

Retained Duty System Performance Monitoring April to September 2010

Report of the Chief Fire Officer

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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, Graph A and Graph B detail retained appliance availability. The **average** appliance availability during the last quarter was 98.03% with a minimum crew of 4, and 99.15% with a minimum crew of 3; this was slightly down on the last quarter.

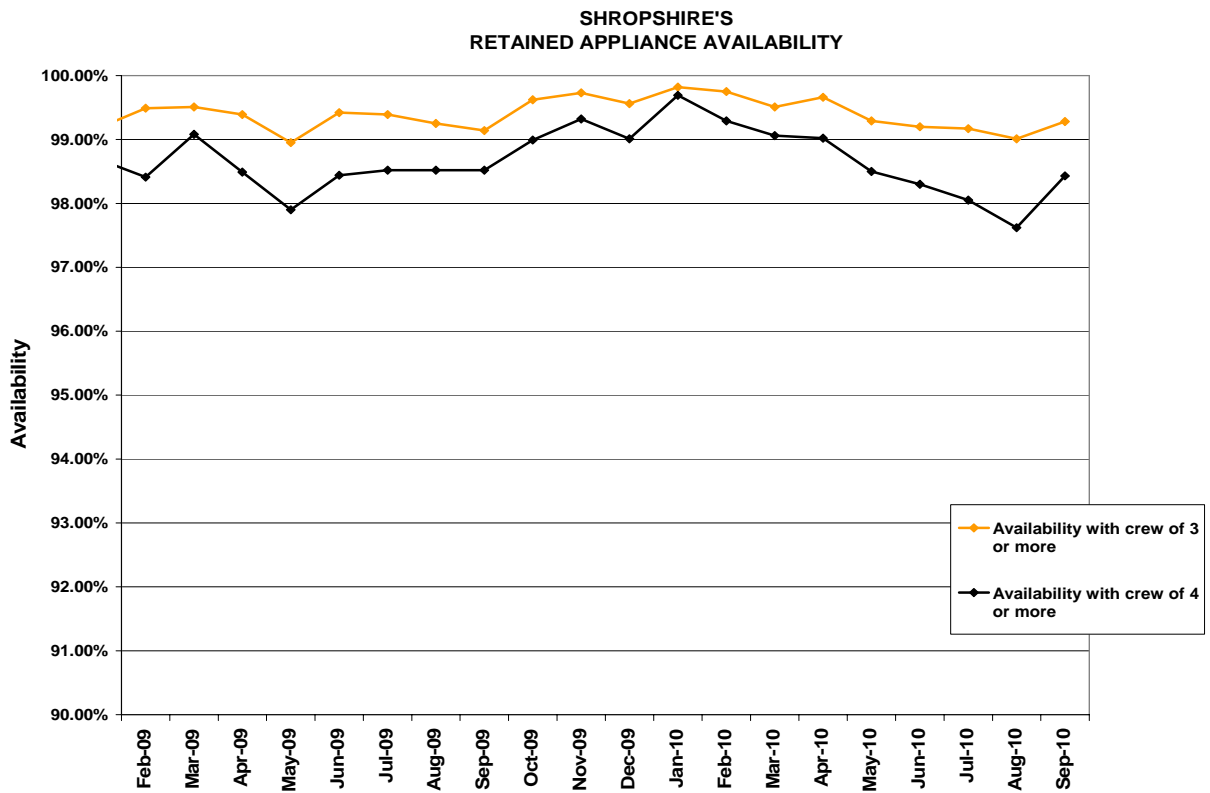
Table A 2010/11 RDS Appliance Availability

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	-	-
Quarter 4 January - March	-	-

