OPERATIONAL RESPONSE

FUNCTIONAL PLAN

ACTION TRACKER 2024/25

Our Purpose:

HERE TO SERVE. HERE TO PROTECT.

HERE TO KEEP YOU SAFE.

Action Plan 2024/25

KEY DELIVERABLE	ACTIONS TO ACHIEVE EXPECTED OUTCOMES	OWNER	PROGRESS	PROJECTED COMPLETION DATE	BOARD REPORT DATE	BRAG STATUS
2.1 Enhance Appliance Availability & Efficiency – We will review current appliance ridership arrangement in order to enhance appliance availability and productivity	2.1.1 Review degradation of appliances in line with staffing levels and impacts on productivity via internal stakeholders.		**Q1 -** Staffing guidance reviewed and appendices updated around degradation of appliances after consultation with Time and Resource Management (TRM). Improvements in productivity at end of FDP 23/24 noted around training, exercising and station-based performance to continue into Functional Development Plan (FDP) 24/25. **Q2 –** Discretion still with Staffing Officer to make temporary staffing decisions including standbys in the event of sickness/absence. Working party set up with Response Officers and POD Consultation Manager from 9th Sept to discuss duty systems and impact	Qtr 1		
	2.1.2 Embed and evaluate AURA dynamic cover tool to allocate resources effectively.	Group Manager Response	**Q1 -** The latest version of AURA (BETA_052024) was released on 1st May 2024 to cover all fixes and improvements. The main feature change being changes to station boundaries for Aintree (Long Lane) opening and the closure of Croxteth and Aintree. Along with remedial work for media wall configuration changes. Project Team visited Fire Control on 7th May to conduct initial testing for Media Wall changes to AURA. However, due to performance issues with Media Wall and the need for new software this will be re-arranged once the new capture cards are received (see 2.2.1). **Q2** – AURA still in testing phase, since the introduction of new station boundaries (Aintree/Croxteth). Meeting scheduled with Development team for 31st July was postponed due to operational activity. Still some performance issues in relation to the software on the	Qtr 2		

			media wall. Station Manager Control currently working on updating mobilising guidance to include the processes for the use of AURA. AURA operating notes completed and awaiting sign off through appropriate governance. Q3 - Meeting arranged for 18th December with ACFO Mottram to discuss AURA operating notes, following meeting and sign off we will decide on a 'Go Live' date. **Q4 -** AURA Operating Procedure signed off by ACFO and will be issued to Fire Control as a supporting document for Fire Control Mobilising Guidance, which is currently being reviewed and will require sign off at OPRT (next meeting May 2025) Fire Control are working on 'Live' version of AURA from beginning of April and the use of the dynamic cover tool is now business as usual for the mobilising officers. GM Fire Control and SM Fire Control are in the process of reviewing and updating the mobilising guidance for Fire Control and the operating procedure for AURA will form part of this document as supporting guidance. A paper will be brought the next Board for sign off and the data will be analysed to examine the effectiveness.		
	2.1.3 Explore alternative appliance ridership levels and mobilisation allocation in line with incident types.		Q1 - Deliverable will be explored as part of CRMP project utilising appliance availability data. Q2 – Working party set up with Response Officers and POD Consultation Manager from 9th Sept to discuss duty systems and impacts. Q3 - Appliance availability will be monitored over the next 6 months by TRM following the agreement with Joint Secs for the sign off of D/C and Hybrid duty systems. Exploration of the use of WM's riding	Qtr 3	

