

Retained Duty System Performance Monitoring October to December 2011

Report of the Chief Fire Officer

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1 Purpose of Report

This report provides information regarding the ongoing performance and management of the Retained Duty System (RDS) in Shropshire.

2 Recommendations

The Committee is asked to note the contents of the report.

3 Background

At its meeting on 25 April 2007 the Fire Authority resolved to:

'Task the Audit and Performance Management Committee with the continued monitoring of retained performance, particularly with regard to appliance availability, recruitment, retention and community fire safety work.'

4 Appliance Availability

Table A and Table B details retained appliance availability.

The average appliance availability during the last quarter was 97.82% with a minimum crew of 4, and 98.81% with a minimum crew of 3; these were slightly up on the previous quarter.

The average appliance availability over the year 2010/11 for a minimum crew of 4 was 98.44%, which was down on the previous year figures of 99.81%.

Table A
2010/11 RDS Appliance Availability

Year 2010/11	Average % Availability (Crew of 3)	Average % Availability (Crew of 4) Target 99.5%
Quarter 1 April - June	99.38	98.61
Quarter 2 July - September	99.15	98.03
Quarter 3 October - December	99.49	98.95
Quarter 4 January - March	99.42	98.38

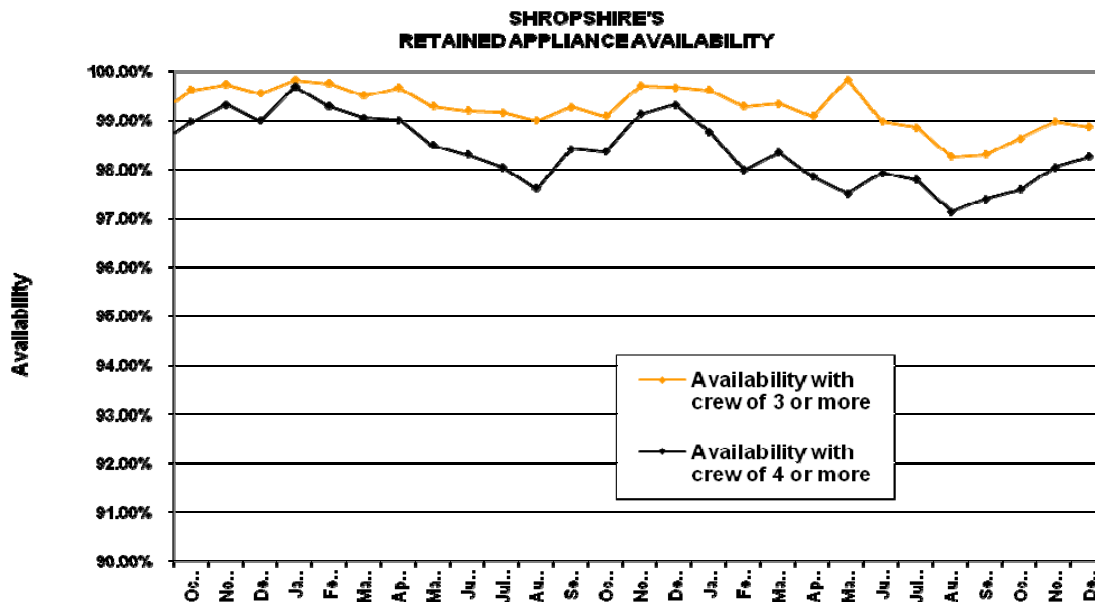
2011/12 RDS Appliance Availability

Year 2011/12	Average % Availability (Crew of 3)	Average % Availability (Crew of 4) Target 99.5%
Quarter 1 April - June	99.03	97.77
Quarter 2 July – September*	98.57	97.56
Quarter 3 October - December	98.83	97.97
Quarter 4 January - March		

