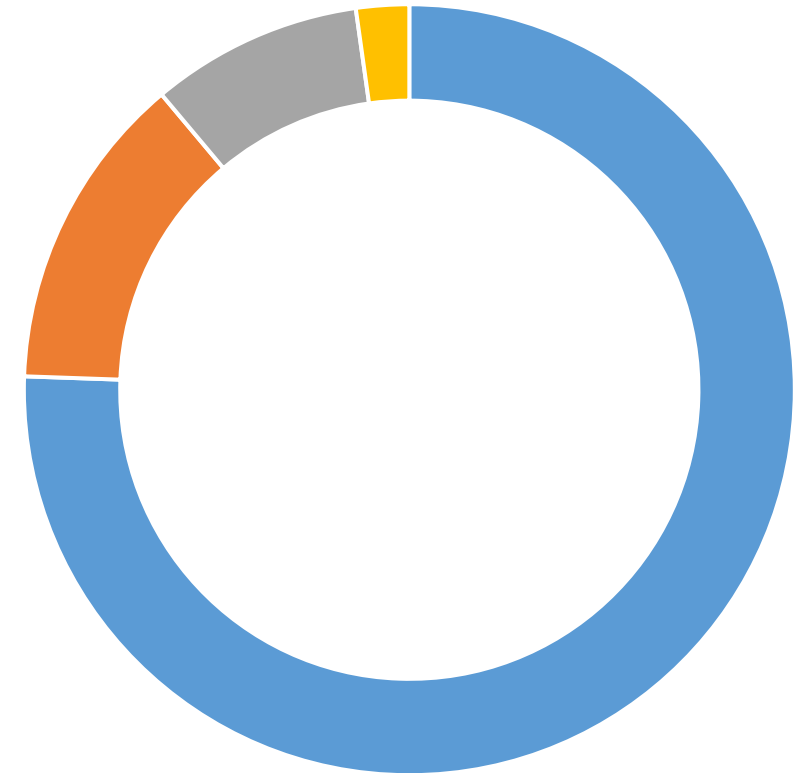
Essex County
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Projected end of year status

- 34 activities closed
- 6 activities rolled over
- 4 activities moved into the Portfolio of Change
- 1 activities paused

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 Summary



■ Closed ■ Roll Over ■ Move into the Portfolio of change ■ Paused



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Activities Closed

- 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.
- AP2022043 MTA Training for support staff - Provide MTA training to support staff
- AP2022027: Review and strengthen MTA response: deliver training to all front line crews in initial response to MTA
- AP2022022 Fair, Kind, and Inclusive workplace
- AP2022021 Culture – Build our Service Employee Relations capability - “raise the bar on ER” to support our ambitions for continuous improvement and fair culture
- AP2022010 Develop a suite of performance measures and business processes aligned to the delivery of the response strategy
- AP2022008 Resourcing Improve Resourcing and Talent experiences



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Proposed for closure

- 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
- 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
- AP2022011 Clear working processes for tracking the benefits - efficiency effectiveness and / or economic benefits of all projects MTFS
- * AP2022009 Resourcing To develop an approach to direct entry and build on accelerated development ('fast track') to support revised Leadership Resourcing and Development arrangements.
- AP2022007 Culture – Involved and Valued



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Activities due to complete by end of March

- 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.
- AP2022029 Pulse survey- Implementation of pulse surveys to assess understanding of values and code of ethics and develop action plan to address gaps
- *AP202205 Support the county wide Vision Zero initiative
- AP2022012 Annual Plan process review
- AP2022026: Increase the number of Home Safety Checks by Operational Crews
- AP2022018 Develop an assurance process for all operational activity and risk information
- AP2022038 SSRI Process - SSRI process review to understand why SSRI's aren't reviewed within target and what barriers can be lifted.
- AP2022003 Re-structure of Fire Protection to support the additional resource requirements of new legislation and National Fire Standards
- *AP2022025: Roll out of new managed workwear solution for uniform staff to improve efficiencies
- AP2022046 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



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Activities due to complete by end of March

- *AP2022015 Public and partner perception survey – Conduct a quantitative and credible assessment of ECFRS perceived value to our public and partners
- AP2022006 Culture – Delivery of ‘building high performing teams’ approach
- *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.
- AP2022013 Assure gap analysis and action plans for Fire Standards published.
- AP2022023 Control Restructure
- 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
- AP2022004 Work with our partners to prioritise access to person centred vulnerability data
- AP2022028 Review of the Flexi Duty Rota including the recall to duty provision and specialist officer numbers
- 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)
- AP2022045 Prevention Strategy Effectiveness - Review effectiveness of prevention partnerships and strategy, Ongoing through the Prevention and Protection Governance Board
- 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.
- AP2022002 Review and refresh the Protection Risk Based Inspection Process, and align resources to meet delivery targets



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Activities due to roll over

- AP2022036 Cross Border Risk Information - Ensure that crews have access to cross border risk information from LFB
- AP2022032 Effective recording of training - Implement process improvements to effectively recording technical and professional training
- AP2022017 Network Improvements: Implement transport circuit and establish SD WAN service
- AP2022041 Flexible use of oncall-creation & implementation of more flexible approaches to utilising oncall staff, e.g. greater use of oncall to oncall ASWs & methods to utilise more dynamic use of oncall resources to maximise oncall appliance availability
- AP2022039 SSRI Process Improvements - SSRI process improvements implemented and all SSRIs up to date
- AP2022020 Creation of a single crewing policy



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Activities Paused

- AP2022042 Safeguarding Services - Develop partnership with Norfolk FRS for safeguarding Services

Activities moving to portfolio of change

- *AP2022016 Develop and Deliver our Partnership/Partner engagement strategy
- AP2022001 Frontline Technology
- AP2022044 Resource Management Unit - create and implement a resource management unit to enable more effective utilisation of resources.
- 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