

Retained Duty System Performance Monitoring October to December 2009

Report of the Chief Fire Officer

For further information about this report please contact Paul Raymond, Chief Fire Officer, on 01743 260203 or Dave Dickens, Group Manager South, on 01743 260281.

1 Purpose of Report

This report provides information regarding the ongoing performance 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.

This report provides the necessary retained performance information to enable the Committee to carry out that monitoring function.

4 Appliance Availability

Table A, Table B and Graph A demonstrate the continued positive improvement with retained appliance availability. The average appliance availability during the last quarter was 99.11% with a minimum crew of 4, and 99.64% with a minimum crew of 3.

The Appendix to this report depicts the Retained Appliance Availability for each station from June 2008 up until the end of December 2009.

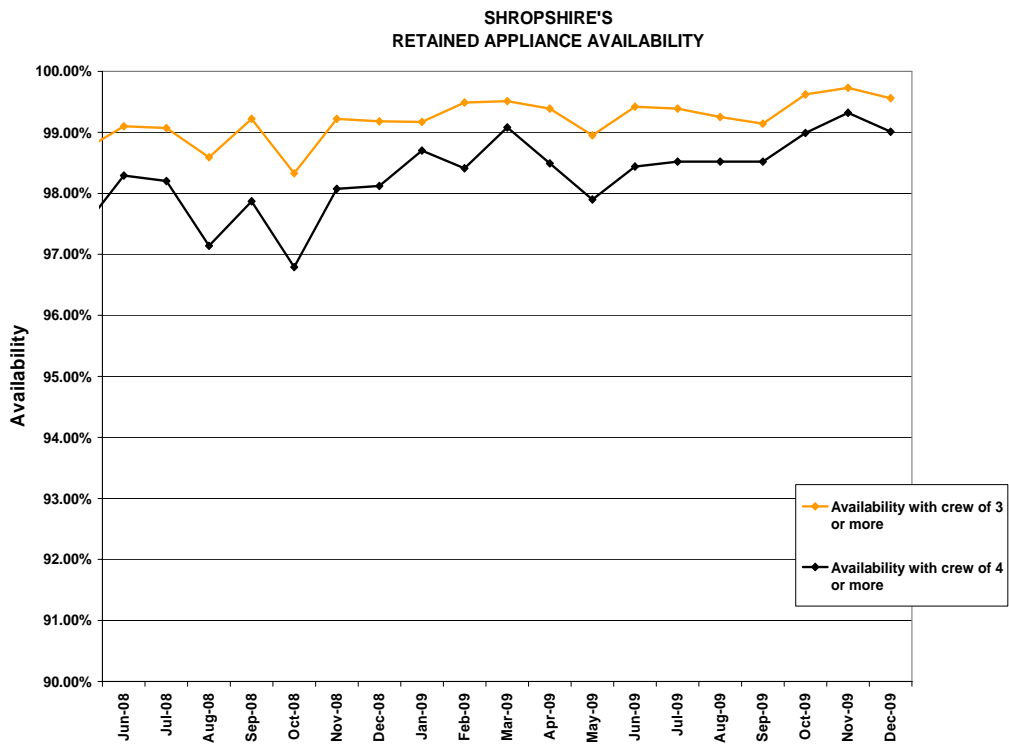
Table A 2009/10 RDS Appliance Availability

Year 2009/10	Average % Availability (Crew of 3)	Average % Availability (Crew of 4) Target 99.5%
Quarter 1 April - June	99.25	98.28
Quarter 2 July - September	99.26	98.52
Quarter 3 October - December	99.64	99.11
Quarter 4 January - March	-	-

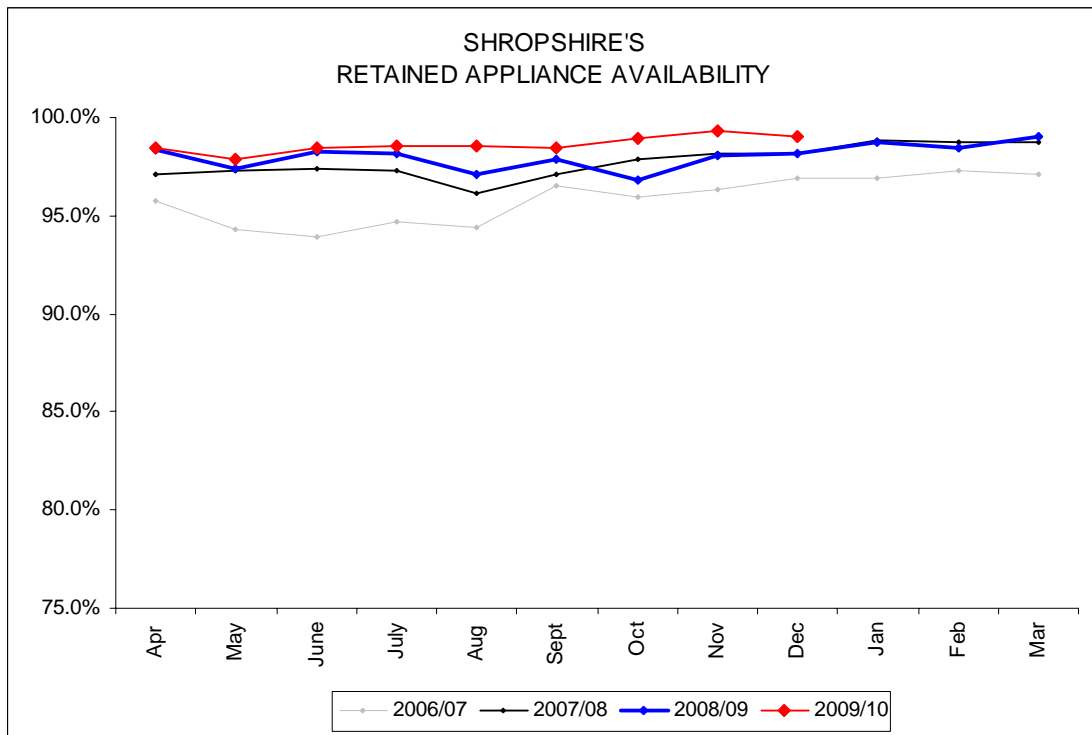
Table B RDS Availability Comparison from 2007 – 2009

	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Yearly
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%				98.63%
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%				99.38%
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 2005 – September 2009



Graph B shows that there has been continual improvement in retained appliance availability year on year.

Graph C Retained Support Officer Cover (September - December 2009)

Retained Support Officer Cover
Quarter Four 2009

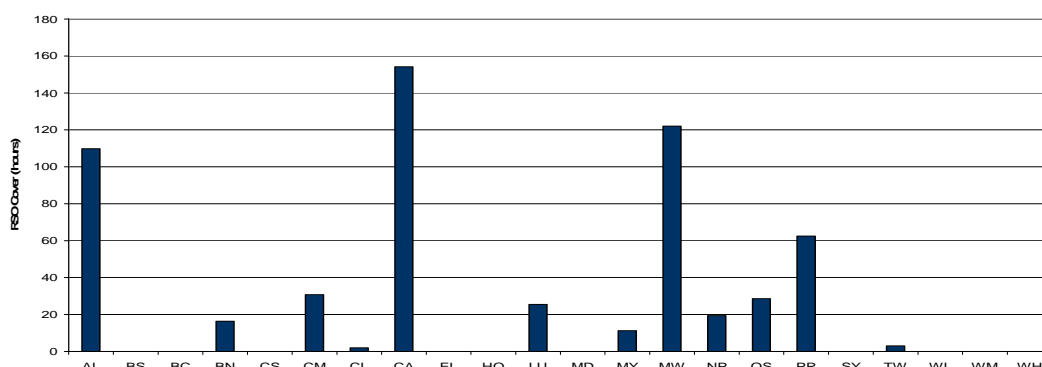


Table C Retained Support Officer Cover (April - December 2009)

