



GWASANAETH TÂN AC ACHUB
Canolbarth a Gorllewin Cymru
Mid and West Wales
FIRE AND RESCUE SERVICE



Draft Annual Action Plan 2012 – 2013

Awdurdod Tân Ac Achub Canolbarth a Gorllewin Cymru
Mid and West Wales Fire and Rescue Authority
www.mawwfire.gov.uk

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Alternative Versions

This document is also available in other formats.

If you would like this information in an alternative language or format such as large print, Braille or audio please contact us on 0370 6060699 or e-mail: mail@mawwfire.gov.uk.

This document has been equality impact assessed in line with the Service's policy.

If you or anyone you know is in need of a **FREE Home Fire Safety Check call FREE on 0800 169 1234 or go to www.mawwfire.gov.uk**



Introduction

Welcome to the Mid and West Wales Fire and Rescue Authority Draft Annual Action Plan for 2012-2013. This plan represents year three in delivering the improvements identified in our Strategic Plan 2010-2015 (www.mawwfire.gov.uk).

Our focus for 2012-2013 is centred on working with children and young people, providing our employees with skills to serve the community, working together and improving the way we manage our resources and our information.

We know that our communities and partners have a vital role in helping us improve our Service, reduce risk and develop safer communities. There is a National focus on empowering communities to come together and solve problems to build the society they want. This is your Fire and Rescue Service and you can play a part in shaping it, we hope that you will take the time to 'have your say'.

Chair - Cllr Eurfyl Evans
Chief Fire Officer - Richard Smith



Our Planning

Strategic Planning

The Authority has identified its objectives, vision and values and detailed its key areas for improvement for the next five years in its Strategic Plan for 2010-2015.

Draft Annual Action Plan

Improvement objectives are consulted upon annually in a draft document, and this Draft Annual Action Plan for 2012-2013 is the third in our five year planning cycle.

We need our communities to provide their views on what we propose to deliver to help shape our priorities for the future.

This draft annual action plan is designed to consult on specific focus areas for the Authority for 2012-2013. The outcomes of this process will be reported in the final plan which will be published in October 2011.



What we want to do in 2012-2013

This section identifies the five key areas that we want to improve upon in 2012-2013.

Managing Risk

What we want to achieve and why

Reduced risk from arson, focusing on developing children and young people into safer citizens.

Arson is a danger to our communities and a drain on our resources. The majority of children and young people lead safe, positive and productive lives; however, there are individuals and groups who are at risk of being involved in fire setting. Our work on intervention programmes to help children and young people reflects what the Welsh Assembly Government want us to achieve in their 'Fire and Rescue Authorities Strategy for Children and Young People' document.

The benefits to our communities will be provided through:-

- Reduced costs of responding to arson incidents.
- More time available to protect the community from other risks.
- Reduced risk to crews.
- Reduced damage to the environment.
- Better educated and safer children and young people.
- Reduced anti social behaviour.

How we want to achieve this -

- Work with partners to engage with children and young people and their families.
- Use our Specialist Youth Team to divert children and young people from fire crime and associated anti social behaviour.
- Identify and disseminate good practice in working with Children and Young People.
- Evaluate the effectiveness of our partnership arson reduction initiatives and interventions.
- Develop strategies with our partners.
- Implement the 'Fire and Rescue Authorities Strategy for Children and Young People'

How will we know if we are having a positive effect?

- Reduction in deliberate fires and analysis of our data.
- Feedback from our partners and specialist teams.





Managing people

What we want to achieve and why

A multi-skilled, competent, safe and flexible workforce.

Ensuring that our employees are provided with the most effective training and skills has always been a priority for us and we will continue to invest in this area. Our employees also need skills to help them manage and communicate effectively and appropriately with colleagues and communities. The Authority's vision of achieving a 'world class' organisation needs 'world class' individuals to support this objective.

The benefits to our communities will be provided through:-

- A workforce that is aware of and reacts to the Service's values and the needs of its community.
- A workforce that is well trained and able to adapt and use their skills in emergency and other situations.

What we want to do

Provide additional skills and knowledge to support:-

- Expected behaviours as identified in the All Wales Equality and Diversity Strategy.
- Effective Communication.
- Inspirational and motivated managers.
- Inter departmental awareness
- Enhanced supervision skills.
- Health & Safety knowledge.
- Mentoring others to aid learning and development.

How will we know if we are having a positive effect?

- Feedback from our communities.
- Feedback from our staff.
- Analysis of performance information such as discipline, sickness absence, accidents and injuries.

Working Together

What we want to achieve and why

Close working with other public and private organisations, our partners and communities to ensure that citizens most at risk receive our help and support.