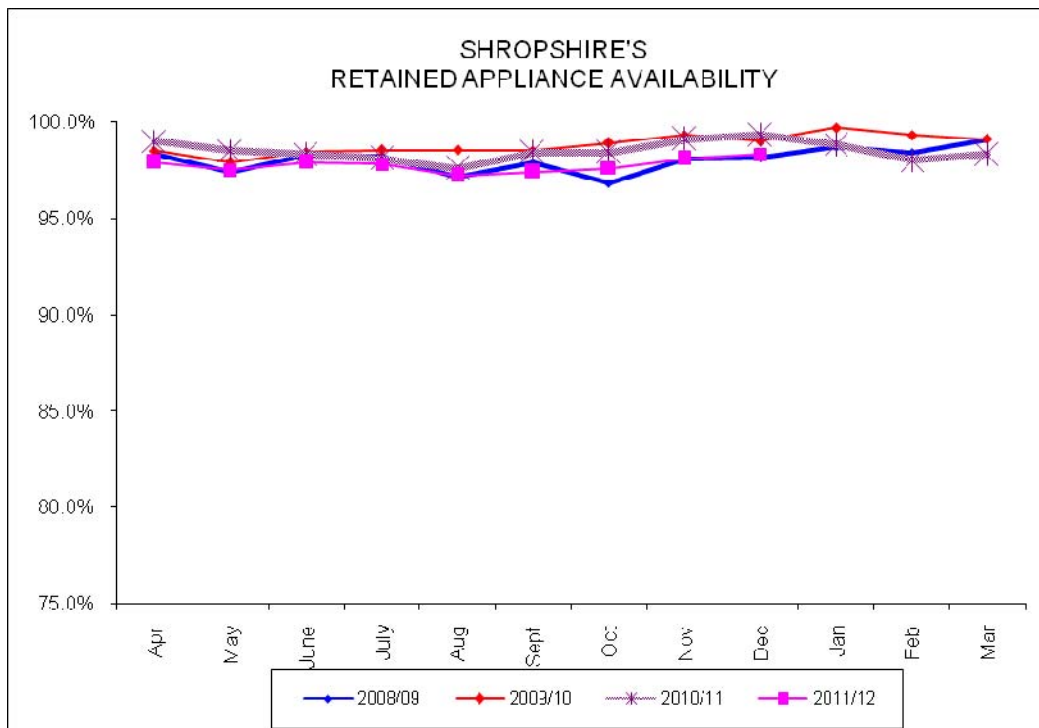
Table B
RDS Availability Comparison from 2007/8 – 2011/12

	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Annual
crew of 4 or more 2011/12	97.87%	97.52%	97.94%	97.80%	97.47%	97.56%	97.60%	98.05%	98.26%				
crew of 3 or more 2011/12	99.09%	99.83%	98.99%	98.86%	98.56%	98.30%	98.64%	98.99%	98.88%				
crew of 4 or more 2010/11	99.02%	98.50%	98.30%	98.05%	97.62%	98.43%	98.37%	99.14%	99.33%	98.78%	98.00%	98.35%	98.49%
crew of 3 or more 2010/11	99.66%	99.29%	99.20%	99.17%	99.01%	99.28%	99.09%	99.71%	99.68%	99.62%	99.29%	99.35%	99.36%
crew of 4 or more 2009/10	98.49%	97.90%	98.44%	98.52%	98.52%	98.52%	98.99%	99.32%	99.01%	99.69	99.29	99.06	98.81%
crew of 3 or more 2009/10	99.39%	98.95%	99.42%	99.39%	99.25%	99.14%	99.62%	99.73%	99.56%	99.82	99.75	99.51	99.46%
crew of 4 or more 2008/09	98.32%	97.39%	98.29%	98.20%	97.14%	97.87%	96.79%	98.08%	98.12%	98.70%	98.41%	99.08%	98.03%
crew of 3 or more 2008/09	99.10%	98.68%	99.10%	99.07%	98.59%	99.22%	98.33%	99.22%	99.18%	99.17%	99.49%	99.51%	99.05%
crew of 4 or more 2007/08	97.07%	97.29%	97.44%	97.29%	96.08%	97.07%	97.86%	98.12%	98.20%	98.81%	98.71%	98.79%	97.73%
crew of 3 or more 2007/08	98.10%	98.79%	98.84%	98.68%	97.87%	98.43%	98.79%	98.97%	98.95%	99.20%	99.19%	99.18%	98.75%

Graph A Retained Appliance Availability



Graph B Retained Appliance Availability (April 2008 – December 2011)



Graph B shows retained appliance availability year on year.