			separate to appliances will be run towards the end of 2025.			
	2.1.4 Use the findings from 1.1/1.2/1.3 to embed new ways of working and enhance appliance availability and productivity.		**Q4 -** Appliance availability will be monitored over the next 6 months by TRM following the agreement with Joint Secretaries for the sign off of Day Crewed and Hybrid duty systems. Exploration of the use of Watch Managers riding separate to appliances will be run towards the end of 2025.	Qtr 4		
2.2 Enhanced Mobilisation – Embed new technologies within Fire Control to enhance the efficiency and effectiveness of operational response to incidents.	2.2.1 Work with internal and external stakeholders to implement redesign of Fire Control to support use of new technologies.	Station Manager Fire Control	**Q1 -** Redesign of Fire Control completed on 11th March 2024. Some issues with the Media Wall and Telent are in dialogue with suppliers, Pure AV and Datapath regarding the performance of the videowall software and PC. They have advised that the Media Wall requires a software update and new capture cards. Currently the Media wall is displaying AURA, National Resilience and News channel. 30/05/2024 – Telent have now received new capture cards and attended Fire Control to set them up on the Media Wall. However, it didn't support the other applications. EGT, drone footage, MAIT and Vision 5 Stateboard. Telent gone back to suppliers to discuss further options. **Q2 –** PureAV have acquired the additional hardware for the videowall and have asked to schedule some time in to install, configure and test. Pure AV attended Fire Control on 3rd September and updated software and created new templates. Due to Bonfire period embargo, they are attending again mid-November to configure. (They will need full access to	Qtr 2		

			Fire Control therefore will carry out a business continuity exercise.)		
			Q3 - Pure AV attended Fire Control on 25th November to update software and create 3 new templates. These now include AURA, NR, MAIT, CallMy, EGT, Met Office and a link to access Drone footage. Fire Control need to test EGT on media wall and an exercise planned for January 2025. Operating notes for Media Wall will be produced and circulated to Fire Control once all testing has taken place.		
			Q4 - Media Wall layout guidance produced by internal development team, with more comprehensive guidance to follow. Still some issues in relation to the applications on Media Wall logging out and Fire Control have been advised to log all instances on digital workplace		
	2.2.2 Develop timeframe for implementation of Enhanced Mobilisation across operational assets and identify trial stations		**Q1 -** •Enhanced Mobilisation will form part of a Vision 5 software release 5.36 •5.36 Development begins in June with a testing release date of October •Go Live Provisionally scheduled December 2024/January 2025 Meeting with FBU arranged for 19th July. **Q2 –** Meeting held with Fire Brigades Union (FBU) on 19th July, to provide an update, including the timeline for delivery and assurances around MFRS model compared to Manchester and Tyne and Wear and highlight the significant differences. Presentation delivered to Ops Board on 26th August. **Q3** - Vision release 5.35 available for testing from beginning of October (3 months late) and will take until the end of the year, due to Bonfire and Christmas embargos, providing no new issues are	Qtr 2	

discovered and this fixes all current known faults on Vision we can then move onto 5.36.

Vision release 5.36 (including Enhanced Mobilisation) will be available for testing from 18th October.

Note We can't move onto 5.36 until 5.35 has been configured onto Production system (Live)

Weekly meeting held with Telent and NEC to keep testing schedule on track. Testing takes place in 3 parts Reference system, then Training system then Production system. Testing of 5.35 completed on Reference and there were major issues that prevented us testing any further. Hot fixes for these issues requested and completed and testing continued and completed on Reference system. 5.35 upgrade on Training system is confirmed for 06/01/25. The following dates have been submitted to NEC for the remaining upgrades which should keep us on track to upgrade to 5.36 on production by April, providing that the upgrades and testing goes to plan and doesn't show any major issues that would prevent us from testing further. See below plan with dates;

Date	Upgrade
20/01/25	5.35 Production
03/02/25	5.36 Reference
03/03/25	5.36 Training
24/03/25	5.36 Production

Q4

Vision 5 Production Upgrade (5.36) scheduled for 24/03/2025 postponed by supplier due to software and configuration issues.

MFRS ICT provider reviewed release notes and returned to supp with configurable changes on 04/04/2025.

