



Essex County Fire & Rescue Service



ECFRS Service Leadership Team



Rick Hylton
Chief Fire Officer/ Chief
Executive



Moira Bruin
Director of Planning, Performance
and Assurance



Andy Smith
Director of
Operations



Colette Black
Director of People
Services



Emily Cheyne
Assistant Director
Communications



Karl Edwards
Director of Corporate
Services



Neil Cross
Chief Finance Officer

Internal governance

Performance and Resource Board

Key strategy
Fire and
Rescue Plan

Portfolio Management Board

Key strategy
Portfolio of
Change

Service Leadership Team

Key strategy
IRMP

Continuous Improvement Board

Key strategy
Annual Plan

Productivity and Efficiency Board

Key strategy
Productivity
and Efficiency
Plan



Becoming the best

Focusing on our priorities and continuous improvement to deliver a service our communities deserve.

Fire and Rescue Plan Priorities

Prevention, protection and response

We will plan and provide effective and efficient prevention, protection and response activities, so the public continue to have trust and confidence in us.

Improve safety on our roads

Reduce the personal, social and economic impact of road traffic incidents.

Help the vulnerable to stay safe

To help vulnerable people to be safer in Essex.

Promote a positive culture in the workplace

To have a safe and diverse workforce who we enable to perform well in a supportive culture underpinned by excellent training.

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

To save lives, prevent harm and protect our communities by developing and broadening our roles and partnerships.

Be transparent, open and accessible

Communities are involved, engaged and consulted in the services they receive.

Collaborate with our partners

We will work together with our partners to provide a more efficient and effective service for the public.

Make best use of our resources

We will improve the safety of the people of Essex by making best use of our resources and ensuring value for money.

Our Top Ten



Equality

To be an inclusive employer, that delivers inclusive services and takes proactive steps to recruit a diverse workforce.



Fire Protection

Deliver our role as part of the Building Safety Regulations and embed the outcomes of the Building Risk Review into our Inspection Programme.



Prevention

To reduce fire deaths to zero and contribute towards the Safer Essex Road Partnership vision zero.



Operational Training

Provide quality training and facilities, to respond to the risks we face with assurance of competence.



Crewing

Increase our recruitment and retention; exploring flexible crewing models to improve response times.



Technology

Improve our systems and hardware to enhance productivity and connectivity.



Leadership Development

Introduce a Servicewide programme for the leaders of today and the potential ones for the future, to support workforce planning.



Fire Standards

Implement national standards to ensure best practice, support cooperative working and provide greater efficiencies.



Property and Facilities

Develop our property portfolio to meet and support the wellbeing needs of our workforce as well as our communities