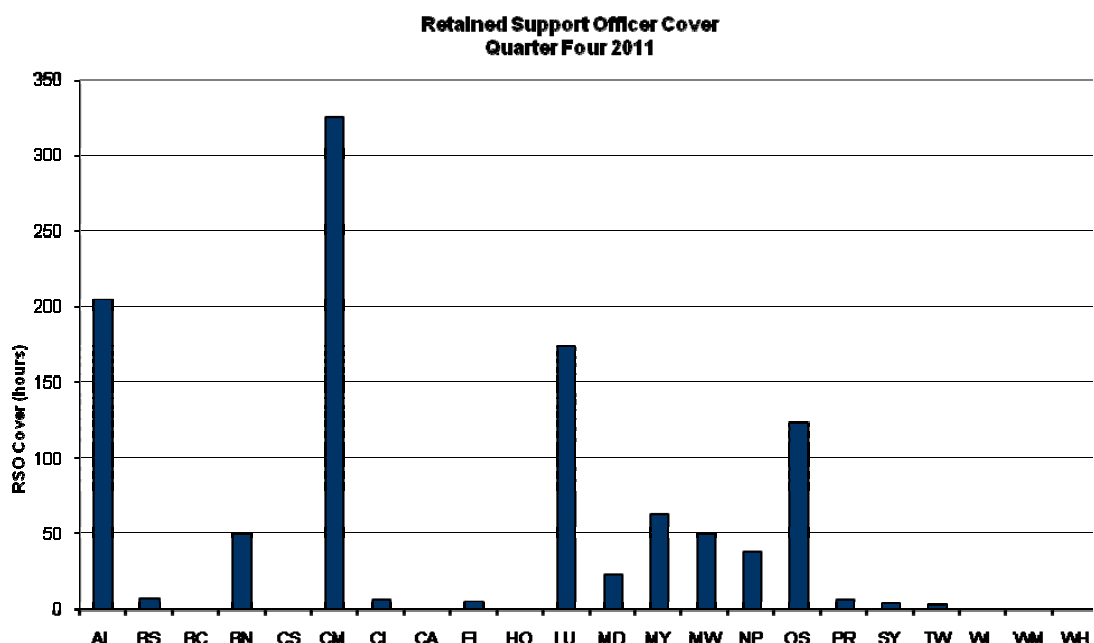
TABLE C(i) – Retained Support Officer Fire Cover to RDS Stations during 2010/11

STATIONS	APR	MAY	JUN	Q1	JUL	AUG	SEP	Q2	OCT	NOV	DEC	Q3	JAN	FEB	MAR	Q4	TOTAL
ALBRIGHTON	3.5	28.25	9.5	41.25	18.75	10.75	15	44.5	8.25	24	2.25	34.5	0	22.75	36	58.75	179
BASCHURCH	0	0	0	0	0	0	0	0	0	0	0	0	0	6.5	0	6.5	6.5
BISHOPS CASTLE	0	0	0	0	0	0	0	0	18.75	6	12	36.75	0	0	8	8	44.75
BRIDGNORTH	2.5	23.5	20	46	8.5	25.25	1.5	35.25	2	15	10.5	27.5	23.5	70.75	85	179.25	288
CHURCH STRETTON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLEOBURY MORTIMER	0	4	16.5	20.5	20.5	13.5	26	60	1	21.75	4	26.75	62.5	84.5	55.25	202.25	309.5
CLUN	0	0	0	0	0	0	0	0	6.5	6	3	15.5	0	0	0	0	15.5
CRAVEN ARMS	0.5	40	9.5	50	0	5	4	9	37.75	0	0	37.75	4.5	4	9.75	18.25	115
ELLESMERE	0	0	2.25	2.25	0	0	0	0	0	0	0	0	0	0	0	0	2.25
HODNET	0	0	0	0	3	0	0	3	0	0	0	0	0	0	0.75	0.75	3.75
LUDLOW	0	2.5	3	5.5	0	48.75	9.5	58.25	0.5	1	7	8.5	2	0	0	2	74.25
MARKET DRAYTON	0	0	0	0	0	0	5	5	3.75	5	15	23.75	0	5	0	5	33.75
MINSTERLEY	4	6	24	34	15.75	9.5	0	25.25	10.5	0	2.5	13	0	0	0	0	72.25
MUCH WENLOCK	132.3	73.25	38.5	244.05	50.25	87	12	149.25	145.75	89.75	97.25	332.75	144.5	156	99.75	400.25	1126.3
NEWPORT	5.25	3.75	10	19	0.25	0	0	0.25	0	0	0	0	0	1.75	0	1.75	21
OSWESTRY	5.5	17	50.25	72.75	83.75	115	56.5	255.25	20.75	35	48	103.75	37.25	28.5	50.75	116.5	548.25
PREES	1	5.25	4.25	10.5	5.75	14.75	19.25	39.75	10.75	0	12	22.75	8.5	0	8.25	16.75	89.75
SHREWSBURY	0	0	0	0	1.5	0	4	5.5	0	0	0	0	0	0	3	3	8.5
TWEEDALE	5	2.5	0	7.5	0	2.75	0	2.75	4	6.5	0	10.5	0	17.75	1.5	19.25	40
WELLINGTON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WEM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WHITCHURCH	0.25	0	6.75	7	0	0	0	0	0	0	0	0	0	0	0	0	7
TOTAL HOURS/MONTH	159.8	206	194.5	560.3	208	332.25	152.75	693	270.25	210	213.5	693.75	282.75	397.5	358	1038.25	2985.3

