

# ESSEX FIRE AUTHORITY

## Essex County Fire & Rescue Service



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MEETING

**Audit, Governance and Review  
Committee**

AGENDA ITEM

**11**

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MEETING DATE

20 January 2016

REPORT NUMBER

**EFA/018/16**

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SUBJECT

**Programme 2020 - Progress Report**

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REPORT BY

Acting Chief Fire Officer, Adam Eckley

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PRESENTED BY

Acting Chief Fire Officer, Adam Eckley

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### **SUMMARY**

This report provides members of the Audit, Governance and Review Committee with an update on the work Programme 2020 and provides a forward view of planned work and deliverables.

### **RECOMMENDATIONS**

Members of the Audit, Governance and Review Committee are asked to note the contents of this report.

### **BACKGROUND**

Programme 2020 was started in February 2015 and is the mechanism through which the Service will deliver the change required in order that it becomes service led, community focussed, values driven and financially sustainable.

Using the Managing Successful Programmes (MSP) methodology the programme has two distinct phases; definition and delivery.

The programme is currently in the definition phase during which time the research, analysis and public consultation is being undertaken. A revised Corporate Strategy and business case for change will be prepared and will be presented to the Fire Authority for approval in June 2016 marking transition to the delivery phase.

The new Corporate Strategy, which will encompass the Authority's 'Integrated Risk Management Plan' (IRMP) and the business case for change will set out the details of those proposals for change adopted by the Authority and the mechanism to achieve those changes.

## **SUMMARY OF PROGRESS**

Following the results of the first consultation which were considered by the Essex Fire Authority at the meeting held on 7 October 2015 (EFA/083/15 refers) the focus of the programme has been the development of a range of options for change.

The options development work has included:

- Research and analysis by the programme team
- Specialist fire cover modelling by external consultancy
- Workshops with employees
- Workshops with Trade Unions

The Programme team, supported by external specialists developed a series of options for consultation which were predicted to meet the new response standards and deliver savings of between £6.4M and £13.6M. These options were discussed at a workshop between Officers and Members on 18 December 2015 at which the Fire Brigades Union (FBU), Fire Officers Association (FOA) and Retained Firefighters Union (RFU) also presented their views for consideration. These options will now be considered by the Essex Fire Authority at the meeting held on 13 January 2016.

## **OTHER KEY ACTIVITIES COMPLETED**

The Retained Duty System (RDS) Development Project has progressed into the delivery stage and has recently delivered new and improved recruitment material and established an RDS Development Advisory Group. An outcome of the RDS Development Project is the change of title from RDS Firefighter to On-Call Firefighter. The title RDS/Retained firefighters came up throughout the focus groups and workshops and those involved were clear that they felt the title was a barrier to recruitment and effective publicity due to the lack of understanding from the public as to what 'RDS' is. The opinion was that 'on-call firefighter' would be better understood and more easily recognisable and improve promotion of on-call station recruitment. An on-call Liaison Officer position will be piloted with a view to improve appliance availability, increase engagement with local employers, improve external promotion of on-call station roles, opportunities and vacancies and work with internal departments to improve recruitment and training processes.

Following the Cultural Review, the Programme Terms of reference were reviewed and the Expert Advisory Panel has been added to the programme board. A Values Project Co-ordinator has been appointed to the programme team to support the values workstream which will lead the response to the 35 recommendations in the Cultural Review report.

## **KEY ACTIVITIES PLANNED**

The second stage consultation is due to start on 1 February 2016. The consultation strategy and plan have been developed and will see a similar approach to the first stage with a combination of quantitative (questionnaire) and qualitative (focus group) research used to seek views across different stakeholder groups.

The outcomes of the consultation will be considered at the 8 June 2016 meeting of the Essex Fire Authority.

## **RISK MANAGEMENT IMPLICATIONS**

There are no risk management implications arising from the matters dealt with in this paper

## **FINANCIAL IMPLICATIONS**

There are no financial implications arising from the matters dealt with in this paper

## **LEGAL IMPLICATIONS**

There are no legal implications arising from the matters dealt with in this paper

## **EQUALITY IMPLICATIONS**

There are no equality implications arising from the matters dealt with in this paper.

## **ENVIRONMENTAL IMPLICATIONS**

There are no environmental implications arising from the matters dealt with in this paper.

<b>LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985</b>	
<b>List of appendices attached to this paper:</b>	
<b>List of background documents (not attached):</b>	
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