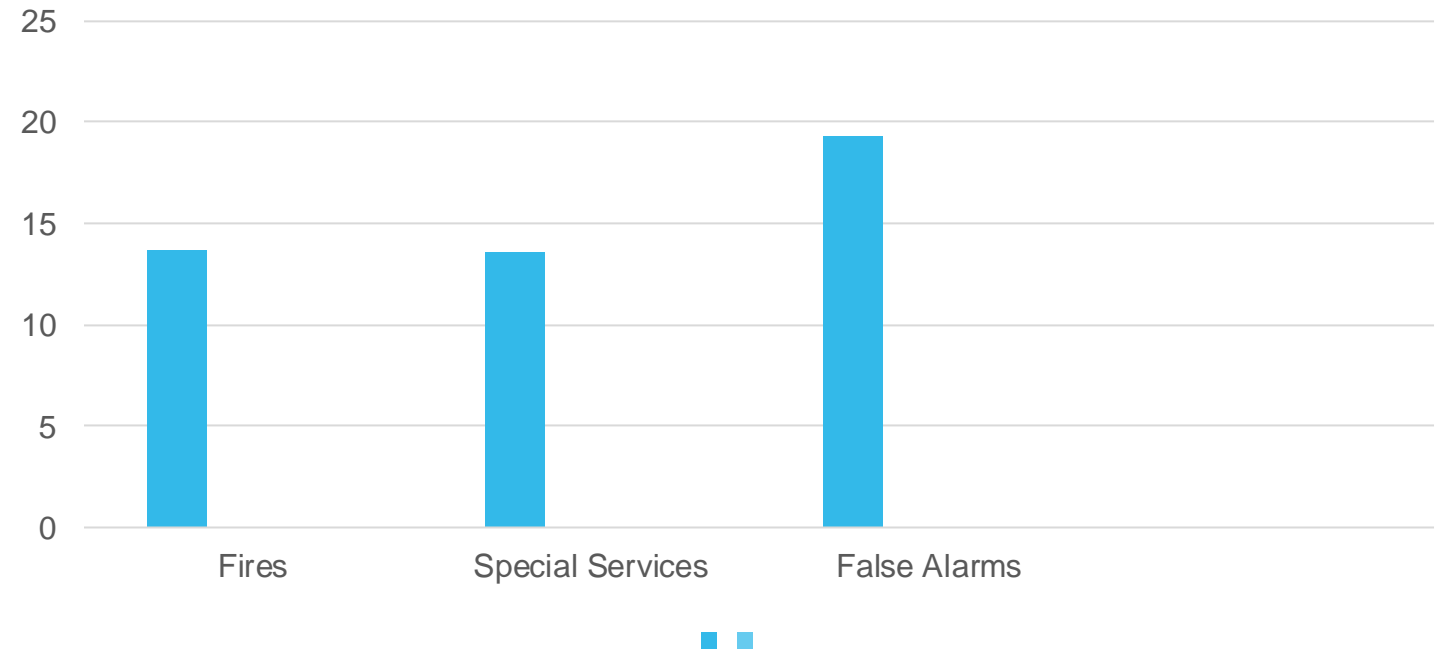
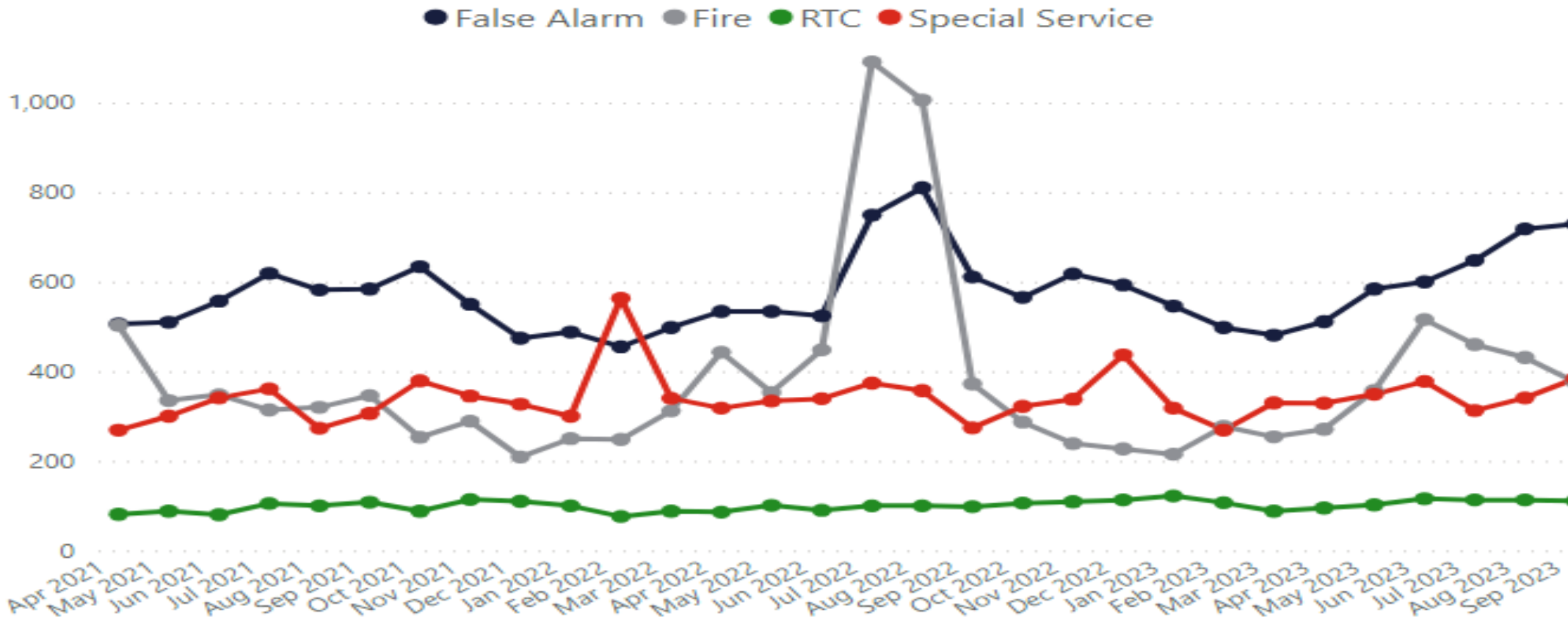
Risk

Adopt a performance and data driven approach to best use our resources to respond to new and changing risks more appropriately.