TABLE C(ii) – Retained Support Officer Fire Cover to RDS Stations during 2011/12

STATIONS	APR	MAY	JUN	Q1	JUL	AUG	SEP	Q2	OCT	NOV	DEC	Q3	JAN	FEB	MAR	Q4	TOTAL
ALBRIGHTON	31.75	26.25	27.75	85.75	60	22.5	119	201.5	67.75	91.25	45.25	204.25					431.5
BASCHURCH	0	0	0	0	0	0	0	0	0	0	7.25	7.25					7.25
BISHOPS CASTLE	0	0	0	0	0	0	0	0	0	0	0	0					0
BRIDGNORTH	64.75	1	55.25	121	5	40.5	8.5	54	38	12	0	50					225
CHURCH STRETTON	0	0	0	0	0	0	0	0	0	0	0	0					0
CLEOBURY MORTIMER	65.5	62	69	196.5	0	17.5	84.25	101.75	144.25	139.5	41.25	325					623.25
CLUN	0	0	0	0	1	0	0	1	6.5	0	0	6.5					7.5
CRAVEN ARMS	1	2.25	4.5	7.75	13	0	6	19	0	0	0	0					26.75
ELLESMERE	0	0	0	0	0	0	0	0	0	0	5	5					5
HODNET	0	0	0	0	0	0	0	0	0	0	0	0					0
LUDLOW	3.5	2	0	5.5	25.75	25.75	64.75	116.25	27	34.5	112.25	173.75					295.5
MARKET DRAYTON	10.5	14	6	30.5	6	1.5	9	16.5	0	11	12	23					70
MINSTERLEY	0	0	0	0	0	38	4	42	33.75	21.5	7.5	62.75					104.75
MUCH WENLOCK	64	207.5	161.75	433.25	211.75	85	5.5	302.25	13.75	20.5	16.25	50.5					786
NEWPORT	0	0	1.5	1.5	7.5	0	4.25	11.75	30.25	8	0	38.25					51.5
OSWESTRY	38	21.5	37.25	96.75	59.75	71.5	40	171.25	36.5	58.25	28	122.75					390.75
PREES	0	0	5	5	0	0	9.5	9.5	0	7	0	7					21.5
SHREWSBURY	7.5	9	6.75	23.25	0	0	2.5	2.5	4	0	0	4					29.75
TWEEDALE	2.5	0.5	9.5	12.5	2	9.75	2	13.75	3	0	0	3					29.25
WELLINGTON	0	0	0	0	0	0	0	0	0	0	0	0					0
WEM	0	0	0	0	0	0	0	0	0	0	0	0					0
WHITCHURCH	0	0	0	0	0	0	0	0	0	0	0	0					0
TOTAL HOURS/MONTH	289	346	384.25	1019.25	391.75	312	359.25	1063	404.75	403.5	274.75	1083					3165.25

Graph C Retained Support Officer Cover (July – September 2011)



Graph C highlights the retained stations that have required RSO day cover during the last quarter (July – September 2011).

5 Recruitment

There were six new trainees on the November recruit course. Table D below shows station establishment figures as at 31 December 2011. Officers continue to target Much Wenlock, Cleobury Mortimer, Bridgnorth, Albrighton, Ludlow, Minsterley and Shrewsbury RDS to improve availability. Success in these areas includes:

Cleobury Mortimer

Currently 11 personnel are making up 10.25 units of the available 15. One day-cover firefighter is on long term sick and is due back in February 2012. A recruitment campaign is currently underway, targeting local businesses. One application has been received in February 2012.

