

Retained Duty System Performance Monitoring December 2009 to March 2010

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 99.35% with a minimum crew of 4, and 99.69% with a minimum crew of 3.

Over the last twelve months the appliance availability was 98.81% with a minimum crew of 4, and 99.46% with a minimum crew of 3.

The Appendix to this report depicts the Retained Appliance Availability for each station from January 2009 up until the end of March 2010.

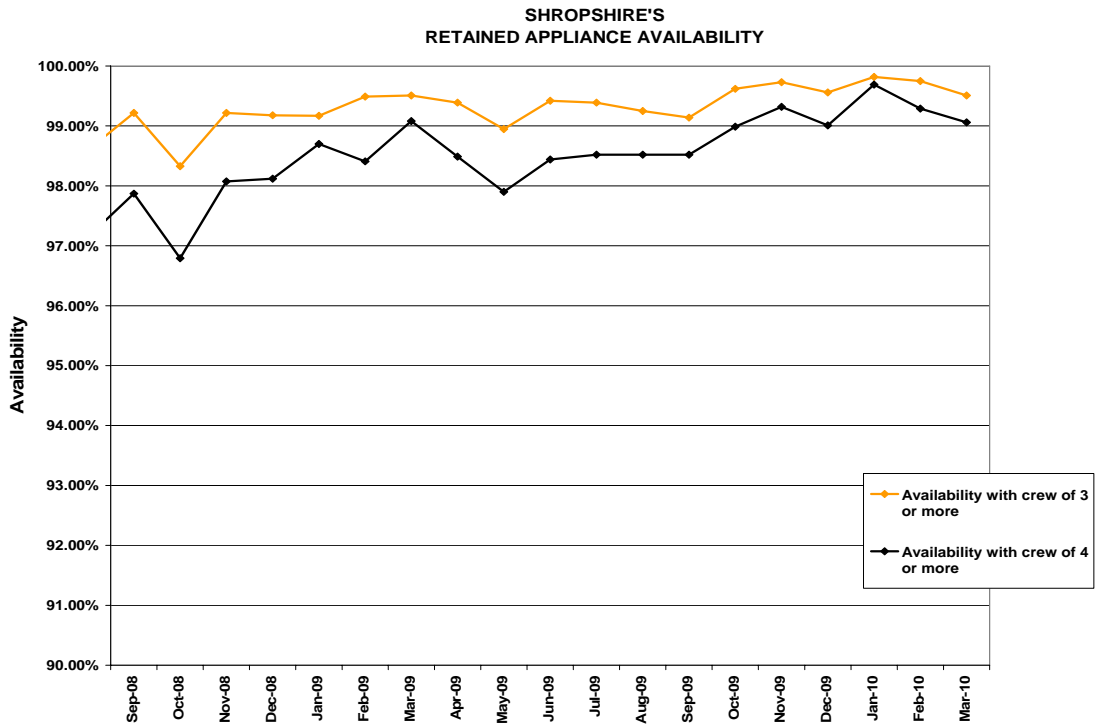
Table A 2009/10 RDS Appliance Availability

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	99.69	99.35

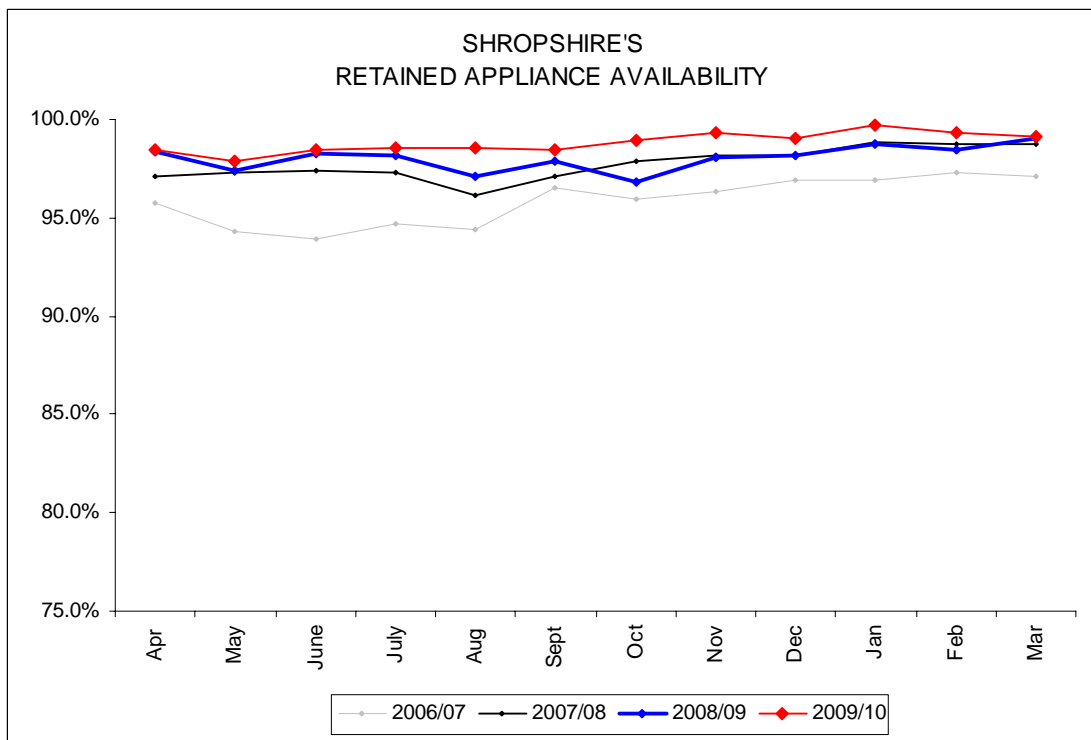
Table B RDS Availability Comparison from 2007/8 – 2009/10

	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Annual
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 2006 – March 2010