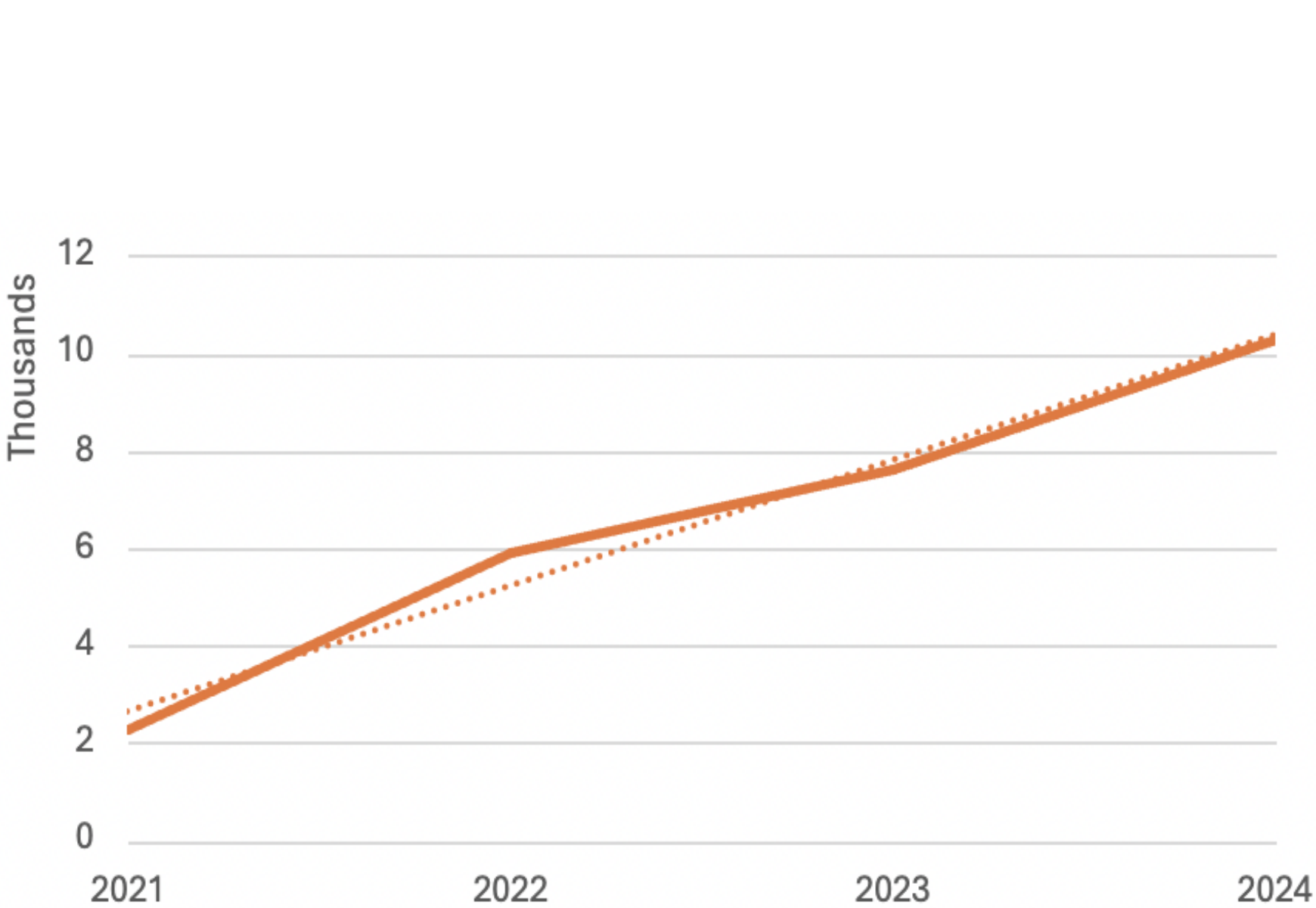
Our county of contrasts



Numbers of calls and Daily Average



Stats: Number of Home Safety Visits



Year	HSVs
2020	
2021	2,274
2022	5,932
2023	7,615
2024	10,284

Culture and Values



Safer Together Reporting Concerns

Helpful policies: Code of Conduct, Core Code of Ethics, Dignity at Work, Grievance, Wellbeing Matters, Whistleblowing.

1 First Option

Your Line Manager

Your line manager will respond to concerns and offer support in most circumstances. With your agreement they may call in other support to help.

2 Advice & Support

Further internal options

HR People Business Partner

Safeguarding Team
vulnerable.adults@essex-fire.gov.uk

Occupational Health
mailbox.oh@essex-fire.gov.uk
01376 576011

Inclusion and Diversity Team

Dignity and Inclusion Advocates

3 Safe Share

Internal support - 24/7

Use this to discuss concerns relating to self and/or others.

safe.share@essex-fire.gov.uk
01376 576 487 (24/7)

This can be anonymous.

