



SCOTTISH
FIRE AND RESCUE SERVICE

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Report To:	STAFF GOVERNANCE COMMITTEE
Report No:	C/SGC/06-15
Date:	TUESDAY 23 JUNE 2015
Report By:	PETER HEATH, HEAD OF HR AND ORGANISATIONAL DEVELOPMENT

Subject:	SFRS VALUES FRAMEWORK
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1 PURPOSE

- 1.1 To provide an update to the Staff Governance Committee in terms of progress with the development of the new SFRS Values Framework.

2 RECOMMENDATIONS

- 2.1 The Staff Governance Committee is invited to note contents of this report and offer feedback or comments in respect to the draft values presented therein.

3 BACKGROUND

- 3.1 The People and Organisational Development Directorate were tasked with developing a new SFRS values framework.
- 3.2 The 2015 Cultural Audit provided an opportunity to engage with employees in regard to which values employees felt were unique and specific to working within SFRS. This information was used to help draft a new organisational Values Framework for SFRS.
- 3.3 The opportunity to integrate SFRS values within the new SFRS Strategic Plan 2016/2019 was identified by Chief Officer Alasdair Hay, ACO Robert Scott, Director of POD Diane Vincent, and SFRS Board Vice-Chair Kirsty Darwent, who identified that good progress has been made in respect to the development of a draft SFRS Values Framework.

3.4 The draft SFRS values have been incorporated into the Strategic Plan staff engagement workshops which are currently underway. These sessions will provide staff with further opportunity to offer comments which will shape the final version of the SFRS values to be incorporated into the 2016-19 Strategic Plan.

4 SFRS VALUES FRAMEWORK

4.1 The undernoted values have been drafted with consideration given to findings from the 2015 Cultural Uudit which employees, SLT and Board members participated in, as well as comments and suggestions received from employees through the cultural audit focus groups which were facilitated across all employee groups.

4.2 Wider consideration has also been given to SFRS's on-going strategic aims and objectives. It is proposed that a new Values Framework for SFRS will be developed based upon the following draft values:

- *We value SAFETY* - We recognise when stress or pressure are a risk and we take action to maintain safe working environments, we safeguard human life and we are committed to enhancing community safety.
- *We value TEAMWORK* - working collaboratively with colleagues across SFRS and alongside our communities, partners & stakeholders.
- *We value RESPECT* - for each other, our communities, partners and stakeholders.
- *We value INNOVATION* - We will innovate, actively explore new approaches & challenge convention. We are open to new ideas, ways of thinking and doing things.

4.3 Development of these values is still on-going. Further consideration is being given to each of the Values outlined above. Your comments are therefore invited to help shape and refine these.

4.4 As part of the Strategic Plan 2016-19 development process, the new values for SFRS which will sit within the Strategic Plan, will be consulted on as follows:

Sep: SFRS Board agree draft Strategic Plan for consultation

Oct-Dec: Formal consultation period

Feb: Submission of Strategic Plan for ministerial approval

Mar: Strategic Plan laid before Parliament.

5 EMPLOYEE IMPLICATIONS

5.1 The launch of a new SFRS Values Framework will help position SFRS as a 'Values' based organisation. It is anticipated that an organisational Values Framework for

NOT PROTECTIVELY MARKED

SFRS will enhance employee work conditions and experiences and will support delivery of key outcomes for SFRS. A range of implications for employees include enhanced employee engagement, improved performance, improved employee relations, a reduction in complaints and grievances.

6 FINANCIAL IMPLICATIONS

- 6.1 It is anticipated that costs would be contained within existing budgets. Business cases and financial impact assessments will be submitted to SLT for any additional expenditure identified.

7 EQUALITY IMPLICATIONS

- 7.1 Changes to policies, procedures and working practices will be subject to equality impact assessment.

8 OTHER IMPLICATIONS

- 8.1 No other implications at that this time.

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