STATIONS	APR	MAY	JUN	Q1	JUL	AUG	SEP	Q2	OCT	NOV	DEC	Q3
ALBRIGHTON	40.5	79	94.5	214	46.25	16.5	49.3	112.05	45.1	61.4	3.3	109.8
BASCHURCH	2.5	0	0	2.5	0	0	45.3	45.3	0	0	0	0
BISHOPS CASTLE	0	0	0	0	0	0	0	0	0	0	0	0
BRIDGNORTH	1	0	0	1	12.3	0.45	0.3	13.05	4	12.3	0	16.3
CHURCH STRETTON	0	0	0	0	0	0	0	0	0	0	0	0
CLEOBURY MORTIMER	22	43	5.5	70.5	13.55	31.5	15	60.05	29.4	0	1.3	30.7
CLUN	0	0	0	0	8	0	0	8	0	0	2	2
CRAVEN ARMS	16.5	52	10.25	78.75	26.2	55	89	170.2	75.2	45.5	33.45	154.15
ELLESMERE	0	0	0	0	0	0	0	0	0	0	0	0
HODNET	22	4	0	26	0	1.3	0	1.3	0	0	0	0
LUDLOW	5	0	12.5	17.5	32.15	7	11.3	50.45	0	0	25.4	25.4
MARKET DRAYTON	1	0	22.5	23.5	1.3	2.15	1.3	4.75	0	0	0	0
MINSTERLEY	4.5	15	28.5	48	0	0	17.4	17.4	0	0	11.3	11.3
MUCH WENLOCK	50	50	40.5	140.5	54.25	65.25	76.25	195.75	30.4	30.3	61.3	122
NEWPORT	0	0	4.5	4.5	0.3	2.45	5.3	8.05	4.3	8.55	6.55	19.4
OSWESTRY	63	31	34.5	128.5	27.3	23.15	0	50.45	7.4	5.15	16.08	28.63
PREES	36	17	26	79	23.25	40.45	68	131.7	37.5	9.45	15.5	62.45
SHREWSBURY	0	2	0	2	0	1	16.45	17.45	0	0	0	0
TWEEDALE	0	0	14.5	14.5	0	0	5.4	5.4	0	3	0	3
WELLINGTON	0	0	2.5	2.5	2.3	6	4.1	12.4	0	0	0	0
WEM	0	0	0	0	0	0	0	0	0	0	0	0
WHITCHURCH	0	0	1	1	1.3	0	0	1.3	0	0	0	0
TOTAL HOURS	264	293	297.5	854.25	248.5	254	406.3	905.05	234.5	173.25	178.18	585.13

Graph C and Table C highlight the retained stations that have required RSO day cover during the last quarter (October to December) and for this year.

5 Recruitment

There are two levels of retained cover provided as follows:

1. Full cover = 120 hours or more
2. Three-quarter cover = 85 -119 hours

Retained recruitment levels continue to increase across the County. There were a further ten trainees on the November training course. Table D below shows the optimum station establishment and the current station establishment levels at 31 December 2009.

Table D Station Current Establishment

Station	Station Establishment (Units)	Current Establishment (Units)	Current Establishment (People)	Establishment Deficit (Units) +/-
Albrighton	14	13.25	15	-0.75
Baschurch	14	13	14	-1.00
Bishops Castle	14	11.75	12	-2.25
Bridgnorth	18	15.5	17	-2.50
Church Stretton	15	13.75	14	-1.25
Cleobury Mortimer	14	12	13	-2.00
Clun	14	11.5	13	-2.50
Craven Arms	15	11.5	11	-3.50
Ellesmere	14	12	14	-2.00
Hodnet	14	10.75	12	-3.25
Ludlow	18	16.75	20	-1.25
Market Drayton	18	18	19	0.00
Minsterley	14	8.75	10	-5.25
Much Wenlock	14	8.25	10	-5.75
Newport	18	16.25	20	-1.75
Oswestry	18	17	18	-1.00
Prees	15	12.25	14	-2.75
Shrewsbury	18	16.25	19	-1.75
Tweedale	18	15.75	19	-2.25
Wellington	14	12.25	16	-1.75
Wem	14	13	14	-1.00
Whitchurch	18	17.5	19	-0.50
Totals	343	297	333	-46.00

Graph D below indicates continuous improvements in recruitment and establishment levels following the implementation of various recruitment strategies arising from the Best Value Review of the Retained Duty System in Shropshire and with the introduction of the Retained Support Officer posts in August 2006.

Graph D Station Current Establishment

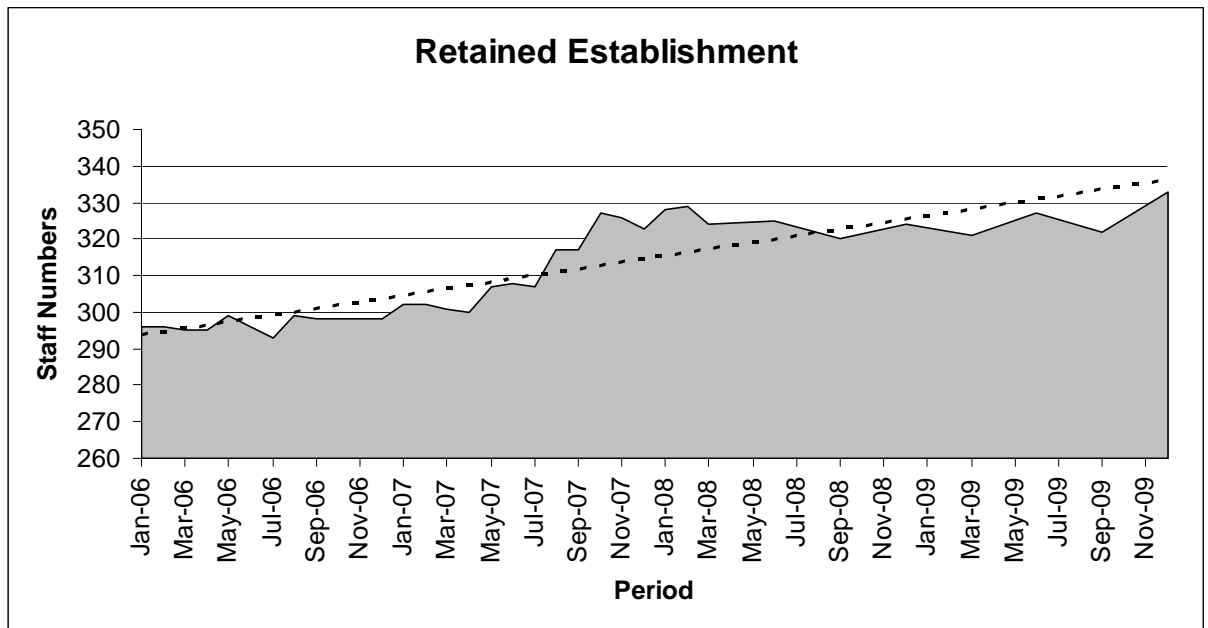


Table E Number of Trainees on Training Courses between 2005 - 2009

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

7 Retention

Table F below provides a summary of reasons why retained staff left the Service during 2005/06, 2006/07, 2007/08, 2008/09 and 2009/10.

Table F Retained Leavers and Summary of Reasons

	2005/6		2006/7		2007/8		2008/9		2009/10*	
	M	F	M	F	M	F	M	F	M	F
Dismissal on disciplinary grounds	1	0	0	0	0	0	1	0	0	0
Medical discharge/long-term illness/injury	1	0	1	0	0	0	1	0	0	0
Resignation to take other employment	2	0	4	1	0	0	0	0	0	0
Personal/work commitments	2	0	4	0	6	1	10	0	7	0
Moving away from area	2	0	3	0	2	0	6	0	6	0
Retirement	3	0	2	0	2	0	1	0	1	0
Other reasons not disclosed	8	0	0	0	0	0	0	0	3	0
Sub Total	19	0	14	1	10	1	19	0	17	0
Final Total	19		15		11		19		17	

*2009/10 – Quarter 3 (April – December 2009)

6 Community Fire Safety (CFS)

Table G below shows the number of RDS Home Visits and Smoke Detectors fitted from 2005/6 up until end of December 2009.

