

# Annual Plan 2019/20

## Shropshire and Wrekin Fire Authority Annual Plan 2019/20

In 2015 the Service embarked on an ambitious 5 year programme of change that has already delivered significant improvements in technology, workforce reform and firefighting capability. It was anticipated that this year would be the last year of that plan but the decision to create an alliance with Hereford and Worcester Fire and Rescue Service presents the opportunity to bring together both Authority's planning cycles. Therefore it has been decided to extend the current plan by one year to 2021. This will allow time to be taken to develop joint methodologies for community and financial risk planning and new IRMPs for both Services ready for 2021-25 Service Plans.

Many of the objectives set out in 2015 are already completed or will be completed this year. Others, such as "On-call sustainability" and "Future Firefighting" were always intended to inform the next Service Plan and, as such, will benefit from an additional year of development. In other areas we will continue to deliver against the ambitions of our original planned timescale, albeit, with a recognition of the new work that will be undertaken as part of the alliance. The addition of joint projects to set a long term vision for control, bring together our IT strategies and close the gaps in our IRMPs will take significant resources but will provide the bedrock of an alliance which will ultimately increase capacity, improve resilience, and lead to greater efficiency.

The Authority has consistently achieved its aims of maintaining or improving the front line and reducing community risk. Tight financial constraints have made this challenging but it has been possible through involving and engaging the workforce every stage of the way. The next 5 years will bring with them even more change but the Service is determined to continue to invest in this way of working, treating all staff fairly and harnessing the benefits of positive culture.

This year:

- We will continue to include and engage our workforce in decision making.
- We will continue to build on the strong alliance with Hereford and Worcester Fire and Rescue Service.
- We will actively seek collaborative opportunities with other emergency services where it adds public value.
- We will continue to work closely with social care and health partners to identify and protect the most vulnerable from harm.

All these partnerships take time, effort and understanding but will yield long term improvements and benefits for our communities.




**Cllr Eric Carter** - Chair  
Shropshire and Wrekin Fire Authority




**Rod Hammerton**  
Chief Fire Officer

## Priorities for 2019/20

The Service will continue to manage its major projects through the Service Transformation Board but the overall activity of the Service in 2019/20 will be to deliver against the priority objectives set out below:

- To build a strategic alliance with Hereford and Worcester Fire and Rescue Service that creates capacity, improves resilience and achieves efficiencies; initially focusing on IRMP, Fire Control and ICT
- Successfully implement changes in FRA governance
- Act on learning from HMICFRS Inspection Programme
- Refresh and continue to implement the HR objectives within the People Strategy, focusing on Health and Wellbeing, E & D Inclusion, workforce development and leadership
- Achieve collective agreements on flexible working arrangements for station and control-based staff
- Complete the implementation of an effective Risk Management System to ensure incident commanders have access to relevant information
- Commence review of Response Capability
- Commence/development of new IRMP 2021-2025
- On Call Sustainability 2025+
- Embed systematic use of technology and consolidate on benefits to improve business processes through the Service Transformation Programme
- Upgrade servers to ensure network security, resilience and availability
- Fully exploit the resilience and interoperability opportunities brought about by the new Incident Command Unit (ICU)
- Develop the Station refurbishment programme to include improvements in station security and facilities to support inclusion and firefighter fitness
- Deliver on the Telford Central redevelopment project
- Continue to engage fully with the Emergency Services Mobile Communications Programme (ESMCP)
- Successfully complete implementation of new HR, Finance Training and Payroll systems

## Our Aims

**To be there when you need us in an emergency with a professional and well equipped team**

**To reduce the number of fires in our community**

**To reduce the number of fire related deaths and serious injuries**

**To deliver a fire and rescue service, which provides value for money for our community now and into the future**

## Measures and Targets for 2019/20

**The first engine will arrive at an emergency incident with at least 4 firefighters within 15 minutes on 89% of occasions.**

**All accidental fires will be reduced to not more than 433 during 2019/20**

**Accidental dwelling fires to be reduced to not more than 186 during 2019/20**

**Deliberate fires will be reduced to not more than 547 fires during 2019/20**

**Fire related deaths and serious injuries in the community will be reduced to not more than 16 during 2019/20**

**Injuries sustained to staff through firefighting will be reduced to not more than 21 injuries during 2019/20**

**Fire and heat damage emanating from accidental fires in domestic dwellings and regulated business will be confined to the room of origin on not less than 89.5% of occasions during 2019/20**

**To obtain an unqualified Value for Money (VFM) conclusion from external audit**

## Our Purpose

Save and protect life, property and the environment from fire and other emergencies

## Our Core Values

We fully support the national fire and rescue service core values of:

- service to the community
- valuing all our people
- valuing diversity in the Service and the community
- valuing improvement at all levels