

ESSEX FIRE AUTHORITY

Essex County Fire & Rescue Service



MEETING

Essex Fire Authority

AGENDA ITEM

11

MEETING DATE

7 December 2016

REPORT NUMBER

EFA/010/17

SUBJECT

Programme 2020 – 6 month review

REPORT BY

Adam Eckley, Acting Chief Fire Officer

PRESENTED BY

Adam Eckley, Acting Chief Fire Officer

SUMMARY

This report provides Members of the Fire Authority with an update on the progress of Programme 2020.

RECOMMENDATIONS

Members of Essex Fire Authority are asked to note the content of this report.

BACKGROUND

Programme 2020 was set up in February 2015 to plan the work of ECFRS to become service-led, community-focussed, values driven and financially sustainable. The definition phase of the Programme included the work to develop a new Strategy for the Essex Fire Authority, an updated Integrated Risk Management Plan (IRMP) and options for change which were all agreed by the EFA on the 8th June 2016.

The implementation plan for the changes consulted upon as Option 2 was approved by the EFA on 7th September 2016 alongside the Authority's new Strategy for the Service.

Following approval of the implantation plan the Programme commenced the delivery phase. The first changes were made as planned on the 30th September 2016 with the removal from operational service of the second fire engines from Orsett, Corringham, Rayleigh Weir and Loughton fire stations. At the same time the Pinzgauer fire engine at Great Dunmow was replaced with a conventional fire engine.

This report considers the progress of the programme since the last meeting of the Audit, Governance and Review Committee on 5th October 2016.

SUMMARY OF PROGRESS

Progress of the key projects is summarised below.

Appliance removal and employee relocation project

The project has managed the removal of fire engines from Orsett, Rayleigh Weir and Loughton and is ensuring that the Service has the right resources in the right place through a workforce planning and relocation exercise.

Following the removal of the fire engines on the 30th September and the conclusion of the early exit process which saw 43 people leave the Service there was a need to relocate employees to balance resources.

The project used the internal transfer policy deliver the relocations with engagement from employees and Representative Bodies shaping the process throughout. The process has been undertaken in two phases with employees first offered the opportunity to express a preference to move to fire stations with vacancies.

In total 31 employees were relocated with 26 on a voluntary basis with 5 employer initiated moved required.

The project is expected to close in February 2017. Lessons learned from the project will be incorporated into other projects within the Programme.

On-Call conversions project

The project will manage the conversion of fire stations/fire engines to On-Call. Recruitment of new on-call staff has started at Clacton and Great Dunmow fire stations with targeted recruitment campaigns launched in October.

Clacton Conversion Update

- Clacton recruitment campaign concluded and closed.
- 100 initial contact forms received
- Of which 65 were within response distance and able to provide required levels of cover
- 10 applicants have already passed pre-fitness appointments and approved for Clacton Assessment Days.

General on-call recruitment continues with 8 applicants passing the most recent assessment day.

Tesco have agreed to expand pilot once the initial two employees reach Phase 2 (expected end of January 2017). A further eight stores have been identified within response distance of on-call stations.

Off-road vehicle replacement

A working group has been established to develop the specification for the new off-road vehicles.

RDS development project

The project has been extended to allow additional time for consultation and negotiation on the new availability bands for On-Call staff.

People systems

The procurement process for the HR and OD Business Solution (HOBS) is in underway. The Operational Availability Management project is in the detailed planning stage.

OTHER PROGRAMME ACTIVITY

In addition to the projects described above significant planning activity is underway in a number of areas.;

- The People Structures Project is bringing together the work on; rank to role, management review II, Grey/Book Green book review and a Talent Pool/Promotion process, core hours and flexi-duty rota.
- A separate Green Book Job Evaluation project will address the historical inconsistencies relating to our current pay scales and the way in which they are aligned to the majority of green book roles.

The Service Strategy for 2016 to 2020 developed as part of the 2020 Programme has been published and the new values statements are being rolled out across the Service.

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.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985	
List of appendices attached to this paper:	
List of background documents (not attached):	
Proper Officer:	Acting Chief Fire Officer Adam Eckley
Contact Officer:	Ben Pilkington Essex County Fire & Rescue Service, Kelvedon Park, London Road, Rivenhall, Witham CM8 3HB Tel: 01376 576000 E-mail: ben.pilkington@essex-fire.gov.uk