			Supplier to review configuration document and confirm a date for remote reference, training upgrade and on-site production upgrade. MFRS ICT provider and supplier have weekly meetings, and a project manager has been assigned to keep on track.			
	2.2.3 Introduce Enhanced Mobilisation across all MFRS locations to improve efficiency and effectiveness of operational response		**Q4** - A presentation has been produced with a talk over, which will be turned into an E-learning package and engagement will commence with operational crews via a series of Teams meetings. A mailbox for queries relating to Enhanced Mobilisation has also been created along with FAQ's, which will be available on Portal. This has all been detailed in the presentation.	Qtr 3		
	2.2.4 Complete Assurance in use of new technologies within Fire Control and through Operational Assurance utilising mobilisation data from Strategy and Performance		**Q4** - Assurance to be carried out once new technologies embedded into Fire Control and in operational use across service.	Qtr 4		
2.3 Specialist Asset and Cross Border Training – Evaluate the staffing and mobilisation arrangements of our specialist station assets to improve operational response to specific incident types and incorporate a structured training and exercising	2.3.1 Review and evaluate current Pre Determined Attendance (PDA) for Specialist Station Assets making suitable recommendations.	Group Manager Response	Q1 - Internal working group established with key stakeholder membership. Group has reviewed current Pre Determined Attendance (PDA) for specialist station assets, starting with the HMPU at St. Helens and Incident Command Unit (ICU) at Liverpool City. Possibly recommendations have been discussed, including: • No change • Complimentary crewing • Wholetime crewing • Other alternatives	Qtr 1		

| framework for cross border working arrangements. | | | Marine Specialist capability at Wallasey and Crosby has been fully established. PDA recommendation includes:

• Increase from 3 to 4 pumps
• 4th appliance will be mobilised from Wallasey or Crosby and be dedicated Marine Specialist roles.
• MRSU will remain on Retained Recall.

Seatruck Exercise taking place on 24th June will incorporate new PDA test.

Q2 – Pre-Determined Attendance **(**PDA) recommendations discussed in working group and tested at three Seatruck exercises. Governance paper being completed, Service Instruction update draft in progress and Operations Board presentation to be delivered in September

Q3 - Ops Board Presentation delivered: Recommendation to change of PDA and SOP:
• Mobilise 3 Pumps – SOP outline Dedicated Roles
• Mobilise Marine Specialist Appliance (M25P1)
• Mobilise SRT
• Mobilise CPL
• Mobilise MRSU via Complimentary Crewing with M25P1
Further testing of new PDA recommendations requested. Explore Command and Control element. Utilisation of Seatruck Exercise and Cammel Lairds RAF ship

Q4 - Marine response – Following appointment of new Chief Fire Officer request for additional information around the change to Vessel Alongside procedures. This includes: | | | |

			<u>Role of the Marine Specialist Appliance</u> • The Appliance Commander will board the vessel and report to the Officer in Charge. • FRS personnel including ALL Firefighters wearing BA will accompany the Incident Commander, taking dedicated Marine Ship Fire Fighting Equipment. • Appliance Commander will take on the role of Initial Sector Commander and run Fire Fighting/Search and Rescue Operations. • Breathing Apparatus Team Leaders will be Marine Specialist, and this will provide minimum of 3 BA Teams for initial attacks. Working alongside Tom Redfern to produce a video demonstration of new Pre Determined Attendance (PDA).			
	2.3.2 Following evaluation, implement any recommendations for new or necessary changes to PDA/mobilising of Specialist Station Assess.		**Q2** – Pre-determined attendance **(**PDA) recommendations discussed in working group and tested at three Seatruck exercises. Governance paper being completed, Service Instruction update draft in progress and Operations Board presentation to be delivered in September. **Q3** - Ops Board Presentation delivered: Recommendation to change of PDA and SOP: • Mobilise 3 Pumps – SOP outline Dedicated Roles • Mobilise Marine Specialist Appliance (M25P1) • Mobilise SRT • Mobilise CPL • Mobilise MRSU via Complimentary Crewing with M25P1 Further testing of new PDA recommendations requested. Explore Command and Control element. Utilisation of Seatruck Exercise and Cammel Lairds RAF ship.	Qtr 2		

