

# CHESHIRE FIRE AUTHORITY

**MEETING OF:** STAFFING COMMITTEE  
**DATE:** 30<sup>TH</sup> OCTOBER 2017  
**REPORT OF:** DIRECTOR OF TRANSFORMATION  
**AUTHOR:** ANDREA HARVEY

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**SUBJECT:** SERVICE TRANSFORMATION PLAN

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## Purpose of Report

1. To present the Service Transformation Plan (the Plan) which will be used to monitor a range of actions associated with the Home Office's Fire Reform Programme.

## Recommended: That Members

- [1] Note the content of the Plan; and
- [2] Agree to receive regular updates on progress against the actions outlined in the Plan.

## Background

2. In January 2016, responsibility for the Fire and Rescue Service within Government transferred from the Department for Communities and Local Government (DCLG) to the Home Office.
3. In line with the commitments made in the 2015 Conservative Party General Election manifesto, this move has translated into a clear drive for fire service reform under the following three headings:
  - Workforce Reform
  - Efficiency and Collaboration
  - Accountability and Transparency
4. The current Fire Reform Programme has broad cross party support and therefore the themes within the Plan (which is appended to this report) should stand the test of time. It is, however, intended as a working document and it is likely that the actions outlined within the Plan will continue to evolve.
5. The Plan is also intended to highlight the ongoing work within the Service to drive continuous improvement and to highlight how some of the key priorities outlined in the IRMP 2017/18 and elsewhere, will be delivered.

6. In developing the Plan consideration was given to the recommendations contained within the Adrian Thomas report “Independent Review of Conditions and Service for Fire and Rescue Staff in England”, building on the earlier reports of Sir Ken Knight and others.
7. The Plan also links to the outcomes of the staff engagement survey, the National Fire Chiefs Council’s People Strategy and the Service’s Equality, Diversity and Inclusion Strategy action plan.
8. With all of these linkages, it is expected that the Plan will become one of the Service’s key documents that will provide valuable evidence to Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) and a demonstration that the Service has a robust transformation agenda in place.

### **Financial Implications**

9. Financial implications will be considered for the relevant matters in the Plan.

### **Legal Implications**

10. Legal implications will be considered for the relevant matters in the Plan.

### **Equality and Diversity Implications**

11. The Plan will incorporate a number of actions that relate to equality and diversity and will be closely aligned with the Service’s Equality, Diversity and Inclusion Strategy.

### **Environmental Implications**

12. There are no environmental implications.

#### **CONTACT:**

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