

REPORT OF THE CHIEF FIRE OFFICER

PERFORMANCE PLAN 2006 – 08 DIRECTION OF TRAVEL STATEMENTS PROGRESS UPDATE

1 Purpose of Report

To inform Members of progress to date against the Direction of Travel Statements contained within the 2006 – 08 Performance Plan.

2 Recommendations

Members are asked to note the contents of the report in respect of progress against the Direction of Travel Statements.

3 Background

In June 2006 the Fire Authority considered and approved the 2006 – 08 Performance Plan. Prior to that the Strategy and Resources Committee at its May meeting approved the Direction of Travel Statements contained within the Plan.

Direction of Travel is an important element of the Audit Commission's Performance Framework for Fire and Rescue Authorities. They aim to publish a statement on the Authority's improvement or deterioration since the baseline Fire and Rescue Comprehensive Performance Assessment (CPA) categorisation in 2005.

The appendix to this report provides an update on the information published within the Performance Plan.



4 CPA Improvement Plan

The Fire Authority's Performance Plan 2006 – 08 acts as the overarching strategic plan to deliver the improvements identified in the Fire Authority's CPA Improvement Plan.

This Committee, at its September meeting, did not reach a decision regarding future reporting on the CPA Improvement Plan and officers were tasked with submitting a further report, updating Members on progress to date. The strengths and areas for improvement from CPA have, however, been addressed through the Audit Commission's Direction of Travel audit on the Fire Authority.

A self assessment for this audit was drafted and tabled at the Fire Authority meeting on the 18 October 2006. This document can be viewed on the Brigade's website via the following link:

<http://www.shropshirefire.gov.uk/Docs/CFA/Meetings/Authority/2006-10-18/18%20-%20Self%20Assessment%20Document.pdf>

5 Performance Framework

Direction of Travel is one element of the Performance Framework. At the conclusion of all of the assessments a scored judgment will be made by the Audit Commission. Members are requested to await the outcomes of the judgement (scheduled for March 2007) to decide on how best to proceed with future reporting on CPA. Further information on the Performance Framework for Fire and Rescue Authorities can be found at the Audit Commission website via the following link:

<http://www.audit-commission.gov.uk/cpa/fire/>

6 Financial Implications

There are no direct financial implications arising from this report.

7 Legal Comment

The Local Government Act 1999 requires fire and rescue authorities to prepare an annual Best Value Performance Plan for the financial year 2007/2008 before 31 March 2007. This report records progress against the delivery of the Fire Authority's Strategic Aims and Objectives.

8 Appendix

Shropshire Fire and Rescue Service's Strategic Aims and Corporate Objectives, as detailed within the 2006 – 08 Performance Plan

9 Background Papers

Shropshire and Wrekin Fire Authority:
Performance Plan 2005 – 06 (June 2005)
Performance Plan 2006 – 08 (June 2006)
Meeting 18 October 2006 Report 18 Fire and Rescue Service Performance Framework 2006/07 - Overview, tabled Self-Assessment and Minutes



Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

Balance Score Card		Integrated Risk Management Planning	
Business Continuity Planning		Legal	
Capacity		Member Involvement	
Civil Contingencies Act		National Framework	
Comprehensive Performance Assessment	*	Operational Assurance	
Equality and Diversity		Retained	
Efficiency Savings		Risk and Insurance	
Environmental		Staff	
Financial		Strategic Planning	*
Fire Control/Fire Link		West Midlands Regional Management Board	
Information Technology, Communications and Data			

For further information about this report please contact Alan Taylor, Chief Fire Officer, on 01743 260201 or Ged Edwards, Programme Manager, on 01743 260208.



Shropshire Fire and Rescue Service’s Strategic Aims and Corporate Objectives as detailed within the 2006 – 08 Performance Plan

Strategic Aim	Corporate Objective	Direction of Travel			BVPI	Progress to date
		2002-05 Development	2005-07 Advancement & Consolidation	2007-10 Excellence		
1. Reduce the risk to life and material loss from fires, road traffic collisions and other emergencies in the community	1. Reduce the incidence of deaths and injuries in the community	Community Safety activities in high risk areas	Expansion of Community Safety activities into all areas	Achievement of Public Service Agreement (PSA) targets	143 (i), (ii) 208	<p>All Retained Duty System (RDS) stations now trained in Community Fire Safety (CFS) work. First tranche of campaign to fit smoke detectors in rural areas complete and stations now trained and undertaking full Home Safety Audits.</p> <p>A team of volunteers has been established to support RDS stations who have found it more difficult to achieve targets.</p> <p>Additional funding made available for further work.</p> <p>Commitment to extend temporarily contract of Older Persons Officer.</p> <p>An “Outreach Vehicle” has been designed and sourced to enable the Brigade to take fire safety education into the rural communities. Delivery is expected in December.</p>
	2. Contribute to the reduction of Road Traffic Collisions (RTCs)	Working with partners locally to deliver small scale initiatives	Working to support partners in Telford and Shropshire to deliver RTC reduction initiatives	A leading RTC prevention player across the County		<p>CFA funding approval for instigation of RTC reduction policy.</p> <p>Activity underway on Community education, including partnership work and Local Authorities, Safety Camera Partnership and others.</p>