			Q4 - Marine response – Following appointment of CFO request for additional information around the change to Vessel Alongside procedures. This includes: <u>Role of the Marine Specialist Appliance</u> • The Appliance Commander will board the vessel and report to the Officer in Charge. • FRS personnel including ALL Firefighters wearing BA will accompany the Incident Commander, taking dedicated Marine Ship Fire Fighting Equipment. • Appliance Commander will take on the role of Initial Sector Commander and run Fire Fighting/Search and Rescue Operations. • BA Team Leaders will be Marine Specialist, and this will provide minimum of 3 Breathing Apparatus Teams for initial attacks. Working alongside XVR creator to produce a video demonstration of new Pre Determined Attendance (PDA).		
	2.3.3 Expand knowledge & understanding of cross border working practices via the regional cross border group and collate/share learning across our Service.		Q3 - Information gathered on portal on working practices and learning to be captured from cross border training and exercising. Information to be shared at North West OA meeting. **Q4** - MFRS senior officers attended a 10 pump exercise in Greater Manchester FRS in February in which NFCC peer reviewed there new Marine Procedures. 10 Pumps had all received an inhouse marine ship fire fighting course. An invite has been extended to 2 appliances from MFRS to take part in a further exercise in the Summer. National Fire Chiefs Council (NFCC) Fire Rescue Marine Response (FRMR) Self Assessment for Maritime response is currently being completed.	Qtr 3	

			Once new Pre Determined Attendance (PDA) procedures are in place a peer review can be arranged.			
	2.3.4 Develop structured training and exercising framework with cross border services to evaluate knowledge & understanding and improve collaboration.		**Q1** **March 19th: Communication Alignment** • Correspondence was dispatched to all station managers overseeing cross-border stations. The communication aimed to update them with the key deliverables from the functional plan 24-25. **April 22nd: Strategy Meeting** • A face-to-face meeting was conducted with the presence of cross-border station managers. The agenda covered a range of topics including operational strategies, shared challenges, and potential solutions to enhance cross-border cooperation. **June 10th: Performance Review/Update** • Station managers received performance data from the previous year. This data provided insights into operational efficiencies and areas requiring improvement. • In response to feedback, we've established a quick link on all station portal pages to enhance user-friendliness when accessing cross-border information. This improvement	Qtr 3		

			aims to streamline the process and provide a more efficient experience for users. **Q2 – Aug 29: 6 Monthly Performance/Update** • Station Managers have received their six-monthly performance data, including a detailed breakdown of their station's activities and achievements. • Over the last six months, a number of stations, in collaboration with cross-border stations, has completed nine training sessions with our cross-border colleagues. Please see the breakdown below: • **Level 1**: 6 training sessions • **Level 2**: 2 training sessions • **Level 3**: 4 training sessions • We have hit the annual target of 12. However, I anticipate that we will surpass last year's total. **Q3** - Cross border training and exercising sessions total stands at 18. **Q4** - Final updates on all cross-border calibrations are listed below: • **Level 1:** 12 training sessions • **Level 2:** 5 training sessions • **Level 3:** 9 training sessions • **Level 4:** 1 training session We have exceeded the annual target of 12 training sessions set by the Chief Fire Officer, as well as surpassing the number of calibrations outlined in the 2023–2024 Functional Delivery Plan.

| 2.4 One Team – We will support Culture and Transformation in accordance with the outcomes of the most recent HMI report and enhance knowledge, understanding and application for station-based staff. | 2.4.1 Evaluate Positive Action Station Performance Output 2023/24 delivered via Off Station Recruitment Days, Have a Go Days and Community Station Open Days | Group Manager Response | **Q1 -**
Evaluation of 2023/24 figures completed. Evaluation highlighted the following:
• Station Open Days - All complete bar station 21 Bromborough (due to pending refurb)
Positive Action Recruitment Events
• Completed events - **24.**
• Total Registered Details Collected at these Events - **221.**
• Protected Characteristics Collected **36%.**
District Have a Go Days:
• **5** completed.
• **74** Attendees.
• **32%** of which were Protected Characteristics
Station Open Days
• Completed – 21 (no Bromborough due to refurbish)

Positive results realised in relation to station outputs/performance.

