

# CHESHIRE FIRE AUTHORITY

**MEETING OF:** PERFORMANCE AND OVERVIEW COMMITTEE  
**DATE:** 27 FEBRUARY 2019  
**REPORT OF:** HEAD OF PROTECTION AND ORGANISATIONAL  
PERFORMANCE  
**AUTHOR:** ANTHONY JONES

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**SUBJECT:** HMICFRS INSPECTION 2018 – ACTION PLAN

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## Purpose of Report

1. To present the Service's initial draft action plan prepared in response to the inspection report produced by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

## Recommended: That Members

- [1] Provide feedback on the initial draft Action Plan prior to further engagement with staff and other Fire Authority Members
- [2] Confirm the monitoring arrangements

## Background

2. At the Cheshire Fire Authority on the 13<sup>th</sup> February 2019 a report was presented concerning the inspection process, graded judgements and outcome of the first inspection of the Service by HMICFRS.
3. The report highlighted that the inspection report contained 9 'Areas for Improvement' (AFI). The table attached to this report as Appendix 1 contains the AFI. The report stated that an Action Plan was being developed to address the AFI which would be presented to and thereafter monitored by this Committee.
4. HMICFRS does not require sight of the Action Plan. However, it will be shared with our HMICFRS Service Liaison Lead.

## Information

### Developing the Action Plan

5. The initial draft Action Plan is attached to this report as Appendix 2.
6. The initial draft Action Plan has been developed by the team that successfully managed the inspection process, with the support of the Service Management Team and with the benefit of feedback from a session at a recent management conference. The intention is to use the initial draft to engage in a wider dialogue

with staff over the next couple of months. The initial draft will also be circulated to all Members of the Fire Authority (together with a copy of this report).

7. The intention is to finalise the Action Plan during April. However, it will be a living document which is regularly updated as progress is made.
8. Members will see that the initial draft Action Plan provides not only some measures of success, but also a column which will encourage the capture of evidence. Whilst the HMICFRS does not wish to see the Action Plan, the document will undoubtedly be useful when the next inspection takes place.
9. Officers are approaching the AFI with a genuine keenness to achieve the improvements: this is not being treated as an auditing exercise.

#### Engagement with Members and Monitoring of Action Plan

10. Members of the Fire Authority will be encouraged to provide feedback. At this point officers do not intend to present the Action Plan to the Fire Authority as Members will have an opportunity to comment on the Action Plan at the April Fire Authority meeting (as a matter arising from the minutes of this Committee). However, if Members indicate that they wish to debate the Action Plan a report will be presented to the Fire Authority in April.
11. It is proposed to include the Action Plan on the agenda of this Committee at the next meeting and then at alternate meetings.

#### Financial Implications

12. None are evident at this stage. However, delivery against the action plan could involve financial implications. These will need to be addressed at the time.

#### Legal Implications

13. None are evident at this stage.

#### Equality and Diversity Implications

14. None are evident at this stage. However, there may be equality and diversity implications. These will be addressed as they become apparent.

#### Environmental Implications

15. None are evident at this stage.

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**BACKGROUND PAPERS: NONE**

**Appendix 1 – Areas for Improvement Table**

**Appendix 2 – Initial Draft Action Plan**