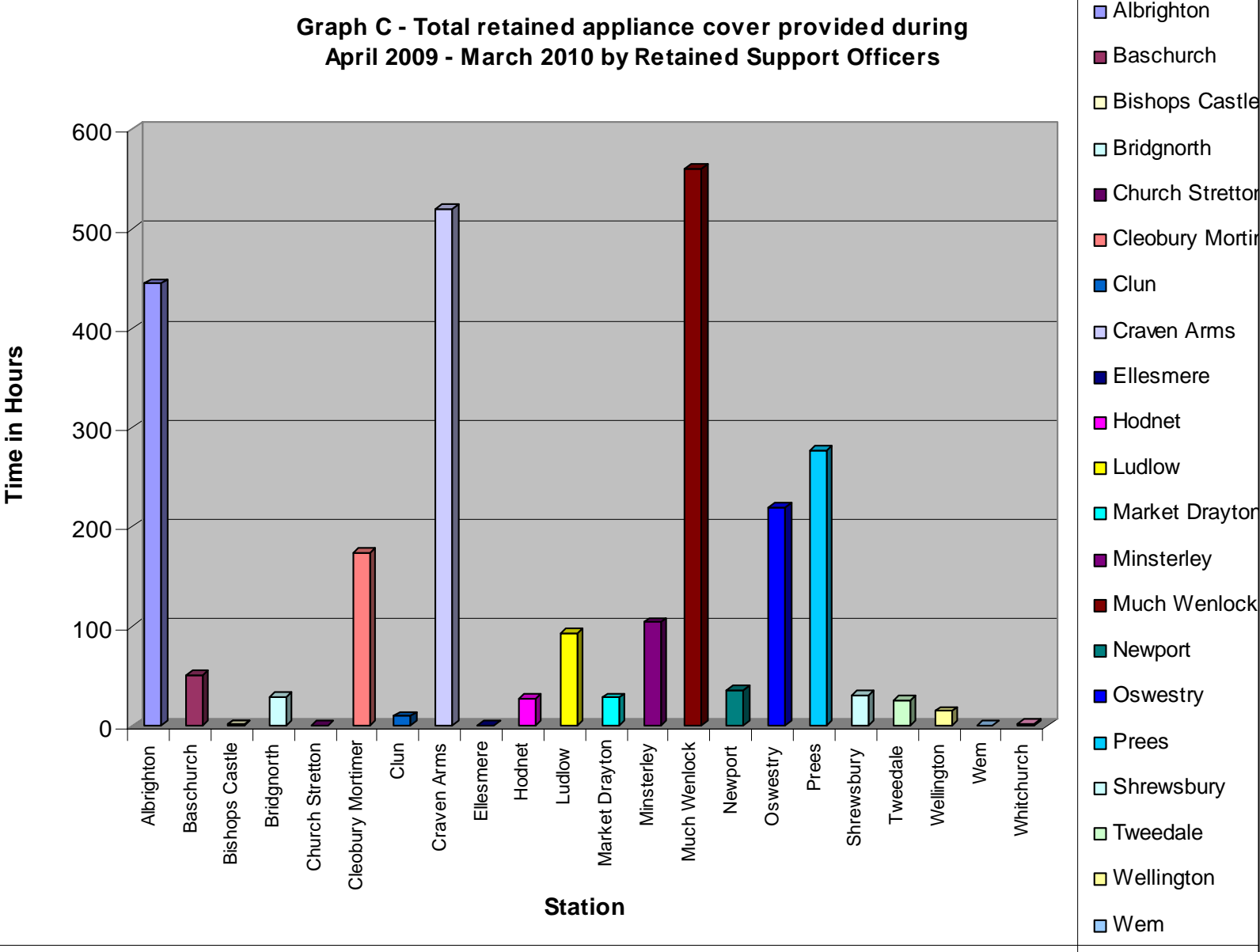


Graph B shows that there has been continual improvement in retained appliance availability year on year.

TABLE C - Retained Support Officer Fire Cover to RDS Stations during 2009/10

STATIONS	APR	MAY	JUN	Q1	JUL	AUG	SEP	Q2	OCT	NOV	DEC	Q3	JAN	FEB	MAR	Q4	TOTAL
ALBRIGHTON	40.5	79	94.5	214	46.25	16.5	49.3	112.05	45.1	61.4	3.3	109.8	6	3.15	18.45	27.6	463.45
BASCHURCH	2.5	0	0	2.5	0	0	45.3	45.3	0	0	0	0	0	3.3	0	3.3	51.1
BISHOPS CASTLE	0	0	0	0	0	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	0	0	1	1	31.35
CHURCH STRETTON	0	0	0	0	0	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	3.4	9.3	18.45	31.15	192.4
CLUN	0	0	0	0	8	0	0	8	0	0	2	2	0	0	0	0	10
CRAVEN ARMS	16.5	52	10.25	78.75	26.2	55	89	170.2	75.2	45.5	33.45	154.15	56.1	61.45	43.1	160.65	563.75
ELLESMERE	0	0	0	0	0	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	0	0	3.5	3.5	30.8
LUDLOW	5	0	12.5	17.5	32.15	7	11.3	50.45	0	0	25.4	25.4	0	0	0	0	93.35
MARKET DRAYTON	1	0	22.5	23.5	1.3	2.15	1.3	4.75	0	0	0	0	0	0	2	2	30.25
MINSTERLEY	4.5	15	28.5	48	0	0	17.4	17.4	0	0	11.3	11.3	27	0	4	31	107.7
MUCH WENLOCK	50	50	40.5	140.5	54.25	65.25	76.25	195.75	30.4	30.3	61.3	122	21.3	81.55	109.1	211.95	670.2
NEWPORT	0	0	4.5	4.5	0.3	2.45	5.3	8.05	4.3	8.55	6.55	19.4	0	4.3	1.15	5.45	37.4
OSWESTRY	63	31	34.5	128.5	27.3	23.15	0	50.45	7.4	5.15	16.08	28.63	0	4	8	12	219.58
PREES	36	17	26	79	23.25	40.45	68	131.7	37.5	9.45	15.5	62.45	0	3.45	10.3	13.75	286.9
SHREWSBURY	0	2	0	2	0	1	16.45	17.45	0	0	0	0	7.3	4.4	0	11.7	31.15
TWEEDALE	0	0	14.5	14.5	0	0	5.4	5.4	0	3	0	3	0	3	0	3	25.9
WELLINGTON	0	0	2.5	2.5	2.3	6	4.1	12.4	0	0	0	0	0	0	0	0	14.9
WEM	0	0	0	0	0	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	0	0	0	0	2.3
TOTAL HOURS/MONTH	264	293	297.25	854.25	248.45	252.2	404.4	905.05	233.3	175.65	176.18	585.13	121.1	177.9	219.05	518.05	2862.48

Graph C - Total retained appliance cover provided during April 2009 - March 2010 by Retained Support Officers



**Graph D Retained Support Officer Cover
(January – March 2010)**

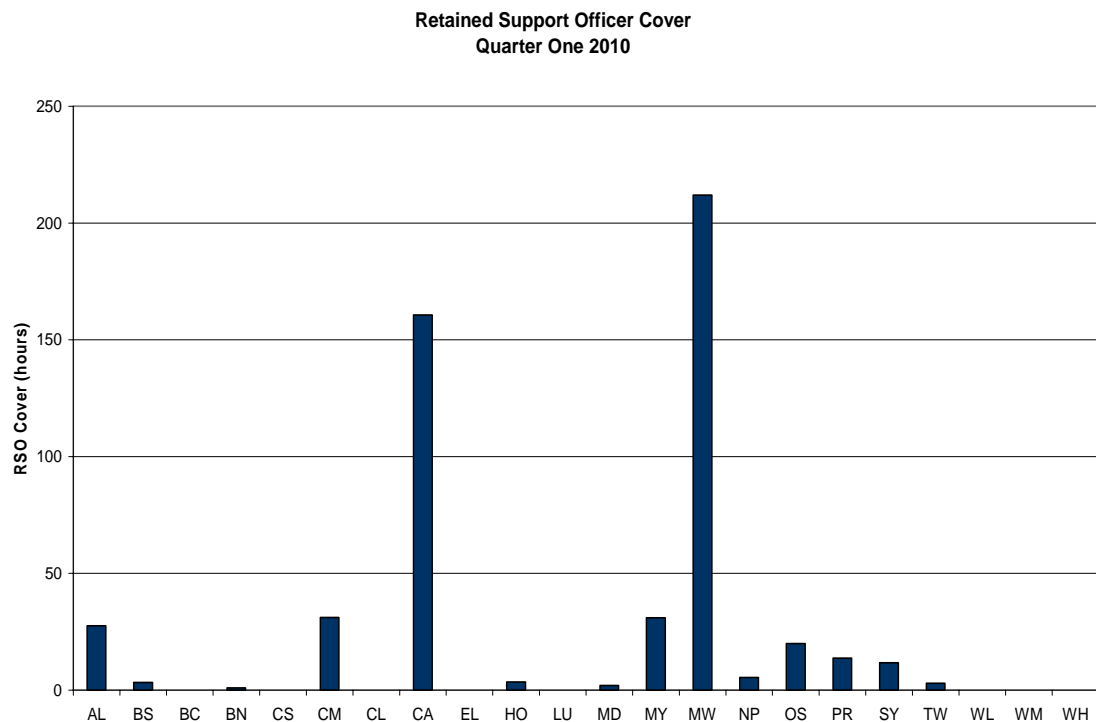


Table C and Graph C highlight the retained stations that have required RSO day cover during 2009/10. Graph D highlights RSO cover during the last quarter (January to March 2010).

