

ESSEX FIRE AUTHORITY

Essex County Fire & Rescue Service



MEETING

AGENDA ITEM

PO HR Committee Cultural Sub-Group

4

MEETING DATE

REPORT NUMBER

13 March 2017

EFA/042/17

SUBJECT

Essex Fire Authority – Member Induction Proposal

REPORT BY

Acting Chief Fire Officer Adam Eckley

PRESENTED BY

Acting Chief Fire Officer Adam Eckley

SUMMARY

This paper presents a proposal from the Society of Local Authority Chief Executives (SOLACE) for an Induction Programme for Members of Essex Fire Authority. In doing so, Members of the PO HR Cultural Sub-Group are asked to consider its contents and determine the next steps.

RECOMMENDATIONS

Members of the PO HR Cultural Sub-Group are asked to consider the Essex Fire Authority Induction Programme Proposal attached as Appendix A to this paper and determine the next steps.

BACKGROUND

Elsewhere on today's agenda, Members of the PO HR Cultural Sub-Group are considering the activities and outputs from the various phases of Member and Officer workshops facilitated by SOLACE.

One of the key themes that arose through those workshops was the way in which Members are inducted into their role on Essex Fire Authority and the way in which they are subsequently developed following induction. SOLACE were therefore asked to prepare a proposal for the Authority to consider which might address the induction and development needs of EFA Members.

Attached as Appendix A is a proposal for an Induction Programme for Essex Fire Authority which members of the PO HR Cultural Sub-Group are asked to consider and determine the next steps.

CONCLUSIONS

The sessions facilitated by SOLACE provided a valuable opportunity for both Members and Officers to develop joint ideas and solutions to progress the Lucas Review recommendations specifically pertaining to the Fire Authority and it is important that Members are able to build on the enthusiasm and commitment attendees demonstrated to creating and implementing improvements for the future.

Members are asked to consider how the SOLACE report should now be utilised.

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 this report and in **Appendix 1** supports the delivery of the work programme required to improve the culture within ECFRS.

FINANCIAL IMPLICATIONS

There would be a cost in relation to commissioning further externally facilitated sessions, if this option is considered necessary by the Authority. Other costs would be covered in those already estimated for the ongoing cultural review work; estimated to total £400k between 2015-2017 (this includes the Expert Advisory Panel costs). Around £200k of this is expected to fall in the current financial year.

LEGAL IMPLICATIONS

The information set out in this report sets out the progress made in 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 Independent Review Action Plan and address the associated recommendations could result in the Service failing to meet its obligations under the Equality Act 2010.

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 1 – SOLACE Action plan	
List of background documents (not attached): Independent Cultural Review of Essex County Fire and Rescue Service	
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