Working with others means we can share resources and reach more of the communities that need our services. Working together is particularly important during the current financial climate.

The benefits to our communities will be provided through:-

- Better value for money.
- Shared information on vulnerable individuals.
- Shared professional and technical knowledge to identify best practice.
- Shared delivery of services.
- Reduction in collecting burdens.

What we want to do

- Work collaboratively with other emergency services and agencies.
- Continue to develop partnerships with the voluntary and care sector.
- Use our Third Sector Co-ordinator and Partnership Officer to identify partners.
- Continue working with specialists from Local Health Boards to identify vulnerable people
- Identify and share any of our data that can benefit our partners.
- Develop technology to facilitate the sharing of data.
- Monitor and review our existing partnerships to ensure that they remain current and effective.
- Share public engagement and consultation events with other Services.

How will we know if we are having a positive effect?

- Monitor the effectiveness of partnerships through our Partnership Register.
- Analyse the outcomes of Community Safety Partnerships.
- Feedback from our communities.



Managing Resources

What we want to achieve and why

A high performing and efficient Service, managing resources effectively and delivering excellent value for money.

The Authority has seen a reduction in its funding for 2011/12 and will see further reductions for 2012/13 and beyond. However, the Authority needs to continue to deliver against demanding expectations for efficiency and value for money and still drive improvement by implementing new ways of working.

The benefits to our communities will be provided through:-

- The best use of our resources with the available funding.

What we want to do

- Introduce a more efficient crewing system at Llanelli Community Fire station that:
 - Maintains 24 hour cover provided by full-time staff
 - Maintains response times
 - Provides a more efficient use of resources
- Improve Information and Communication by continuing to implement Wales Audit Office recommendations.

How will we know if we are having a positive effect?

- The Authority will remain within Budget.
- There will be no detrimental impact on Services provided to the community.
- Outcomes of the wide range of external inspections, reviews, and scrutiny.
- Monitoring performance on the management of resources.





Managing Performance

What we want to achieve and why

Better collection, analysis and sharing of data to help us identify risk and target our resources in the areas of greatest need.

We want to improve the way we collect, analyse and share information. This will provide better information for crews and for other services and provide intelligence for carefully planned, evidence driven change to occur. The Welsh Assembly Government is supporting Welsh public services by developing the Ffynnon National performance management system and we want to work with them to develop information that drives service improvement.

The benefits to our communities will be provided through:-

- Improved risk information to crews.
- Improved intelligence on identifying vulnerable individuals.
- Appropriate community safety solutions provided to the communities according to their needs.

What we want to do

- Improve the way our data systems share information.
- Develop our Ffynnon performance management system to report and compare our performance.
- Share information within the Service and with partners to improve the way we profile risk.
- Develop Project Management.
- Work with the Data Unit Wales to develop a central Data Observatory.

How will we know if we are having a positive effect?

- Monitor performance information on incident activity.
- Monitor performance information on local indicators.
- We will consult with our employees and partners on the value of the information we provide.

Have your say

Consultation

We are formally consulting on our five key areas of improvement between 16th May 2011 and Friday 19th August 2011. We want to consult as widely as possible with our citizens, communities and colleagues. Hard copies of the Plan are distributed to key public agencies such as town and community councils, all fire service departments and Elected Members and public libraries.

We will be attending various events throughout Mid and West Wales where you can give us your views. Telephone 0370 6060699 or access our website to find out where we are attending an event in your area.

The plan and background information on the process is available on our Service website (www.mawwfire.gov.uk), along with an electronic means of responding to the consultation.

How do I respond?

- Complete the response form and send it to us using the freepost address below.
- On-line: Go to www.mawwfire.gov.uk and follow the link to Risk Reduction Planning.
- Call 0370 6060699 and ask for the Strategic Planning and Performance department.
- E-mail: rrp@mawwfire.gov.uk
- Write to: the Chief Fire Officer, Freepost RSHB-XTJA-XKEC, Mid and West Wales Fire and Rescue Service, Lime Grove Avenue, Carmarthen SA31 1SP.
- At any of the events we will be attending in your area.

We sincerely hope that you take the time to provide us with your views and help shape the future of your Fire and Rescue Service.

The way we deal with your responses will be undertaken in compliance with the requirements of the Data Protection Act 1998.

What happens next?

At the end of the consultation period all the responses received will be considered by the Fire Authority. A consultation report will be provided to outline how the Authority has considered the information and how it has been used to shape the final plan.

The Fire Authority will consider the final plan in October 2011, before it is published by 31 October 2011. This final plan will also report performance information.

