

**LANCASHIRE COMBINED FIRE AUTHORITY  
RESOURCES COMMITTEE**

Meeting to be held on 29 September 2021

**ORGANISATIONAL DEVELOPMENT PLAN 2021-2022  
(Appendix 1 refers)**

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*Table 1 Executive Summary and Recommendations*

**Executive Summary**

Attached as Appendix 1 is the updated Organisational Plan for the period 2021-2022.

**Recommendation(s)**

The Resources Committee is asked to note the report.

**Information**

Attached as appendix 1 is the organisational development plan ending 2021 -2022.

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.

Changes as a result of experience will need to be factored into actions taken when fully known and understood 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 arising from the implications of the Grenfell incident. Progress will be impacted by sourcing and 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**

*Table 2 Details of any background papers*

Paper:	
Date:	
Contact:	
Reason for inclusion in Part 2 if appropriate:	