5 Recruitment

There are two levels of retained cover provided as follows:

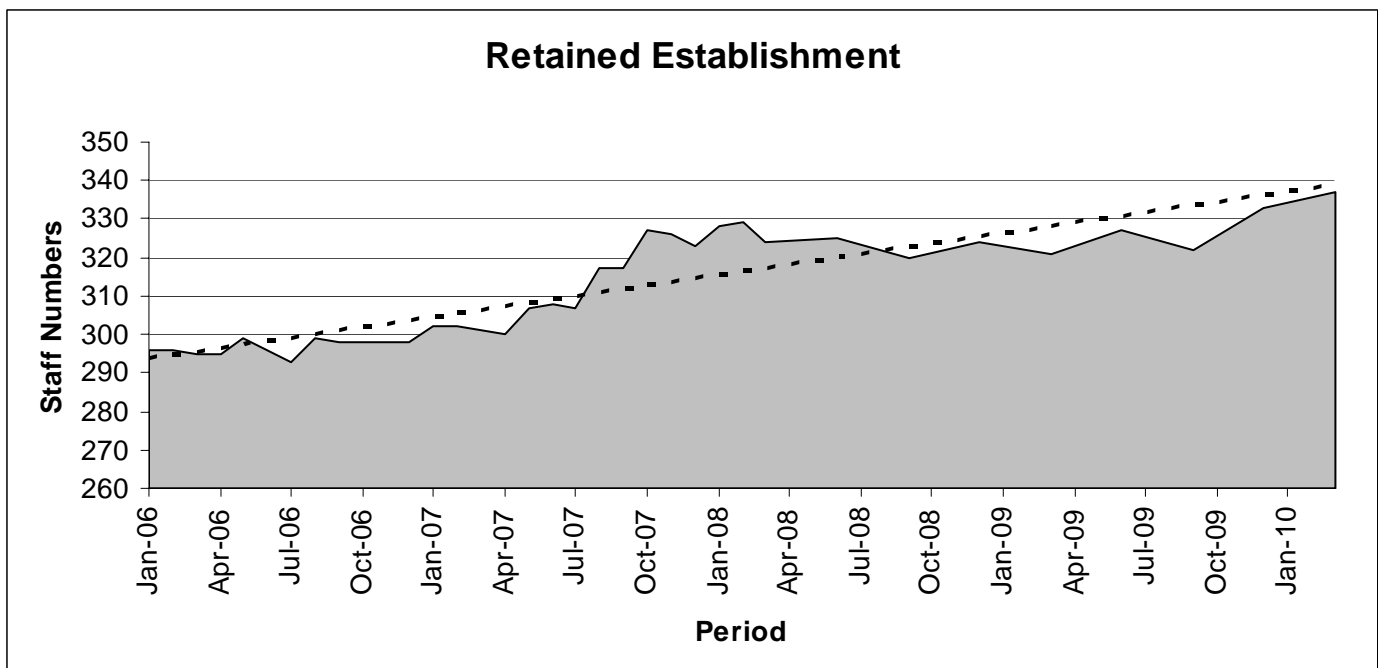
1. Full cover = 120 hours or more
2. Three-quarter cover = 85 -119 hours

Retained recruitment levels continue to increase across the County. There were a further ten trainees on the February training course. Table D below shows the optimum station establishment and the current station establishment levels at 31 March 2010.

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	14.5	16	0.50
Bishops Castle	14	11.75	12	-2.25
Bridgnorth	18	14.5	16	-3.50
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	11.25	12	-3.75
Ellesmere	14	12	14	-2.00
Hodnet	14	10.75	12	-3.25
Ludlow	18	17	20	-1.00
Market Drayton	18	18.25	19	0.25
Minsterley	14	8.75	10	-5.25
Much Wenlock	14	8.25	10	-5.75
Newport	18	16.25	20	-1.75
Oswestry	18	17.5	19	-0.50
Prees	15	12.25	14	-2.75
Shrewsbury	18	15.25	18	-2.75
Tweeddale	18	16.5	20	-1.50
Wellington	14	13	17	-1.00
Wem	14	13	14	-1.00
Whitchurch	18	17.5	19	-0.50
Totals	343	298.75	337	-44.25

Graph D Station Current Establishment



Graph D 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.

Table E Number of Trainees on Training Courses between 2005 - 2010

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	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	11	0
Moving away from area	2	0	3	0	2	0	6	0	6	0
Retirement	3	0	2	0	2	0	1	0	3	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	23	0
Final Total	19		15		11		19		23	

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	8747	5011

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 January 2009 to March 2010

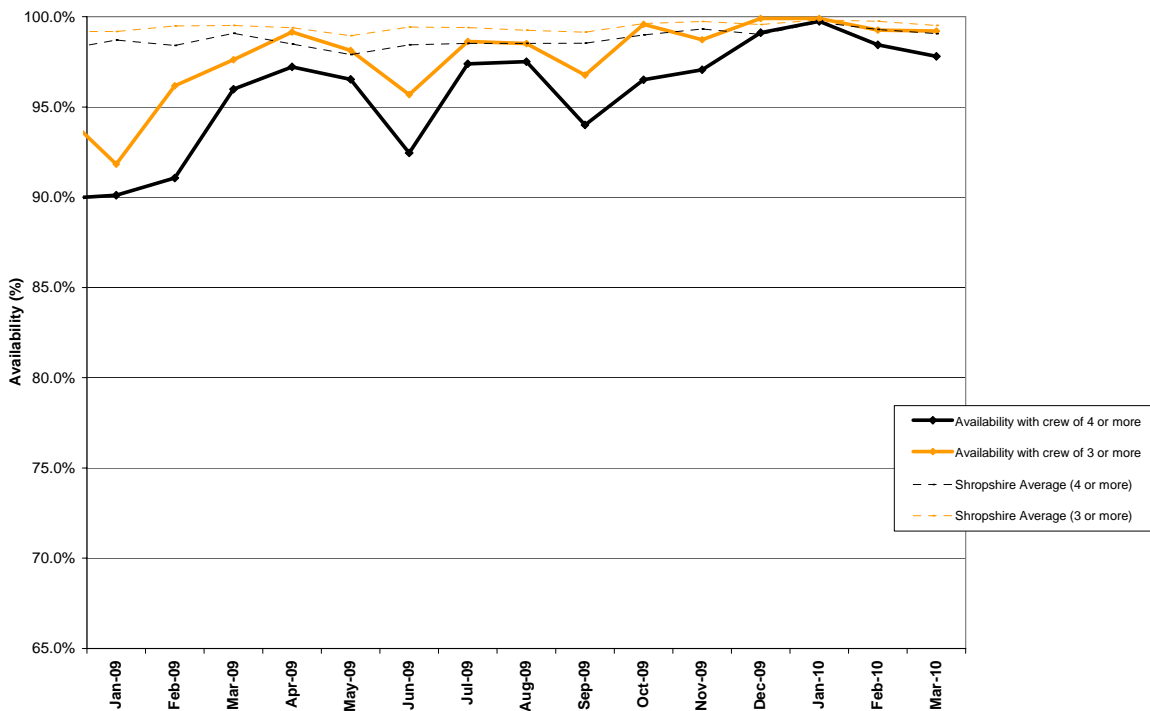
11 Background Papers

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.

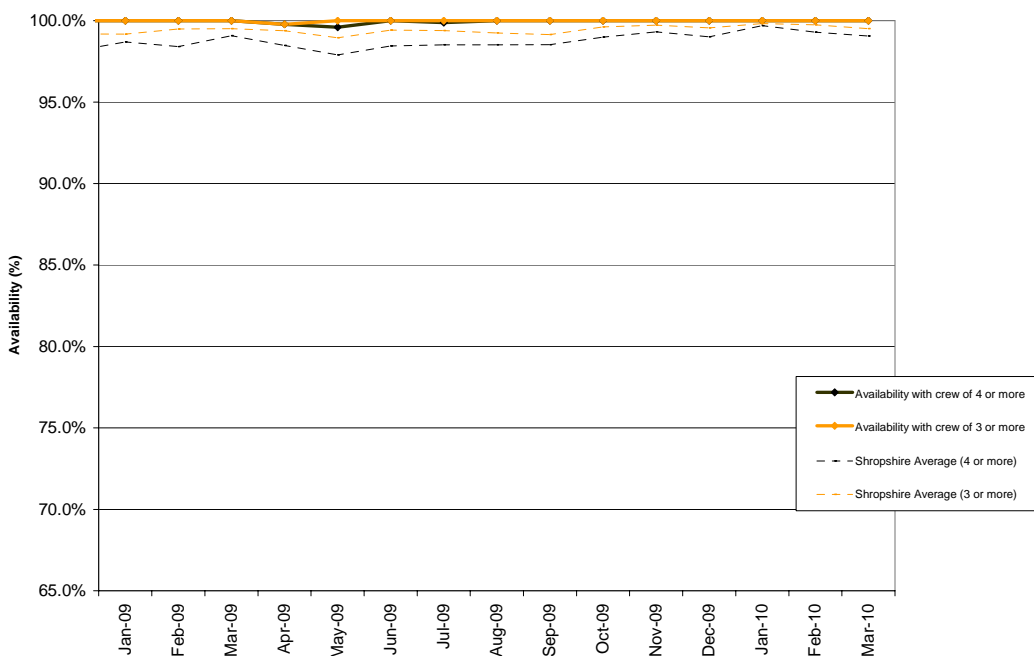
Business Continuity Planning		Legal	
Capacity		Member Involvement	
Civil Contingencies Act		National Framework	
Comprehensive Area Assessment		Operational Assurance	
Efficiency Savings		Retained	*
Environmental		Risk and Insurance	
Financial		Staff	
Fire Control/Fire Link		Strategic Planning	
Information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

