

LEICESTERSHIRE

FIRE and RESCUE SERVICE

Status of Report:	Public	Agenda Item:	10
Meeting:	Policy Committee		
Date:	4th March 2015		
Subject:	Corporate Plan and IRMP 2015-20		
Report by:	The Chief Fire and Rescue Officer		
Author:	Naomi Orme (Planning Manager)		
For:	Decision		
1.	Purpose		
	<p>The purpose of this report is to update the Policy Committee on the progress towards production of the 5 year corporate plan and Integrated Risk Management Plan (IRMP). It is also to invite Members to actively participate in the creation of a shared vision and objectives for the next five years.</p>		
2.	Executive Summary		
2.1	<p>In June 2014, the Combined Fire Authority (CFA) approved the development and publication of a 5 year integrated plan, for the end of 31st March 2015. However, due mainly to the consultation over IRMP proposals, this date is no longer achievable. Therefore a revised timescale and approach has been agreed by the Senior Management Team (SMT).</p>		
2.2	<p>This approach will give more coherence and clarity to the document and planning process, to ensure the organisation is able to deliver the plan once approved. In addition, this will aid communication to our communities and the workforce. The new 5 year plan will also incorporate the recent decisions made at the CFA regarding the IRMP.</p>		
3.	Report Detail		
3.1	<p>The Policy Committee will recall that the CFA did not publish a revised 3 year corporate plan for 2014-17 on the basis that the CFA was about to undergo the Organisational Change Project, IRMP consultation and because there was an agreement to develop one overall corporate 5 year plan, encompassing the IRMP (CFA report June 2014). In its place a one year holding document was published that listed the CFA's performance indicator targets and major project milestones for 2014/15. It was also agreed that there would be supporting corporate strategies, and 2 Appendices (action plan and performance targets) that would be refreshed</p>		

	every year. SMT and the CFA agreed that it would be ready for subsequent publication on 31 st March 2015.
3.2	There are a number of challenges now facing the CFA and there is a need to consider these along with the IRMP decisions, the impact of the Medium Term Financial Plan and the transition to the new Chief Fire and Rescue Officer. It is, therefore, proposed that to encompass all of these and a revised publication date of August 2015 is given for the CFA's 5 year plan. Until then, the 2013-16 Our Plan will still be extant.
3.3	The Appendix is the proposed revised timeline for the production of the 5 year plan. It is not a detailed plan, but should illustrate the high level milestones intended. The Policy Committee will note that it includes group and individual discussions for agreement on the vision, values and objectives together with time for the development of the plan, action plan and corporate strategies with relevant parties.
3.4	Following the SMT decision, the Planning and Performance Team have, and are, already carrying out work according to this revised timescale. A presentation will be given to show the Policy Committee what is currently being done in shaping the vision and objectives, any current trends or identified patterns and how Members can give feedback on the future vision for the CFA. This can be via their preferred method, such as email, meetings, discussion at the Committee, or by filling in a questionnaire.
4.	Report Implications / Impact
4.1	<i>Legal (including crime and disorder)</i>
	None identified. Our Plan and IRMP 2013-16 currently meet our legal requirements under the National Framework until the end of the 2015/16 Financial Year.
4.2	<i>Financial (including value for money, benefits and efficiencies)</i>
	None identified.
4.3	<i>Risk (including corporate and operational, health and safety and any impact on the continuity of service delivery)</i>
	Publishing a 5 year plan to the original deadline of the end of March 2015, given current reporting and approval deadlines, would risk the plan not being fully developed, agreed and considered, and therefore owned. The revised timescale allows time for mitigation of this risk.
4.4	<i>Staff, Service Users and Stakeholders (including the Equality Impact Assessment)</i>
	There is currently no formal place for all staff to be able to feed into/be consulted on the vision and objectives. However, it is intended that this is built into the planning cycle going forward, and will be done via feedback through appraisals, plans, team meetings etc. All stakeholders have had the opportunity for consultation over the

	IRMP specific proposals.
4.5	<i>Environmental</i>
	It is envisaged that the plan and strategies will be electronic documents, with printing only where specifically requested. It is also envisaged that there will be one page summary posters for each plan, which will be easily printed and displayed.
4.6	<i>Impact upon Our Plan Objectives</i>
	This process is intended to review and update our objectives.
5.	Recommendations
	Policy Committee is asked to:
	a) Approve the revised timeline for production of the plan.
	b) Following the presentation, identify a small group of Members to engage with the Planning and Performance Team in shaping a future vision for the CFA.
6.	Background Papers
	Corporate Planning (CFA Report - June 2014)
7.	Appendices
	Proposed timeline for production of 5 year plan

