HMFSI - East SDA Recommendations Executive Lead: DCO Stuart Stevens

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

HMFI Recommendation	Action Ref	Action Description	Action Owner	Due Date	Revised Due Date	Status	Progress Update Commentary	% Complete	Completio n Date	BRAG	Evidence
We recommend that the Service resolves the roofing problems at the affected fire stations as a matter of urgency.	2	Identify solutions for permanent resolutions to those stations in the East SDA that have Reinforced Autoclawed Aerated Concrete (RAAC) rooling.	ijaz Bashir	2024/25	N/A	In Progress	24 June 2024: The SFRS Capital programme was approved by the Board in March 2024 which allalows progress towards solutions for 3 of the 8 sites as follows: - Crewe Toll is currently subject to a feasibility study and structural investigations with regards remediating Reinforced Autoclaved Aerated Concrete Roof and reconfiguring station for Dignified remediating Reinforced Autoclaved Aerated Concrete roof and reconfiguring station for Dignified Facilities and Contraminant Control. Galashiels work currently in progress to remediate Reinforced Autoclaved Aerated Concrete roof and reconfigure station for Dignified Facilities and Contaminant Control. Dalkeith, a preferred new site, has been identified and design of new fire station is in progress with a wew to commence construction in next financial year. At Liberton, a project has been initiated to demolish the existing station and rebuild on current site using Newcraighall as a temporary location for the duration of the works. The remaining four sites - Livingston, Hawick, Marionville, and Tranent continue to be regularly inspected to monitor condition awarding outcomes of Strategic Sence Review Programme. This action is promession as planned with work concrine and has hear marked reman 28 october 2022. The current status is as follows: Crewe Toll — The proposed project to remediate Reinforced Autoclaved Aerated Concrete (RAAC) roof and reconfigure the station for Dignified Facilities and Contaminant Control is currently on hold awaiting outcomes of a public consultation for proposed Edinburgh Tram extension routes; Two of there crustes require to go through the existing station site. Galashiels – Work is currently in progress to remediate Reinforced Autoclaved Aerated Concrete roof and reconfigure the station for Dignified Facilities and Contaminant Control with completion to fall within the current fisher requires to go through the existing station and reconfigure the station for Dignified Facilities and Contaminant is in progress with an expected constru	40%			SFRS Capital program approved by Board in March 2024 - solutions in place for 3 of 8 sites
We recommend that the Senice conducts a review of its staffing strategy and how it relates to the current under- resourced Target Operating Model.	1	Review staffing strategy to confirm that the requirements of the interim Target Operating Model continue to be met and regularly reported.	Fiona Munro	Feb-24	N/A		24 June 2024 The People discriptorate continues to develop analysis, data and forecasting around workforce planning and resourcing which is reported to Strategic Leadership Team and other forums to outline approach, challenges and risks. We have developed a flexible and agile approach to promotion activity to ensure it is weldence led and a resourcing group is currently stood up to progress actions to maintain the Target Operating Model. This action has been marked blue and is now complete.	100%	Feb-24	Blue	
The Service should standardise its recording of standard tests taking cognisance of the electronic innovations already in use.	3.1	Carry out a review of the current provision of documentation and policy in relation to Standard Testing.	DACO Garry Mackay	May-24	N/A	Complete	24 June 2024: The Operations Function has successfully completed the Equipment Information Card project. The project aimed to develop and implement Equipment Information Cards by merging Periodic Inspection Tests and Technical Information Notes, thereby providing standardised recording templates. This action has been marked blue and is now complete.	100%	May-24	Blue	ElCMasterFamilyV4.0 (sharepoint.com)
	3.2	SFRS Operations Team will make recommendations for improvements in relation to consistency and the use of technology.	DACO Garry Mackay	May-24	N/A	Complete	24 June 2024: Operational Assurance 2 Station Audit form contains a section reviewing operational equipment ensuring it is maintained in accordance with Equipment Information Cards. The Operations Function will continue to monitor, review and embed any continuous improvements as a result of new technologies brought into the SFRS. This action has been marked blue and is now complete.	100%	May-24	Blue	https://oarrs.azurewebsites.net/Stati onAudits/Create
It is of concern that there are still issues with the reliability and functionality of the Getac tablet which may result in firefighters not having access to up-to-date risk information at time of need. Action should be taken as soon as possible to resolve the technical issues with the system.	4	ICT to re-issue Corporate Communications reminding all stations to log any issues relating to Getacs and/or Operational Intelligence with the ICT Service Desk in the first instance.	Greg Aitken	Feb-24	N/A		24 June 2024: A Copporte Communications was re-issued to all stations via the iHub requesting that any issues relating to Getacs and/or Operational Intelligence should be logged with the ICT Service Desk in the first Instance. This action has been marked blue and is now complete.	100%	Feb-24	Blue	
As we recommended in our inspection report on command and control, we continue to suggest that more could be done to promote the existence of the CAR, and to encourage the use of assets contained on the list, where appropriate.	5	SFRS Operations Function to develop a communication plan to promote the use of the Community Asset Register by operational crews and (where appropriate) partner agencies. This will include internal and external CAR presentations for staff and stakeholders developed in relation to the Climate Change Action Plan.	DACO Garry Mackey (GC Mark Cleland P.P.&P)	Mar-24	N/A		24 June 2024. Both Internal and external Community Asset Register presentations have been developed and agreement is in place with that the internal presentation will be delivered on incident Command Level 1 & Incident Command Level 2 Development courses and incident Command Level 2 refresher course as well as Command Support Unit Operator course. External presentation will be delivered by Scotlish Multi-Agency Resilience Training and Exercise Unit proto to exercises. External presentation was delivered to the Volunteer Sector Resilience Partnership meeting on 26/3/24 and an external presentation to Local Resilience Partnerships in the West has been delivered which will be to be replicated in the East and North. This action has been marked blue and is now complete.	100%	Mar-24	Blue	CAR Share Folder - OneDrive (sharepoint.com)