Albrighton Availability

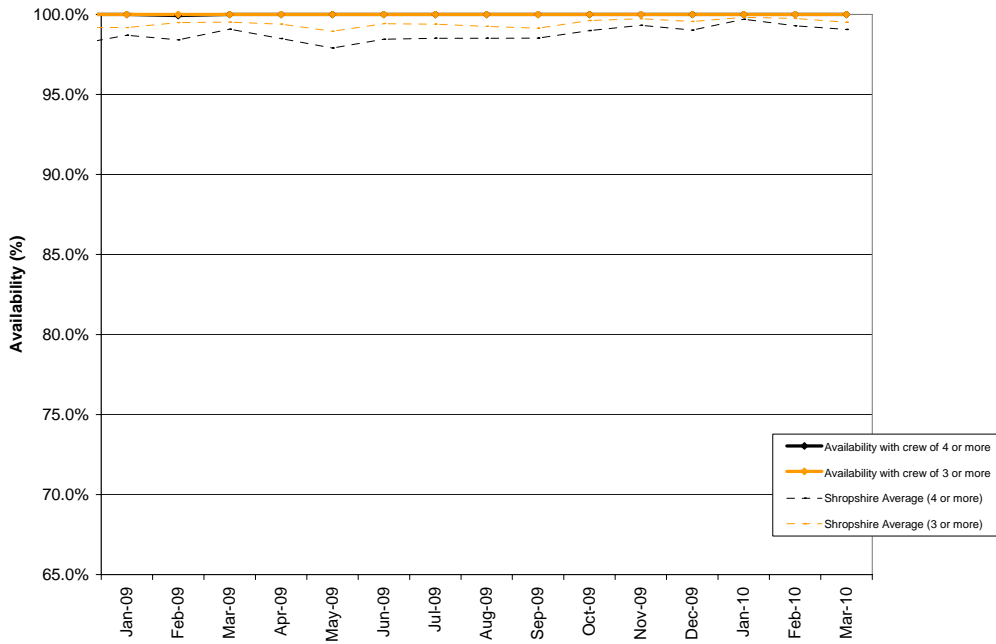


Quarter 1	08:00 – 18:00	18:00 – 08:00
Off the Run	11 hours 33 minutes	0 hours 00 minutes
Supernumerary	17 hours 24minutes	0 hours 00 minutes