Year	Home Safety Visits	Detectors Fitted
2005/06	13,000	4,233
2006/07	28,389	12,025
2007/08	14,887	6,271
2008/09	15537	7625
2009/10*	7046	4036

*2009/10 – Quarters 1, 2 & 3 (April – December 2009)

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

Retained Appliance Availability/Crewing June 2008 to December 2009

11 Background Papers

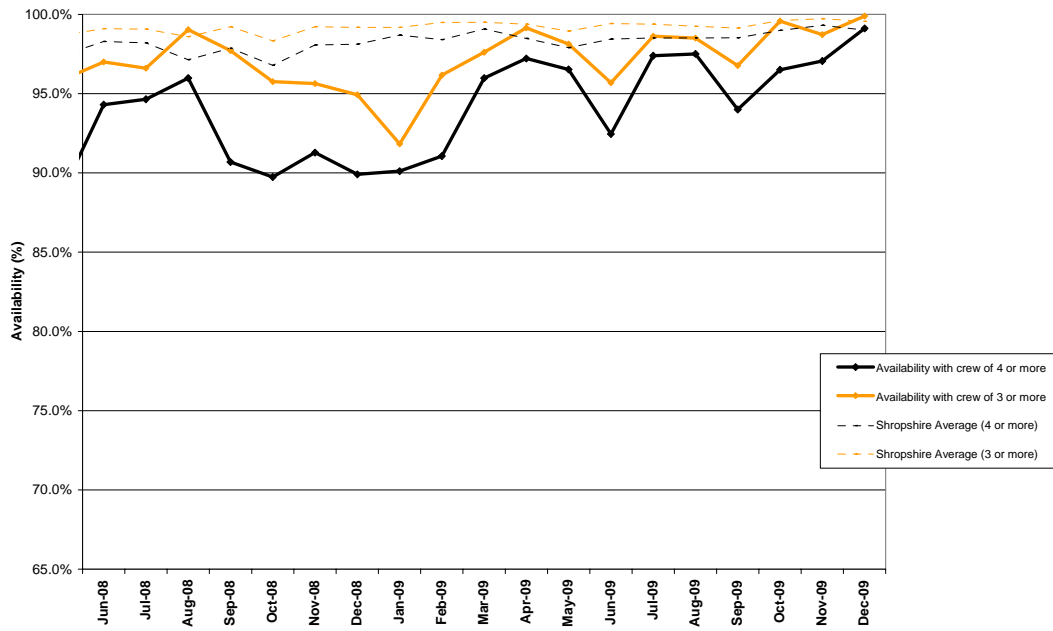
There are no background papers associated with this report.

Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

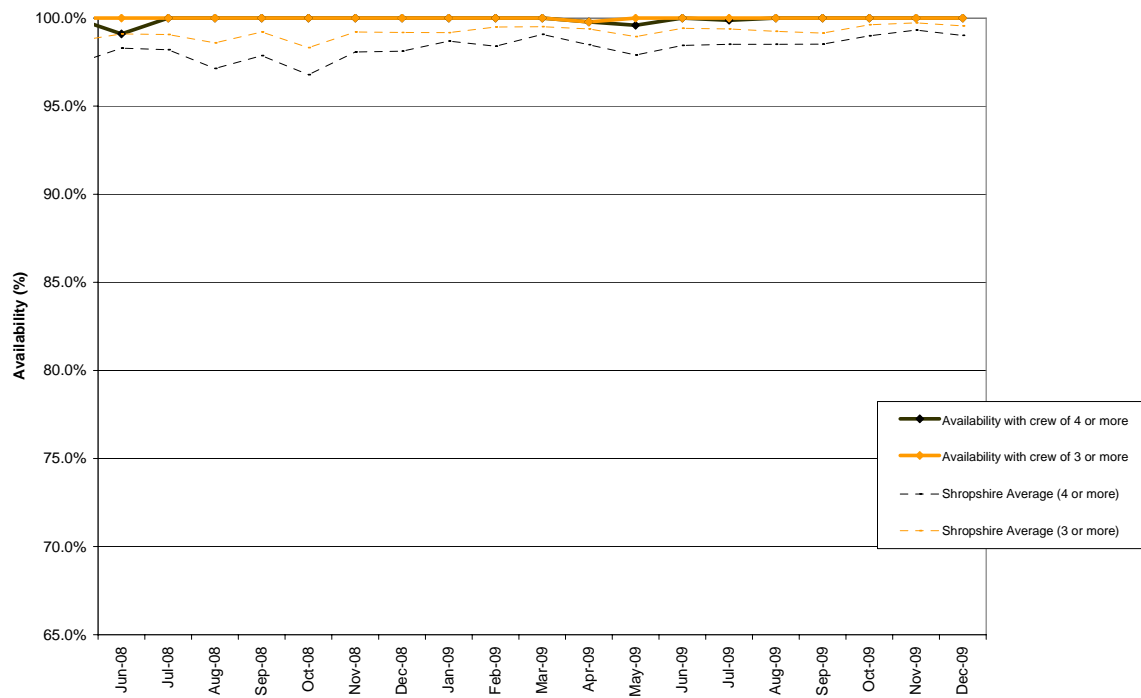
Balanced Score Card		Integrated Risk Management Planning	
Business Continuity Planning		Legal	
Capacity		Member Involvement	
Civil Contingencies Act		National Framework	
Comprehensive Performance Assessment		Operational Assurance	
Efficiency Savings		Retained	
Environmental		Risk and Insurance	
Financial		Staff	
Fire Control/Fire Link		Strategic Planning	
Information Communications and Technology		West Midlands Regional Management Board	
Freedom of Information / Data Protection / Environmental Information		Equality Impact Assessment	*

