

Shropshire Fire and
Rescue Service



**PUTTING SHROPSHIRE'S
SAFETY FIRST**



People

Summary of Performance
April – June 2007
Quarter 1



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People

- Address results of cultural audit
- Diversity for new and existing employees
- Rank to Role
- Increase competency and skill level of the workforce
- Succession Planning



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Address results of Cultural Audit

Progress

- Consulted with the Representative Bodies (RBs)
- Agreed content and communication strategy with RBs
- Drafted an action plan for consultation through the IRMP process

Benefits delivered

- Agreed content with RBs
- Agreed process with RBs and communicated to staff
- Draft plan agreed for consultation

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Diversity for new and existing employees

Progress

- Positive action planned for WT recruitment and in some retained areas to try to increase the number of females
- Awareness training has continued for all new staff
- Dignity at Work course for all existing managers ongoing

Benefits delivered

- No specified benefits as yet, benefits expected as recruitment process unfolds

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Rank to Role

Progress

- RBs trained in process and working groups established
- Nine half day working group meetings have taken place to date to undertake the mapping process

Benefits delivered

- Good employee relations have been maintained
- On track for completion by March 2008

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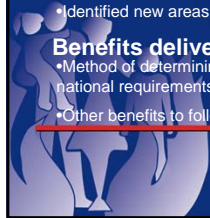
Increase competency and skill level for workforce

Progress

- Workplace Development Programmes now in place for Crew to Station Manager (inclusive)
- Middle Management Development Programme ready to be approved by the region
- Identified new areas for operational training

Benefits delivered

- Method of determining 'Competent' pay now in place meeting national requirements
- Other benefits to follow implementation of work commenced



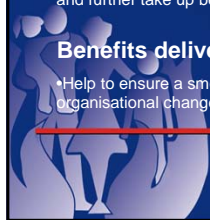
Succession planning

Progress

- Retirement profiles identified for 2007-2009
- Regional talks started regarding ADC
- Individual Personal Development Plans (IPDRs) ongoing and further take up being actively promoted

Benefits delivered

- Help to ensure a smooth transition accommodating organisational changes



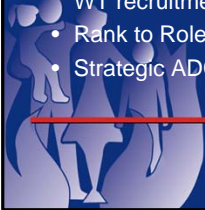
Risks and Issues

- Unknown costs of implementing Cultural Audit action plan until the IRMP round is completed
- Potential for morale issues arising from Rank to Role Outcomes
- Cost implications for implementation of Rank to Role in terms of salaries and equipment



Forthcoming Activities

- IRMP process will communicate Cultural Audit results over coming months
- Positive action scheduled for next round of WT recruitment
- Rank to Role results will start to be generated
- Strategic ADC planned in September/October



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Questions please



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