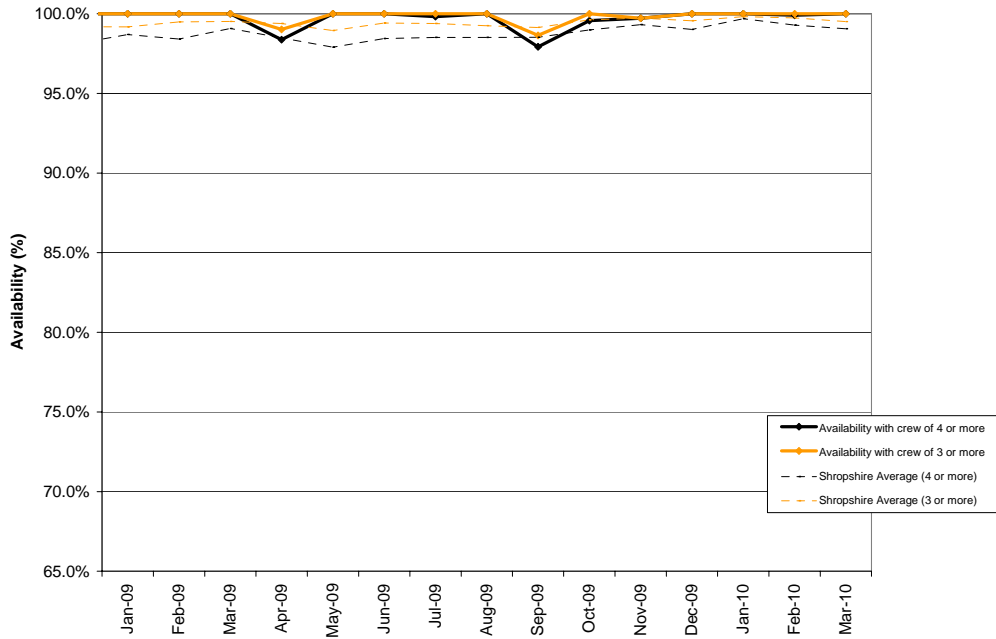
Bishops Castle Availability



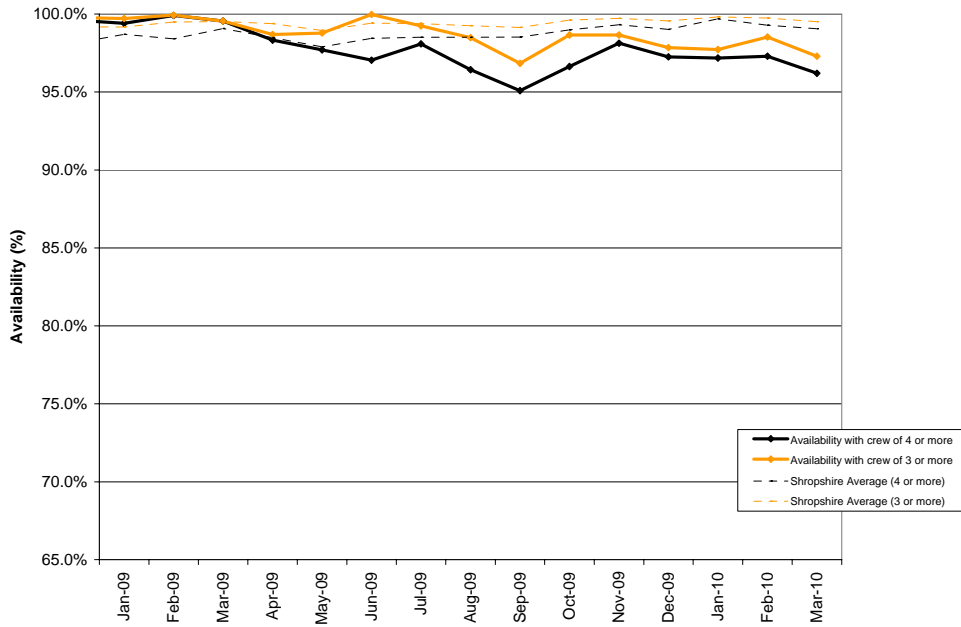
Bridgnorth Availability



Baschurch Availability

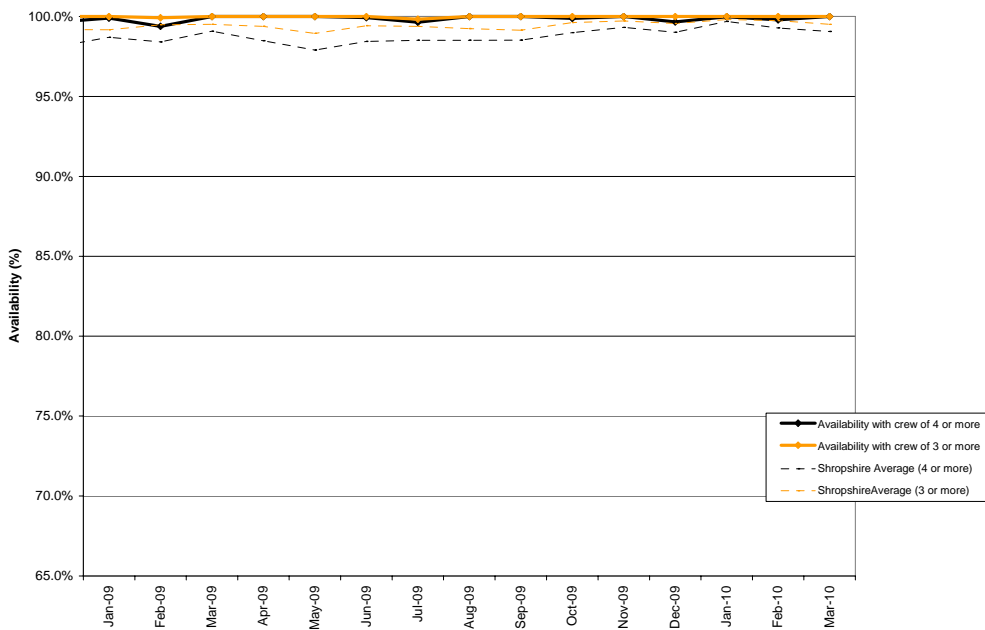


Craven Arms Availability

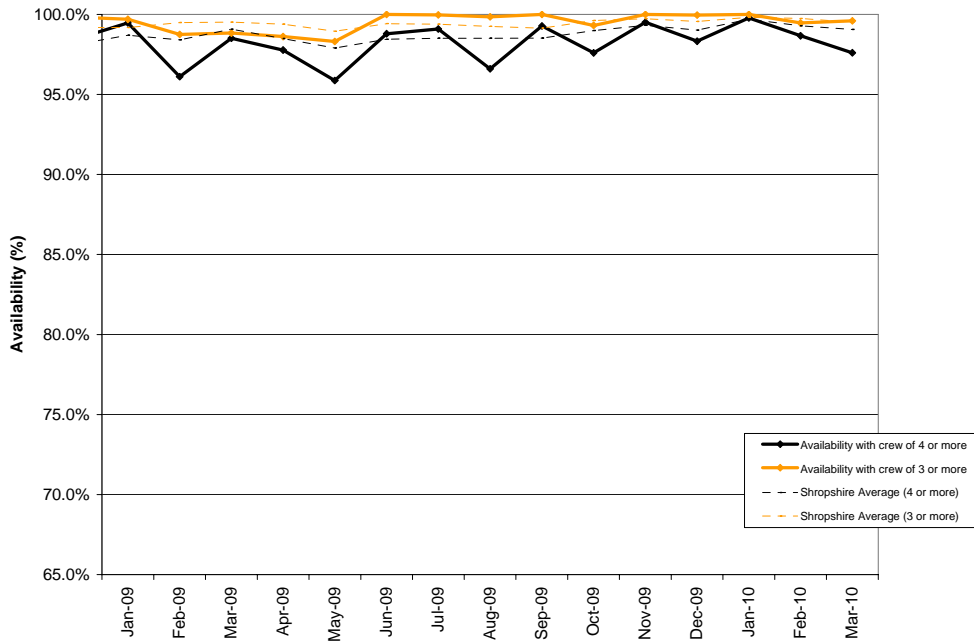


Quarter 1	08:00 – 18:00	18:00 – 08:00
Off the Run	43 hours 57 minutes	2 hours 35 minutes
Supernumerary	21 hours 00 minutes	0 hours 00 minutes