Retained Appliance Availability/Crewing

Albrightton Availability

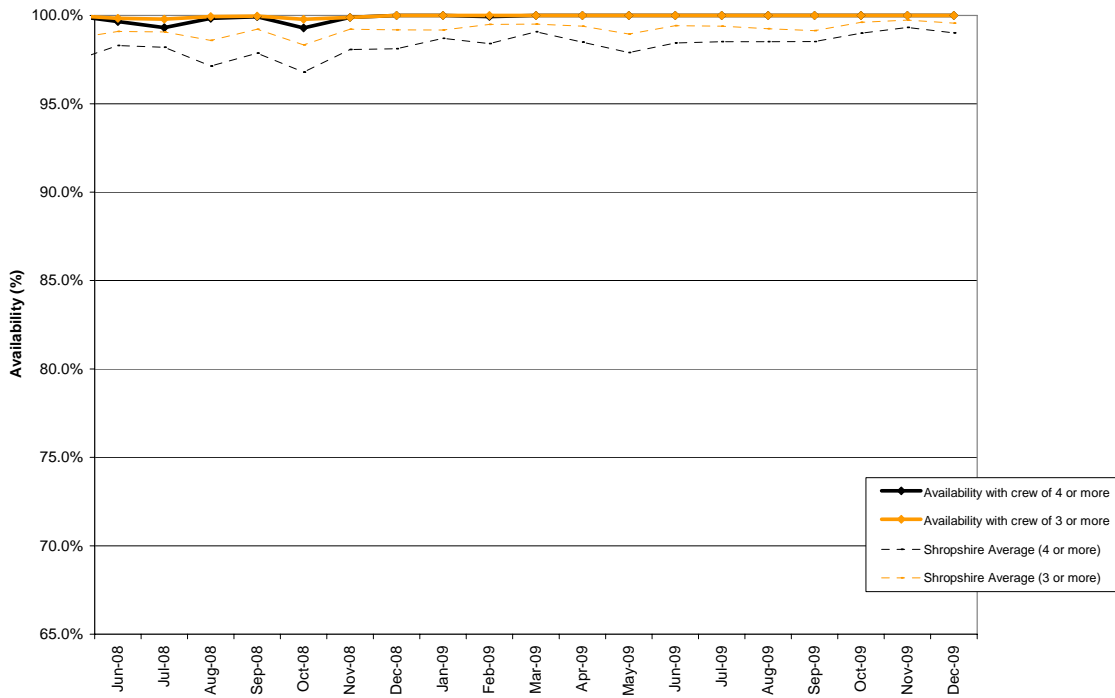


Bishops Castle Availability

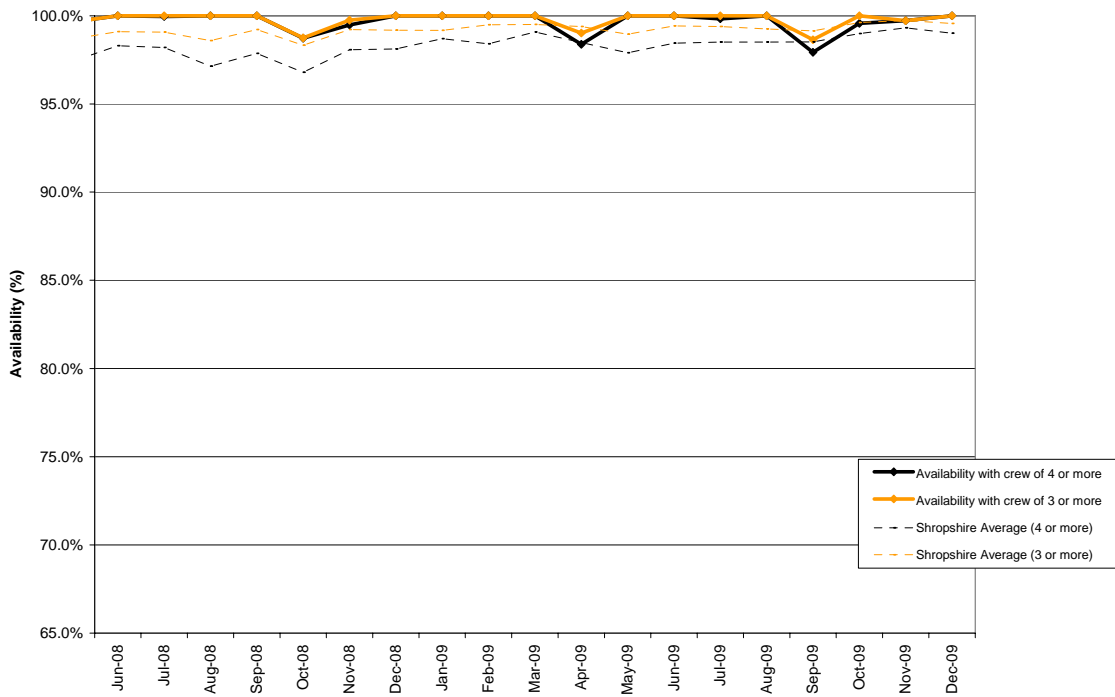


OPS3 Appliance Availability / Crewing

Bridgnorth Availability

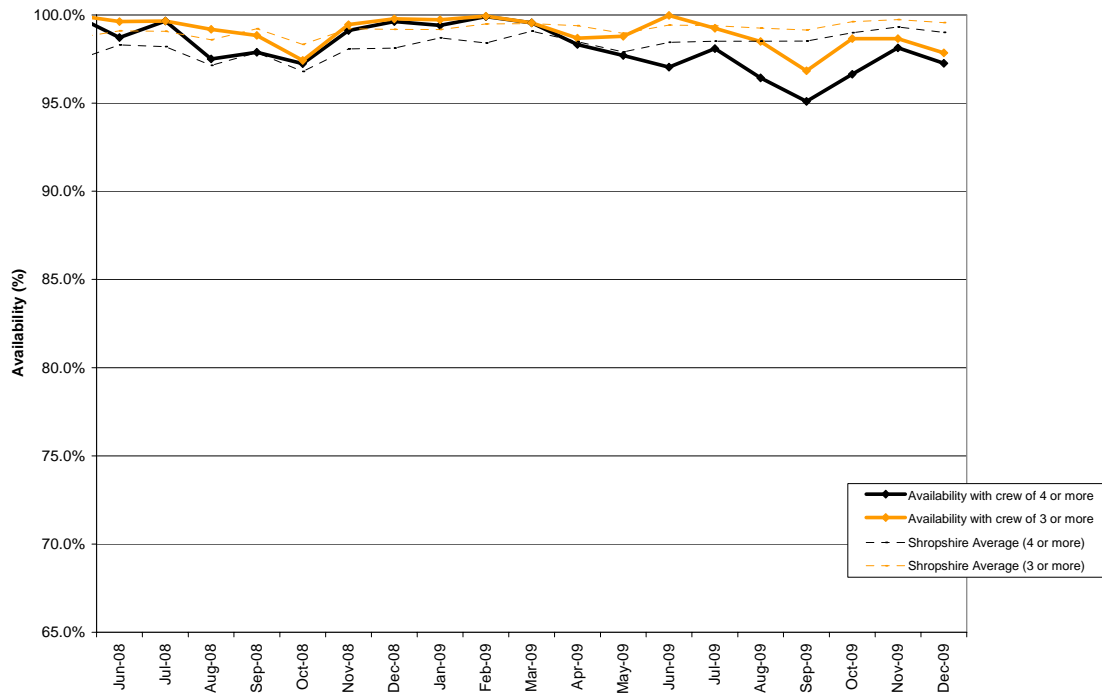


Baschurch Availability



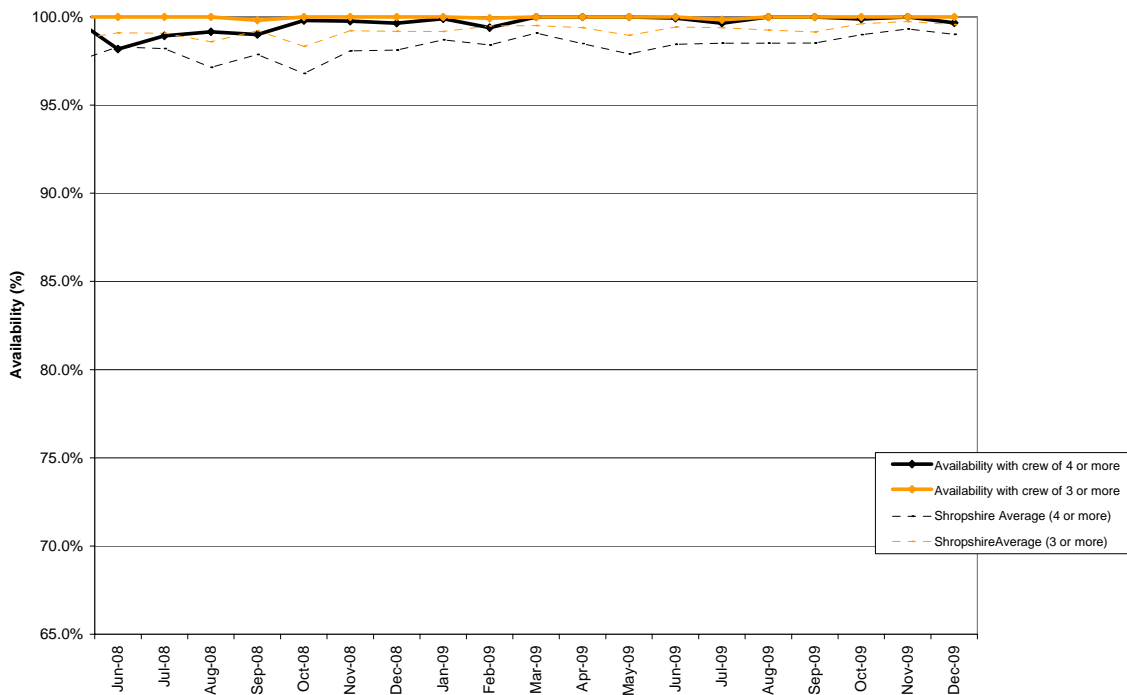
OPS3 Appliance Availability / Crewing

Craven Arms Availability



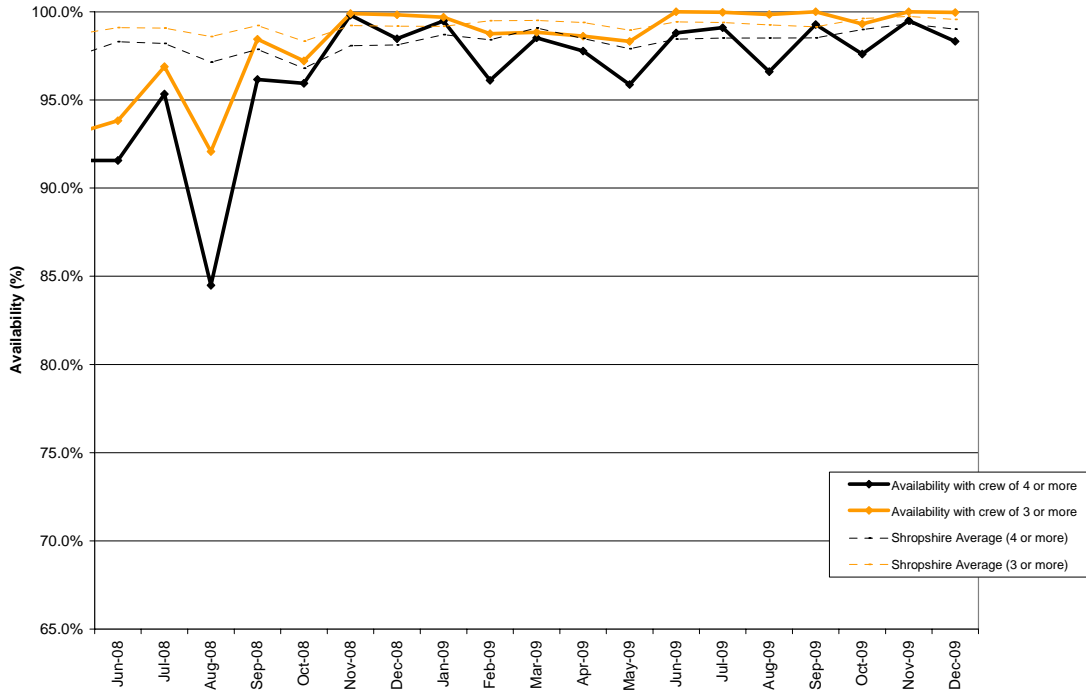
Quarter 4	08:00 – 18:00	18:00 – 08:00
Off the Run	33 hours 55 minutes	1 hour 40 minutes
Supernumerary	22 hours 37 minutes	0 hours 39 minutes

