

Retained Duty System Performance Monitoring

Report of the Chief Fire Officer

For further information about this report please contact Alan Taylor, Chief Fire Officer, on 01743 260201 or Jim Quinn, District Officer, 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:

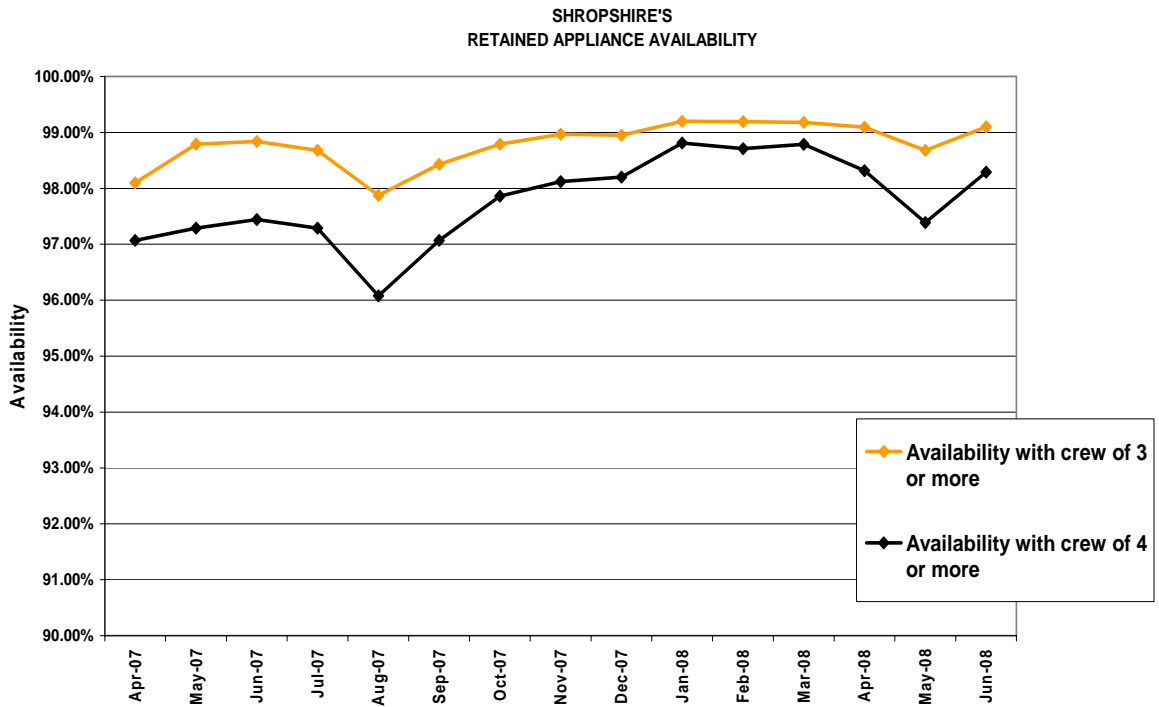
Task the Audit and Performance Management Committee with the continued monitoring of retained performance, particularly with regard to appliance availability, recruitment, retention and community fire safety work.

4 Appliance Availability

Graph A below demonstrates the continued positive improvement with retained appliances being available 98.29% of the time with a minimum crew of 4, and 99.10% of the time with a minimum crew of 3.

The appendix shows the Retained Appliance Availability for each station from January 2007 to June 2008.

Retained Appliance Availability



5 Recruitment

Retained recruitment levels continue to increase across the County. There were a further 6 new trainees and one existing member who recently returned from modified duties on the April training course.

The table below shows the optimum station establishment and the current station establishment levels¹ at 30 June 2008.

¹ Single appliance stations have an establishment of 14 and those with more than one appliance have 18.

Retained Duty System Cover on Station

There are three levels of retained cover provided as follows:

