

HMFSI Contingency Planning Arrangements for Industrial Action in the Scottish Fire and Rescue Service - Action Plan Progress

Updated	Next Update	Committee Update (SDC)
Oct-24	Feb-25	Nov-24

HMFSI Recommendation	Action Ref	Action Description	Action Owner	Due Date	Revised Due Date	Status	Progress Update Commentary	% Complete	Completion Date	RAG	Evidence
The SFRS should ensure that Business Continuity Plans are routinely updated and refreshed to ensure that it can respond to foreseeable risks. Regular training and exercising in relation to potential service interruption should be programmed into annual training programmes.	1.2	Update review process to ensure Business Continuity Plans, including Industrial Action Preparedness, are reviewed annually as part of the Governance Cycle.	Group Commander, Preparedness (Mark Cleland)	Apr-24	Aug-24	Complete	24 June 2024: Section 12 of the Industrial Action Business Continuity Plan is to be updated to include an annual review. This will also be captured in Prevention, Protection and Preparedness Policy review procedures. This action has been marked amber due to the slip in original timescales and a revised due date of August 2024 has been proposed. [Proposed revised due date from Apr-24 to Aug-24] <b>28 October 2024: An annual review date of 13 May 2025 has been included within the Industrial Action Business Continuity Plan and this has also been captured within the Prevention, Protection and Preparedness Policy review process.</b> <b>This action has been marked blue and is now complete.</b>	100%		Blue	
	1.3	Develop programme for annual 'table-top' training and exercising events with Training, Safety and Assurance, and SMARTEU.	Group Commander, Preparedness (Mark Cleland)	Dec-24		In Progress	24 June 2024: Dialogue with the Scottish Multi-Agency Resilience Training and Exercise Unit and Training, Safety and Assurance has taken place and no 'table-top' training or exercising has been arranged since the conclusion of the Industrial Action. It has been agreed that a working group will be established to rectify this. This action has been marked green as work progresses to the target date. <b>28 October 2024: A 'table-top' training exercise has been developed following liaison with the Scottish Multi-Agency Resilience Training and Exercise Unit and Training, Safety and Assurance and dates are to be confirmed before end of the year.</b> <b>This action has been marked green as work continues to progress to the agreed target due date.</b>	75%		Green	
The SFRS should fully consider all options available for the provision of emergency cover, including those that may be available via private fire service providers, in pursuance of its duties under section 9(2a) of the Act. The SFRS should maintain an ongoing awareness of resources that may be available from private providers and consider this option as part of its ongoing review of Business Continuity Plan arrangements. This is particularly relevant when no realistic, planned alternative for operational capability gaps can be put in place prior to Industrial Action.	2.1	Carry out a review of hierarchical options for emergency cover during Industrial Action, including the use of private fire service suppliers, and include reviewed hierarchy within Business Continuity Plans.	Group Commander, Preparedness (Mark Cleland)	Apr-24	Aug-24	Complete	24 June 2024: Section 8.5 'Additional Resourcing' of the Industrial Action Business Continuity Plan includes options for emergency cover. As part of the document review process, this section will be amended to provide a hierarchical approach. This action has been marked amber due to the slip in original timescales and a revised due date of Aug-24 has been proposed. [Proposed revised due date from Apr-24 to Aug-24] <b>28 October 2024: A review of hierarchical options for emergency cover during Industrial Action has been carried out and these have been updated within the Industrial Action Business Continuity Plan document, with private fire service suppliers having been considered within the options.</b> <b>This action has been marked blue and is now closed.</b>	100%		Blue	N/A
	2.2	Develop a register of UK private fire service suppliers with available resources and contact details for inclusion within Business Continuity Plans.	Group Commander, Preparedness (Mark Cleland)	Apr-24	Aug-24	Complete	24 June 2024: There are no private fire service suppliers in Scotland, but a list of UK private fire service suppliers has been identified. This will be amended as an appendix, although the possibility of securing their services will be slim as any strike is likely to impact the full of the UK. This action has been marked amber due to the slip in original timescales and a revised due date of August 2024 has been proposed. [Proposed revised due date from Apr-24 to Aug-24] <b>28 October 2024: Following the review of hierarchical options for emergency cover during Industrial Action, including consideration of private fire service suppliers, a list of identified UK private fire service suppliers has been created and a register has been added to the Industrial Action Business Continuity Plan document as an appendix.</b> <b>This action has been marked blue and is now closed.</b>	100%		Blue	

<p>The SFRS should ensure that Business Continuity Plans are routinely updated and refreshed to ensure that it can respond to foreseeable risks. Regular training and exercising in relation to potential service interruption should be programmed into annual training programmes.</p>	1.1	<p>Following the Multi Agency Industrial Action Debrief in June 23, review the Business Continuity Plan and National Event Plan.</p>	<p>Group Commander, Preparedness (Mark Cleland)</p>	Nov-23		Complete	<p><b>24 June 2024: A full review of the Industrial Action Business Continuity Plan and National Event Plan by members of the Resilience Team has taken place. Updates to the documents are required regarding nomenclature, etc. Confirmation required that this document will now move over from Operations to the Preparedness Function. A Working Group will be established within the Resilience team and former Industrial Action Planning Team to update the document based on feedback.</b></p> <p><b>This action has been marked blue and is now complete.</b></p>	100%	Feb-24	<b>Complete</b>	N/A
<p>The SFRS should continue to develop robust Business Rules for use of Community Asset Register resources during Industrial Action. These rules should be developed by the Service and promulgated to Industrial Action Operations Control staff as well as Flexi Duty Officers in advance of any Industrial Action to ensure that they are clearly understood.</p>	3	<p>Review existing Community Asset Register provision and logistics and augment where identified as necessary within Business Continuity Plans.</p>	<p>Group Commander, Preparedness (Mark Cleland)</p>	Dec-23	N/A	Complete	<p><b>24 June 2024: The review of the Community Asset Register Assets is included with the Industrial Action Business Continuity Action Plan (Section 8.11.2). These resources have been refreshed and validated as part of the Industrial Action Pre-Planning Process.</b></p>	100%	Dec-23	<b>Complete</b>	N/A
<p>The SFRS should continue to engage with local Fire Brigades Union representatives to develop a common approach to mobilising to a range of incidents during times of Industrial Action.</p>	4	<p>Liaise and engage with FBU Region 1 (Scotland) to explore and agree mobilising protocols to incidents involving community life risk during periods of Industrial Action.</p>	<p>Group Commander, Preparedness (Mark Cleland)</p>	Dec-23	N/A	Complete	<p><b>24 June 2024: An agreement is in place with the Fire Brigade Union that personnel may return to duty for the declaration of a major incident.</b></p> <p><b>This action is complete.</b></p>	100%	Dec-23	<b>Complete</b>	<p><u>Responding to Major Incidents during periods of strike action - Scotland</u></p>