

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	POLICY AND RESOURCES COMMITTEE		
DATE:	1 APRIL 2014	REPORT NO:	CFO/039/14
PRESENTING OFFICER	DEPUTY CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	DEB APPLETON	REPORT AUTHOR:	DEB APPLETON
OFFICERS CONSULTED:	SUE NASH, PROJECT MANAGEMENT OFFICER		
TITLE OF REPORT:	REVIEW OF IMPROVEMENT SCHEME		

APPENDICES:	
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Purpose of Report

1. To inform Policy and Resources Committee of progress and outcomes in relation to the Authority's Improvement Scheme.

Recommendation

2. That Members note the progress and outcomes resulting from the Improvement Scheme.

Introduction and Background

3. Members will recall that the Improvement Scheme was implemented in December 2012 to replace the IDEAS Scheme which had run for several years; initially successfully, but latterly with fewer good quality suggestions being advanced. The IDEAS scheme rewarded successful suggestions with a payment to the staff member concerned, although any suggestions could not be in relation to the employees own work area. In contrast, the Improvement Scheme offers opportunities for tailored development or involvement in an implementation project rather than a cash reward, and suggestions can be related to an individual's work area.
4. The Improvement Scheme was launched in December 2012 with a dedicated section of the Portal set up to receive applications and announcements made to staff that the scheme was in operation. Approximately two suggestions per month have been submitted to the Improvement Scheme since the change in approach.
5. Of the 28 suggestions received, not all contained sufficient information to make a decision whether to implement and although further information has been

requested, this has not always been provided. Five suggestions have been approved and are in various stages of implementation as outlined below:

1. To procure hi viz signs/tape to assist manoeuvring of appliances at Kirkdale station – Submitted by a Watch Manager

This was considered a straight forward solution to a known problem at this location and the high visibility tape was procured.

2. Picture book intervention - book for information and intervention with young people: - Submitted by a firefighter

This suggestion was submitted by the author of the book and following provisional agreement a short feasibility study was carried out. It was agreed that there was some merit in supporting this suggestion but work to produce teaching notes is ongoing and issues of intellectual property rights are still being considered.

3. On-line equipment swap – Submitted by a firefighter

This suggestion related to ensuring that any operational equipment swapped between crews at operational incidents is easily located and returned to its original appliance/station through an on-line solution. The suggestion was taken forward by Appliances and Equipment department as part of their overall review of all internal and incident ground logistics. This review includes the whole equipment recovery and repatriation procedure.

4. Delivering RTC reduction engagement with employers that employ young people – Submitted by a firefighter

The suggestion was that the Service could reach more young people at higher risk of being involved in a road traffic collision by targeting particular employers that employ a higher number of young people. In addition, those in employment are more likely to own a car. The applicant was invited to work with the Prevention and Protection road traffic collision reduction team to develop this idea further.

5. Displaying open HFSC appointments on the fire appliance Mobile Data Terminal (MCT) – Submitted by a firefighter

This suggestion involved adding details of homes requiring a Home Fire Safety Check (HFSC) to the MDTs so crews could make more effective use of their time when in the community and could reduce the need for extra journeys to be made to complete HFSCs. It was agreed that the idea has the possibility of being expanded to include all to the HFSC Status Reports, which display unvisited properties in order of risk. The suggestion has been taken forward by Strategy and Performance, Prevention and Protection and ICT departments and although currently it is not possible to do this, it will be when MDTs are upgraded.

- Members will see from the information above that a number of suggestions have been successful and that they represent engagement with firefighters and cover a number of areas of service delivery. For this reason it is considered a useful scheme to retain. As there has been a lull in submissions so far in 2014 it is intended to remind staff about the scheme and to promote it through the Portal and Hot News in order to encourage more staff to make suggestions to improve the workplace and the services provided by MFRS.

Equality and Diversity Implications

- It should be noted that of the 28 suggestions received 25 were from men and 3 from women. 26 were from uniformed staff and 2 from non-uniformed. Of the five successful suggestions, all were from male uniformed staff. Consideration will be given to encouraging more women and non-uniformed members of staff to participate.

Staff Implications

- There are no staff implications arising from this report.

Legal Implications

- There are no legal implications arising directly from this report. Any legal issues arising from individual suggestions are raised with the legal department.

Financial Implications & Value for Money

- There are no financial implications arising from this report.

Risk Management, Health & Safety, and Environmental Implications

- Several suggestions relate to various types of risk and/or health and safety improvements.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

- Staff making suggestions about how to improve the working environment and services provided by MFRS is beneficial to our communities.

BACKGROUND PAPERS

CFO/111/11 If this report follows on from another, list the previous report(s)

GLOSSARY OF TERMS