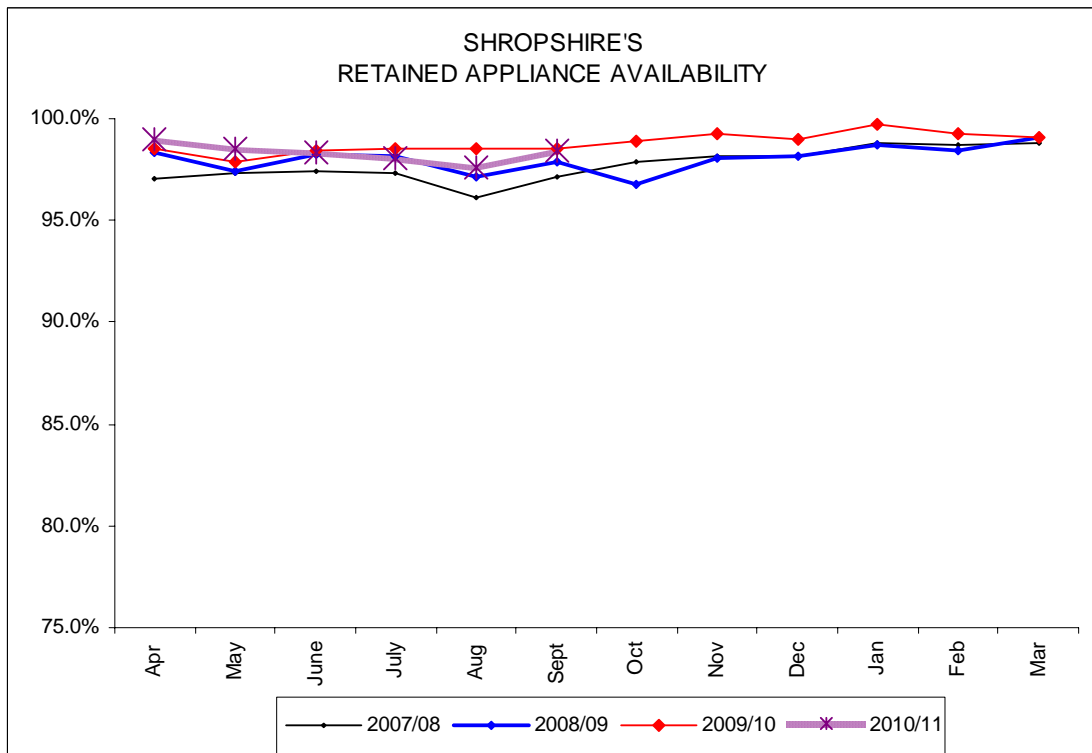
Table B RDS Availability Comparison from 2007/8 – 2010/11

	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Annual
crew of 4 or more 2010/11	99.02%	98.50%	98.30%	98.05%	97.62%	98.43%							98.32%
crew of 3 or more 2010/11	99.66%	99.29%	99.20%	99.17%	99.01%	99.28%							99.27%
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 – September 2010)



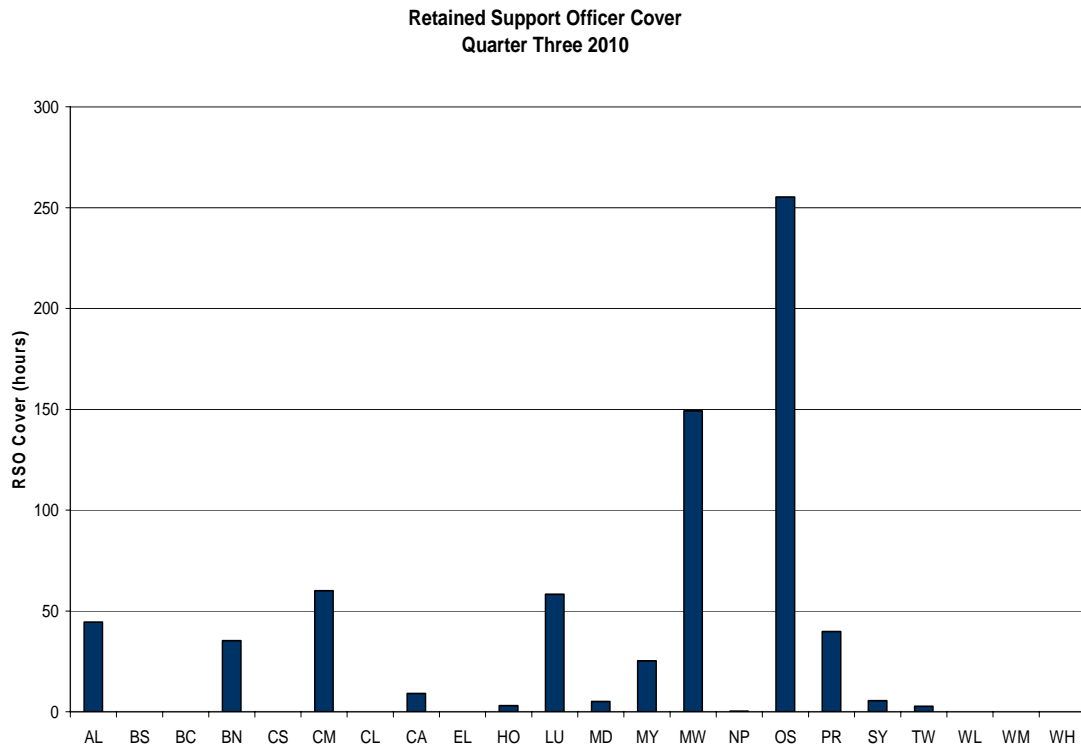
Graph B shows retained appliance availability year on year.