Bridgnorth

Three recruits from November 2011 are due to start on the run at the end of February 2012.

Much Wenlock

One new application has been received in February 2012.

Albrighton

Two Junior Officers and one firefighter are currently on modified duties.

Ludlow

Currently 14 personnel are making up 12.5 units of the available 18. One crew member has been lost to Much Wenlock and one to Craven Arms. There are Incident Command issues due to Junior Officers being Wholetime / Retained and three personnel have been forwarded in December for Level 1 Incident Command training. One attended the first course with the aim of being competent in March 2012. Two personnel have been nominated for driving to replace lost drivers.

A recruitment campaign yielded 13 applications, seven were interviewed and six failed either tests or medicals. One is due to attend a medical in February 2012 and one additional application was received in February 2012.

Table D Current Station Establishment (30th September 2011)

Station	Station Establishment (Units) Guide*	Current Establishment (Units)	Current Establishment (People)	Establishment Deficit (Units) +/-
Albrighton	13	12.75	14	-0.25
Baschurch	13	15	17	2
Bishops Castle	13	14.75	15	1.75
Bridgnorth	17	15.5	17	-1.5
Church Stretton	13	13.75	14	0.75
Cleobury Mortimer	13	10.5	11	-2.5
Clun	13	11.75	13	-1.25
Craven Arms	15	14.75	16	-0.25
Ellesmere	13	11.75	14	-1.25
Hodnet	13	10.5	12	-2.5
Ludlow	17	13.5	16	-3.5
Market Drayton	17	16	17	-1
Minsterley	13	10	12	-3
Much Wenlock	13	7.75	9	-5.25
Newport	17	14.25	18	-2.25
Oswestry	18	17.25	19	-0.75
Prees	15	12.75	15	-2.25
Shrewsbury	17	12.5	15	-4.5
Tweeddale	17	17.25	21	0.25
Wellington	13	12.5	16	-0.5
Wem	13	14	15	1
Whitchurch	17	17.75	20	0.75
Totals	323	297	336	-26

There is ongoing improvement in recruitment and establishment levels as a result of our continuous focus on recruitment strategies and initiatives.

**Table E Number of Trainees on Training Courses between
2005 – September 2011**

Course Date	Number of Trainees
March 2005	8
June 2005	6
August 2005	5
January 2006	4
May 2006	6
September 2006	6
January 2007	9
May 2007	10
September 2007	10
November 2007	10
January 2008	5
April 2008	7
September 2008	7
December 2008	10
April 2009	8
August 2009	5
November 2009	10
February 2010	7
May 2010	7
August 2010	6
November 2010	7
March 2011	9
July 2011	7
November 2011	6

6 Retention

Table F below provides a summary of reasons why retained staff left the Service since April 2005 until September 2011.

Table F Retained Leavers and Summary of Reasons

	2005/6		2006/7		2007/8		2008/9		2009/10		2010/11		2011/12	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Dismissal on disciplinary grounds	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Medical discharge/long-term illness/injury	1	0	1	0	0	0	0	0	1	0	0	0	1	0
Resignation to take other employment	2	0	4	1	0	0	1	0	0	0	0	0	0	0
Personal/work commitments	2	0	4	0	6	1	19	0	10	0	11	0	12	1
Moving away from area	2	0	3	0	2	0	1	0	6	0	6	0	0	0
Retirement	3	0	2	0	2	0	2	0	1	0	3	0	2	0
Other reasons not disclosed	8	0	0	0	0	0	3	0	0	0	3	0	0	0
Sub Total	19	0	14	1	10	1	26	0	19	0	23	0	0	0
Final Total	19		15		11		19		23		26		16	

7 Financial Implications

There are no direct financial implications arising from this report.

8 Legal Comment

There are no direct legal implications arising from this report.

9 Equality Impact Assessment

Officers have considered the Service's Brigade Order on Equality Impact Assessments (Personnel 5 Part 2) and have decided that there are no discriminatory practices or differential impacts upon specific groups arising from this report. An Initial Equality Impact Assessment has not, therefore, been completed.

10 Appendix

There are no appendices attached to this report.

11 Background Papers

There are no background papers associated with this report.