

## SERVICE PLAN PRIORITIES 2025/26 - UPDATE REPORT

### REPORT OF CHIEF FIRE OFFICER



For Information

#### 1. PURPOSE OF REPORT

- 1.1 To update Members of the progress against the Service Priorities that have been agreed and published in the 2025/26 Cleveland Fire Brigade Service Plan.

#### 2. RECOMMENDATIONS

- 2.1 Members are asked to note the progress against the 2025/26 Service Plan priorities

#### 3. BACKGROUND

- 3.1 Each year the Brigade's Executive Leadership Team undertakes key strategic and financial planning activities to ensure that the strategic direction is reviewed and remains appropriate, and that annual priorities and key actions are set to ensure the delivery.
- 3.2 A paper was taken to Executive Committee and then Cleveland Fire Authority on 28<sup>th</sup> March 2025 to agree the Service Priorities for 2025/26.
- 3.3 The Service reviewed their priorities and key actions in line with agreed principles of removing duplication, streamlining key actions, ensuring all key strategic priorities were captured.
- 3.4 The Service Plan is available on the Brigade Website

#### 4. CURRENT PROGRESS

- 4.1 Progress against the Service Priorities 2025/26 will be monitored monthly at the Directorate Meetings which are chaired by the Assistant Chief Fire Officers.

- 4.2 Out of the current 59 Service Priorities, 2 have been completed:
- Evaluation of the Wholetime Duty System
  - Roll out the BA set, cylinders and BA Telemetry
- 4.3 13 priorities have not yet been started.
- Undertake a full review of our approach to discipline, dignity at work and grievance processes
  - Undertake a staff cultural survey
  - Review current approach to apprenticeships to align with service needs. Produce an Apprenticeship Strategy 2026/27 - 2029/30
  - Review Employee Induction Procedure
  - Review our Mental Health and Wellbeing offer, including refreshing the Policy and Procedure and training
  - Explore options for potential commercialisation of hydrant inspections
  - Consider options for community fire stations at Coulby Newham and Yarm as part of the refurbishment programme
  - Review the current system for Fire Protection to understand potential future options.
  - Recommence engagement with the national Emergency Service Mobile Communications Programme
  - Review the services approach to programme and project management
  - Consider national reports and research published to ensure that any learning relating to Cleveland FB is captured
  - Undertake a review of the current Key Performance Indicators (KPIs)
  - Review Firefighting Strategy to ensure optimum effectiveness in Emergency Response Provision.
- 4.4 Out of the 43 priorities that are 'In Progress' 37 are on track, and 6 are currently behind schedule.
- Implement the National Age Discrimination Remedy for Firefighter Pension Schemes
  - Review Continuing Professional Development, Competency Framework and PDR process
  - Procure new structural PPE Fire Kit for implementation in 2026/27
  - Undertake a full Health and Safety audit
  - Implement the collaborative project with CDDFRS, H&WFRS and Shropshire FRS for the future provision of fire call handling and mobilising services
  - Implement recommendations from CFB Gap Analysis against the NFCC Evaluation on Contaminants whilst considering potential organisational costs.

**5. NEXT STEPS**

- 5.1 We have recently agreed a new structure for our ELT meetings which includes one meeting a quarter being focused on Governance. A report will be written quarterly for this meeting to update ELT on the progress against our priorities. This report will also be shared with the Executive Committee.

**PETER RICKARD**

Chief Fire Officer

**KRISTINE WARD**

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**SIMON WEASTELL**

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