

LANCASHIRE COMBINED FIRE AUTHORITY

RESOURCES COMMITTEE

Meeting to be held on 23 September 2020

ORGANISATIONAL DEVELOPMENT PLAN UPDATE

(Appendix 1 refers)

Contact for further information: Bob Warren, Director of People & Development

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Executive Summary

Attached as Appendix 1 is the updated Organisational Plan for the period until 2021

Recommendation

The Resources Committee is asked to note the report.

Information

Attached as appendix 1 is the updated organisational development plan ending 2021. This document is a dynamic and evolving plan as more issues are identified or their importance increases or decreases and approaches to address deficiencies are progressed. This report identifies current issues that need to be addressed and reflects the position before the impact of the current Covid Pandemic. Changes as a result of this experience will need to be factored into actions taken when fully known and understood and our response determined. As will the developing picture in respect of the apparent deficits in the protection of the built environment impact on our proposals for the Protection activity. Progress will be impacted by the availability of funding. However the plan demonstrates the thrust in respect of organisational development and measures being developed and progressed.

Financial Implications

None directly arising from this report.

Human Resource Implications

This forms part of the suite of documents informing and guiding the Combined Authority's Human Resources policies.

Equality and Diversity Implications

The Authority includes EDI consideration in developing its future policies.

Business Risk Implications

As a Fire Authority whose mission is to make Lancashire Safer providing appropriately skilled staff in the number required is a necessity. Whilst measures taken to efficiently provide that resource provides ongoing value.

Environmental Impact

None.

Local Government (Access to Information) Act 1985 List of Background Papers

Paper	Date	Contact
None		
Reason for inclusion in Part II, if appropriate:		