1. Full cover = 120 hours or more
2. Three-quarter cover = 84 -120 hours
3. Half cover = 45 – 84 hours (Day cover only)

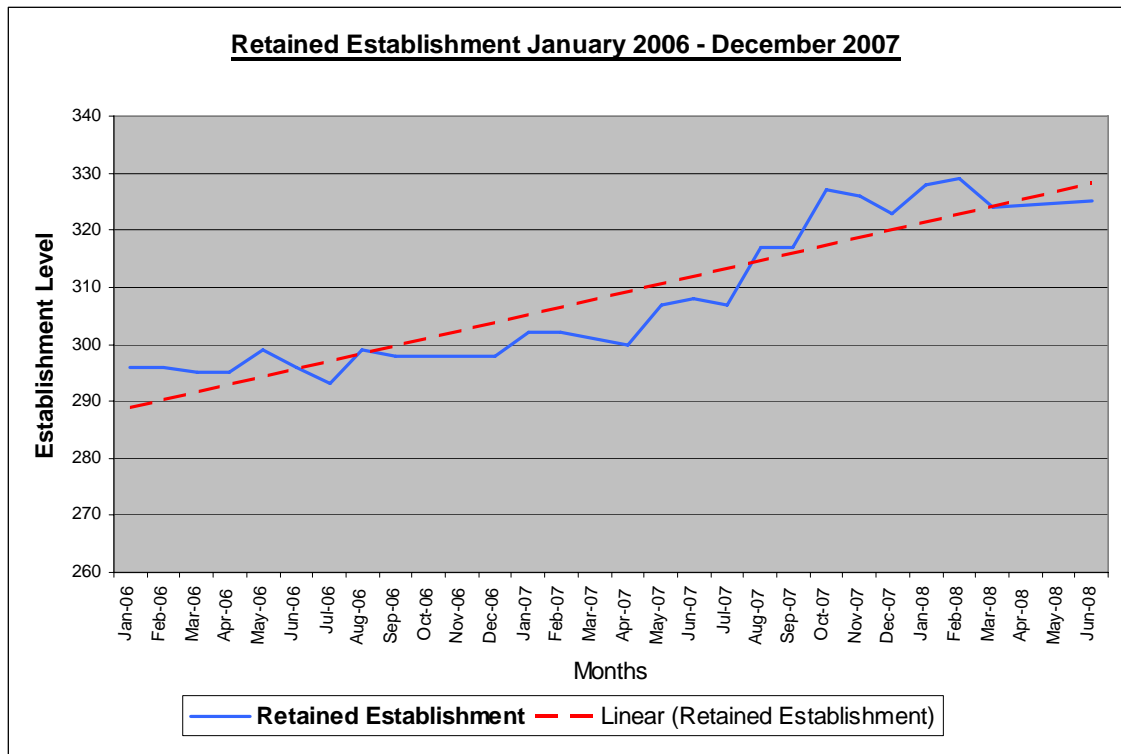
Station and Current Establishment

Station	Station Establishment (Units)	Current Establishment (Units)	Current Establishment (People)
Albrighton	14	13	14
Baschurch	14	12.5	13
Bishop's Castle	14	12.75	13
Bridgnorth	18	16.25	18
Church Stretton	14	11	11
Cleobury Mortimer	14	11	12
Clun	14	11.75	13
Craven Arms	14	10.75	11
Ellesmere	14	11.75	14
Hodnet	14	10.75	12
Ludlow	18	16.25	19
Market Drayton	18	16.75	18
Minsterley	14	9.5	11
Much Wenlock	14	6.75	8
Newport *	18	18.5	22
Oswestry	18	18.25	20
Prees	14	11.25	12
Shrewsbury	18	15	17
Tweedale	18	16	19
Wellington	14	12.5	17
Wem	14	12.25	13
Whitchurch	18	15.75	18
Totals	340	290.25	325

- * Newport Station is at present over establishment as a result of pre-planning by the Officers-in-Charge of the Station due to the number of personnel leaving the Service through retirement, personal/work commitments.

The graph below shows the continued upward trend in recruitment and establishment levels. This follows the implementation of various recruitment strategies arising from the Best Value Review of the Retained Duty System in Shropshire. The upward trend begins in August 2006, which coincides with the introduction of the Retained Support Officer posts.

Retained Establishment



Number of Trainees per Training Course 2005/2006/2007/2008

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

Retention

The table below provides a summary of reasons why retained staff left the Service during 2005/06, 2006/07 and 2007/08. The retention figures for 2007/08 show a 27% improvement on 2006/07.

Please note that whilst analysing the leaver figures for this last quarter it was discovered that the system used to calculate the total numbers leaving did not remove those serving as whole time and retained. These figures have now been corrected.

Retained Leavers – Summary of Reasons

	2005/06		2006/07		2007/08		2008/09*	
	Men	Women	Men	Women	Men	Women	Men	Women
Dismissal on disciplinary grounds	1						1	
Medical discharge / long-term illness/injury	1		1				1	
Resignation to take other employment	2		4	1				
Personal / work commitments	2		4		6	1	2	
Moving away from area	2		3		2		1	
Retirement	3		2		2			
Other reasons not disclosed	8							
Sub Totals	19	0	14	1	10	1	5	0
Final Totals	19		15		11		5	

* 1 April 2008 – 30 June 2008

Community Fire Safety (CFS)

Home Visits and Smoke Detectors Comparison 2005/06, 2006/07, 2007/08 and 2008/09 (RDS)

	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	1861	929

* 1 April 2007 – 30 June 2008

The Community Safety Department has now recruited 16 personnel as Community Safety Advocates. These people are now in post and are being employed on an hourly basis, as and when required, to promote the Brigade's Safer Communities Strategy. The workload will be dependent upon available budget and underspends from other areas may be vired into the Community Safety budget.

