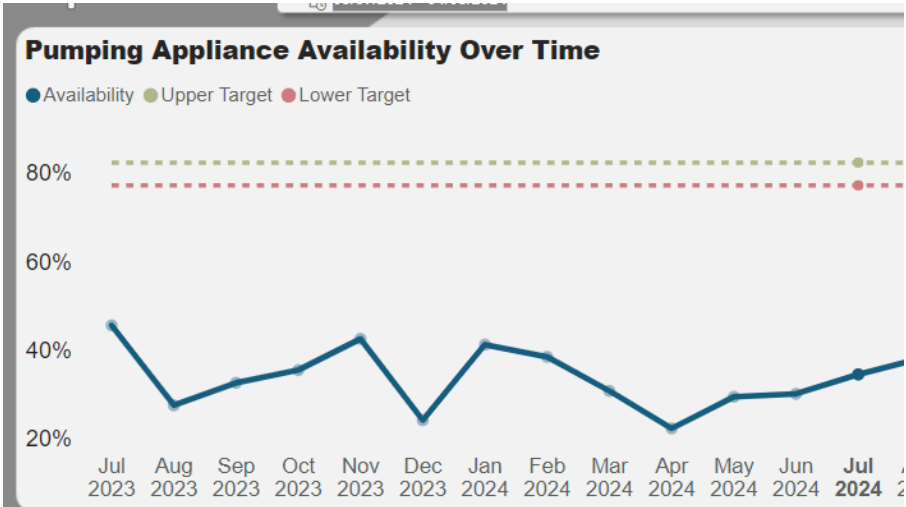




Remediation plan: Monthly Station Progress Report

Station	Great Baddow	Watch Manager	Geoff Hills	Station Manager	Nick Singleton	Reporting period	July 24
Workforce Status Report.							
FTE	Headcount	Colleagues On-the-run	Colleagues Off-the-run	OIC's	BA	FF Drivers	Officer Drivers
	11	11	0	1x WM 1x CM	11	4	2
Recruitment.							
Applications on Cornerstone		Progressed applications		Passed fitness		Confirmed on recruit squad	
2		1		0		0	
Monthly Appliance availability.							
Availability	33P1		Station Cover				
	34%						
Trend/progress (Against previous month)	+4%						
Comments.							
Great Baddow's availability has increased by 4%. In July the WM was off sick for two weeks which had an effect.							





Remediation plan: Monthly Station Progress Report

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.	01/24	04/24	SM & WM	Complete
2.	Improve Station availability.	Management actions to celebrate or correct contractual availability.	Coordinate with HR BP. Individual engagement.	01/24	04/24	SM & WM	Complete
3.	Improve Station availability.	Recruit against identified availability gaps, over establishing if necessary.	Coordinate with OCLO team. Include station in activities.	02/24		SM & WM	Open
4.	Improve Station availability.	Assess core qualification training needs. Drivers / officers.	Station succession plan. Individual & STN management team engagement activities	02/24		SM & 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.	02/24		WMs	Complete
7.	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		WMs	Open
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 ERD when P3. Station ERD numbers good.	11/23		WMs	Complete
9.	Increase team numbers holding an initial incident command (ICL1) qualification.	Identified 2x FF to engage with IC1 course. 1x FF now engaged with IC1 course.	GH and NS currently working with the identified to ensure they complete the coursework	03/24		SM & WM	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.	11/24		SM & WM	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.	11/24		SM & WM	Open
12.	Improve Station availability.	Continue with buddy system with SWF 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

Remediation plan: Monthly Station Progress Report



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"> • Chelmsford Appliances respond quicker on Gt Baddow's ground therefore crew regularly see appliances driving past when oncall • Recently Chelmsford were 20 seconds quicker so got mobilised. They then had to wait 30 mins for a specialist officer before undertaking work. This had a significant impact on morale as it happened outside the station. • External and internal WT Firefighter recruitment campaigns impacting on availability & workforce planning assumptions. • Availability of training courses and willingness of OC Colleagues to undertake Driving and Officer training. • Firefighters who are stationed there have highly paid careers, so money is not an incentive. • Recruitment activity is healthy however the return of investment is low. 						
Add Info							