



**NFCC**

Fire Central  
Programme Office

# People Programme

Fay Pisani

NFCC Central Programme Office

# People

1	There is not an inclusive and positive working culture in fire and rescue services
2	Barriers to reform and modernise working practices
3	Lack of workforce diversity
4	Leadership behaviour and communication
5	Workforce and succession planning
6	Talent management is not the norm in the fire and rescue services
7	Promotion and selection processes
8	Staff development and appraisal systems not seen as effective
9	Services not managing grievance appropriately
10	Inconsistencies of procedures to understand availability of on call staff
11	Low levels of staff awareness and/or use of staff welfare support services
12	Impact of secondary employment on staff wellbeing and safety



# Equality, diversity and inclusion

Leadership behaviour and communication

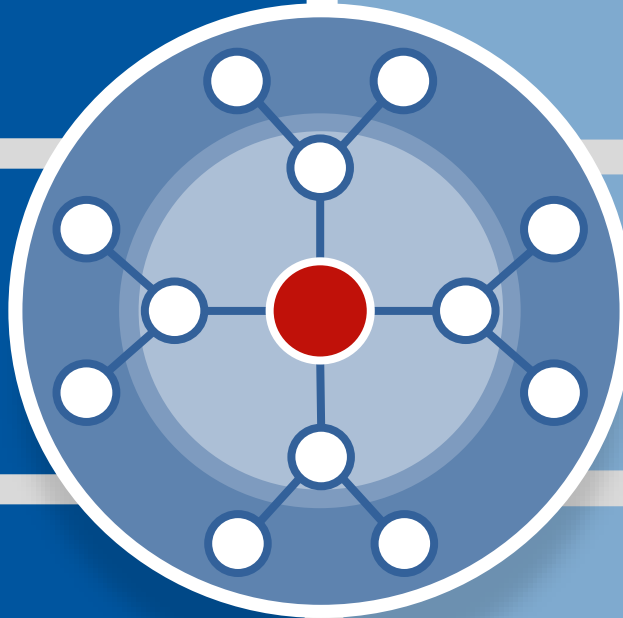
Leadership framework

There is not an inclusive and positive working culture

Inclusion strategy