6 Financial Implications

There are no direct financial implications arising from this report.

7 Legal Comment

There are no direct legal implications arising from this report.

8 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.

9 Appendix

Retained Appliance Availability / Crewing January 2007 to June 2008

10 Background Papers

Shropshire and Wrekin Fire Authority
25 April 2007, Report 12 – Retained Review

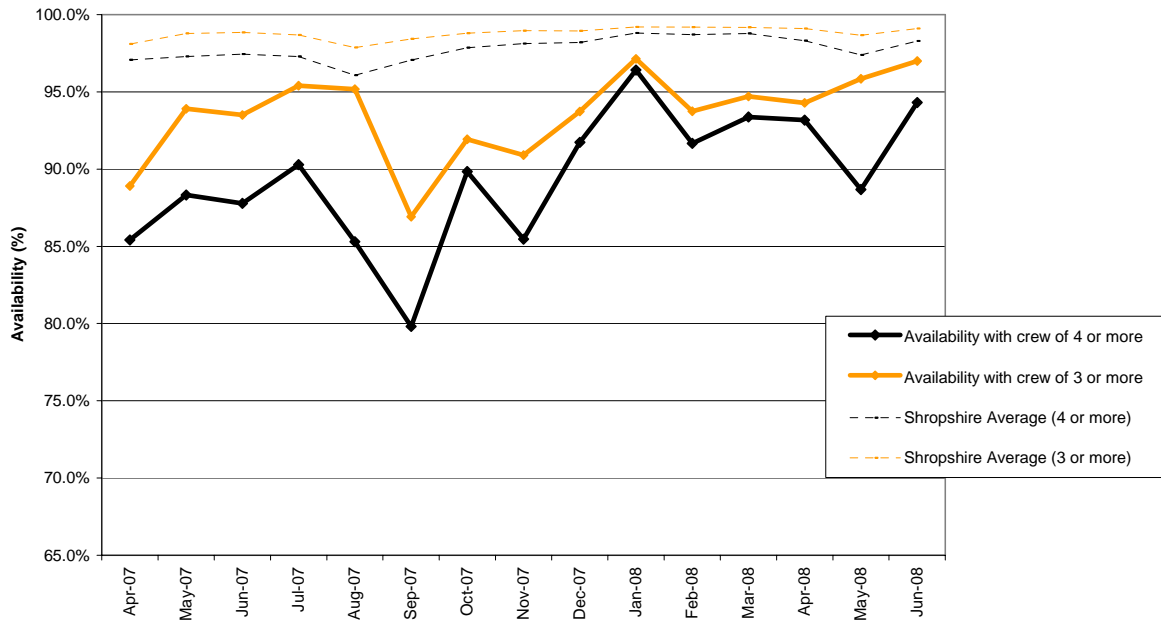
Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

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	*

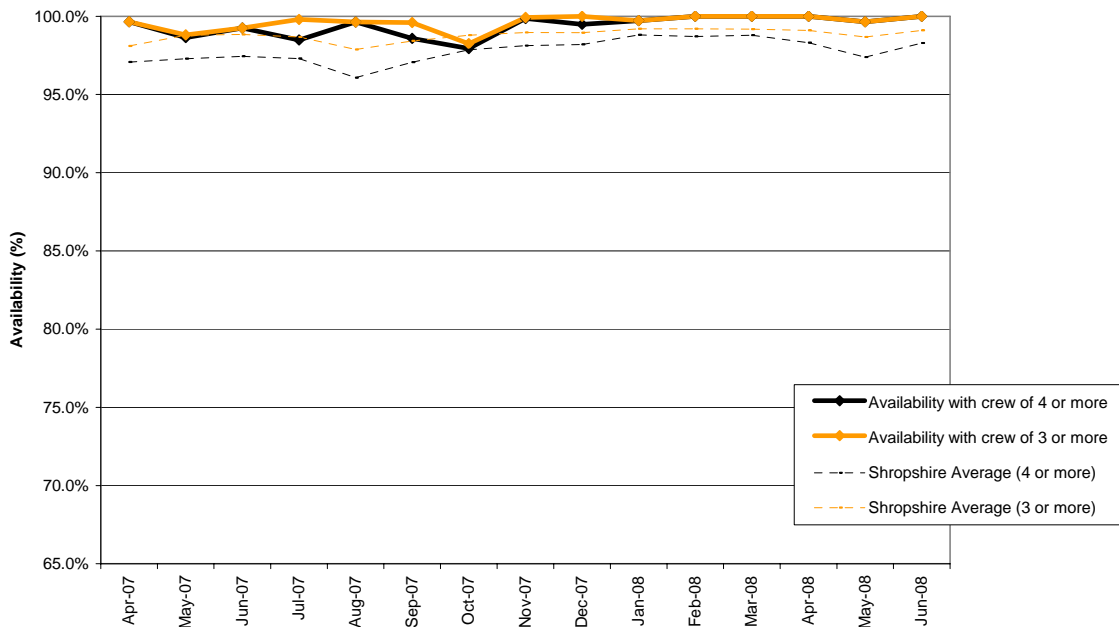
Retained Appliance Availability / Crewing January 2007 to June 2008

