

REPORT OF THE CHIEF FIRE OFFICER

PERFORMANCE PLAN 2006-08

1 Purpose of Report

To advise Members of the proposed structure and contents of the Fire Authority's Performance Plan 2006-08, as recently approved by the Strategy and Resources Committee.

2 Recommendations

Members of the Performance Management Committee are requested to:

- a) Note the structure of the two-year Performance Plan 2006-08, as set out within this report;
- b) Note the agreed changes to the Fire Authority's Corporate Aims and Objectives;
- c) Receive a presentation that summarises the activities undertaken by officers to identify factors that may influence and impact upon the Fire Authority's aims and objectives;
- d) Note a proposed suite of draft shared priorities; and
- e) Instruct officers to present a completed Performance Plan 2006-08, together with the proposed ongoing performance monitoring and management arrangements at the Committee's next meeting (15 June 2006).

3 Background

The Local Government Act 1999 requires fire and rescue authorities to prepare an annual Performance Plan. The Office of the Deputy Prime Minister (ODPM) released Fire Service Circulars (FSC) 58-2004 and 13-2005, which provide guidance on Best Value and Performance Improvement for Fire and Rescue Authorities in England.

The statutory requirements were brought to the attention of the Fire Authority at its meeting on 8 February 2006, when Members delegated responsibility to the Strategy and Resources Committee to oversee the Plan's development. The Performance Management Committee will approve performance monitoring and reporting arrangements. Final approval for the Performance Plan has been delegated to the Chair and Vice-Chair in consultation with the Chief Fire Officer, although it is envisaged that the final Plan will be brought to the June meeting of the Fire Authority.



4 Requirements

The proposed Performance Plan is currently being developed to align it, in terms of duration, to the recently published two-year draft Fire and Rescue Service National Framework 2006-08. The Performance Plan will take into account Comprehensive Performance Assessment (CPA) feedback and guidance issued within FSC 13-2005 and will also be refreshed in appearance to render it more reader friendly.

5 Plan Structure

The proposed structure of the Performance Plan in terms of content and layout is attached at Appendix A.

In view of the forthcoming Audit Commission/Her Majesty's Fire Service Inspectorate assessments to be undertaken during 2006/07, the Performance Plan will also include measures to address:

- Operational assurance Service Assessments;
- Movement from the CPA baseline through *Direction of Travel* statements;
- Strategies and initiatives, which demonstrate that the Fire Authority is providing value for money when assessed through a *Use of Resources* judgement.

An example outline of how the aforesaid areas will be addressed is provided within Appendices B and C.

It is proposed to bring a completed draft Performance Plan to the next meeting of the Strategy and Resources Committee (25 May 2006), when Members will be asked to review, set and agree a suite of best value and local fire authority performance targets. The role of the Performance Management Committee will be to monitor performance against the agreed suite of best value and local fire authority performance targets.

6 Corporate Aims and Objectives

A review of the Fire Authority's existing corporate aims and objectives has identified the necessity to introduce a proposed new corporate objective. This would recognise the changes and requirements introduced within the Fire and Rescue Services Act 2004 and draft Fire and Rescue Service National Framework 2006-08. The proposed objective is:

Reduce the incidence of road traffic collisions

Members are requested to note the proposed objective has been agreed by the Strategy and Resources Committee and is reflected in the amended Fire Authority corporate aims shown in Appendix D.

7 Fire Authority Priorities 2006/07

In preparation for the production of the Performance Plan officers have conducted a series of structured workshops, aimed at identifying factors that may influence and impact upon the aims, objectives and aspirations of the Fire Authority.



The identified factors (258 in total) have been assessed and rationalised down to twelve cross-cutting draft shared priorities. The draft shared priorities are recorded within Appendix C.

Officers have delivered to the Strategy and Resources Committee meetings on 9 and 13 March 2006 a presentation of the process used to identify and develop the draft shared priorities. The proposed shared priorities, that will be underpinned and delivered through a fully costed and measurable programme plan, were agreed by the Strategy and Resources Committee.

