



Our Plan year one action plan 2023-24

Service Priority
Keeping our communities safe from fire and other emergencies 


- Introduce our new Prevention, Protection, Response and Operational Preparedness Strategies
- Use a person-centred framework to ensure the most vulnerable in our communities are targeted for a safe and well check
- Replace our fire hydrant management system to ensure our operational crews have up to date information to allow them to respond effectively
- Evaluate our new Risk Based Inspection Programme (RBIP) process to ensure it delivers on intended outcomes and is resourced accordingly
- Continue to work with the Local Resilience Forum (LRF) to identify potential risks and put plans in place to mitigate them
- Continue to ensure equality of access to Youth Engagement Schemes (YES) to reduce deliberate fire incidents intended outcomes and is resourced accordingly

Service Priority
Delivering an efficient and effective service that adds value to our communities 


- Continue to look at an updated mobilisation solution for Derbyshire Fire & Rescue and Nottinghamshire fire & Rescue Service, further enhancing our ability to mobilise the quickest fire engine
- Continue to look at realising further efficiencies in our joint fleet management system
- Redesign of Glossop Community Fire Station in line with our Asset Management Plan (AMP)
- Continue to consider and evaluate our collaboration activity to ensure we are providing value for money for the communities of Derbyshire
- Review our productivity to ensure we are optimising the use of resources and delivering value for money
- Create a high-level savings plan to meet current and future funding challenges

Service Priority
Having a well-equipped, trained, competent and safe workforce 


- Review our decontamination procedures in relation to our estates, Personal Protective Equipment (PPE) and working practices
- Continue with our fire engine replacement programme
- Introduce Body Worn Video Cameras (BWVC) for improved firefighter safety and to enable users to reflect on their performance and decisions, fire investigation and enhance learning
- Align to the requirements of the new Fire Safety Act and Fire Safety (England) regulations
- Introduce new Personal Protective Equipment (PPE) for use at water incidents
- Continue to develop our Electric Vehicle (EV) charging infrastructure as part of our wider Net Zero Strategy

Service Priority
Promoting continuous improvement through effective challenge and embracing learning 

- Introduce our on-call action plan and carry out an evaluation of key actions/workstreams to date
- Carry out a gap analysis and develop an associated action plan for any new approved Fire Standards
- Develop a SMART action plan for areas for improvement from our His Majesty's Inspectorate of constabulary and Fire and Rescue Service (HMICFRS) report
- Continue to implement learning from key reports to ensure best practice is adopted
- Continue to share and consider National Operational Learning (NOL) and Joint Operational Learning (JOL) that may enhance future operating practice
- Continue to evaluate learning from our debrief process for all levels of incidents

Service Priority
Putting people first to maintain an outstanding culture of equality and inclusivity 

- Launch a revised People Strategy and introduce a comprehensive workforce plan
- Scope and define flexible crewing options for operational staff in the form of alternative flexible/family friendly working as well as reviewing current policies and procedures
- Reshape key enabling functions to support delivery of the People Strategy, Equality Diversity and Inclusion Strategy and evolving business needs
- Commission an independent review of the culture within our Service
- Undertake a gap analysis of London Fire Brigade review recommendations and create an associated SMART objective action plan
- Review and gather data to support how we implement changes to the current leadership programmes at supervisory levels in line with National Fire Chiefs Council (NFCC) projects and change
- Review and consider future options for current pay and grading framework

Service Priority
Enabling the organisation through data and digital transformation 

- Introduce our new Information Communication and Technology (ICT) Strategy
- We will further develop our new HR system to deliver increased functionality and efficiency to the Service
- Introduce a replacement Mobile Data Terminal (MDT)
- Update community fire station meeting room technology to provide a more efficient and effective use of facilities for our employees and communities.
- Introduce a new cyber security software to ensure our data is protected from the risk of external threats
- Optimise the use of Microsoft 365 and cloud technologies with a dedicated ICT trainer and rollout plan