TABLE C - 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									85.75
BASCHURCH	0	0	0	0	0	0	0	0									0
BISHOPS CASTLE	0	0	0	0	0	0	0	0									0
BRIDGNORTH	2.5	23.5	20	46	8.5	25.25	1.5	35.25									81.25
CHURCH STRETTON	0	0	0	0	0	0	0	0									0
CLEOBURY MORTIMER	0	4	16.5	20.5	20.5	13.5	26	60									80.5
CLUN	0	0	0	0	0	0	0	0									0
CRAVEN ARMS	0.5	40	9.5	50	0	5	4	9									59
ELLESMERE	0	0	2.25	2.25	0	0	0	0									2.25
HODNET	0	0	0	0	3	0	0	3									3
LUDLOW	0	2.5	3	5.5	0	48.75	9.5	58.25									63.75
MARKET DRAYTON	0	0	0	0	0	0	5	5									5
MINSTERLEY	4	6	24	34	15.75	9.5	0	25.25									59.25
MUCH WENLOCK	132.3	73.25	38.5	244.05	50.25	87	12	149.25									393.3
NEWPORT	5.25	3.75	10	19	0.25	0	0	0.25									19.25
OSWESTRY	5.5	17	50.25	72.75	83.75	115	56.5	255.25									328
PREES	1	5.25	4.25	10.5	5.75	14.75	19.25	39.75									50.25
SHREWSBURY	0	0	0	0	1.5	0	4	5.5									5.5
TWEEDALE	5	2.5	0	7.5	0	2.75	0	2.75									10.25
WELLINGTON	0	0	0	0	0	0	0	0									0
WEM	0	0	0	0	0	0	0	0									0
WHITCHURCH	0.25	0	6.75	7	0	0	0	0									7
TOTAL HOURS/MONTH	159.8	206	194.5	560.3	208	332.25	152.75	693									1253.3

Quarters 1 and 2 - Show a reduction of 28.76% compared to the same quarters in 2009/10

Graph C Retained Support Officer Cover (July – September 2010)



Graph C highlights the retained stations that have required RSO day cover during the last quarter (July – September 2010).

