

Grampian Fire and Rescue Service

Service Plan 2010 2011



Reducing Risk

Three year statement	Plan number	11-12 plan	11-12 risk rating
We will apply the principles of the Safe Person Concept	RR-CFO-02	Audit all training support systems and processes designed to support Safe Person guiding principles	12
We will apply the principles of the Safe Person Concept	RR-CFO-03	Identify and propose improvements following an audit review of effectiveness of a firefighter's path to, and maintenance of competence	9
We will apply the principles of the Safe Person Concept	RR-CFO-04	Conduct an audit on the effectiveness of wholtime operational Line Managers in contributing to Safe Person	12
We will apply the principles of the Safe Person Concept	RR-CFO-05	Assess improvements for the long term Service strategy for the provision, testing and maintenance of operational equipment	16
We will apply the principles of the Safe Person Concept	RR-CFO-09	Raise awareness of Safe Person principles in GFRS	6
We will apply the principles of the Safe Person Concept	RR-CFO-11	To devise and implement an InfoZone based portal that provides all staff with information on operational audit	4
We will apply the principles of the Safe Person Concept	RR-CFO-12	Service Delivery Operational Preparedness Audit	16
We will apply the principles of the Safe Person Concept	RR-CFO-13	Operational Audit Performance Reporting	6
We will apply the principles of the Safe Person Concept	RR-CFO-14	Reveiw the existing suite of health and safety measures and make recommedations on any necessary addtions to the statutory indicators in use.	9
We will develop policies and processes to reduce risk in the community.	RR-CSS-01	Develop systems for monitoring the delivery of CS initiatives	16
We will maximise our contribution to Partnrship working	RR-CSS-02	Develop a contribution framework for our role in Community Planning 11-12	12
We will develop policies and processes to reduce risk in the community	RR-CSS-06	Development of a Business Continuity System within the Service aligned to BS 2599.	12
We will develop policies and processes to reduce risk in the community	RR-CSS-07	Monitor and review fire investigation policies	8
We will develop policies and processes to reduce risk in the community	RR-CSS-10	Monitor and review systems for compliance with Part 3 Fire (Scotland) Act 2005	8
We will develop policies and processes to reduce risk in the community	RR-CSS-17	Monitor and Review systems	12
We will develop policies and processes to reduce risk in the community	RR-CSS-19	Mobile Data Project	8
We will develop policies and processes to reduce risk in the community	RR-CSS-20	Service Response Options Review	6

Reducing Risk

We will develop policies and processes to reduce risk in the community	RR-CSS-21	Integrated Risk Management Plan review & Annual Action Plan	16
We will apply the principles of the Safe Person Concept	RR-FIN-01	To produce a training programme for PPE	16
We will apply the principles of the Safe Person Concept	RR-SD-02	Continue to implement an Incident Command Unit	20
We will apply the principles of the Safe Person Concept	RR-SD-04	Continue to develop and implement a Strategic command Support facility	12
We will develop policies and processes to reduce risk in the community	RR-SD-05	Continue to implement special appliance strategy	9
We will develop policies and processes to reduce risk in the community	RR-SD-06	Continue to implement enhanced water rescue / flooding strategy	12
We will develop policies and processes to reduce risk in the community	RR-SD-07	Working at height	20
We will develop policies and processes to reduce risk in the community	RR-SD-08	Relocation of whole time assets/resources from Dyce to Altens	IRMP
We will develop policies and processes to reduce risk in the community	RR-SD-10	RDS policy development	

Communicating More Effectively

Three year statement	Plan number	11-12 plan	11-12 risk rating
We will enhance our internal and external communications to ensure the widest possible access and We will establish and implement systems and processes which improve our efficiency	CME-SD-01	ICT Review - completion	20