Retained

Albrighton Availability

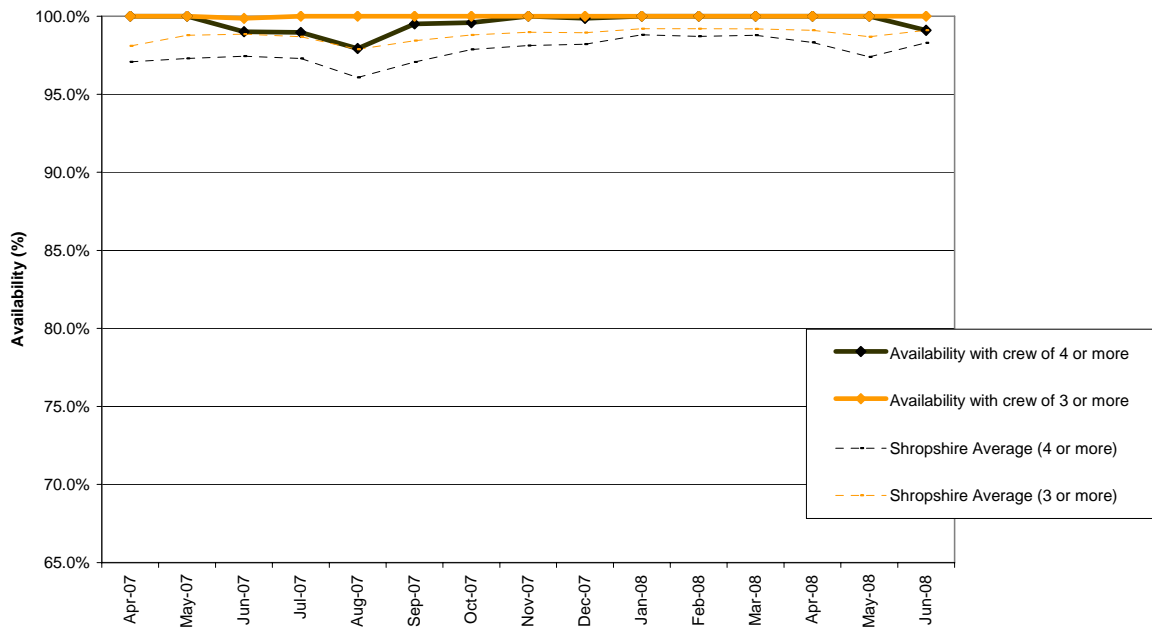


Baschurch Availability

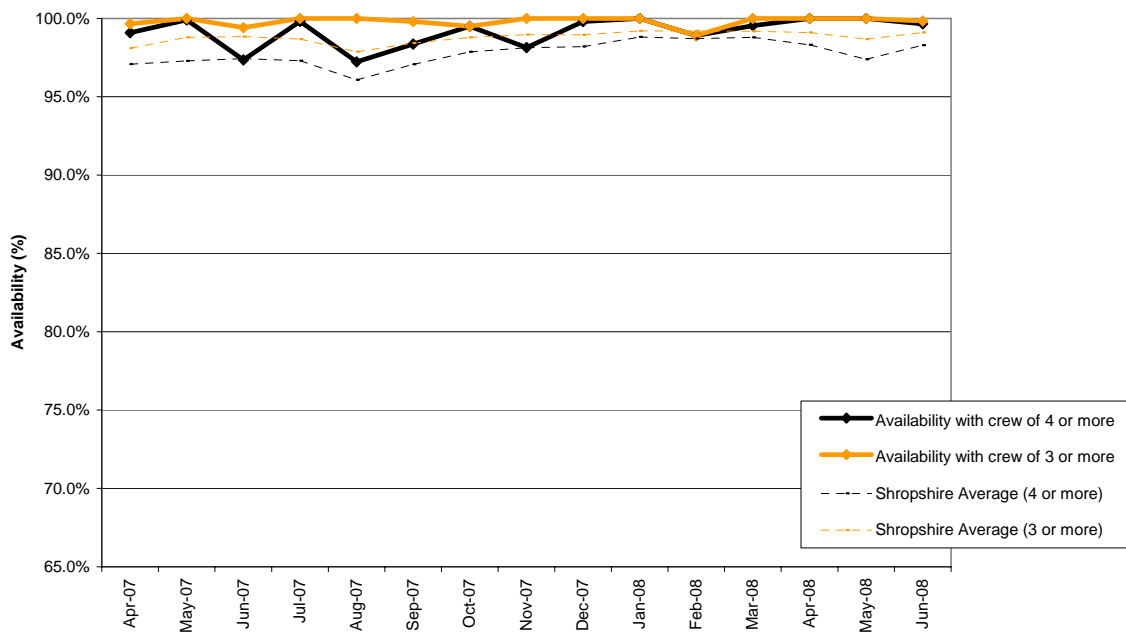


