

ESSEX FIRE AUTHORITY

Essex County Fire & Rescue Service



MEETING

AGENDA ITEM

Cultural Review Sub-Group

Principal Officers' Human
Resources Committee

6

MEETING DATE

REPORT NUMBER

10 December 2015

EFA/110/15

SUBJECT

Progress report on the delivery of the work programme required to improve the culture within ECFRS.

REPORT BY

Acting Chief Fire Officer – Adam Eckley

PRESENTED BY

Acting Chief Fire Officer – Adam Eckley

SUMMARY

The purpose of the report is to provide Members of the Sub-Group with a progress report on the delivery of the work programme required to improve the culture within ECFRS. This supports the resolutions reached by Essex Fire Authority at its meeting of 7th October 2015.

RECOMMENDATIONS

Members of the Cultural Review Sub-Group are asked to note the contents of this report and the progress report provided by the Chairman of the Expert Advisory Panel attached as Appendix A.

BACKGROUND

At its meeting on 7th October 2015 Essex Fire Authority accepted, in full, the 35 recommendations made within the report of the Independent Cultural Review of Essex County Fire and Rescue Service (conducted by Irene Lucas CBE). The report itself was received by the Authority on 2nd September 2015.

In addition to accepting the recommendations a number of other resolutions were reached at the 7th October meeting, amongst which was that Essex Fire Authority:

3. Instructs the Acting Chief Fire Officer to report progress to every meeting of Essex Fire Authority for a minimum of 24 months.

In the eight weeks that have elapsed since the meeting of Essex Fire Authority on 7th October, the Acting Chief Fire Officer and members of the Strategic Management Board have met with members of the Expert Advisory Panel on numerous occasions and through a continuous dialogue have:

- Progressed discussions with Natasha Edmunds, the HR & OD Advisor to the Expert Advisory Panel on the Management Review.
- Progressed discussions with the Chair of the Expert Advisory Panel and new members of the Expert Advisory Panel on the relationship that should exist between Essex Fire Authority, the Service Management team and the Expert Advisory Panel. This matter will be considered elsewhere on today's meeting agenda for the PO HR Committee.
- Revised further the detail of the Independent Review Action Plan with members of the Expert Advisory Panel. This, too, will be considered on today's meeting agenda for the PO HR Committee.

In addition to the information set out above, a progress report, prepared by the Chairman of the Expert Advisory Panel, Steve McGuirk CBE, is attached as Appendix A for the consideration of Members of the Principal Officers' Human Resources Committee.

RISK MANAGEMENT IMPLICATIONS

Failure to effectively address the issues identified within the Independent Review of Culture present significant risk to the Service and the Essex Fire Authority not least as the report suggests that without significant change our employees and the communities they serve may be at risk.

The information set out in Appendix A supports the delivery of the work programme required to improve the culture within ECFRS.

FINANCIAL IMPLICATIONS

The costs over a 24 month period for the Expert Advisory Panel to support this work are estimated to total £400k. Around £100k of this is expected to fall in the current financial year.

This information has previously been presented to Members at the meeting of Essex Fire Authority held on 7th October 2015 when it was resolved that Essex Fire Authority

9. Agrees to set aside a budget of up to £400k over the next 24 months to fund the processes required to support the implement the recommendations of the report.

This report presents the progress that has been reported by the Chairman of the Expert Advisory Panel and does not alter the financial implications already presented.

LEGAL IMPLICATIONS

Failure to effectively address the issues identified within the Independent Review of Culture present significant risk to the Service and the Essex Fire Authority not least as the report suggests that without significant change our employees and the communities they serve may be at risk.

The recommendations set out in this report support the delivery of the work programme required to improve the culture within ECFRS and therefore serve to lessen any potential litigation presented by the risks identified within the Independent Review of Culture.

EQUALITY IMPLICATIONS

Failure to implement the action plan and address the associated recommendations could result in the Service failing to meet its obligations under the Equality Act 2010.

The recommendations set out in this report support the delivery of the work programme required to improve the culture within ECFRS.

ENVIRONMENTAL IMPLICATIONS

There are no direct environmental implications arising from this report

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985	
List of appendices attached to this paper: Appendix A – Progress Report by the Expert Advisory Panel	
List of background documents (not attached): Independent Cultural Review of Essex County Fire and Rescue Service, EFA/081/15, EFA/082/15, EFA/096/15, EFA/097/15, EFA/098/15 and EFA/099/15.	
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