



Essex Fire Authority

Report to the Constituent Authorities of the meeting on 10 June 2015

1. Chairman and Vice-Chairman

The Authority elected County Councillor Anthony Hedley as its Chairman and Southend Borough Councillor Ann Holland as its Vice-Chairman.

2. Integration Risk Management Plan – Consultation Document

The Authority considered the Integrated Risk Management Plan (IRMP), consultation document. This is the first phase of a two-stage consultation process which will ultimately lead to the development of the Corporate Plan, which will demonstrate a service redesign to enable the Service to meet the challenges it faces in the years ahead. The Authority agreed the consultation document and to the commencement of the consultation process.

The Fire and Rescue Service faces a challenging future against a backdrop of decreased funding, along with a significant reduction in operational calls. However, the Service is well positioned to meet these challenges and to develop the Service to meet them.

The Service has been facing a period of uncertainty over the future for some time and this impacts on morale and causes anxiety. However, it is necessary to plan now to ensure the Service is strong and sustainable for the future. The Service has been successful in its prevention and protection work and communities are safer as a result.

Importantly change needs to be designed and planned, and consulted on with the engagement of stakeholders. To this end The Consultation Institute has been employed to advise and quality assure the arrangements against its established compliance assessment methodology to ensure it meets either good or best practice standards.

It is very clear that all future proposals must be; Service-led, Community focussed, values driven, and financially sustainable. This will support the Service in “Leading the way to a Safer Essex”.

The IRMP will help set the direction for the Service going forward. This will in turn, lead to an options development process which will evaluate and detail potentially new service delivery model options. Once developed, the options will be shared with the Fire Authority to determine a way forward.

The Service has a balanced budget for 2015/16, so any potential changes will not begin to take effect until at the earliest April 2016. That allows time to consider all potential options before making any decisions. Future funding reductions could be in the region of £5 to £15 million between 2016 and 2020 and the way services are delivered will be a key factor in helping to build a sustainably-funded Fire and Rescue Service.

3. Performance Report 2014-15 and Target Setting 2015-16

The Authority considered an overview of the Service's performance for the financial year 2014/15 and agreed adjusted performance targets for the 2015-16 reporting period.

In April 2014, Service performance to January 2014 was reviewed and recommended success measures and targets for the Service Strategy 2014/15 to 2018/19 were set. The Service Strategy contains 20 high-level performance measures, against which success will be tracked. The introduction of new performance measures required the collection of new information in some cases as the Service did not understand its current performance well enough to set appropriate targets. The intention was to collate and report the measures for six months and then set targets for 2015/16 onwards. It was agreed which of these new targets would be adopted from 2014/15 and which would be implemented from 2015/16.

All targets are subject to annual review to ensure their continued appropriateness and the Authority considered the existing targets against the current set of performance indicators and where appropriate approved recommendations for adjustment. It also received an explanation regarding areas where targets have yet to be set. The performance summary is attached as the Annex to this report.

The 20 strategic measures outlined in the Service Strategy are categorised under the following six objectives:

1. We will identify the risks to our communities and work in partnership with them to manage the risk, to reduce its likelihood or its impact on our communities
2. We will provide a resilient, timely, safe and effective response when risks become incidents
3. We will use our resources flexibly, efficiently and effectively, reducing the cost of the Service to match the funding available
4. We will ensure our people are involved, engaged and empowered to deliver excellence
5. We will use our assets to support sustainable communities and promote wellbeing
6. Our leaders will demonstrate trust and honesty, listening to others to support an open and inclusive culture.

**Councillor Anthony Hedley
Chairman**

Table 1: Summary of ECFRS performance relative to target, previous year's performance and Family Group average

Measure	Target (18/19)	Performance against target (14/15)	Performance	Performance	Target (2015/16)	Objective	Review result
1a The total number of Incidents attended in Essex	Lower than 2017/18	13,159			13,159	1	No change recommended
1b Rate of accidental dwelling fires per 10,000 dwellings	9	12.3			10.3	1	No change recommended
1c Number of people killed or seriously injured in road traffic collisions	695	726			734	1	No change recommended
1d Average workplace premises risk score	38,468	40,493			39,683	1	Adopt new measure and target to reflect significant improvements in reducing the risk (gap).
1e Average leisure premises risk score						1	Remove this measure and target as subset of workplace risk measure
1f Rate of casualties from fire-related incidents per 100,000 population	5	5.5			5.3	1	No change recommended
2a Achieve a timely response to incidents	tbc				tbc	2	No change recommended to targets for call handling and mobilisations. Target for time of call to time to arrive to be an outcome of Project 2020.
Call to alert in 90 seconds		84%			90%	2	No change recommended (See 2a)

Measure	Target (18/19)	Performance against target (14/15)	Performance	Performance against	Target (2015/16)	Objective	Review result
Wholetime Mobilise – Time of station alert to proceeding - % within 2 minutes		60%			75%	2	No change recommended (See 2a)
Retained Mobilise – Time of station alert to proceeding - % within 6 minutes		75%			75%	2	No change recommended (See 2a)
2b Rate of accidents per 100,000 employees	Lower than 2017/18	11,733.1			11,733.1	2	No change recommended
2c Percentage of respondents who were satisfied with the response they received	tbc				tbc	2	Target to be an outcome of Project 2020.
3a Total appliance availability	94%	n/a			94%	3	No change recommended
3b Cost per hour of appliance availability	tbc				tbc	3	This measure subject to review and potential replacement.
3c Project schedule variation	tbc				tbc	3	Targets are currently being scoped out by the PMO
3d Project cost variation	tbc				tbc	3	Targets are currently being scoped out by the PMO
4a Improved staff satisfaction	tbc				Higher than 67%	4	These measures are based on outcomes from the Employee Engagement Survey. Baseline data has been collected and targets reflect a general improvement on these.
4b The percentage of employees who are satisfied with the training they receive to do their role	tbc				Higher than 57%	4	

Measure	Target (18/19)	Performance against target (14/15)	Performance	Performance against	Target (2015/16)	Objective	Review result
4c Average days/shifts lost per person to sickness absence each year	6.5	8.6			8	4	No change recommended
4d Percentage of staff who received an appraisal in the past 12 months	90%	87%			90%	4	No change recommended
5a Annual reduction in carbon footprint	2.75% red. on 2017/18				2.75% red. on 2014/15	5	This measure subject to review and potential replacement.
5b The percentage of survey respondents who are aware of the range of work we undertake	tbc				tbc	5	Target to be an outcome of Project 2020.
6a Improved satisfaction with leadership within the service	tbc				Higher than 44%	6	As 4a/4b.