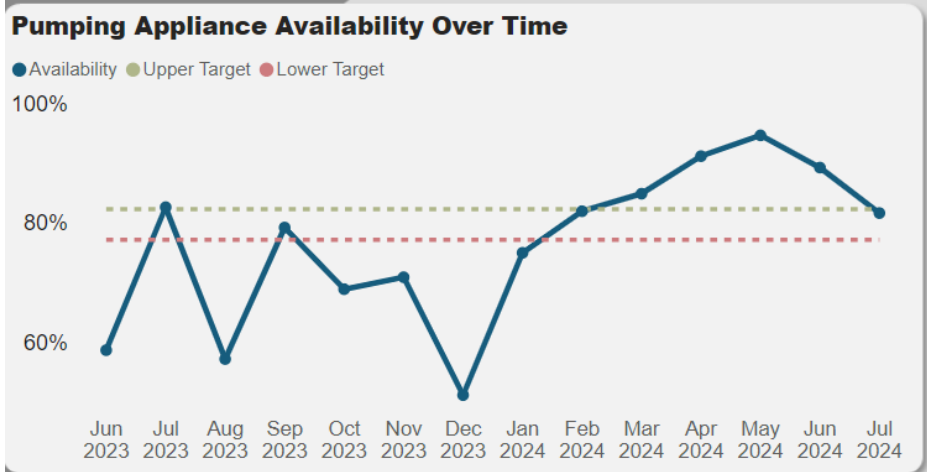




Remediation plan: Monthly Station Progress Report

Station	Canvey Island	Watch Manager	Terry Trayler	Station Manager	Steve Osborn	Reporting period	July 24
Workforce Status Report.							
FTE	Headcount	Colleagues On-the-run	Colleagues Off-the-run	OIC's	BA	FF Drivers	Officer Drivers
17	17	16	0	6	15	5	3
Recruitment.							
Applications on Cornerstone		Progressed applications		Passed fitness		Confirmed on recruit squad	
1		2		1		1	
Monthly Appliance availability.							
Availability – rolling 12months	54P1 & 54P2		Station Cover				
	54P1 – 81.6% (Top Graph) 54P2 – 13.8% (Bottom Graph)						
Trend/progress (Against previous month)	54P1 - 7.6% 54P2 - 7%						
Comments.							
Due to personnel on leave Canvey has seen a dip in appliance availability. The management team are doing a good job in engaging with the RMU to cover shortfalls.							

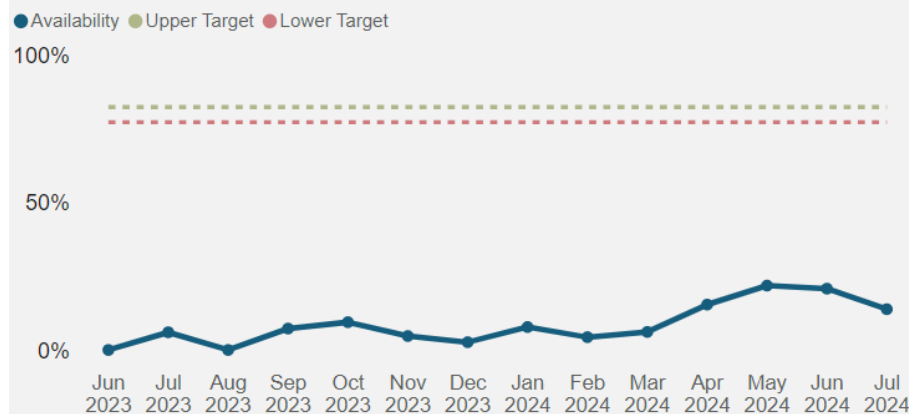




Remediation plan: Monthly Station Progress Report

Canvey has a new recruit that has just passed there safe to ride and another recruit that was due to be on a basic course in September but Training has now cancelled this course so they will be on Octobers course..

Pumping Appliance Availability Over Time



Remediation Plan

Action	Action	Activity	Action Mitigation/s.	Target date	Date c/pleted	Responsible Officer/s	Open/Closed
1.	Improve Station availability.	Individual availability reviews for all personnel.	Coordinate with HR BP. Station engagement.	On Going		WMs	Complete
2.	Improve Station availability.	Management actions to celebrate or correct contractual availability.	Coordinate with HR BP. Individual engagement.	On Going		WMs	Complete
3.	Improve Station availability.	Assess core qualification training needs. Drivers / officers.	Station succession plan. Individual & STN management team engagement activities	On Going		WM	Complete
4.	Accurate advance station availability planning.	Ensure ERB is maintained to allow forward planning by station management team and RMU.	Minimum rolling 7 days aspiring 14 days advanced availability encouraged.	On Going		WMs	Complete
5.	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.	On going		WMs	Complete
6.	Bridge identified crewing shortfalls.	Efficient use of DDOR, OC-OC ASW & dual contract.	Regular crewing requests to RMU	Ongoing		WMs	Complete



Remediation plan: Monthly Station Progress Report

7.	Increase appliance driver numbers.	Workforce planning. Identify and nominate Firefighters for ERD training.	Manage expectations ahead of need. LGV nominations at the end of Phase 2 following ERD when P3.	08/24		WMs	Complete
8.	Increase team numbers holding an initial incident command (ICL1) qualification.	Workforce planning. Identify and nominate suitable Firefighters for ICL1 course, increasing	Station management team and individual engagement. Coaching, mentoring activity aligning to action 8.	06/26		WMs	Complete
9.	Minimising Phase 1 Firefighter pathway completion time scales.	Supporting P1 firefighters to achieve P2 status within 12-18 months.	OCLO / T&D team updating pathway to improve pathway vision and milestones. Station management team to coach mentor P1 personnel ensuring milestones are met aligned to probation policy.	On Going		CM & L&D	Open
10.	Minimising Phase 2 Firefighter Pathway completion time scales.	Supporting P2 Firefighters to achieve P3 status within 18 months.	Station management team to coach mentor P2 personnel ensuring milestones are met & PDR Pro records maintained.	On Going		CMs L&D	Open
11.	Improve Station availability.	Optimise the use of DDOR to OC stations	Availability Improvement Plan	On Going		GM	Complete
12.	Improve Station availability.	Permit dual riders to support their home OC station when global availability allows	Availability Improvement Plan	On Going		GM	Complete
13.	Improve Station availability.	Policy change to remove the requirement for dual riders to mirror non-programmes leave across both duty systems.	Availability Improvement Plan	On Going		GM	Open
14.	Improve Station availability.	Introduce more flexible contracts to promote retention	Availability Improvement Plan	On Going		GM	Open
Issues/ risks	<ul style="list-style-type: none"> External and Internal WT firefighter recruitment campaigns impacting on availability & workforce planning assumptions. High numbers of dual contracted team members at reduced availability levels. Relatively high number of P1/P2 firefighters. 						
Add Info	<p>With Canvey's strategic station status, the station's appliance availability has benefitted from Mixed Crewing, OC ASW, DDORS and dual riders working from Canvey whilst on their WT contract when global availability allows. Efficiency savings are evident through the movement of people as opposed to appliances. WM/CM working with RMU to give early sight of crewing deficiencies and plan for shortfall</p>						