OPS3 Appliance Availability / Crewing

Bishops Castle Availability

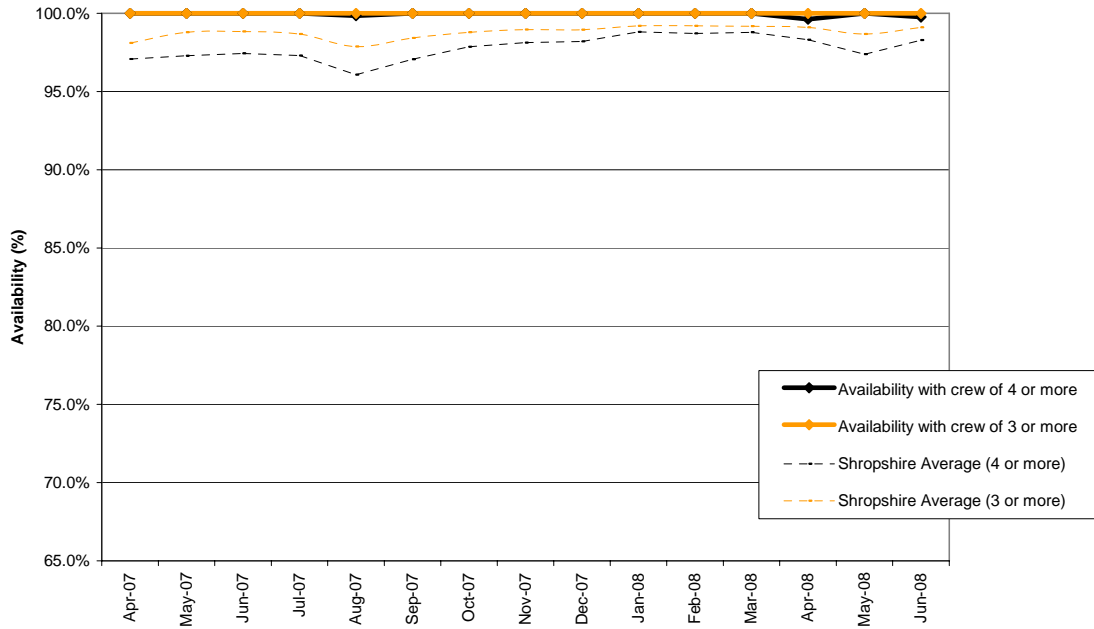


Bridgnorth Availability

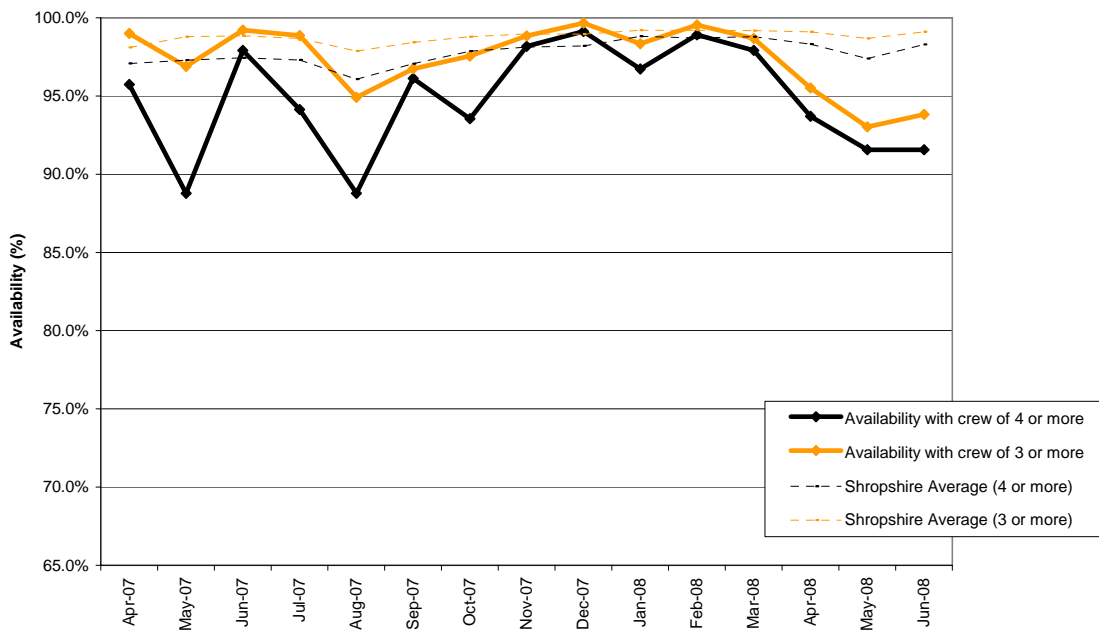