Clun Availability

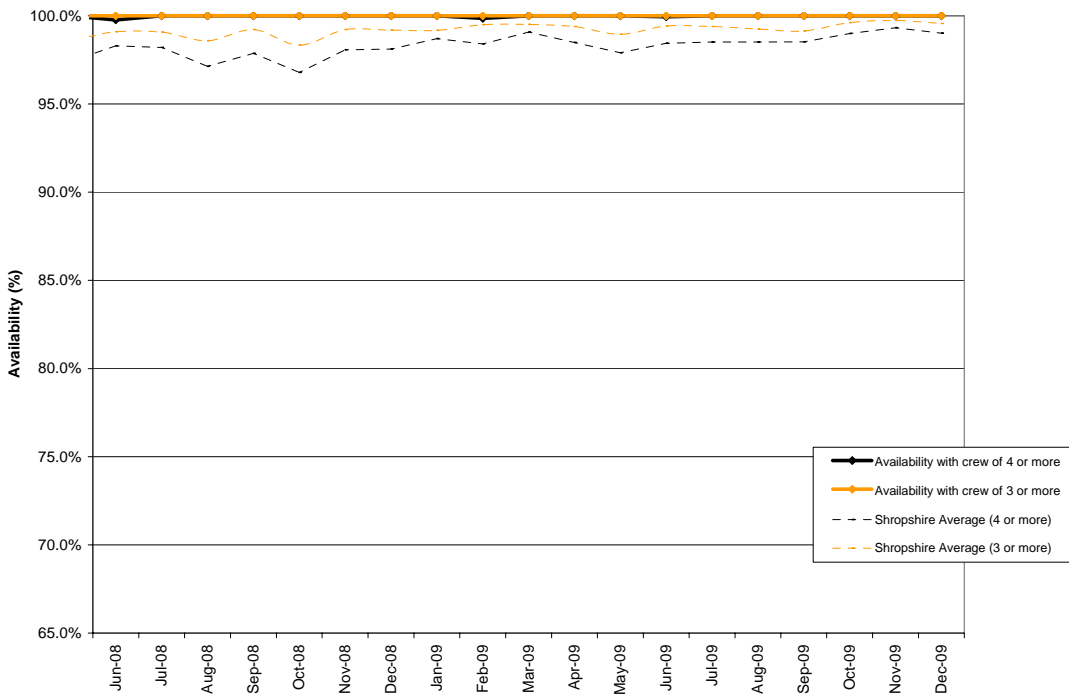


OPS3 Appliance Availability / Crewing

Cleobury Mortimer Availability

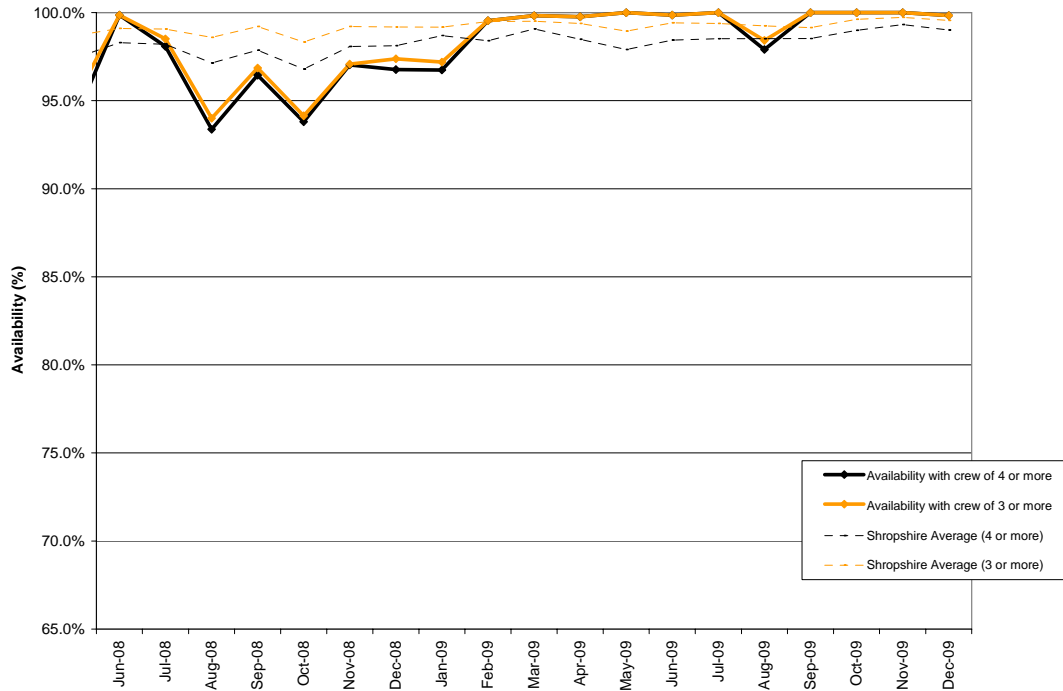


Church Stretton Availability

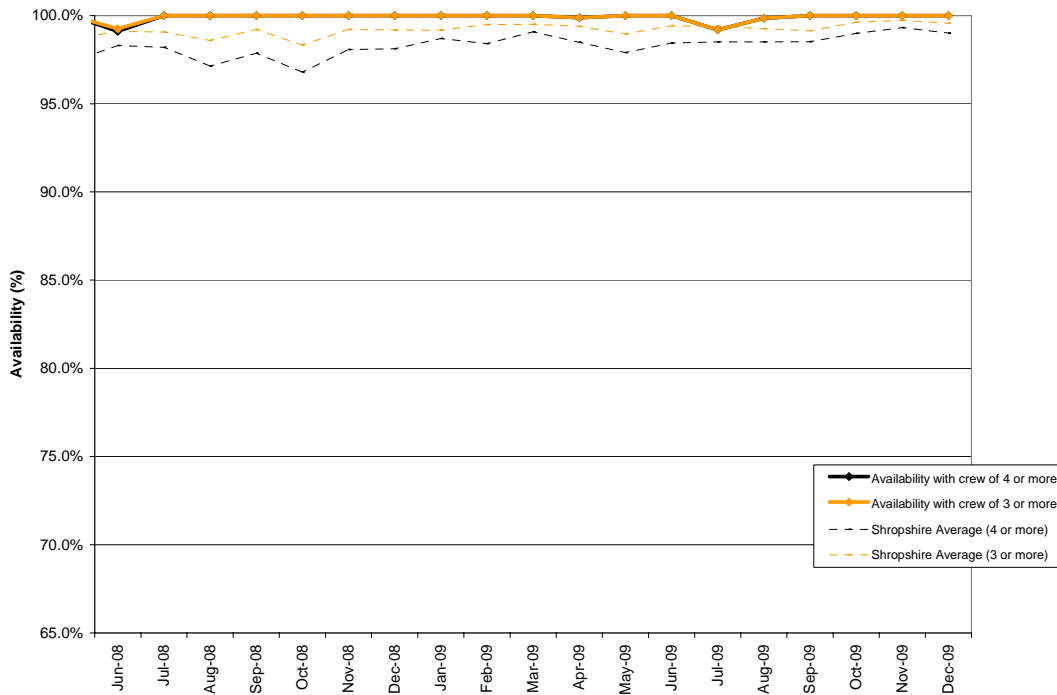


OPS3 Appliance Availability / Crewing

Ellesmere Availability

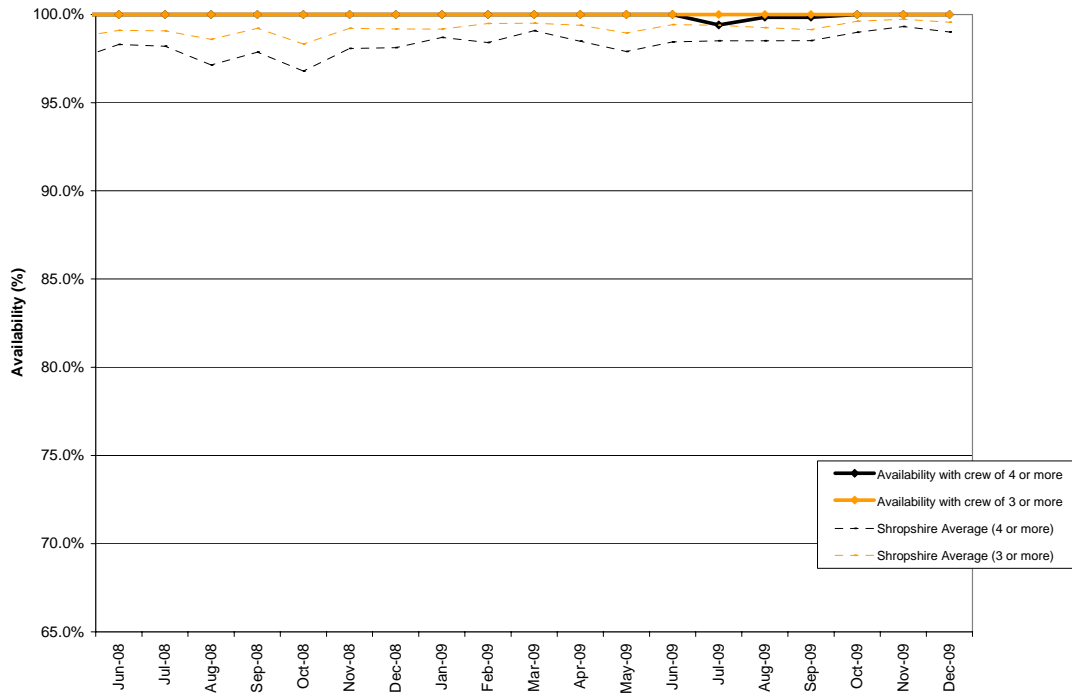


Hodnet Availability

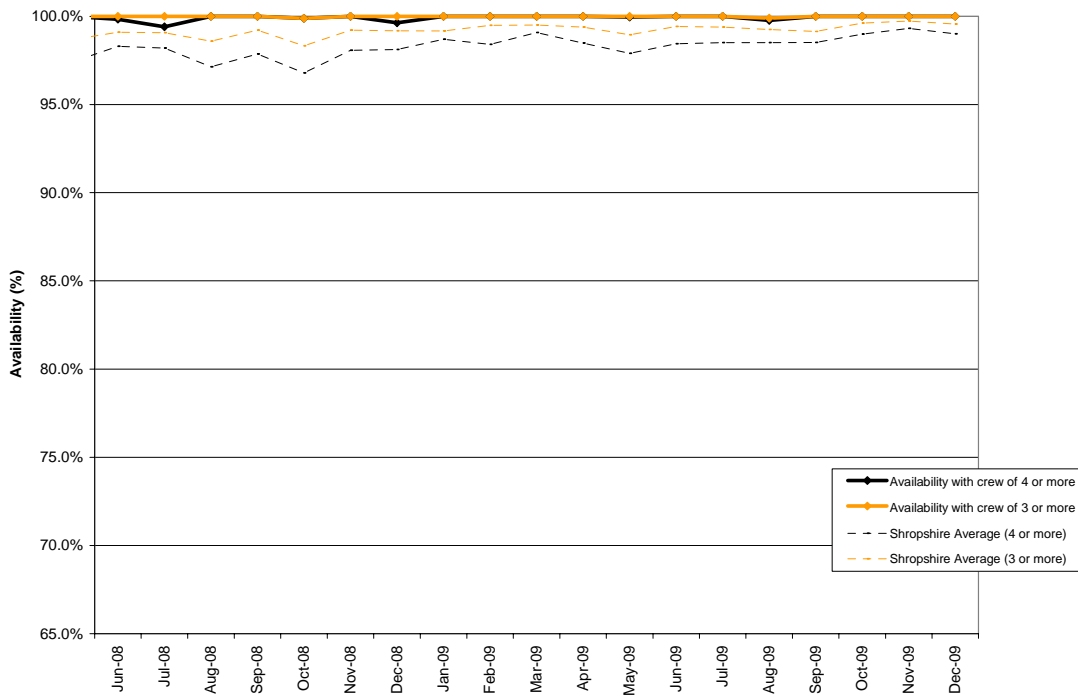


OPS3 Appliance Availability / Crewing