Strategic Aim	Corporate Objective	Direction of Travel			BVPI	Progress to date
		2002-05 Development	2005-07 Advancement & Consolidation	2007-10 Excellence		
	3. Reduce the incidence of fires and false alarms	Engaging with businesses responsible for generating high levels of false alarms and engagement with at risk groups	Develop rural campaign of Fire Safety audits and introduction of Chief Fire Officers' Association (CFOA) Remotely Monitored Fire Alarms (RMFA) policy	Communities taking ownership of fire prevention within their areas	142 (i), (ii), (iii), 146 (i), (ii), 149 (i), (ii), (iii), 206 (i), (ii), (iii), (iv) 209 (i), (ii), (iii)	Existing CFS works continue. Commitment through new business plans to work in partnership in local areas. Second phase of Home Safety Risk Assessment's (HSRAs) in rural areas now commenced. The temporary vacancy for the false alarm team supervisor has now been resolved and good progress is being made in developing new initiatives to drive down further unwanted fire signals from automatic fire alarms and malicious calls. Multi-agency heritage conference delivered November 06.
	4. Ensure the effective enforcement of fire safety legislation	Effective operation of Fire Precautions Act and Workplace Regulations	Introduction of new fire safety regulations	All wholetime and retained stations carrying our business fire safety inspections	14 (Not obliged to report on – under review from DCLG)	New fire safety database - Community Fire Risk Management Information System (CFRMIS) - now up and running. The Regulatory Reform Fire Safety Order has been introduced and our Fire Safety Officers are undertaking audits of the 17,000 commercial premises we now have enforcement responsibility for. WT staff are being trained in fire safety auditing work to supplement the activities of the specialist Fire Safety Officers (FSO's). A programme to include RDS staff in this activity is being developed.
2. Protect life, property and the environment from fire and other emergencies	5. Ensure the provision of an appropriate risk based approach to fires	Implemented Integrated Risk Management Planning (IRMP) procedures in Shropshire	Mobilising procedures realigned to identified needs in Shropshire	An embedded process that regularly reviews and realigns the provision of resources against need within Shropshire	144 145	New Response standards are now in place and are being monitored. Consideration of additional response standards is included in the next round of IRMP Consultation (August to November).



Strategic Aim	Corporate Objective	Direction of Travel			BVPI	Progress to date
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	6. Ensure the provision of an appropriate response to non-fire emergencies	Response to non-fire emergencies based on standards of fire cover	All staff competent and equipped to deal with new threats	Rapid reaction to emerging risks		Work ongoing with the Local Resilience Forum. Local multi-agency Major Incident Contingency planning for group formed. Further development of new rescue tender underway.
	7. Minimise the effect of our intervention actions on the environment	Equipment and protocols for environmental protection provided and environmental awareness of crews raised	Establish a regional response with access to specialist advisors	Embedded environmental procedures which minimise the effects of our intervention actions		Ongoing liaison with Environment Agency. A nationally developed Memorandum of Understanding being reviewed November 2006. Foam training facilities being reviewed.
3. Secure the highest level of safety and welfare for all staff and Authority Members by providing effective leadership, training, equipment and systems of work	8. Maintain and improve the health, safety and welfare of all Members and employees	Health and Safety procedures in place but further development needed	All staff actively manage risks in their environment	Aspire to achieve and champion ISO 180001	12 (i), (ii), 15 (i), (ii)	Responsibility for the monitoring of all health and safety matters has now been firmly placed with all Section, Station and Watch managers through the inclusion of a section on risk management in all business plans. A review of Health and Safety (H&S) training requirements is ongoing.
	9. Ensure that all Members and employees are competent and able to perform their role	Training and development identified needs for people are fulfilled for current and future roles Investors in People accredited organisation	Integrating the development review process for employees and Members Implementing Integrated Personal Development System (IPDS) across organisation	ISO 9000 accreditation for development activities IPDS fully integrated		Ongoing, in-house training has now been reviewed to ensure balance of input and assessment. New core skill programme developed and issued, resulting in 50% increase in training delivery per course. Member development review process now complete. Workplace Development Team has completed a full audit of all Individual Development Records and revised the frequencies required. Future audit responsibility passed to District.



