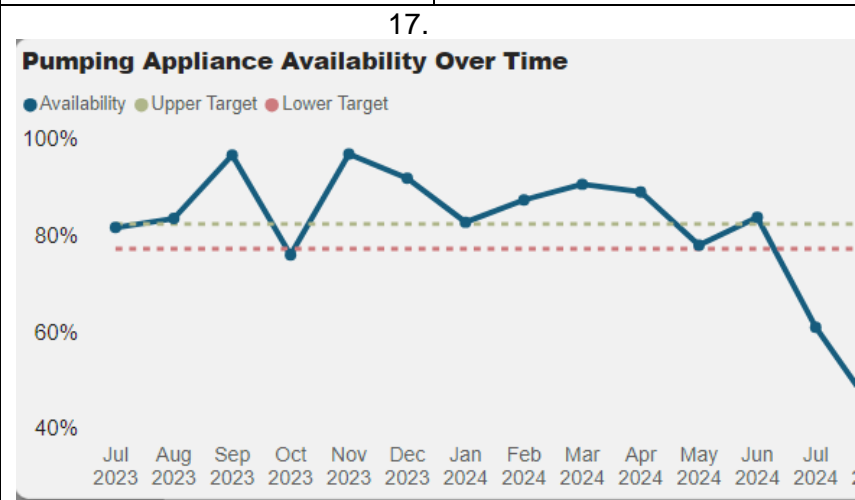




Remediation plan: Monthly Station Progress Report

Station	Dovercourt	Watch Manager	1. Dan Davis (DD)	Station Manager	Karl Amoss (KA)	Reporting period	2. July 2024
Workforce Status Report.							
FTE	Headcount	Colleagues On-the-run	Colleagues Off-the-run	OIC's	BA	FF Drivers	Officer Drivers
Total - 13.5	17	15	2	4	15	5	2
5. On Call - 11.5	15	13	6. 2	4	13	3	2
7. WT - 2	8. 2	9. 2	10. 0	11. 0	12. 2	13. 2	14. 0
Recruitment.							
Applications on Cornerstone		Progressed applications		Passed fitness		Confirmed on recruit squad	
1		1		15. 0		16. 0	
Monthly Appliance availability.							
Availability	11P1	11P2	Station Cover				
	61%	0.2%	61%				
Trend/progress (Against previous month)	-23%	-3.4%	-27%				
Comments.							
Colleagues OTR: 18. 2 X FF on-call OTR sickness							





Remediation plan: Monthly Station Progress Report

19.

Activity This Period

On call support crew employee engagement activity	<ul style="list-style-type: none">• 2 WT Support crew continue to give good availability cover on a flexible basis however annual leave and sickness has hindered this over the past month.• WT continue to support On-call with various station activities whilst also considering the impact this has on on-call earning potential and morale.• Assisted with HFSCs, SSRPs, TAIRs and community events.
On-Call employee engagement activity	<ul style="list-style-type: none">• Where possible, local cover is being sourced to ensure limited times when Phase 1 colleagues cannot ride due to ASWs.• Management team roles and responsibilities have been allocated by Station Manager to improve station performance.• Following SM meeting with Property services some highlighted works have now been completed.• SM held meeting with just FF to understand their thoughts and feelings and what could be improved.• HFSCs, SSRPs, TAIRs and community school fete's organised and delivered• 12-month plan continues to progress however, PDR progression has slowed. SM is looking into this and managing the situation accordingly.• Whole station working towards a successful re-audit.
On-Call conversion / recruitment activity	<ul style="list-style-type: none">• 1 Applicant remains on cornerstone, initial fitness test conducted on station highlighted more work to do before progression to formal fitness test.



Remediation plan: Monthly Station Progress Report

20.

21.

Remediation Plan

Action	Action	Activity	Action Mitigation/s.	Target date	Date c/pleted	Responsible Officer/s	Open/Closed
	Inform decision to reduce embedded WT personnel	Review live availability data to establish reliance on WT personnel	Watch Management team to develop spreadsheet to capture data	11/23	Complete	DD, SW	Closed
	Improve Station availability.	Individual availability reviews for all personnel	Station engagement.	12/23	Complete	KA, DD	Closed
	Minimising Phase 1 Firefighter pathway completion time scales.	Supporting P1 firefighters to achieve P2 status within 12-18 months.	Additional training sessions provided to P1 FF's with monthly reviews by watch management team	12/24	Ongoing	DD, SW	Open
	Minimising Phase 1 Firefighter pathway completion time scales.	Supporting P1 firefighters to achieve P2 status within 12-18 months.	Arrange NE specific P1 – P2 assessment at Dovercourt Fire Station	12/24	Ongoing	KA, DD, OCLO & T&D	Open
	Improve Station availability.	Recruit against identified availability gaps, over establishing if necessary.	Coordinate with OCLO team. Include station in activities.	07/24	Ongoing	DD, KA & OCLO team	Open
	Improve Station availability.	Explore new recruitment opportunities	Explore office-based police staff from new station providing on-call cover	12/24	Complete	KA,DD	Closed
	Improve Station availability.	Explore new recruitment opportunities	Identify WT applicants from the area who were not successful for WT.	03/24	Complete	KA, DD	Closed
	Improve Station availability.	Seek LGV & ERD courses for Phase 2 FF's to fast-track driver availability	Engage with Driver Training to facilitate courses for pre identified individuals	03/24	Ongoing	DD, KA	Open
	Accurate advance	Ensure ERB is maintained to	Minimum rolling 7 days	12/24	BAU	DD, KA	Open

Remediation plan: Monthly Station Progress Report



	station availability planning.	allow forward planning by station management team and RMU.	aspiring 14 days advanced availability encouraged.				
	Monitor availability matrix completion.	Monitor hours to ensure compliance with advanced planning and mitigation against trends indicating false availability (ghosting).	Stakeholder engagement to ensure all personnel understand their responsibility.	07/24	Ongoing	DD, KA	Open
	Bridge identified crewing shortfalls.	Efficient use of DDOR, Mixed crewing, OC-OC ASW & dual contract Mixed crewing at OC station.	Regular crewing requests to RMU	Ongoing	BAU	DD	Open
Issues /risks	Having only 2 WT support crew does not allow for cover of annual leave, training, or sickness. 1xCM (120hrs) currently sick which, is leaving big gaps of availability and increased OT cost/Standby appliance usage.						