• 24% increase in applicants compared to 2023
• 243 extra candidates compared to 2023
• 43% increase in female applicants compared to 2023
• 47 extra female applicants compared to 2023
• Highest proportion of female candidates in last 4 processes
• 8.5% increase in non-white British/Irish compared to 2023
 Q2

• Station Open Days - **5** Station Open Days Completed inline with the quarterly time frames.

Open days temporarily paused due to civil disturbance from July. To be reviewed within | Qtr 1 | | |

			September. Aintree Fire Station/TDA Open Day to take place on 24th September. Positive Action Recruitment Events • Completed events - **22.** • Total Registered details collected at these Events - **181.** • Protected characteristics collected **45%, which is a 9% increase from last year.** District Have a Go Days: • **5** completed. • **54** Attendees. • **48%** of which were Protected Characteristics, **a 16% increase from last years figures.**		
	2.4.2 Embed significant changes and learning from evaluation of Positive Action Station Performance Output 2023/24.		**Q1 -** Yearly quarterly planner has been produced and distributed to Stations to ease Appliance availability. To be uploaded on Portal. Standardised workflow documents have been produced. Service Instruction (SI) and Equality Impact Assessment (EIA) to be finalised, this will include RA procedure. Community Impact Fund monies to be utilised as temp budget for Station Open Days. Ops Briefing Paper to be produced to ask for additional funds 2025/26. **Q2** – All Positive Action Recruitment Days completed, and fed into five successful District Have a Go Days. Figures and contact details sent to Recruitment.	Qtr 2	

			Operational Response have offered to run ad hoc District Have a Go Days when required on request of Recruitment/POD based on advert release. **Q3** - Presentation being developed to deliver as hand over to new Cultural Leadership staff with a view for POD to take full ownership of the Positive Action events with support from Operational Response. Station Open Day have ceased and are being reviewed with aim to reduce these to 1 per district per station planning year. New legislation regarding security to be considered.	
	2.4.3 Support development of Culture and Transformation strategy in line with review of the outcomes of the most recent HMI report.		**Q1 -** Operational Crews have been collecting details of local businesses, schools, charities, sports centres, etc whilst engaged in promoting their Positive Action Community Events. View to utilise contacts to build stronger relationships within community through distribution lists. **Q2 -** Open days temporarily paused due to civil disturbance from July. Misconduct report released from HMI – need to consider how/if to devolve to staff. Meeting with Cultural Advisor to enhance Positive Action Recruitment to discuss ideas: • Provide transport from stations to Have a Go Day Venues • Referrals to identified help within districts for applicants for support in application completion, i.e. access to computers, etc. • Introduction of buddy systems • Ask a Fire Fighter open day **Q3** - Ops Response to continue to support POD with cultural transformation. Just Culture procedure to be	Qtr 3