OPS3 Appliance Availability / Crewing

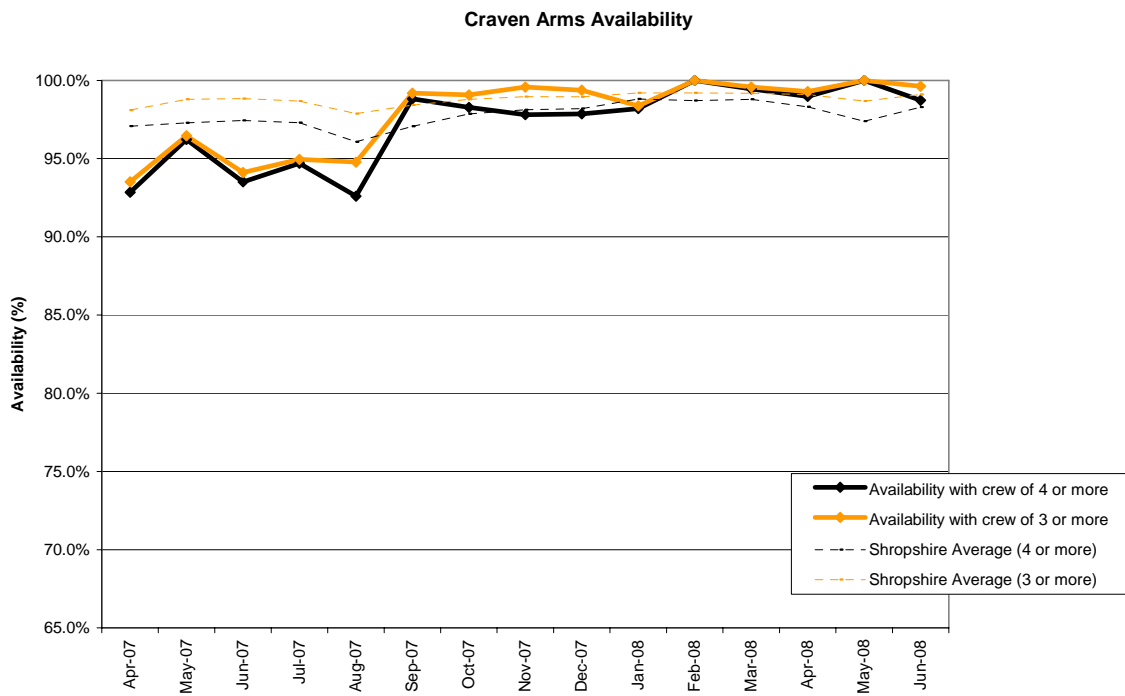
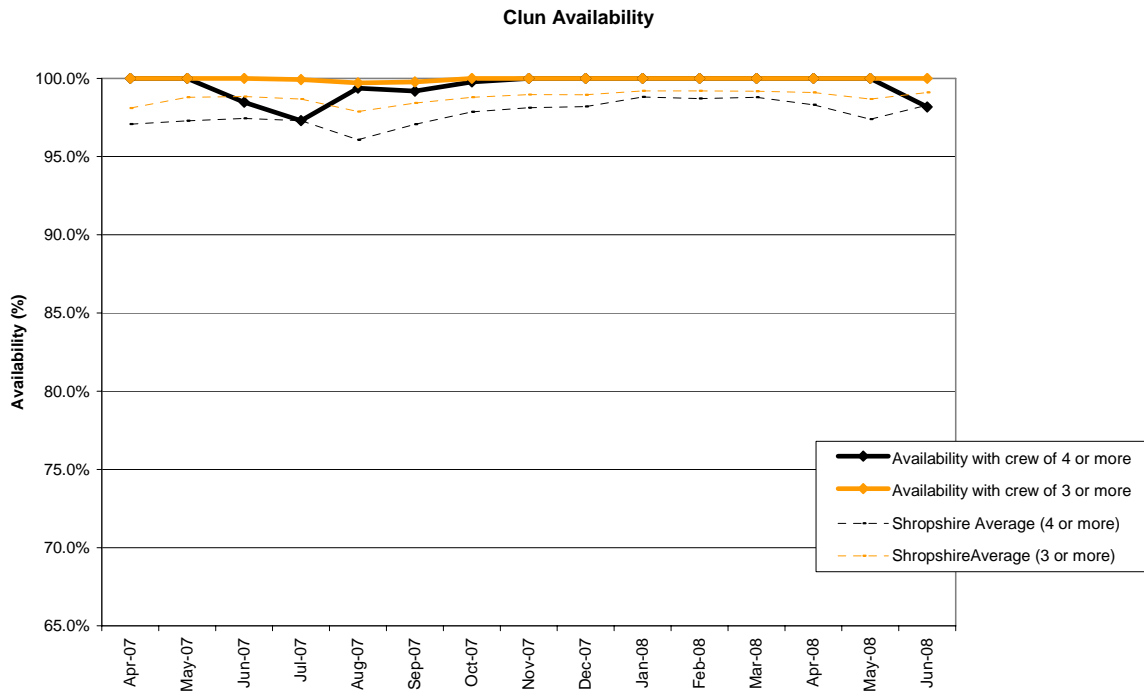
Church Stretton Availability