Ludlow Availability

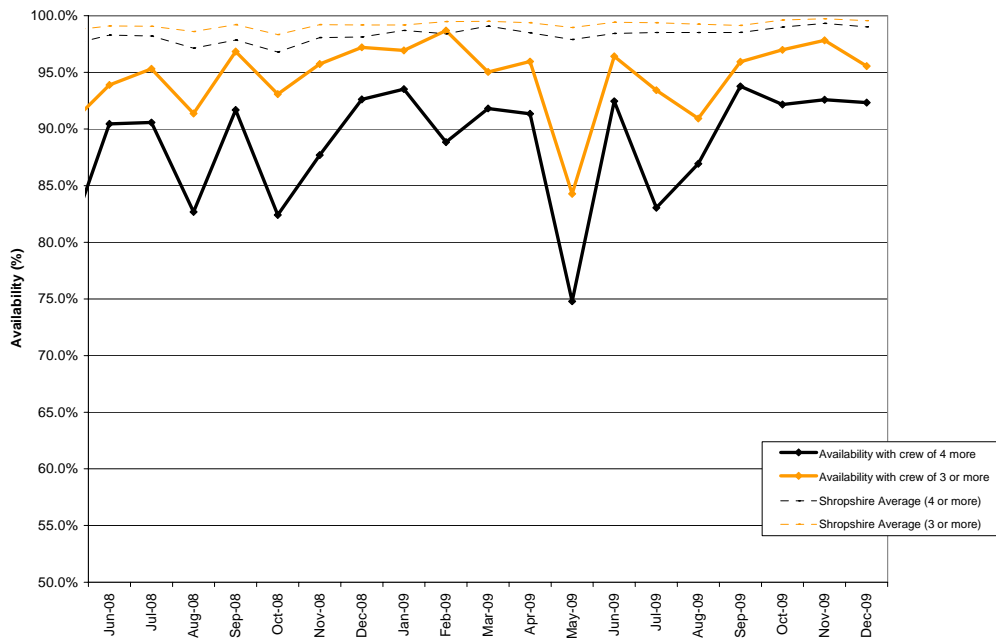


Market Drayton Availability



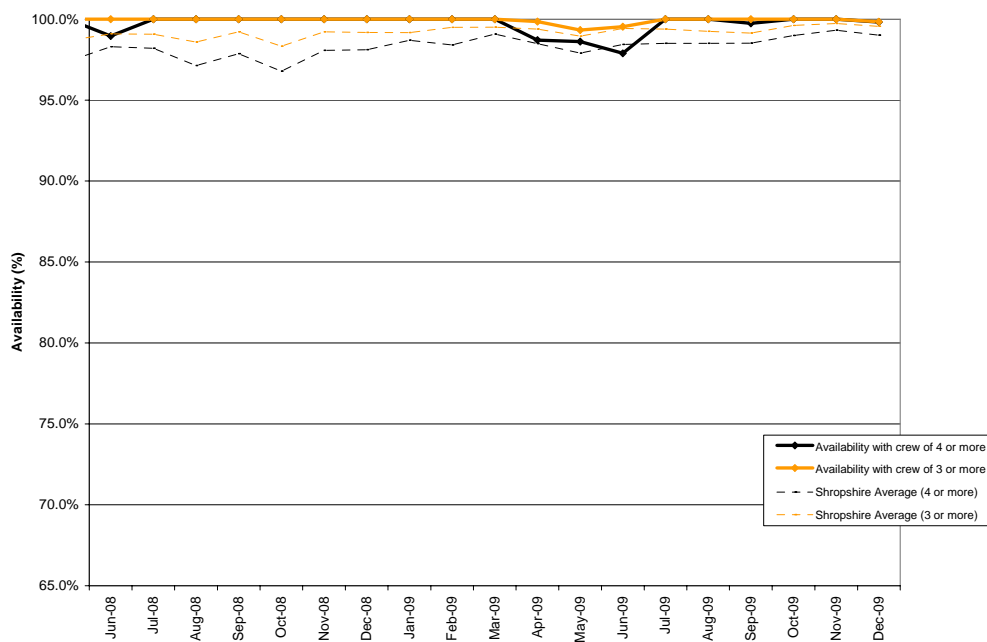
OPS3 Appliance Availability / Crewing

Much Wenlock Availability

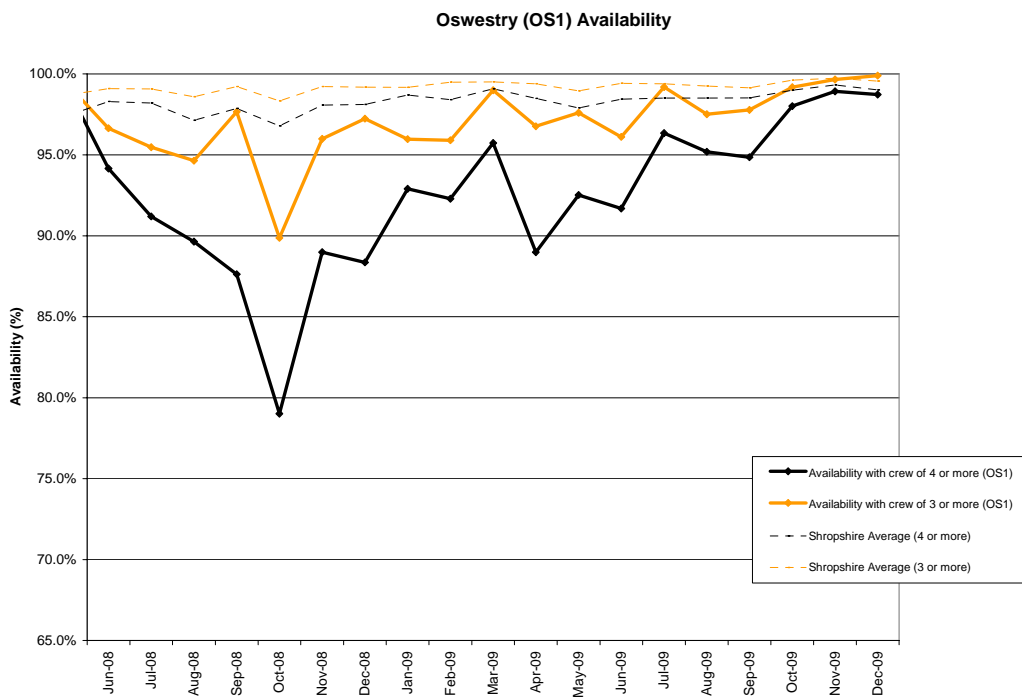
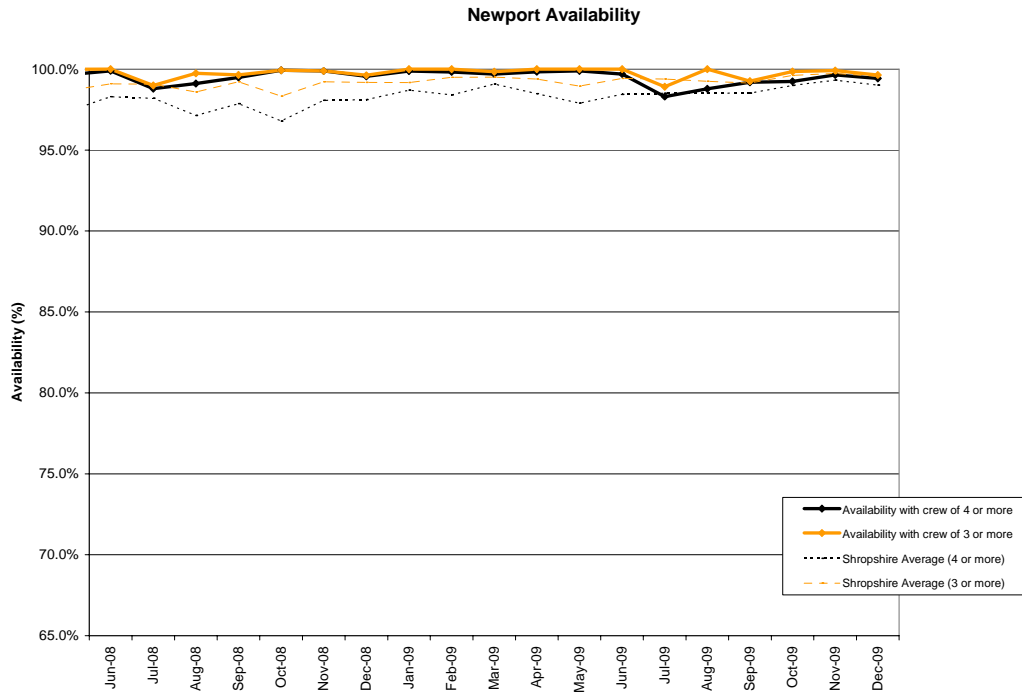


Quarter 4	08:00 – 18:00	18:00 – 08:00
Off the Run	47 hours 14 minutes	24 hours 55 minutes
Supernumerary	51 hours 40 minutes	45 hours 52 minutes