Working More Efficiently

Three year statement	Plan number	11-12 plan	11-12 risk rating
We will establish and implement systems and processes which improve our efficiency	WME-CFO-01	To review the utilisation of an electronic filing system and to apply RM to paper records across the Service	10
We will establish and implement systems and processes which improve our efficiency	WME-CFO-02	To revise the GFRS partnership evaluation toolkit to allow for population of strategic level partnerships information	6
We will establish and implement systems and processes which improve our efficiency	WME-CFO-03	To utilise the PSIF to with GFRS CT to carry out a corporate assessment. To act on the results of the GJFRB assessment	4
We will establish and implement systems and processes which improve our efficiency	WME-CS-01	Replacement of Multitone encoders at Fire Stations.	8
We will establish and implement systems and processes which improve our efficiency	WME-CS-02	RDS pager replacement	9
We will establish and implement systems and processes which improve our efficiency	WME-CS-03	Replacement of Fire Control work stations	15
We will establish and implement systems and processes which improve our efficiency	WME-CS-04	Server Room Modifications for Standby Control	12
We will develop asset management plans to inform future investment	WME-FIN-01	To develop a Property plan to meet the strategic intention laid out in the Property Strategy	
We will establish and implement systems and processes which improve our efficiency	WME-FIN-08	To utilise the full functionality of the Finance system	4
Implement an electronic availability system for wholetime and retained personnel which provides a more accurate process of readily identifying available resources.	WME-SD-01	Electronic Wholetime Rota Management system – Introducing the new system to the Wholetime Stations.	

Maximising Staff Potential

Three year statement	Plan number	11-12 plan	11-12 risk rating
Implement Career Pathways supported by a coaching and mentoring framework	MSP-LD-11	Career Pathways – Firefighter to Area Manager	8
We will develop staff to be skilled and competent in role	MSP-LD-12	Implement a methodology for improving training records within GFRS	6
We will support operational firefighter competence	MSP-LD-14	To develop PDR Pro / LCMS / e-learning within GFRS	10
We will support operational firefighter competence	MSP-LD-15	Review of Operational Training Delivery	
We will develop staff to be skilled and competent in role	MSP-LD-16	Develop a TNA process for the organisation - From Strategic level and functional/department level	

Promoting Diversity and Equality

Three year statement	Plan number	11-12 plan	11-12 risk rating
We will promote our services to identified vulnerable and high risk groups	PDE-CFO-01	Review Equality Impact assessment Process	9
We will promote our services to identified vulnerable and high risk groups	PDE-CFO-02	Target services at identified vulnerable and high risk groups and evaluate targeted engagement and intervention work	9
We will review and revise recruitment and employment policies and processes to attract applications from under represented groups and establish staff support networks.	PDE-CFO-03	Review and revise assessment and progression processes to ensure they are non discriminatory	9
Through training and awareness, we will encourage a greater understanding of equality and diversity	PDE-CFO-05	Continue delivery of training, including role specific training	12
Equality and diversity related plans will be fully integrated and monitored through GFRS business planning process la	PDE-CFO-06	Carry out internal and external consultation to evaluate Equality and Diversity Strategy	12
We will review and revise recruitment and employment policies and processes to attract applications from under represented groups and establish staff support networks.	PDE-CFO-07	Review effectiveness of networks	6
We will promote our services to identified vulnerable and high risk groups	PDE-CFO-08	Develop Single Equality Scheme	

Protecting the Environment

Three year statement	Plan number	11-12 plan	11-12 risk rating
We will work towards achieving the ISO 14001 standard	PTE-CFO-04	Environmental Awareness Campaign - To ensure the success of the Carbon Management Plan, to enable staff to comply with the HSEQ policy and to protect the environment	3
We will work towards achieving the ISO 14001 standard	PTE-CFO-05	Environmental Management System - To ensure that GFRS comply with the legislation and to meet the objectives of the Protecting the environment Strategy	6
We will work towards achieving the ISO 14001 standard	PTE-CFO-06	Carbon management plan	6