			delivered to Operational Crews by home Station Manager.		
			Q4 - Ops Response to continue to support People and Organisational Development (POD) with cultural transformation. Just Culture procedure to be delivered to Operational Crews by home Station Manager.		
2.5 Increase number of appliances – We will explore options to expand our appliance from 32 to 34	2.5.1 Work with People and Organisational Development (POD) to identify retained contact holders and locations across the Service		**Q1 –** Work has been on-going to keep an up to date list of the current 224 retained contract holders. Whilst the CRMP has not started until July then work will continue to keep the list up to date as required.	Q1	
	2.5.2 Work with internal stakeholders to carry out analysis on impacts of increasing appliance fleet to 34.	CRMP Group Manager	**Q1 –** Dialogue between the rep bodies has begun and meetings are scheduled to progress the response actions. Workshops have been updated on the need for additional appliances. Work continues on identifying the new specialist vehicles for the 2 stations where the 33rd and 34th appliance will be housed.	Q2	
			Q2 – Old Swan and Toxteth identified as stations for housing 33rd and 34th appliance. Work between Community Risk Management Plan (CRMP) lead and POD to continue looking at those who will remain at stations or options for moves.		
			Q3 – It has been approved that station 15 and 16 will have the 33rd and 34th appliance based at these locations. Work has been on-going with relevant stakeholders including TRM, workshops, HR and ops equipment.		
			Q4 - Approval has been given by SLT and update will be provided to Ops Board in April.		

	2.5.3 As part of fire cover review, explore possible locations for appliances and staffing options.		Q1 - Stations 15 and 16 have been highlighted as the possible locations for the 2 retained appliances to be housed.	Q3
	2.5.4 Present report to board with findings and timescales of implementation.		Q1 - A presentation has been drafted and presented to the Assistant Chief Fire Officer (ACFO) who has approved. Presentation will be shared with the response AM with a view to taking to next Ops Board Q2 – Presentation delivered to Operations Board and this will continue to Q3 Q3 - Updates have been provided to PO's and ops board. Full update will be given in Ops Board in the New Year. Q4 - Both the 33rd and 34th appliance will go live on the 1st April 2025. A briefing paper is being prepared for the Ops Board on 10th April 2025.	Q3
2.6 Project Manage CRMP Objectives – We will utilise the response Community Risk Management Plan (CRMP) planning Manager to develop and progress a suite of identified projects in line with the 2024/27 CRMP.	2.6.1 CRMP Planning Group Manager (GM) to compile Projection Initiation Documents (PIDs) and associated paperwork for Operational Response CRMP projects.	CRMP Group Manager	Q1 - Project Initiation Documents (PIDs) have been submitted to Strategy and Performance. They will be updated during the course of the year. Q2 – Risktec due into Service in September to review IRMP 2021-24 progress to evaluate and educate and provide advice for managing CRMP 2024-27. Q3 - Work will commence on the completion of Risk-tec documents, this will be the introduction of the logic model format. Q4 - Work continues on the updating of the PIDS and once the logic model format has been agreed then these documents will be uploaded.	Q1
	2.6.2 CRMP Planning GM to formalise from PIDs each CRMP Operational Response		Q1 - Work continues to look at the next steps for the Community Risk Management Plan (CRMP) response actions. Meetings are planned with Rep Bodies to progress with view to running pilots for each project.	Q2

	project, establishing roles and responsibilities.		Q2 – Awaiting decision from Fire Authority to approve CRMP 2024-27 to allocate work. Q3 - PIDS and logic model will be update over the coming months. **Q4 - Once the logic model template has been signed off then the transfer of information will begin.**			
	2.6.3 CRMP Planning GM to oversee effective management of Operational Response CRMP Projects.		Q1 - Work continues to look at the next steps for the CRMP response actions. Meetings are planned with Rep Bodies to progress with view to running pilots for each project. Q2 – Awaiting decision from Fire Authority to approve CRMP 2024-27 to allocate work. Q3 - The introduction of the 33rd and 34th appliance will be in place for April 2025. Work on maximising appliance availability will be reviewed and will be monitored over the next 6 months . **Q4 - All of the response CRMP projects are on course, the 33rd and 34th appliances go live on the 1st April 2025.**	Q3		
	2.6.4 CRMP Planning GM to provide a quarterly progress overview and end of year overview to the Operations Board.		Q1 - Update was given at Ops Board on 23/05/24. Further updates will be provided as requested. Q2 – Updates provide as requested. Q3 - Updates are being provided periodically to senior management as well as updates to ops board. **Q4 - Next update will be provided via briefing papers at the planned ops Board on the 10th April 2025.**	Q4		
2.7 **Reduce Exposure** – We will enhance	2.7.1 Embed the dedicated Station Manager B (SMB)	Group Manager Health and Safety	Q1 - SM (Station Manager) role impacted by retirement of current SM and non-reinstatement of	Q1		