Safe Share is a central hub that offers support for you, or can gather information about concerns relating to others.

It puts the wishes and feelings of those seeking support and guidance first.

4 Whistleblowing

Internally OPFCC

Pippa Brent-Isherwood
01245 291613
pippa.brent-Isherwood@essex.pnn.police.uk

Independent Charity Protect

0203 1172520
whistle@protect-advice.org.uk

Whistleblowing is a further opportunity to raise concerns.

This can be done through the Chief Executive of the Office of the Police, Fire and Crime Commissioner, or through an independent charity, Protect.

Our Whistleblowing Policy gives more information.



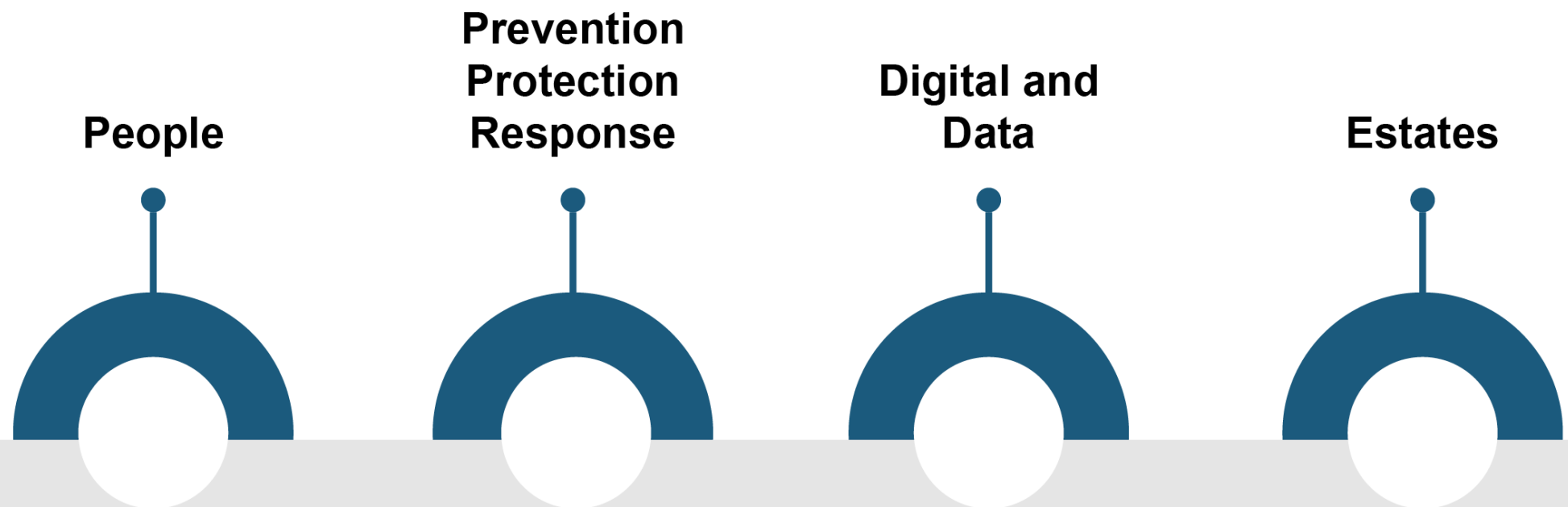
We're proud of our people

Matt Hill: Most Influential LGBTQ+ Individual in Fire
- Excellence in Fire and Emergency Awards 2022

Join us

essex-fire.gov.uk/pink

Our medium-term priorities



- Positive action plans
- Business processes and systems

- Protecting our people
- Productivity

- Control phase 2
- Frontline technology

- Fleet workshops
- Live fire
- WT station modernisation
- Collaboration
- Asset management and SAMP

Context we're operating in

- CRMP 2025 – 2029
- Fire and Rescue Plan 2025
- Funding uncertainty

2023/ 2024 financial update

Latest Position 2023/24

- Budgetary Deficit now £0.2m (Previously £0.5m)

Keys Movements in Year

- £1.6m Pay Pressures (Pay Award Agreed >Budget) + Inflationary Increases on Ill Health Pensions
- £1.3m Cost of Response Model
- (£1.1m) - In Year Savings Plan
- (£0.5m) One Off Unplanned Council Tax Collection Surplus
- (£1.3m) Unplanned Government Grants – NNDR One Off

2024/ 2025 current challenges

Funding outlook – Uncertainty

Operational Resourcing

Succession / Retention

Estate Programme

Ways of Working

Any questions?