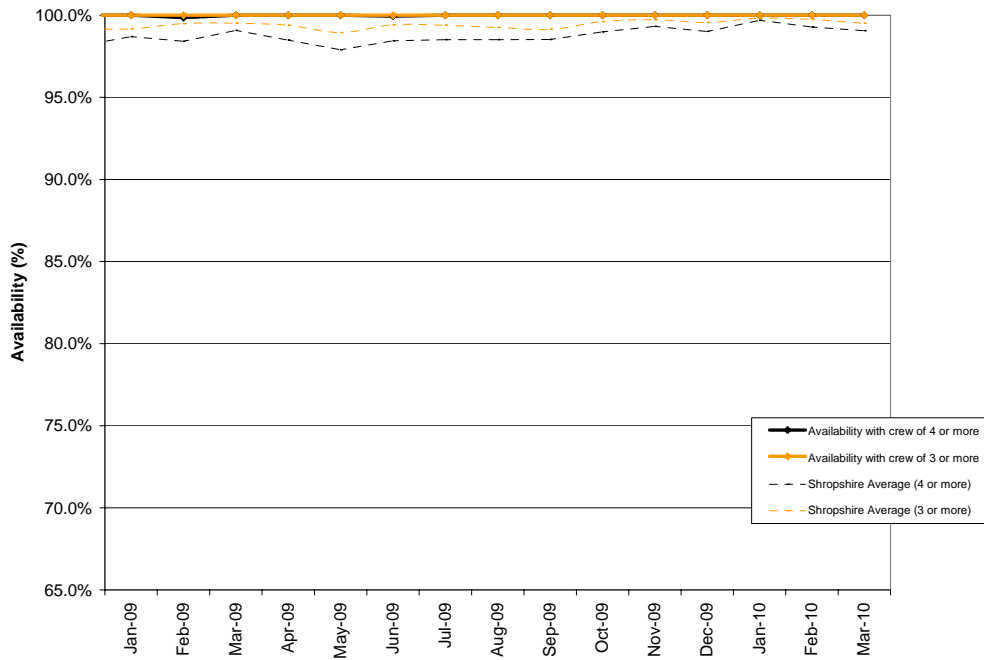
Clun Availability



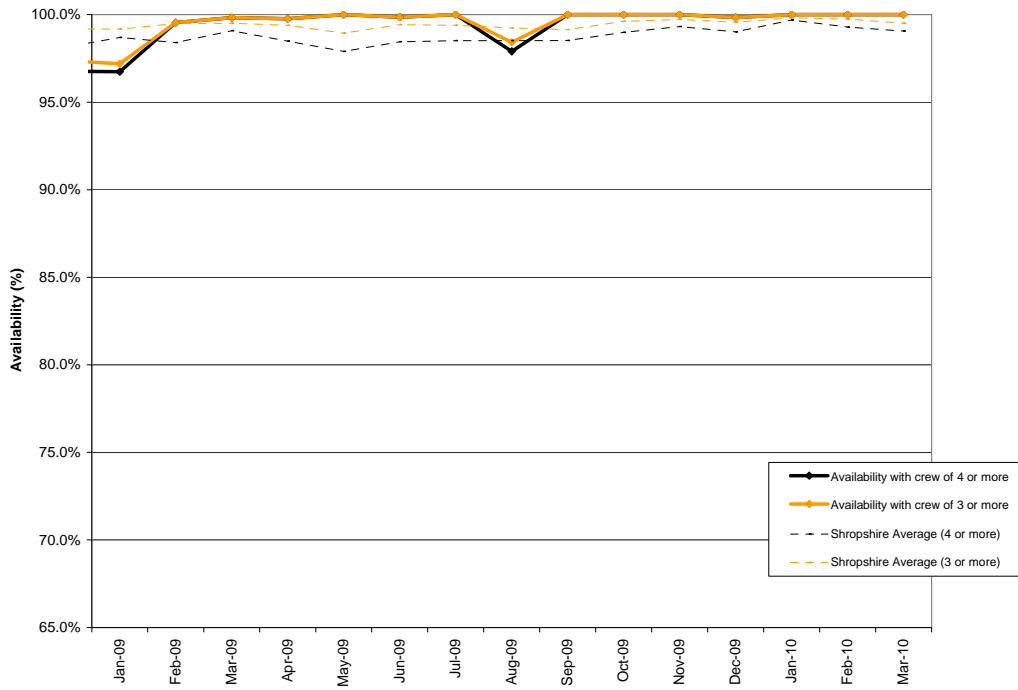
Cleobury Mortimer Availability



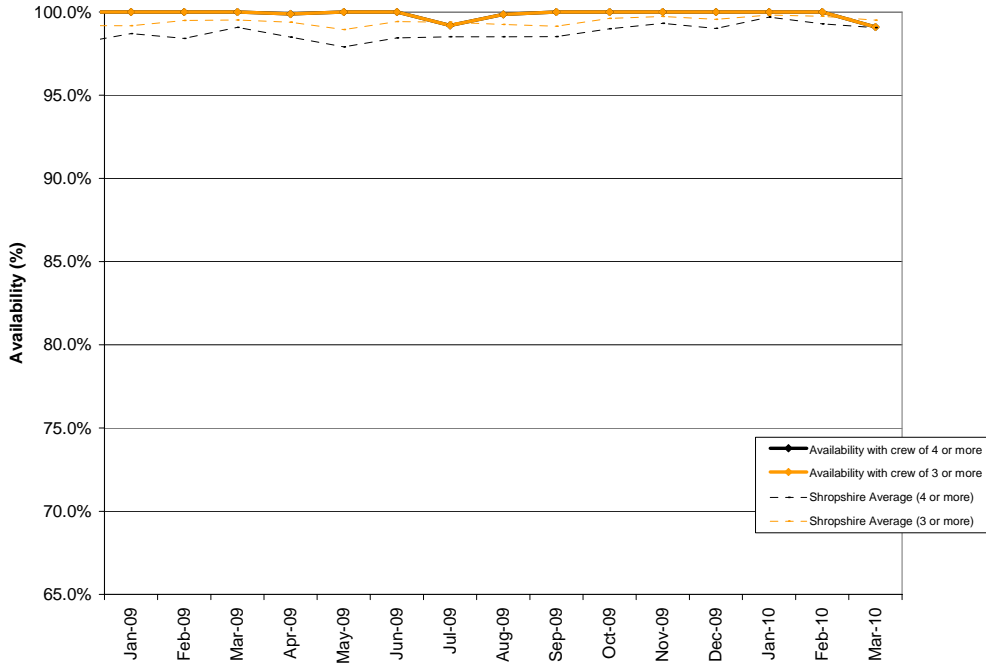
Church Stretton Availability



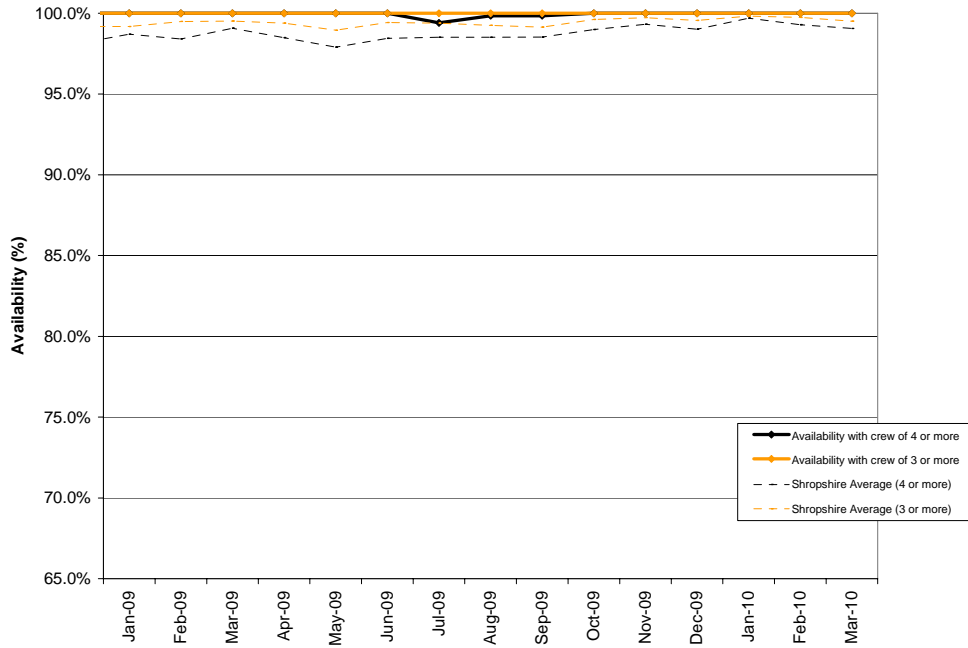
Ellesmere Availability



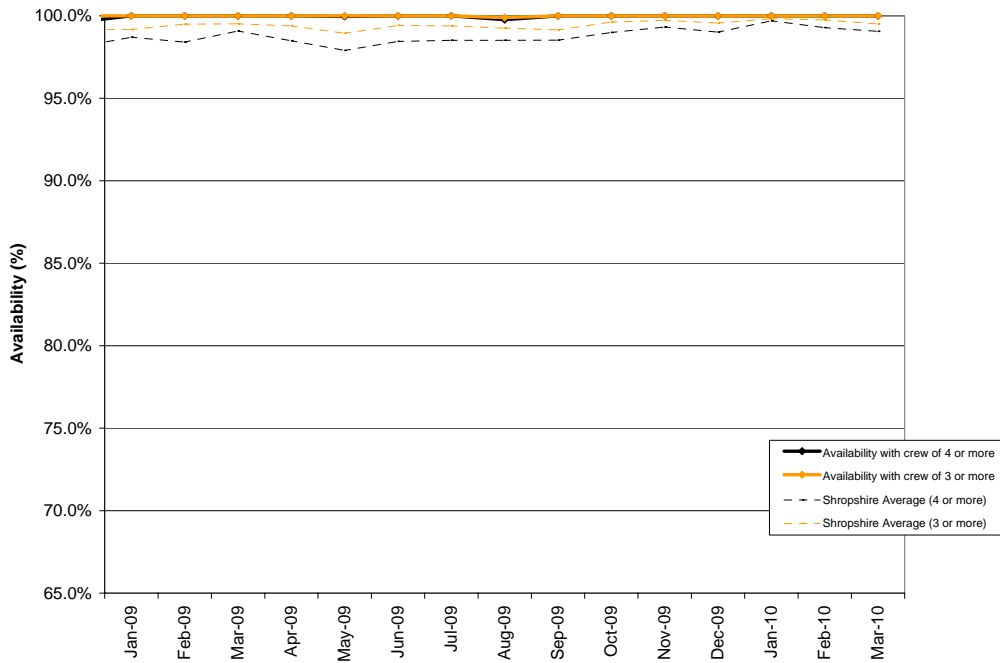
Hodnet Availability