Cleobury Mortimer Availability

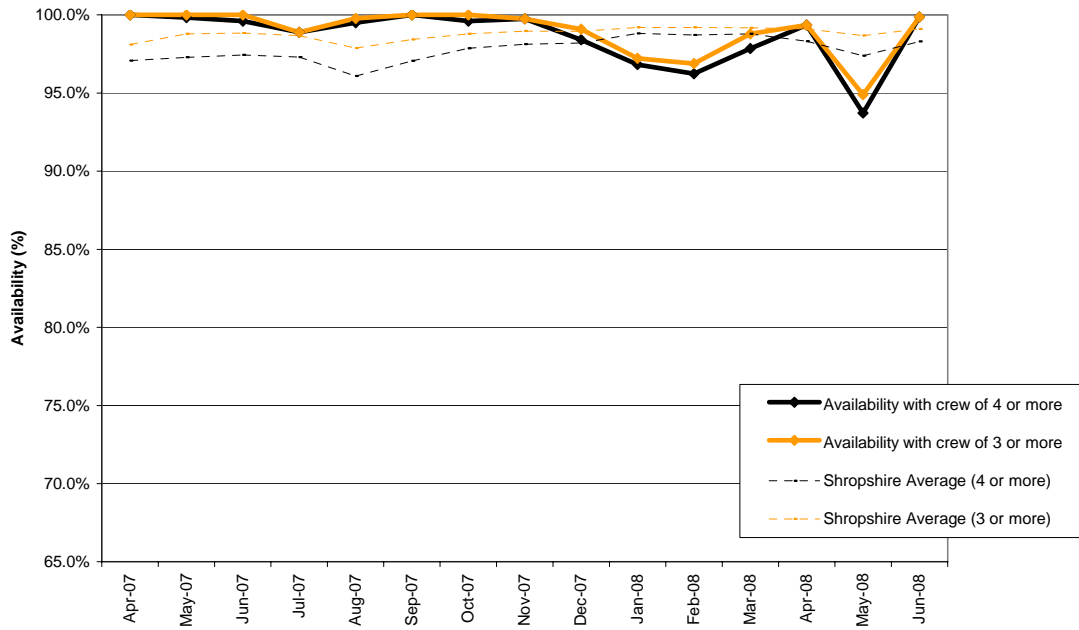


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