8 Legal Comment

The proposed outline content of the Performance Plan conforms to legislative requirements and the latest guidance issued by ODPM. The proposal to produce a two-year performance plan will not remove the statutory obligation to produce an annual plan. It is, therefore, envisaged that during 2007/08 a position statement will be published, verifying the continuing validity of the proposed Performance Plan 2006-08 and noting performance for the period 2006/07.

9 Financial Implications

Provision for production of the Performance Plan has been made within the budget.

10 Equality and Diversity Implications

There are specific aims and objectives relating to equality and diversity within the proposed Performance Plan.

11 Appendices

Performance Plan 2006-08:

Appendix A – Table of Contents (Draft)

Appendix B – Strategic Aims, Corporate Objectives, with their associated Best Value Performance Indicators and Fire Authority Performance Indicators, and Direction of Travel Statements

Appendix C – Our Shared Priorities

Appendix D – Corporate Aims and Objectives (Draft)

12 Background Papers

Office of the Deputy Prime Minister
Fire Service Circulars 58-2004 and 13-2005

Shropshire and Wrekin Fire Authority
8 February 2006, Report 14, Performance Plan 2006-08, and Minutes

For further information about this report please contact Alan Taylor, Chief Fire Officer, on 01743 260201 or Alison Pritchard, Corporate Support Officer, on 01743 260227.



Shropshire and Wrekin Fire Authority Performance Plan 2006-08

Table of Contents (Draft)

Part 1 Strategic Plan (Our Business)	Page No
Introduction	
Foreword by the Chair and Chief of the Fire Authority	
Shropshire and the Borough of Telford & Wrekin – The Locality	
Structure and Governance	
Our Purpose	
Our Vision	
Our Mission	
Our Outcome and Output	
Our Goals	
Our Culture	
Our Customer Charter	
Our Quality Standards	
Our Risk Management Framework	
Our Balanced Scorecard	
Our Planning Framework	
Part 2 Our Future	
Our Strategic Aims and Corporate Objectives with their associated Best Value Performance Indicators (BVPIs) and Fire Authority Performance Indicators (FAPIs) and the Direction of Travel	
Our Shared Priorities	
Business Plans	
Appendices	
Our Service Delivery Indicators	
Our Corporate Health Indicators	
Our Fire Authority Performance Indicators	



Strategic Aims and Corporate Objectives with their associated BVPIs and FAPIs and the Direction of Travel Statements

Strategic Aim	Corporate Objective	Direction of Travel			BVPI	FAPI	Targets 2006/07
		2002-05	2005-07	2007-10			
1. Reduce the risk to life and material loss from fires, road traffic collisions and other emergencies in the community.	1. Reduce the incidence of deaths and injuries in the community				143 (i), 143 (ii)	3a, 3b, 3c	
	2. Reduce the incidence of road traffic collisions						
	3. Reduce the incidence of fires and false alarms				142 (i), 142 (ii), 142 (iii), 144, 146, 149 (i), (ii), 209 (i), (ii), (iii)	1, 5	
	4. Ensure the effective enforcement of fire safety legislation					4	
2. Protect life, property and the environment from fire and other emergencies	5. Ensure the provision of an appropriate risk based approach to fires				144		
	6. Ensure the provision of an appropriate response to non-fire emergencies				OPS 3	7a, 7b, 8, 9	
	7. Minimise the effect of our intervention actions on the environment						



3. Secure the highest level of safety and welfare for all staff and Fire Authority Members by providing effective leadership, training, equipment and systems of work	8. Maintain and improve the health, safety and welfare of all Members and employees				12 (i), (ii), 15 (i), (ii)	10, 11, 12, 15	
	9. Ensure that all Members and employees are competent and able to perform their role					13, 14a	
	10. Ensure the provision and availability of appropriate equipment, resources and supplier support						
4. Provide a service that demonstrates quality and best value in service provision	11. Promote a partnership approach in pursuance of continuous improvement, having regard to a combination of economy, efficiency and effectiveness						
	12. Ensure the provision of a service that meets the needs of the community				3, 4, 5a, 5b	18c	
	13. Ensure the effective management of performance and corporate risk						
	14. Reduce the environmental impact of our daily conduct						