Lack of workforce diversity

Recruitment toolkit



# Workforce management and career planning

Workforce and succession planning

Talent and succession working group

Talent management is not the norm

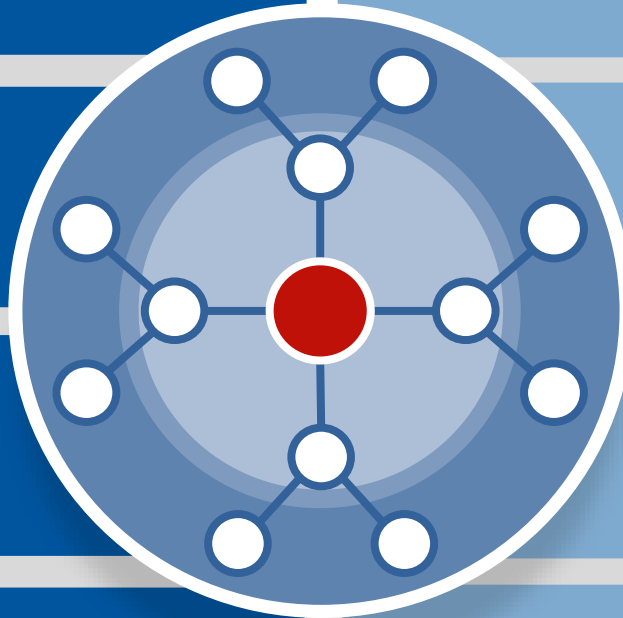
Coaching and mentoring scheme

Promotion and selection processes

Recruitment toolkit

Staff development and appraisal systems not seen as effective

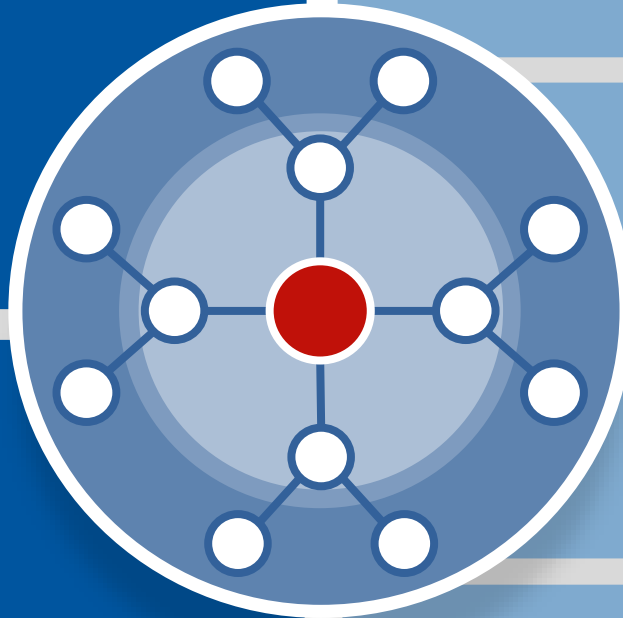
360-degree feedback tool



# Health & wellbeing

Low levels of staff awareness and/or use of staff welfare support services

Impact of secondary employment on staff wellbeing and safety



Oscar kilo self-assessment framework

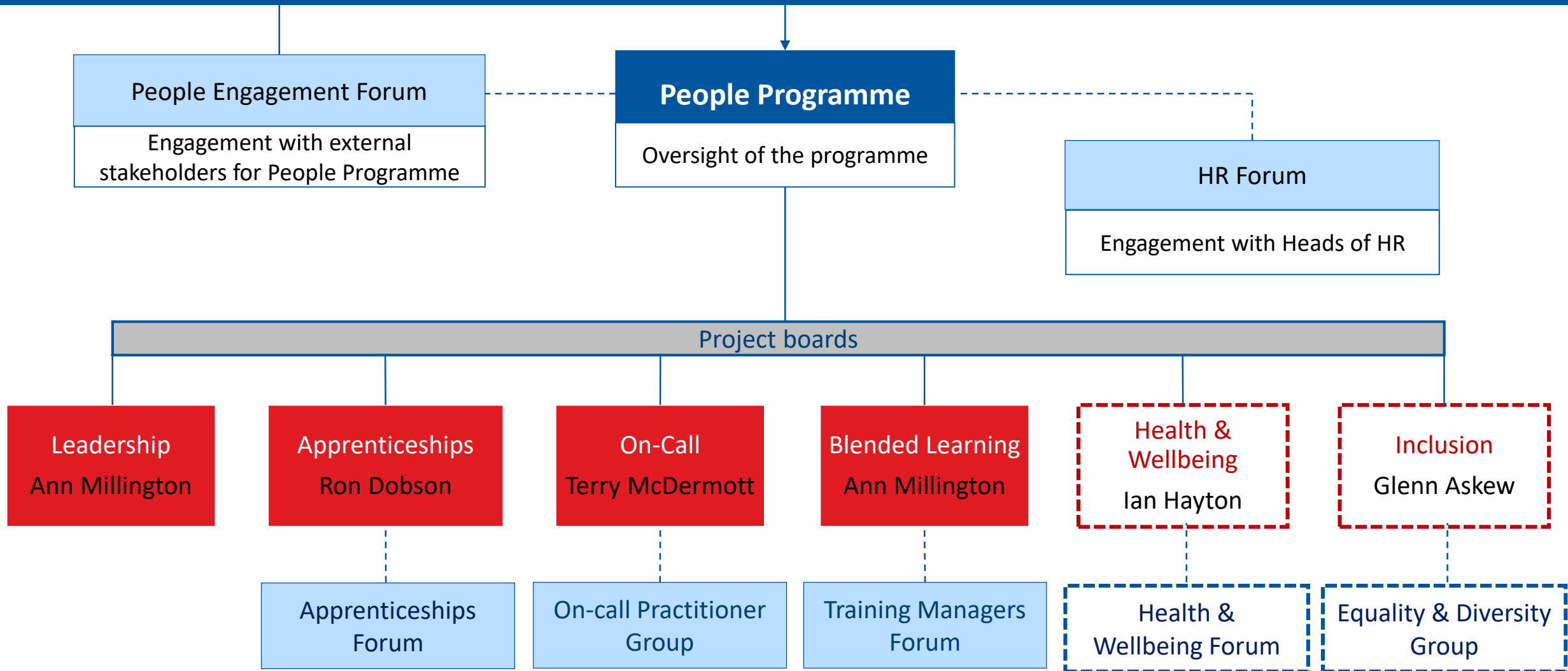
Coordinating good evidence based practice

Developing thinking on national wellbeing leadership

Evaluation methodologies of what works



# Governance & Engagement – Programme level





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Thank you and questions

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