Action Area - Preparedness	Prep 4.1 Work with Bluelight Partners to support them and improve services to the public.

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Collaboration is Business as Usual Increased support between blue light partners and improvements to services.	YES/NO	PAPA development of a cross-organisation, cross region development of modern recruitment practices in support of the Equality Act.	YES/NO	Enhanced business and strategic value for those in the collaborative partnership. Cultural Change Increased public sector efficiency and effectiveness
Improved inter service working relationships and communications.	YES			
Increased multi-agency prevention activity leading to reduction in arson, road traffic accidents, and support to those at risk in the community including those in crisis.	YES	Tackling mental health stigma and discrimination.	NO	
		Shared estate schemes with capital and revenue budget savings. Increased use of technology to support training, sharing of information and intelligence.	NO	
Improved interoperability and use of JESIP.	YES			
Increased engagement with the community.	YES	Increased capability sharing within blue light collaborative partnership.	NO	

Action Area - Preparedness	Prep 4.2 Review how operational risk information is provided			

Expected Outcomes				
Short	**Achieved**	**Medium**	**Achieved**	**Long Term**
Operational Risk generated, used and provided to operational personnel based on agreed 6 key areas.	YES/NO	Effective re-inspection frequency regime for each level of SSRI embedded across the Service.	YES/NO	Enhanced intraoperability in cross border working Streamlining data capture form and risk information through CFRMIS Learning to inform national direction with SRRI/PORIS.
Planning intelligence performance system PIPS utilised for incident data.	YES/NO	Post implementation review of SSRIs and the system looking for new ways to expand or improve the process.	YES/NO	
Shared Protection Information from Prohibition and Enforcement data.	YES/NO	SSRI's process active monitoring by Station Managers with performance managed by Response.	YES/NO	
Shared Prevention Information from ASB data (deliberate secondary fire data), in the Local Super Output Area (LSOA) within which the premises resides.	YES/NO	Standardised approach and consistency embedded across the Service.	YES/NO	

Action Area - Preparedness	Prep 4.3 Provide the most up to date kit & equipment to firefighters to keep them safe			

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Research alternative PPE inline with current standards. Work with NFCC PPE group.	YES	New compartment fire kit procured. Tender currently out for tech rescue glove.	YES	Improved positive impact on staff.
Improve water rescue and sub surface capability.	YES	9 Fastys, 4 reach pole cameras and 4 sonar devices are now in service reducing the risk to staff and improving the time it takes to rescue and or locate a casualty in the water.	YES	Continue to look for developments in technology so staff do not have to enter the water. Look at new improved dry suits that are quicker to done.
Improve the thermal imagery capability. New Flur cameras procured for every appliance.	YES			Training being delivered by TDA, workshops are fitting the charger to all appliances.

Action Area - Preparedness	Prep 4.4 Make sure that staff know how to command incidents, assertively, effectively and safely

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
The service has well trained incident commanders who are regularly assessed and take part in exercises in accordance with the Command Strategy.	YES/ NO	Information about previous incidents is constantly analysed, and commanders training is aligned with demand and risk.	YES/ NO	Command Strategy and learning embedded across MFRS Enhanced inter and intra –operability and compliance with JESIP
Standardised command training to ensure consistency and is delivery is continually monitored.	YES/ NO	Enhanced training facilities developed to replicate real world incidents.	YES/ NO	
Compliance with national operational guidance.	YES/ NO	Positive outcomes of effective command at incident through OA/debrief process.	YES/ NO	
Improved attendance at command training and use of new technologies and command input.	YES/ NO	Safer firefighters. More effective response to incidents.	YES/ NO	
Meet command hours requirement as per NW FRS	YES/ NO			

Action Area - Preparedness	Prep 4.5 Develop operational plans for all key risks including heritage sites

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Ensure the Operational response plans (ORPs) that are located on the service portal under operational information are accurate.	YES	Ensure all ORPs are reviewed and in date.	YES	Improved positive impact on staff utilisation the Operational Response plan against specific sites within their station area.
Ensure that the current schedule for review of ORPs are accurate.	YES	Assure service delivery that the ORPs are accessed, and they are fit for purpose.	YES	
Ensure ORPs are accessible for staff particularly station based staff.	YES	Ensure that all key risks are captured, stored, and shared.	YES	
Better relationships with local partners and owners of key risk sites.	YES	Ensure that out of date key risks are removed from system.	YES	

Action Area - Preparedness	Prep 4.6 Prepare our fleet of vehicles for a move to alternative fuels

Expected Outcomes

Short		Medium		Long Term	
	Achieved		Achieved		
Due to the nature of the project, short term plans for this will be completed over a three year period. The gradual introduction of low emission vehicles into the vehicle fleet will lower the impact on the environment. After the introduction of Mild Hybrid diesel vehicles into the fleet, MFRS will further reduce environmental impacts by replacing diesel FDO cars with Petrol self - charging hybrids. The aim is for the full FDO fleet to be hybrid by the end of 2025.	YES YES	Medium term objectives for this project to be completed by 2030. The introduction of Ultra Low Emission Vehicles (ULEVs) will be phased into the ancillary fleet in line with the vehicle capital replacement programme. Workshops will work closely with the estates team to align the introduction of the ULEVs with the Estates infrastructure delivery plan.	Yes	Long term objectives for this project will be in line with the Governments Road to Zero Strategy which aims to ensure all new cars and vans from 2035 will have zero emissions from the tail pipe.	Yes

Action Area - Preparedness	Prep 4.7 Introduce new ways of staffing in Fire Control

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Improved resilience within Fire Control.	YES/ NO	A more diverse workforce Increased employment opportunities.	YES/ NO	Positive outcomes of Cultural Change Programme and the opening of more career pathways for Fire Control personnel
Improved flexible working and Service ability to grant leave.	YES/ NO	Improved training and development opportunities Improved management of Fire Control with emphasis on improved performance.	YES/ NO	
Minimal impact upon the watch systems currently used.	YES/ NO			
Assistance to those with caring responsibilities.	YES/ NO			
Staffing model that reflects the demands on the Service.	YES/ NO	Control staff fully integrated into command, training, exercising debrief and assurance activity.	YES/ NO	
New contracts that do not present any potential negative impacts in relation to Age, Disability, or other protected characteristics.	YES/ NO			

Action Area - Preparedness	PREP 6.1 Renewable power source project

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
• Review current Standard Operational Procedures (SOPs) – specifically relating to storage sites, vehicles, and transport networks.	YES	• Revise current eLearning module.	YES	• Review report to be produced by Area Manager Keen and assess impact. Group recommendations into deliverable areas for: Single service -MFRS Sector wide – NFCC Multiagency – LSP, MRF
		• Produce a training package suitable for operational crews.	YES	
• Produce Operational information note (s) relevant to risk type where required.	YES	• Identify any new kit & equipment to mitigate risk.	YES	
• Produce Operational Response Plan for Orsted Bess and similar sites if required.	YES	• Assist in producing command assessments suitable for CM/WM & SM	YES	