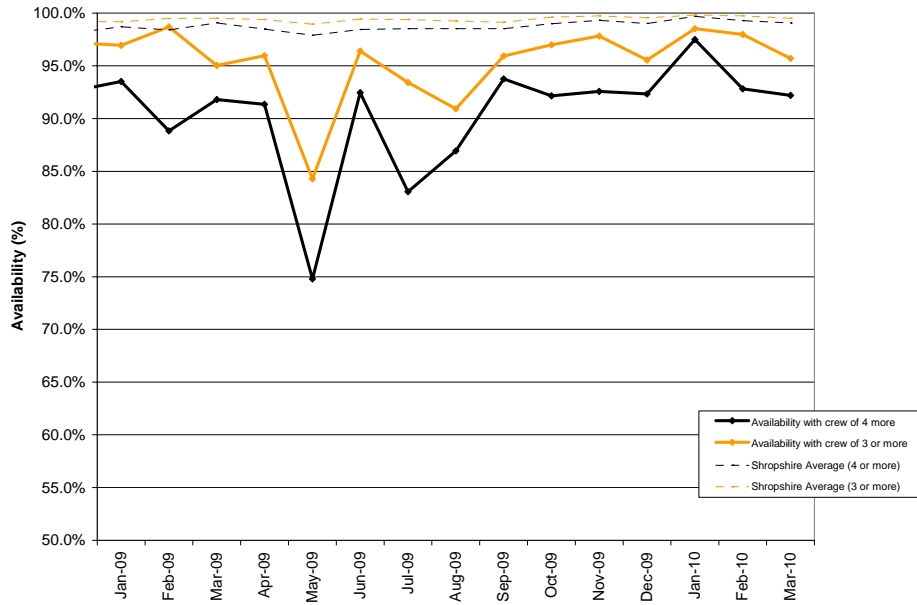
Ludlow Availability



Market Drayton Availability

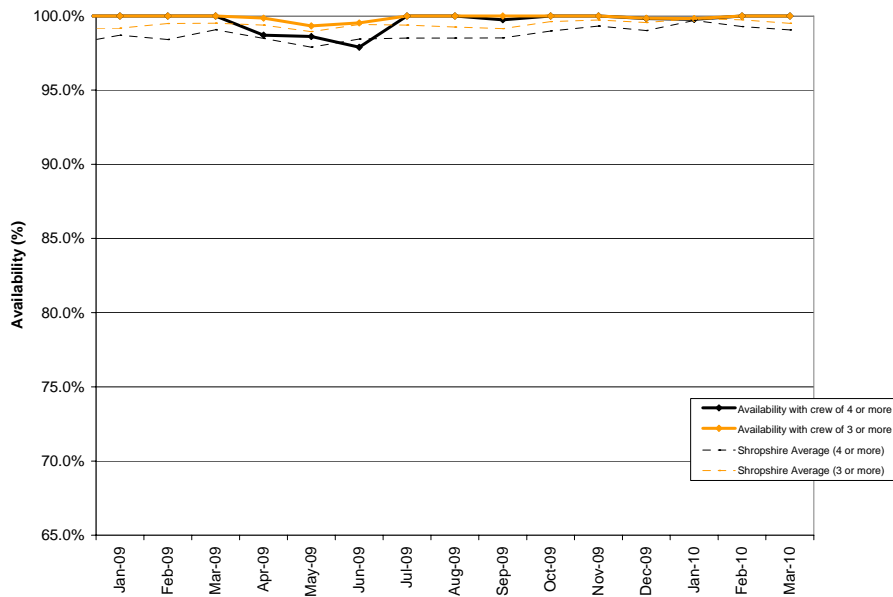


Much Wenlock Availability

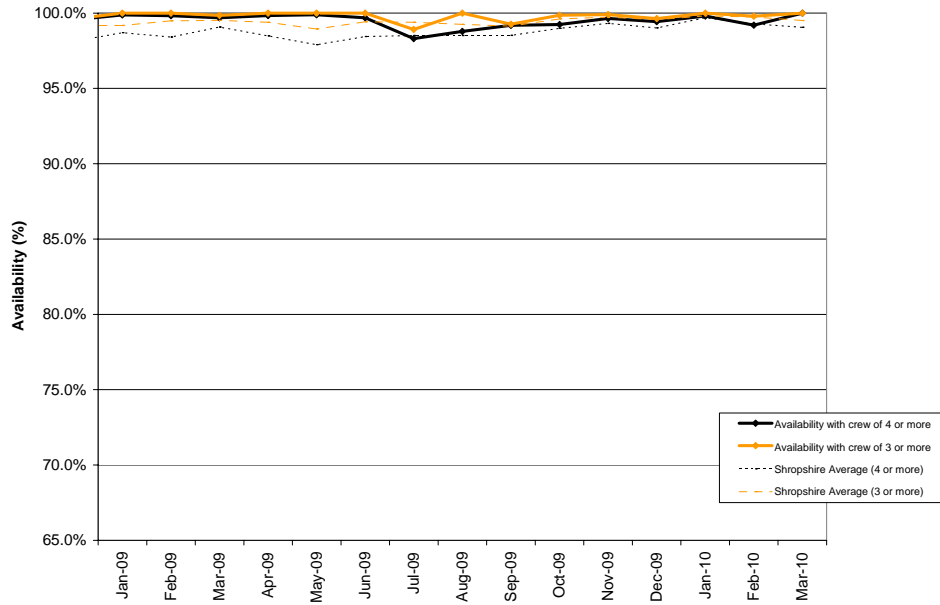


Quarter 1	08:00 – 18:00	18:00 – 08:00
Off the Run	56 hours 06 minutes	8 hours 53 minutes
Supernumerary	47 hours 02 minutes	21 hours 36 minutes