5. Provide a service committed to the highest levels of equality and fairness	15. Provide a fair and equitable service to the communities of Shropshire and other stakeholders				17		
	16. Provide a fair, equitable and dignified place of work for all employees and visitors				11 (i), (ii), (iii)		
	17. Seek to employ a workforce representative of the community that we serve				2, 17, 16 (i), (ii), 210		

*Those BVPIs listed in italics represent new indicators. BVPIs listed on pages AB2 -7 of the Performance Plan



Our Shared Priorities

These form the Programme of high level priorities, which Shropshire and Wrekin Fire Authority needs to address, review, and develop to be successful. To achieve our commitment to the community, staff and Members and the Government, the Shared Priorities we will focus on are:

Shared Priority	Primary Aims	Objectives (SMART)	Start Date	Finish Date	Cost (£)
Business Continuity Planning	To ensure that the service is able to react professionally and effectively to emergencies	1.			
		2.			
		3.			
		4.			
Civil Contingencies Act	To ensure the Fire Authority complies with every aspect of the Civil Contingencies Act	1.			
		2.			
		3.			
		4.			
Retained Review	To implement the recommendations from the Best Value Review of the Retained Service	1.			
		2.			
		3.			
		4.			
Capacity	To manage skills and capacity to enable delivery of the Strategic Aims and Corporate Objectives	1.			
		2.			
		3.			
		4.			
Operational Assurance	To achieve a good result for the Brigade and the region on the Service Assessment element of Comprehensive Performance Assessment	1.			
		2.			
		3.			
		4.			
Fire Control/ Fire Link	To ensure the smooth transition from local to regional control centres for both the staff and mobilising systems	1.			
		2.			
		3.			
		4.			



West Midlands Regional Management Board	To continue to deliver objectives using a regional approach in line with Government Strategies	1. 2. 3. 4.				
Managing the Organisation	To work co-operatively to address service issues	1. 2. 3. 4.				
Management Information System	To establish a fully integrated management information system that supports performance monitoring and reporting	1. 2. 3. 4.				
Strategic Planning	To continue to develop a robust and transparent strategic and financial planning process	1. 2. 3. 4.				
Integrated Risk Management Planning	Continuously to improve and review the service delivery arrangements in Shropshire and the Borough of Telford & Wrekin using information gathered about local issues	1. 2. 3. 4.				
Member Involvement/Relationship	To continue to involve Members in all of the strategic and financial processes leading to strong corporate governance	1. 2. 3. 4.				
Staff	To be a proactive learning organisation that supports the continued development of staff providing them with the knowledge, skills and ability to deliver the Strategic Aims and Corporate Objectives	1. 2. 3. 4.				



Shropshire and Wrekin Fire Authority
Corporate Aims and Objectives 2006-08 (Draft)

Corporate Aims (existing)	Corporate Objectives (Proposed)
1. Reduce the risk to life and material loss from fires, road traffic collisions and other emergencies in the community	1. Reduce the incidence of deaths and injuries in the community 2. Reduce the incidence of road traffic collisions ¹ 3. Reduce the incidence of fires and false alarms 4. Ensure the effective enforcement of fire safety legislation
2. Protect life, property and the environment from fire and other emergencies	5. Ensure the provision of an appropriate risk based approach to fires 6. Ensure the provision of an appropriate response to non-fire emergencies 7. Minimise the effect of our intervention actions on the environment
3. Secure the highest level of safety and welfare for all staff and Fire Authority Members by providing effective leadership, training, equipment and systems of work	8. Maintain and improve the health, safety and welfare of all Members and employees 9. Ensure that all Members and employees are competent and able to perform their role 10. Ensure the provision and availability of appropriate equipment, resources and supplier support
4. Provide a service that demonstrates quality and best value in service provision	11. Promote a partnership approach in pursuance of continuous improvement, having regard to a combination of economy, efficiency and effectiveness 12. Ensure the provision of a service that meets the needs of the community 13. Ensure the effective management of performance and corporate risk 14. Reduce the environmental impact of our daily conduct
5. Provide a service committed to the highest levels of equality and fairness	15. Provide a fair and equitable service to the communities of Shropshire and other stakeholders 16. Provide a fair, equitable and dignified place of work for all employees and visitors 17. Seek to employ a workforce representative of the community that we serve

¹ Proposed additional Corporate Objective

