



Remediation plan: Monthly Station Progress Report

Station 32	South Woodham Ferrers	Watch Manager	T/WM Tony Mills	Station Manager	Steve Osborn (SO)	Reporting period	July 24
Workforce Status Report.							
FTE	Headcount	Colleagues On-the-run	Colleagues Off-the-run	OIC's	BA	FF Drivers	Officer Drivers
10	12	11	1	2	10	2	2
Recruitment.							
Applications on Cornerstone		Progressed applications		Passed fitness		Confirmed on recruit squad	
0		0		0		0	
Monthly Appliance availability.				Pumping Appliance Availability Over Time			
Availability	32P1			<p>● Availability ● Upper Target ● Lower Target</p>			
		1.	41.9 %				
Trend/progre SS (Against previous month)	2.	+ 7.5%					
Comments.							
<p>There has been an increase in availability due to Crew Manager completing his 5 week conversion course after transferring from Wholetime Surrey in to Wholetime Essex, However the watch Manager is now on leave and this will show in August figures.</p>							



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Planning new recruitment activity in line with succession plan. This will still not address the shortage of Officers and Drivers due to high number of P1/P2 Firefighters at station.
 Working with Group Manager Walpole to look at how to overcome these issues. The Southeast Command is working closely with the OCLO team to run a recruitment campaign, this will cover SWF.
 They will also look to attending community events in the local area to raise the profile of the Station.

Remediation Plan

Action	Action	Activity	Action Mitigation/s.	Target date	Date completed	Responsible Officer/s	Open/Closed
1.	Improve Station availability.	Individual availability reviews for all personnel.	Coordinate with HR BP. Station engagement.	01/24		WMs	Complete
2.	Improve Station availability.	Management actions to celebrate or correct contractual availability.	Coordinate with HR BP. Individual engagement.	01/24		WMs	Complete
3.	Improve Station availability.	Recruit against identified availability gaps, over establishing if necessary.	Coordinate with OCLO team. Include station in activities.	On going		WMs & OCLO team	On going
4.	Improve Station availability.	Assess core qualification training needs. Drivers / officers.	Station succession plan. Individual & STN management team engagement activities	On going		WM	Complete
5.	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
6.	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
7.	Bridge identified crewing shortfalls.	Efficient use of DDOR, OC-OC ASW & dual contract.	Regular crewing requests to RMU	On going		SB	Complete
8.	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. Currently have 2 On-Call FF Drivers and 2 On Call OIC/Driver	On going		WMs	Complete



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9.	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
10.	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
11.	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
12.	Improve Station availability.	Continue with buddy system with Great Baddow for our embedded officers.		On Going		WM's	Complete
13.	Improve Station availability.	Optimise the use of DDOR to OC stations	Availability Improvement Plan	On Going		GM	Open
14.	Improve Station availability.	Permit dual riders to support their home OC station when global availability allows	Availability Improvement Plan	On Going		GM	Complete
15.	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
16.	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 number of P1/P2 Firefighters Availability of training courses and willingness of OC colleagues to undertake driving and officer training. P2 numbers increasing with one P1 FF completing ECFRS WT Basic Course. 2x team members have LFB contracts. Current WTR enforcement for LFB more flexible than Essex which may improve availability. Management Team have submitted requests to RMU for ASWs POAD Dynamic out duties but have been told they are not a priority station and therefore do not receive them. 						
Add Info	<ul style="list-style-type: none"> 5 Candidates removed as deemed unsuitable by On Call Liaison Officer Made request to On Call Liaison Officer for recruitment campaign waiting to hear back 						

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- During recent Audit Station was picked up on not requesting help from RMU and explained they have been told by the RMU they are not a priority which has an effect on morale.
- There is interest of joining the Station from a WT officer moving into the area, plus a new member of the protection team expressing interest (we are working closely with this individual)