Strategic Aim	Corporate Objective	Direction of Travel			BVPI	Progress to date
		2002-05 Development	2005-07 Advancement & Consolidation	2007-10 Excellence		
	10. Ensure the provision and availability of appropriate equipment, resources and supplier support	A number of asset management plans are in place and used to guide investment decisions in support of IRMP	Deliver the equipment needs using national and regional procurement initiatives ISO9000 accredited organisation	An embedded process that proactively reviews and realigns provision of resources to a dynamic environment	157	Member champion role established and liaison started. Available national contracts distributed, assessed and being used. Phase 2 of appliance reallocation programme to start shortly.
4. Provide a service that demonstrates quality and best value in service provision	11. Promote a partnership approach in pursuance of continuous improvement, having regard to a combination of economy, efficiency and effectiveness	Partnerships established but no robust methodology for evaluation	Develop and implement a partnership strategy that adds value, encourages innovation and improves quality of service	Partnership strategy embedded within the organisation	8, 150	Brigade Partnership Strategy has been released and the Brigade Order issued. The Partnership meeting on 9/8/06 risk assessed the priority partnerships. Further meetings scheduled and process ongoing. Partnerships will be monitored to measure performance. Partnerships have been included on the Corporate Risk Register. Electronic register in place.
	12. Ensure the provision of a service that meets the needs of the community	Implemented IRMP procedures	Implementation of new cost-effective risk based standards	Maximise funding opportunities and efficiencies in order to offset the effect of service provision on local council tax payers	3, 5a, 5b	New response standards for Fire and RTC's in place and being monitored. Fire cover review for Telford completed with recommendations for change included in Draft Action Plan 2007/08.



Strategic Aim	Corporate Objective	Direction of Travel			BVPI	Progress to date
		2002-05 Development	2005-07 Advancement & Consolidation	2007-10 Excellence		
	13. Ensure the effective management of performance and corporate risk	Corporate Risk Policy created. Performance monitoring against external targets	Embedding corporate risk management and development of disaster recovery and business continuity plans. Convergence of management information system and balanced scorecard to improve performance monitoring against locally determined performance measures	Fully implemented, tested and reviewed disaster recovery and business continuity plans. Performance is monitored to ensure that investment achieves the anticipated benefits		<p>Training for Policy Group members and Fire Authority Members conducted during March and July 2006.</p> <p>Member Risk Champion nominated and liaison started with Head of Risk Management.</p> <p>Regular reporting to Policy Group, Strategy and Resources Committee and Fire Authority.</p> <p>Business Continuity plans completed with Risk Management Department and now being published.</p> <p>The views of Brigades within the region are being sought on developing the balanced scorecard approach to improve performance monitoring.</p>
	14. Reduce the environmental impact of our daily conduct	A first position statement and improvement plan written	Develop and achieve targets set in improvement plan	The position is recognised and registered under ISO14001:2004		Work ongoing with Groundworks EMS to develop an environmental management system based on ISO14001:2004 principles.
5. Provide a service committed to the highest levels of equality and fairness	15. Provide a fair and equitable service to the communities of Shropshire and other stakeholders	Service provision based on national standards	Integrated Risk Management Planning allows for the development of an equitable fire and rescue service to all communities dependent on risk	To provide an equitable service that proactively reviews and realigns the provision of resources to a diverse and changing community	3, 17a, b	<p>Bi-lingual CFS Advocates being employed on a part-time basis and undertaken a very successful campaign in the Wellington area. Proposals to make this post permanent being considered.</p> <p>Contact being made with new Black Minority Ethnic (BME) migrants into the County e.g. East Africans in Telford.</p>
	16. Provide a fair, equitable and dignified place of work for all employees and visitors	Training our managers in core management skills, building effective positive relationships with Representative Bodies and Cultural change	Improving internal communications, developing management competence, experience and accountability, embedding our core values	Having a working environment that champions mutual respect and dignity	2a, b 11 (i), (ii), (iii)	<p>Supervisory Management Development programme is now confirmed and regional tenders are being reviewed.</p> <p>Equality and Diversity briefings in RDS stations are complete and are ongoing for Watches.</p>



Strategic Aim	Corporate Objective	Direction of Travel			BVPI	Progress to date
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	17. Seek to employ a workforce representative of the community that we serve	Raising the profile of Shropshire Fire and Rescue Service and the career opportunities within the service in the local community	Continuous monitoring and removal of barriers to the employment of persons representative of all sections of the community	Employing a diverse, capable workforce representative of the community we serve	2a, b, 17a, b 16, 210	<p>Taster sessions held in June 2006 for 'BME', Women and 'open to all'.</p> <p>Disability Discrimination Act implemented, leading to increasing numbers of individual cases being considered at recruitment stage.</p> <p>Recruitment targets set for females in to the RDS.</p> <p>Bi-lingual advocate appointed (temporarily).</p>

