Appendix One:

Our Plan 2023 – 2026 – Year Two Action Plan

This document is for content only. Format will differ on the Derbyshire Fire and Rescue Service website.

Service Priority: Keeping our communities safe from fire and other emergencies		
Priority and action	Monitoring:	Success Measure:
Implement Prevention, Protection, Response and Operational Preparedness Strategies	Through internal performance meetings	Outcomes within the strategies implemented
Implement the revised Prevention risk stratification index, utilising national risk methodology, which incorporates person centred data sets	Currently measured through Prevention Quarterly meeting linked to evaluation markers. Monitored through CAPS	Evaluation evidence of equality of access by our communities to ensure our resources are targeted to those who need us most
Continue to respond to all fire safety complaints within 24 hours	Performance meeting	All complaints considered, which provides reassurance to the communities of Derbyshire
Undertake exercises and annual site visits to Control of Major Accident Hazards (COMAH) sites to test operational preparedness	Performance meetings: SSRI visits, exercises and debriefs	Relevant accurate information available for all COMAH sites
Service Priority: Having a well-equipped, trained, competent and safe workforce		
Priority and action	Monitoring:	Success Measure:
To have a system of decontamination embedded, and that all instances of contamination are appropriately recorded and monitored	Programme Board	Provide suitable and appropriate protection for our staff

Continue with the fire engine replacement programme	Programme Board	Robust, effective, and cost-efficient fleet to support all aspects of emergency response
Introduce new personal protective equipment (PPE) for use at water incidents.	Fleet, Equipment and Procurement Steering Group	Maintain the safety and effectiveness of our responding crews
Implement the workforce strategy and plan	Workforce Planning Group	Full establishment of trained, skilled employees, with appropriate and timely succession planning
Continue to develop the leadership programme to enhance management and leadership skills	SLT meetings and performance meetings	Leadership programme developed and implemented
Service Priority: **Putting people first to maintain an outstanding culture of equality**		
Priority and action	Monitoring:	Success Measure:
Act on identified areas of focus to improve employee engagement and maintain a positive workplace culture	People performance board	Good workplace culture, with motivated engaged employees
Implement the EDI strategy and action plan	I&E Forum	Strategy outcomes delivered
Implement a new pay and grading framework for support employees	Programme Board	Project outcomes achieved
Continue to review and reshape enabling functions to support the delivery of the CRMP	SLT,	Enabling functions designed to meet demands and priorities
Service Priority: **Delivering an efficient and effective service that adds value to our communities**		
Priority and action	Monitoring:	Success Measure:

Implement an updated mobilisation solution for Derbyshire Fire & Rescue Service and Nottinghamshire Fire & Rescue Service	RMS project, Programme Board	Able to mobilise the right resource efficiently and effectively to emergencies
Undertake an emergency fire cover review	SLT	Review undertaken
Continue with the redevelopment of Matlock and Glossop fire stations	SLT	Stations redeveloped within project scope
Implement the high-level savings plan and consider further savings to meet current and future funding challenges	SLT and FRA budget reports	Meet funding challenges
Implement pensions legislation	SMT and FRA	Meet statutory requirements

Service Priority:
Promoting continuous improvement through effective challenge and embracing learning

Priority and action	Monitoring:	Success Measure:
Introduce an assurance and evaluation framework for all prevention activities	Through CAPs system, performance meetings	Prevention activity undertaken as proposed and achieves intended outcomes.
Continue to review fire standards and act on gaps found	Measured through performance meetings	Fire standards implemented
Plan and prepare for the 2024 HMICFRS inspection. Act on areas for improvement found following the inspection.	Measured through SLT meetings.	Inspection undertaken and action plan to address areas for improvement created.
Act on the recommendations to address outcomes from the Manchester Arena Inquiry	Operational Assurance Group	Improve operational preparedness and interoperability with other emergency services.

Continue to develop and implement the Environmental strategy action plan	Programme Board, SLT	Enable effective response to climate change

Service Priority: **Enabling the organisation through data and digital transformation**		
Priority and action	Monitoring:	Success Measure:
Develop the HR system to improve training records and processes	Programme Board FireWatch Steering Group	As per project outcomes
Develop the HR system to manage Availability functionality for Wholetime crews and provide information to the mobilising system	Programme Board FireWatch Steering Group	
Further develop the HR system to deliver increased functionality and efficiency	Programme Board FireWatch Steering Group	As per project outcomes
Implement the Information Communication and Technology strategy	Programme Board and corporate action plan	Strategy outcomes delivered
Review cyber security measures and undertake exercises to test them	SLT Performance meetings Internal and External ICT review	Effective cyber security measures in place