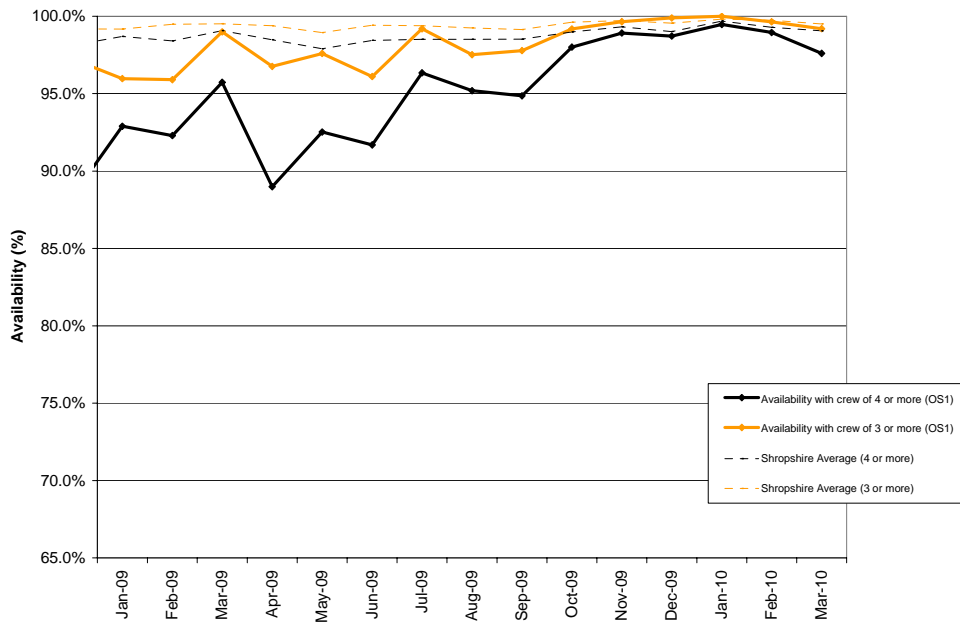
Minsterley Availability



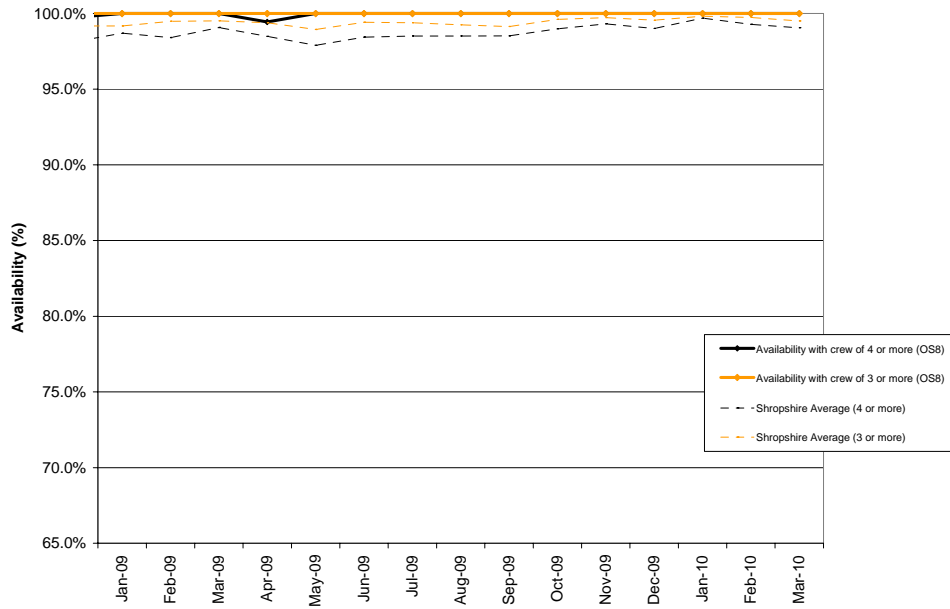
Newport Availability



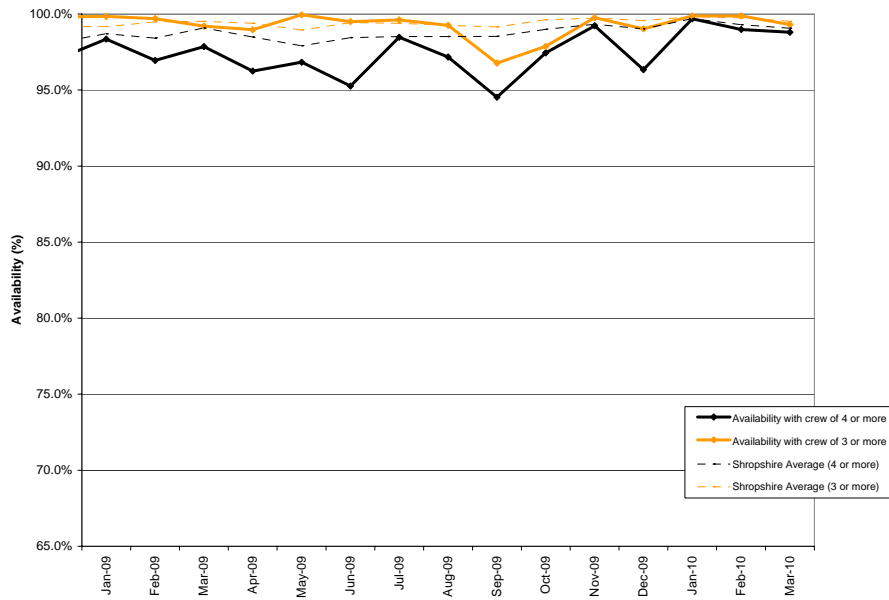
Oswestry (OS1) Availability



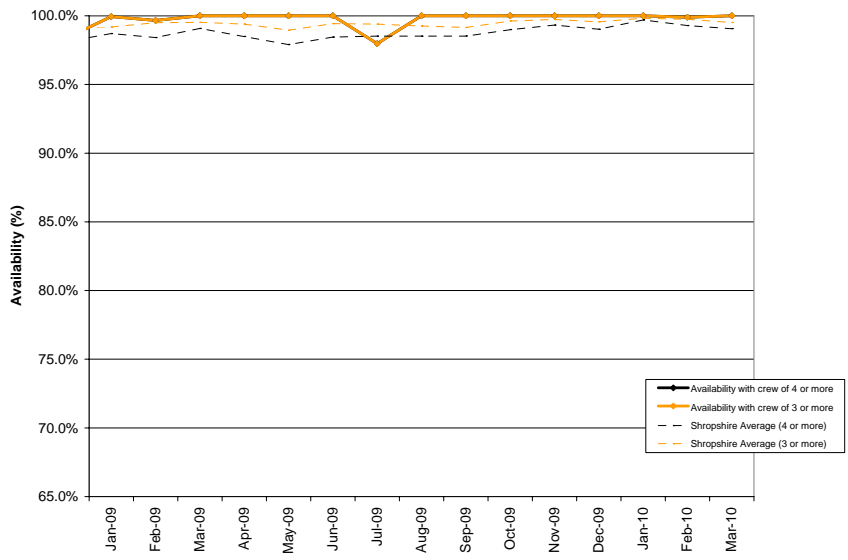
Oswestry (OS8) Availability



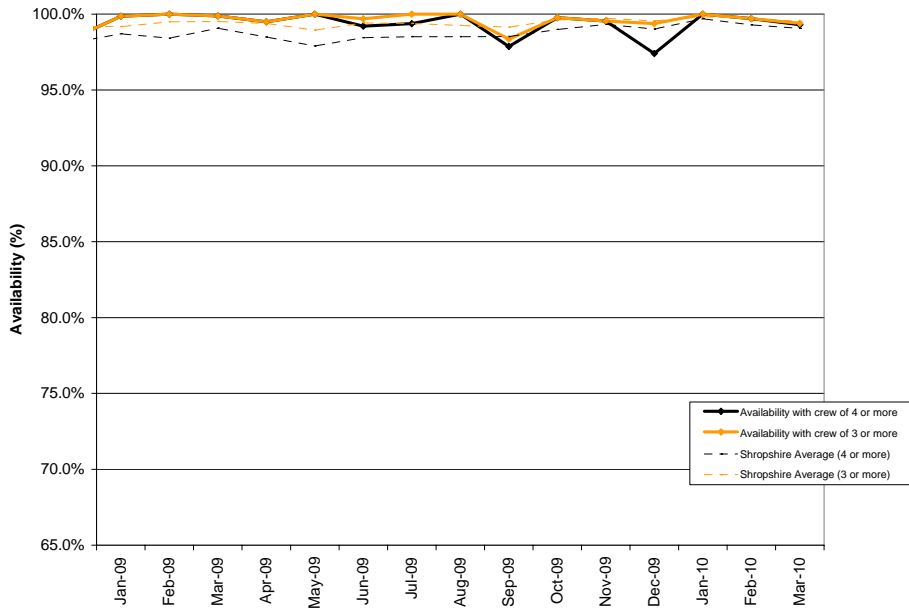
Prees Availability



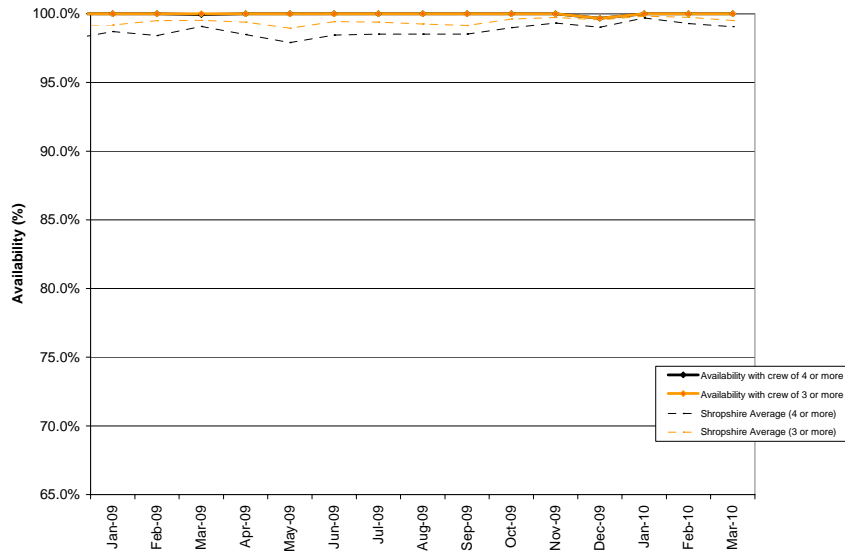
Shrewsbury Retained Availability



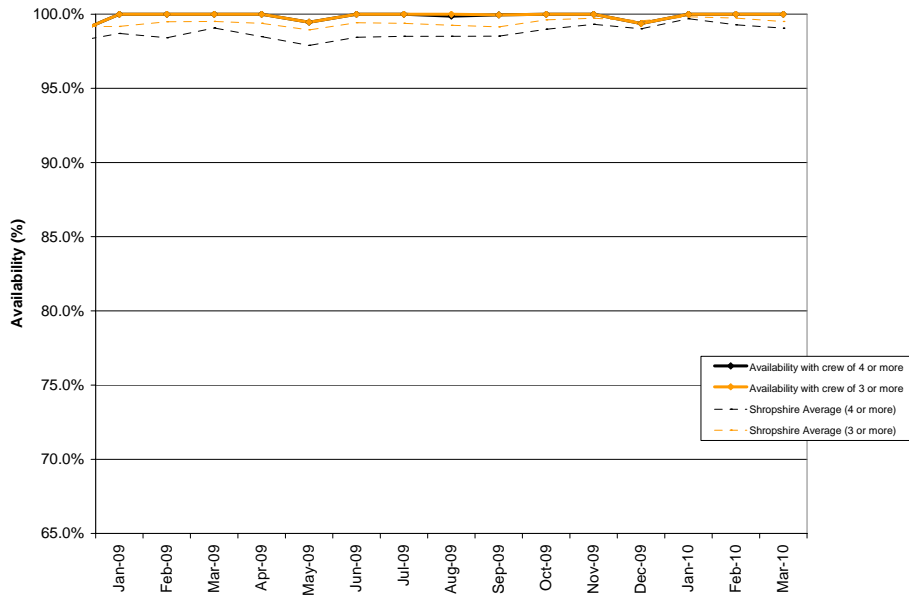
Tweeddale Availability



Whitchurch Availability



Wellington Retained Availability



Wem Availability