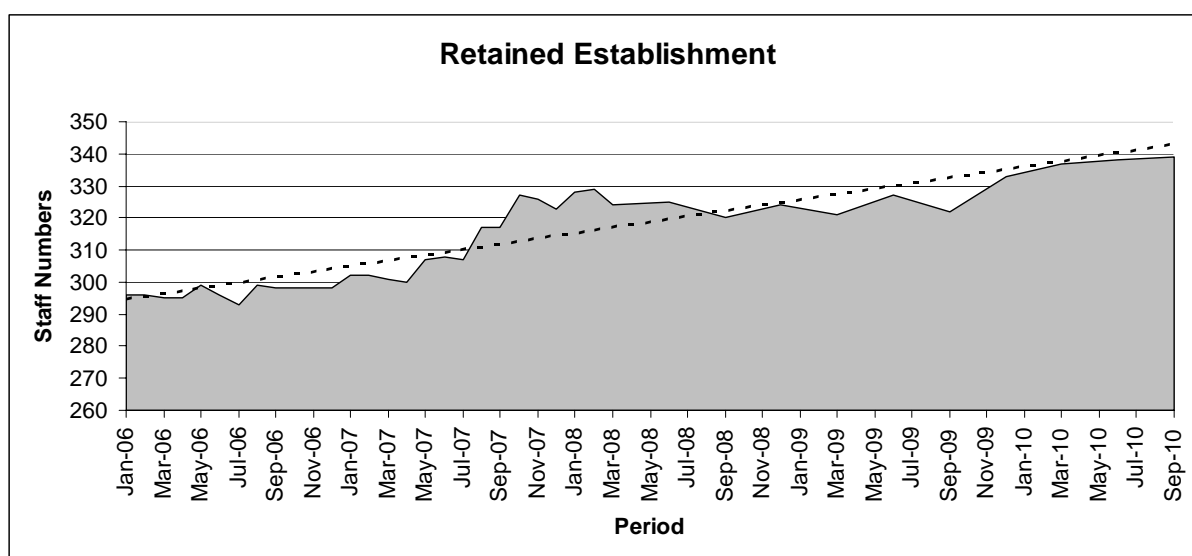
5 Recruitment

Retained recruitment levels continue to increase across the County. There were a further six trainees on the August training course. Table D below shows the optimum station establishment and the current station establishment levels at 30 September 2010.

Table D Current Station Establishment (30 September 2010)

Station	Station Establishment (Units)	Current Establishment (Units)	Current Establishment (People)	Establishment Deficit (Units) +/-
Albrighton	14	12	13	-2.00
Baschurch	14	14.25	16	+0.25
Bishops Castle	14	12.75	13	-1.25
Bridgnorth	18	14.5	16	-3.50
Church Stretton	15	14.75	15	-0.25
Cleobury Mortimer	14	12	13	-2.00
Clun	14	11.75	13	-2.25
Craven Arms	15	14.25	15	-0.75
Ellesmere	14	11.75	14	-2.25
Hodnet	14	10.75	12	-3.25
Ludlow	18	17	20	-1.00
Market Drayton	18	17.25	18	- 0.75
Minsterley	14	9.25	11	-4.75
Much Wenlock	14	9	11	-5.00
Newport	18	16.25	20	-1.75
Oswestry	18	15.75	17	-2.25
Prees	15	12	14	-3.00
Shrewsbury	18	14.5	17	-3.50
Tweedale	18	18.25	22	+0.25
Wellington	14	12.25	16	-1.75
Wem	14	13	14	1.00
Whitchurch	18	17.5	19	-0.50
Totals	343	300.75	339	-42.25

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	7
May 2010	7
August 2010	6

6 Retention

Table F below provides a summary of reasons why retained staff left the Service since April 2005 until September 2010.

Table F Retained Leavers and Summary of Reasons

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

7 Community Fire Safety (CFS)

Table G below shows the number of RDS Home Safety Visits and Smoke Detectors fitted from 2005/6 up until end of September 2010.

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
2010/11*	1994	1453

*Quarters 1 and 2 only (April – September 2010)

8 Financial Implications

There are no direct financial implications arising from this report.

9 Legal Comment

There are no direct legal implications arising from this report.

10 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.

11 Appendix

There are no appendices attached to this report.

12 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		Member Involvement	
Capacity		National Framework	
Civil Contingencies Act		Operational Assurance	
Efficiency Savings		Public Value	
Environmental		Retained	*
Financial		Risk and Insurance	
Fire Control/Fire Link		Staff	
Information Communications and Technology		Strategic Planning	
Freedom of Information / Data Protection / Environmental Information		Equality Impact Assessment	*
Legal			