

APPENDIX A

HMICFRS Areas for Improvement

1. The Service should evaluate its prevention work, so it understands the benefits better.
2. The Service should ensure staff understand how to identify vulnerability and safeguard vulnerable people
3. The Service should ensure it has effective arrangements for providing specialist protection advice out of hours.
4. The Service should ensure it works with local businesses and large organisations to share information and expectations on compliance with fire safety regulations.
5. The Service should improve the way it evaluates and shares learning from operational performance.
6. The Service should ensure it is well-prepared to form part of a multi-agency response to an incident. Staff should know how to apply JESIP.
7. The Service should ensure its operational staff have good access to relevant and up-to-date risk information. This should include cross-border risk information.
8. The Service should have effective means to monitor the working hours of its staff.
9. The service should make sure its values and behaviours are understood and demonstrated by all staff.
10. The service should improve workforce planning to mitigate future skills gap.
11. Address the high number of staff in temporary promotion positions
12. Identify and tackle barriers to equality of opportunity, and make its workforce more representative, the service should make sure diversity and inclusion are well understood and become important values of the service
13. Develop system to support and develop high potential individuals