Minsterley Availability

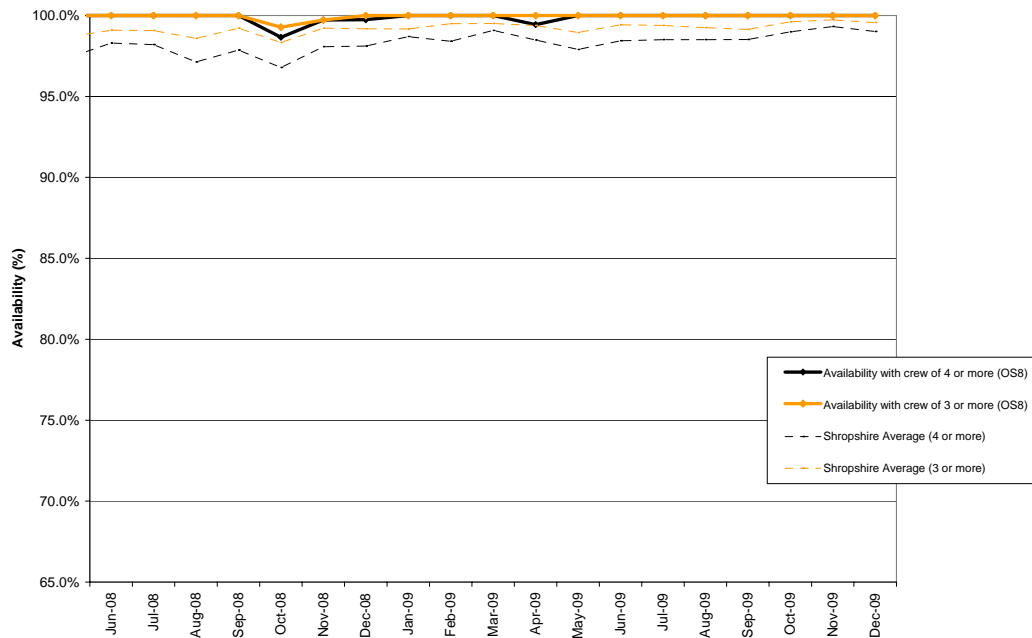


OPS3 Appliance Availability / Crewing

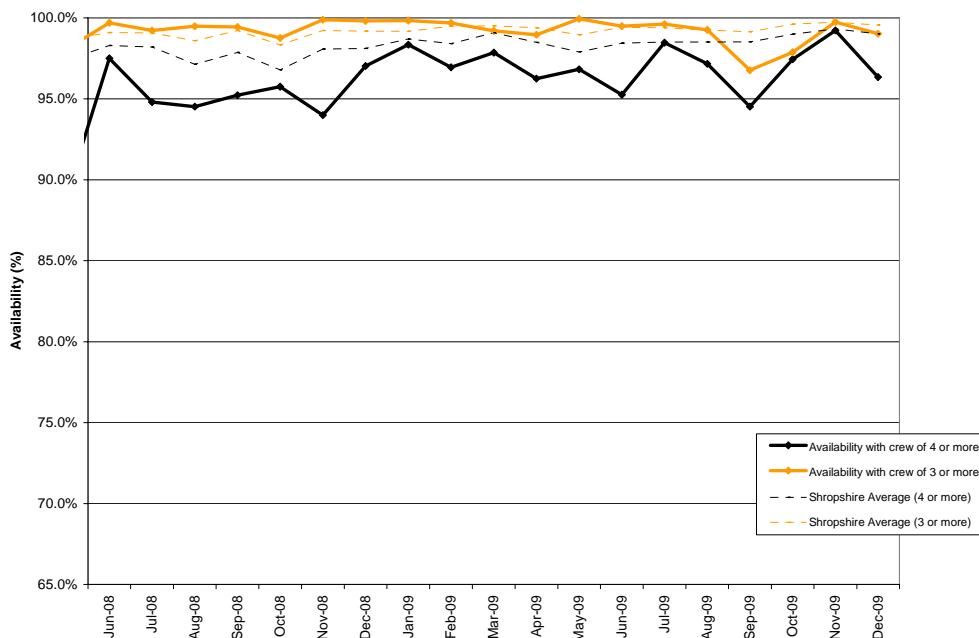


OPS3 Appliance Availability / Crewing

Oswestry (OS8) Availability

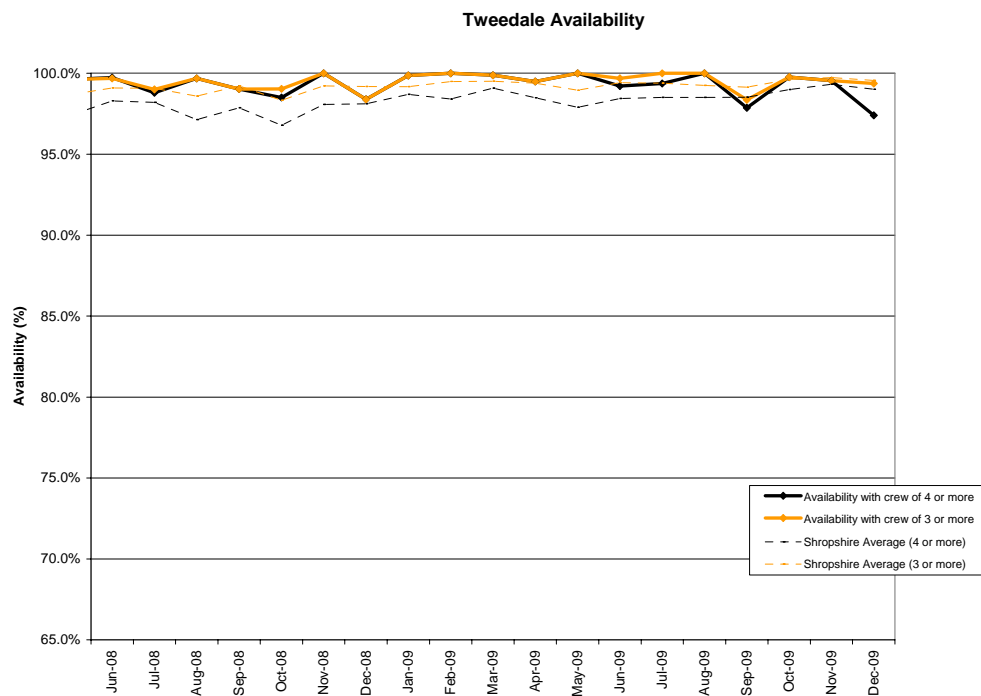
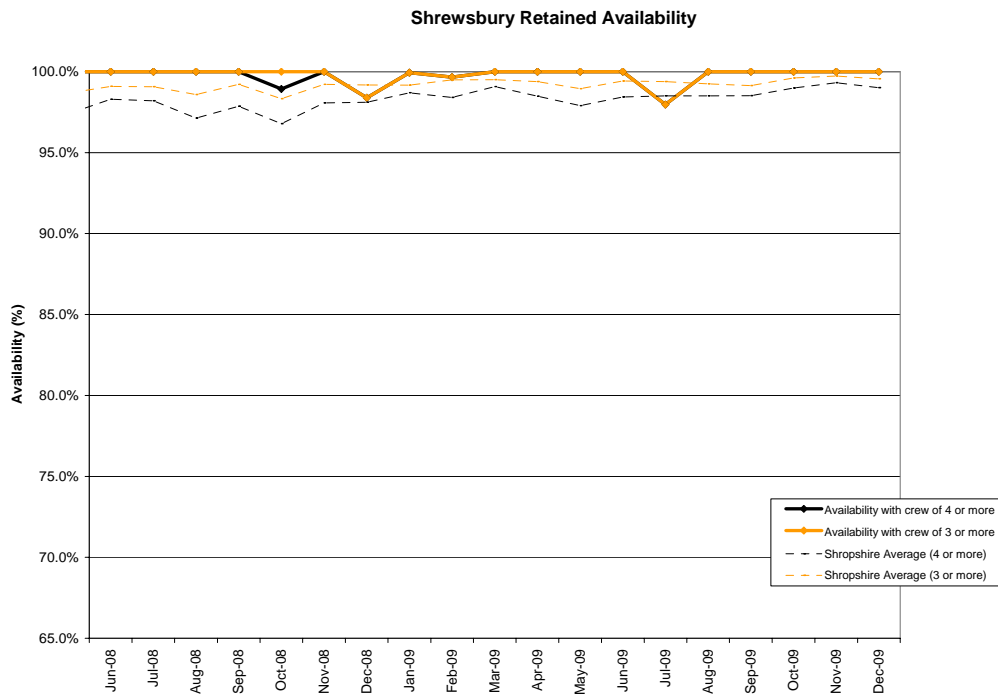


Prees Availability



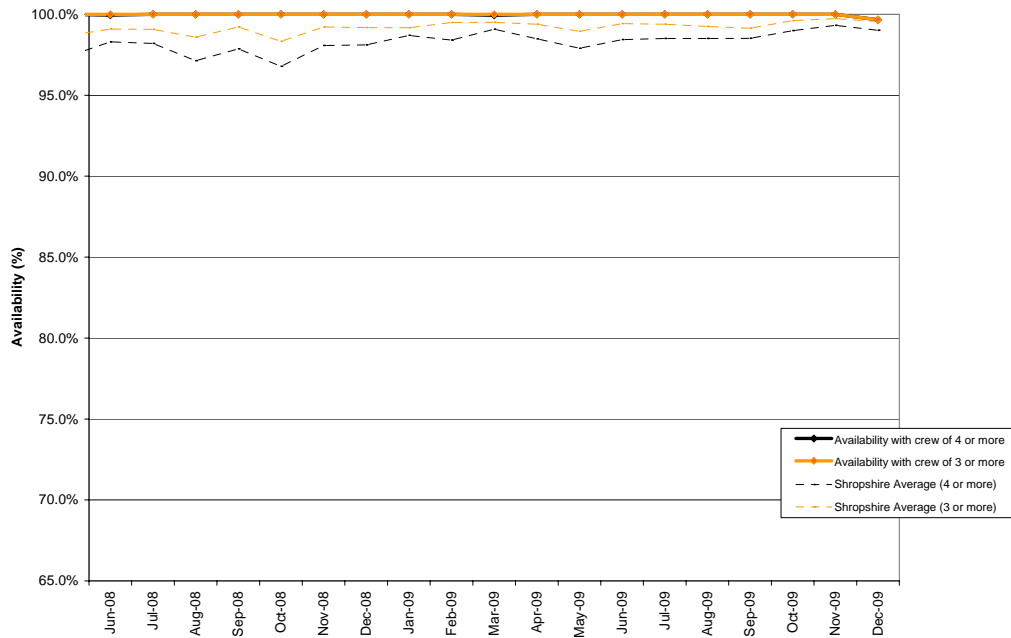