We have highlighted that there are problems with the resourcing of training, both locally and at the Newbridge national training centre, which has led to the cancellation of courses. We recommend that a review of training delivery in the East is undertaken with a view to improving training outcomes.	6	Training to conduct a review of training delivery in the East, with a view to improving training outcomes.	DACO Bruce Farquharson (GC Galloway)	Jun-24	N/A		24 June 2024: The Training re-structure has now concluded for the East. A comprehensive review of vacancies has been carried out to establish impact across the East Sendce Delivery Area training delivery. Any vacancies have been identified and both local and national campaigns have been established and personnel secured, with invoxidre solutions implemented to address acute gaps within the structure. Total vacancies across the Training, Safety and Assurance Directorate have been reduced from 36 down to 3 as of April 2024. With 1 x Crew Commander Vacancy currently in the East Service Delivery Area (only recently vacated by existing Crew Commander to return to Service Delivery Amach 2024). Plans are in place to recruit and fill any vacancy at present. A comprehensive review of the Training, Safety and Assurance fleet has been carried out and has identified a requirement to increase and update fleet across the Function. Engagement with Fleet management is ongoing and plans to address agabe being progressed. As part of the Strategic Asset Management Plan and in support of the Training Vision and Strategy, a review of Training recourses is being carried out to provide options to address gape Service Delivery Area. Engagement sessions with staff and a questionnaire has been distributed across the East Service Delivery Area by Asset Management, and is being evaluated to provide options. Additionally, the Training Assets Framework is being developed to thriter support the Training function in reviewing the location and condition of Training Facilities, establishing what training facilities are required for individual skill sets and provide a training facilities dashboard and booking system. This action has been marked blue and is now complete.	100%	May-24	Blue	
We have highlighted in this report and in others that there are problems in delivening USAR training, leading to the reported low levels of competency in this specialism. We would encourage the Service to review course deliveny and resolve the issues identified as a matter of urgency.	7	the appropriate training resources and materials to enable station based USAR instructors, supported by the Training USAR instructors, to deliver USAR maintenance training and CPD events locally at stations.	McGill)	Jun-24	N/A		24.June 2024. Urban Search and Rescue Technician competency lewis as of 02/05/2024 at all Urban Search and Rescue stations in the East (watches) are 100%. Regular Continued Professional Development visits from National instructors and correct recording of training wents has seen a significant improvement in performance figures from Quarter 1 2023. — Quarter 1 2024. — Quarter 1 2024. USAR Train the Trainers course scheduled for June 2024 will target East Watch areas with aim of 1 Train the Trainer per Watch by end of Quarter 2 2024 with the purchase of timber packs to allow for localised training to follow. This action has been marked blue and is now complete. This action has been marked blue and is now complete.	100%	May-24	Blue	
he Service should conclude the review and updating of its Positive Action Strategy and continue to promote the Service as an employer of choice in a bid to ensure the makeup of its workforce better reflects the communities it serves.	8	Review the Positive Action Strategy and ensure that improving inclusion and diversity within SFRS is incorporated into the SFRS Cultural Action Plan.	Fiona Munro	Feb-24	N/A	·	24 June 2024. The Cultural Action Plan has been agreed with future priority actions for 2024 to improving disersity and inclusion. This will be monitored and reported through the Culture Development Group. This action has been marked blue and is now complete.	100%	Feb-24	Blue	