our procedures to provide the most current information, instruction, and training for reducing exposure to Firefighter contamination from toxic fire effluents.	within the Firefighter Contaminants project supporting our regional commitment to deliver against the National Fire Chiefs Council (NFCC) nine key areas.		former SM. Liaison with People and Organisational Development (POD) to run temporary appointment process for SMD to fulfil role (13th June) **Q2 –** Station Manager now embedded as project lead. **Complete.**	
	2.7.2 Explore new equipment, practices and procedures as informed by the outcomes of the regional group and the local Contaminants working group.		**Q1 -** Learning gathered from regional group has informed changes to: • Issue of additional flash hoods for stations. • Helmets on trial at Kensington for non-structural incidents to reduce frequency of wear. • Enhanced E-Learning around kit care including senior officers. Station Zoning exercise completed for all stations – plans now drawn up. Awaiting research and development exercise via Estates to provide signage/placards denoting zones. Service to be aligned to RAG principles in conjunction with clean at scene. External testing for efficacy of flash hoods awaiting results. Disrobe/Decon zone at TDA BA has been requested – to be discussed with Estates. **Q2 –** Flash hoods issued to stations. Helmet trial concluded and being considered by Operational Equipment. E-Learning upgraded and station zoning now in progress. Service Instruction to be placed in consultation Sep 24 **Q3** - Station zoning ongoing. Q3 audit contains reducing exposure section with support sheet for SM's to promote consistency amongst crews and to assess understanding of zoning/reducing exposure. H&S audit now includes reducing exposure content and to be completed monthly by SM, commenced 1st January.	Q2

			Discussions about washing machines provided to stations still under discussion regionally. Invite received from NI FS to demonstration in January. **Q4** - Attended Hunter Apparell Solutions in Northern Ireland Fire Service for demonstration on LC02 machine. Station zoning nearing completion. Tech Rescue bottoms and jacket on trial (to support less time in fire-kit).		
	2.7.3 Implement best practice through amendment of policy and procedures in tandem with associated stakeholder parties.		**Q1** - Service Instruction in version 1.4 to be reviewed once station zoning complete – to be presented for consult once achieved. Continued work against Training and Competence as part of the regional workstream. MFRS responsible for aligning training packages to apprenticeship standards. Awaiting phase 2 report and National Fire Chiefs Council (NFCC) Toolkit. Informed of April 2025 Health and Safety Executive (HSE) inspections – information requested from HSE. **Q2 –** Service Instruction at v1.5 and placed in consultation from September 2024. Continuing to develop North West Training and Competence package with regional group. Awaiting phase 2 report. **Q3** - SI completed and agreed through Joint Secs/FBU. Publish date ETA late December. Regional training package to be reviewed December	Q3	
	2.7.4 Implement and introduce training, equipment, information, and instruction in relation to protection from		**Q1 -** Service Instruction in version 1.4 to be reviewed once station zoning complete – to be presented for consult once achieved. E-Learning now updated to reflect kit care – further package will be required for station zoning.	Q3	

