

HMICFRS Action Plan

Section one; Effectiveness		
AFI	Description	Action
1	The service should evaluate its prevention work, so it understands the benefits of safe and well targeting approach better.	Safe and Well evaluation is currently in progress and an evaluation group has been set up to develop and improve evaluation across the service
2	Service should ensure it monitors and evaluates its revised approach to the burden of false alarms	Evaluation has been carried out and the findings will be shared with the Fire Authority
3	The service should develop a clear process for post incident prevention activity	New project to be commissioned to scope areas of prevention to be carried out post incidents
4	Service should make sure it gathers and records relevant and up to date site specific risk information, to clear its backlog and help protect firefighters, the public and property during an emergency.	This is being actioned and managed within the current team and forms part of our business as usual work
5	Service should make sure its mobile data terminals are reliable so that firefighters can readily access up to date risk information	New devices have been procured and installation is currently in progress
6	Service should monitor and review its response model with reduced availability of its fire engines and in line with its CRMP	As part of our Annual plan 2023/24 CRMP priority 3 will commence this year to determine the areas of focus for the response model review. CRMP priority 6 will incorporate On Call in to our availability of appliances

Section two Efficiency		
AFI	Description	Action
7	Service should have effective measures in place to assure itself that its workforce is productive and that their time is used as efficiently and effectively as possible to meet the priorities in the CRMP	This will form part of our Annual plan 2023/24, first by gathering data to determine the areas of focus to improve productivity

Section three; People		
AFI	Description	Action

8	The service should put in place an open and fair process to identify, develop and support high-potential staff and aspiring leaders	This will form part of our service level plans within our Learning and Development department
9	Service should make sure that it has effective absence/attendance procedures in place. Absence policy not widely understood. Inconsistent decisions	This will form part of our service level plans within our HR and Learning and Development department
10	The service should review its workforce planning to make sure that it has effective arrangements in place to manage staff turnover while continuing to provide its core services to the public. Service needs to do more to improve how it considers its future needs and succession planning	This will form part of our service level plans within our HR department, with continued review of data and assessment of options
11	The service should improve its use of positive action tools and opportunities to increase diversity in the service	This will be incorporated into our new RBFRS Development Program which is under development and considering the sector wide reports on culture
12	The service should improve all staff understanding and application of the performance development review process	Review and amendments, have been made to the current process. Further consideration and work to be undertaken and project commissioned