Quarter 4	08:00 – 18:00	18:00 – 08:00
Off the Run	22 hours 04 minutes	2 hours 52 minutes
Supernumerary	37 hours 44minutes	1 hour 20 minutes

OPS3 Appliance Availability / Crewing

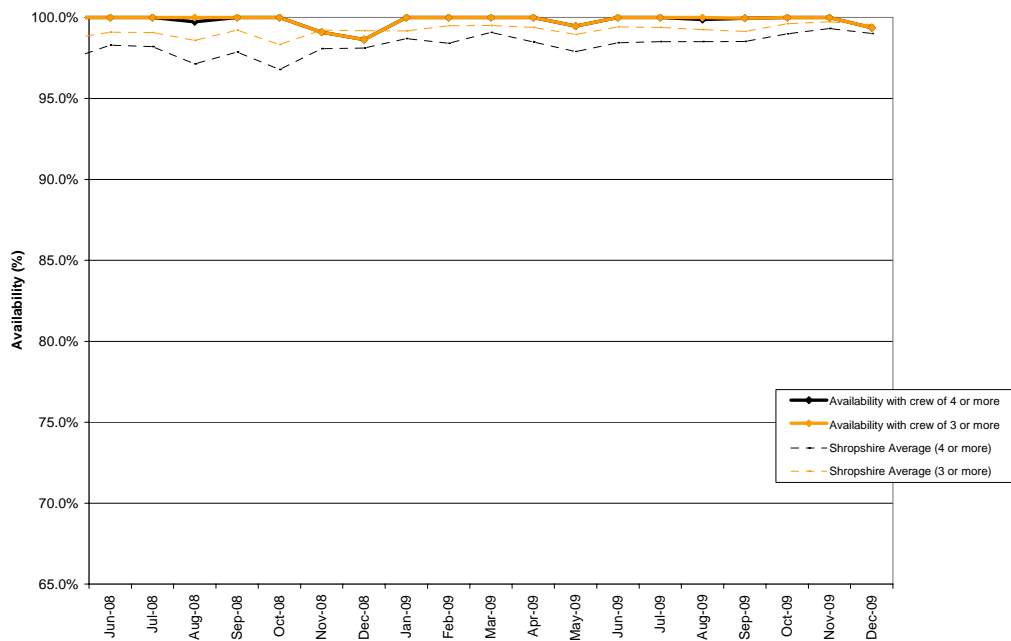


OPS3 Appliance Availability / Crewing

Whitchurch Availability



Wellington Retained Availability



OPS3 Appliance Availability / Crewing