	contaminants. Ensure work is underway/completed in respect of capital assets (fire stations/TDA).		**Q2 –** Service Instruction v1.5 sent for consultation September 2024. E – Learning update complete and station zoning in progress **Q3** - SI completed and agreed through Joint Secs/FBU. Publish date ETA late December. Regional training package to be reviewed December. **Q4** - Regionally – consensus is washing machines not to be provided, primarily due to misuse. Essex report indicates that if fire-kit is worn correctly there is very little transfer to garments worn underneath.		
2.8 Oshens System – Explore and utilise various applications on the Health and Safety market to improve or replace the current Health and Safety recording system.	2.8.1 Summarise feedback from users and stakeholders associated with the current OSHENs system	Group Manager Health and Safety	**Q1 -** Feedback from internal stakeholders and users has identified that the OSHENs system offers limited capability against other market competitors. Meeting held with Ideagen to discuss ownership of editing rights, ability to make changes, end of contract clauses and general in-service care.	**Q1**	
	2.8.2 Conduct a horizon scanning exercise across other FRS and comparable industry to seek best solutions. Consider wider implication of best fit for preparation to align to ISO 45001.		**Q1 -** Aligned considerations of potential systems to LMS project. GMFRS' MOC system appears to reflect the needs of MFRS. Contacted Natasha Brayne GMFRS for demo/information. **Q2 –** Requested ICT/System Support to conduct from an IT perspective. Visit to Manchester to be completed September-October. **Q3** - Meetings set with 5 parties. Evotix meeting arranged January. **Q4** – Deliverable has been carried over into next year's Functional Delivery Plan as part of multi year planning	**Q2**	

	2.8.3 Undertake financial implications exercise and consider practicalities of retraining the workforce. Plan for transfer of existing data and information in respect of retention periods.		**Q1 -** Organisational understanding that £50k is reserved for the implementation of a new system (c/o Head of Data and echnology) **Q2 –** Visit to Manchester to be completed September-October. **Q4** – Deliverable has been carried over into next year's Functional Delivery Plan as part of multi year planning	**Q3**	
	2.8.4 Seek to obtain/purchase a new system with governance from the respective boards and affected parties.		**Q4** - Deliverable has been carried over into next year's Functional Delivery Plan as part of multi year planning	**Q4**	
2.9 Subsurface incidents – Explore the expansion of our Operational Response to subsurface incidents and other life risk water related incidents.	2.9.1 Carry out a SWOT analysis for options explored in methods of conducting subsurface rescue.		**Q1 -** Station Manager continues to work on the SWOT analysis and updates will be provided when they are required. **Q2** – Completed by Group Manager Operational Planning. Options presented to ACFO with financial considerations. Comparison to sub-surface drone considered as part of presentation.	Q1	
	2.9.2 Generate a comprehensive cost analysis and training competency matrix for submission to the Operations Board regarding the options outlined in section 9.1	Group Manager	**Q1 -** A working group has been established and actions for different departments have been given for the costings to be looked at. Update will be provided to Ops Board once this is in place. **Q2 –** This work is on-going. **Q3** - Whilst the water trial is in place there will be a show and tell session at Carr Mill dam in the New Year, this will involve a number of stakeholders from across the service	Q2	

	2.9.3 Using the research and data analysis, present an Operations board paper to advance the exploration of the subsurface rescue team.		**Q4** - The service has invested in sub surface equipment that is currently being trialled at a couple of locations in the service.			■
			Q1 - This work is on-going and an update on the costs and workings of the team will be provided so a decision can be made on progress of this initiative. **Q2 –** This work is on-going. **Q4** - Deliverable will be carried over into Functional Delivery Plan 25/26 as part of lifespan of CRMP objectives.	Q3		■

BRAG Descriptor				
Action completed	**Action is unlikely to be delivered within the current functional delivery plan**	**Action may not be delivered by the designated deadline within the functional plan**	**Action will be delivered by the designated deadline within the functional plan**	**Action not yet started**

STATUS SUMMARY – 31.03.25	
Total Number of Workstreams	**34 (100%)**
Action completed	**26 (76%)**
Action is unlikely to be delivered within the current functional delivery plan	**8 (24%)**
Action may not be delivered by the designated deadline within the functional plan	**0 (0%)**
Action will be delivered by the designated deadline within the functional plan	**0 (0%)**
Action not yet started	**0 (0%)**