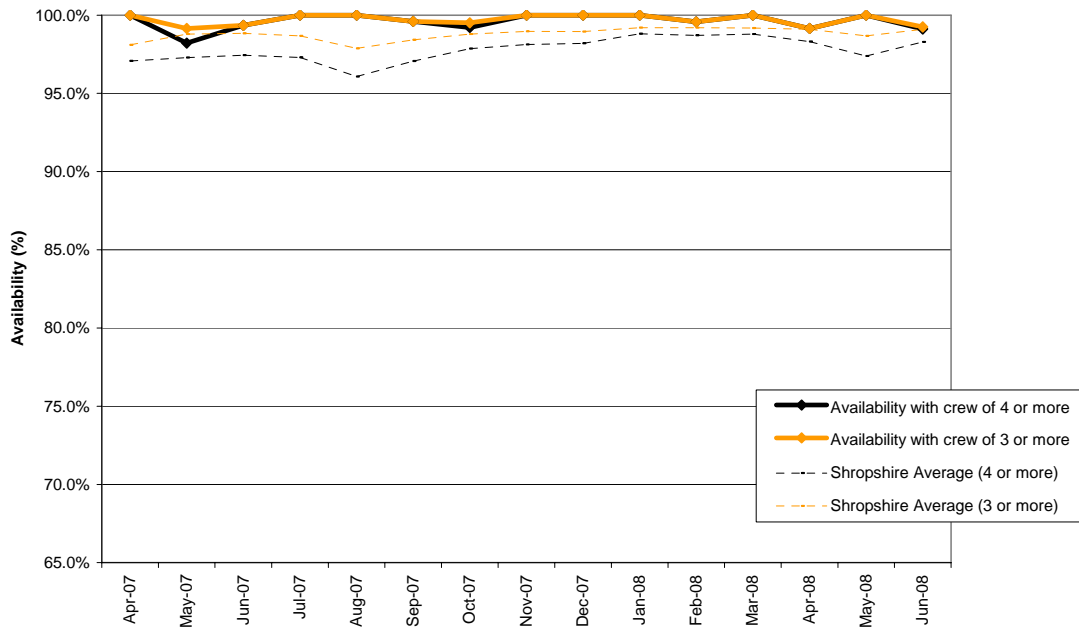


OPS3 Appliance Availability / Crewing

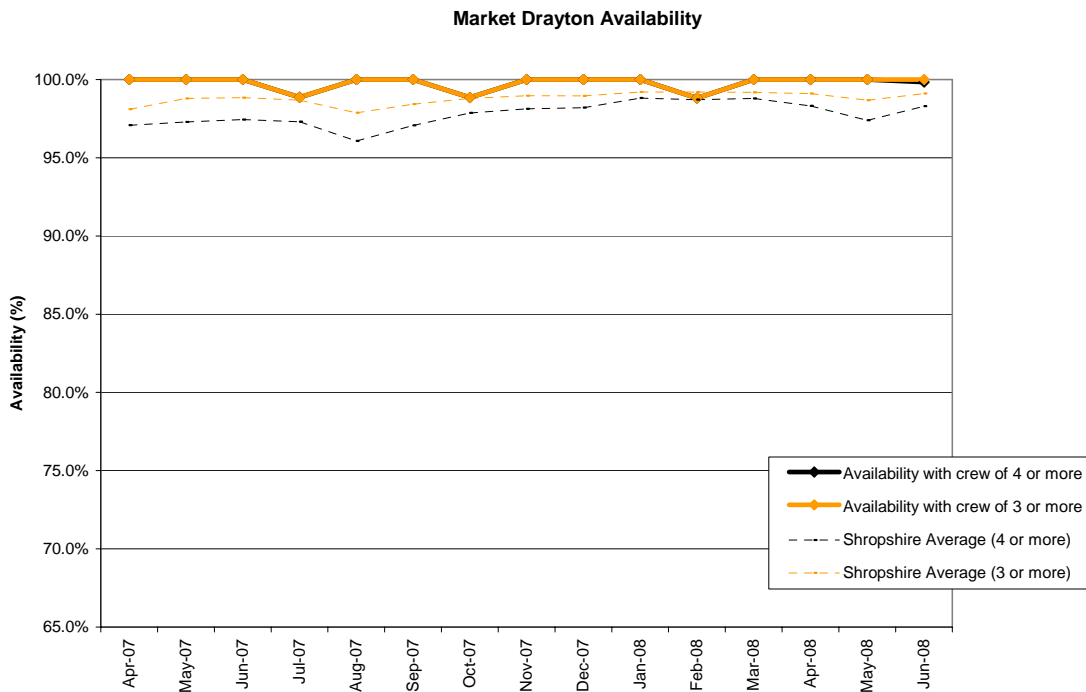
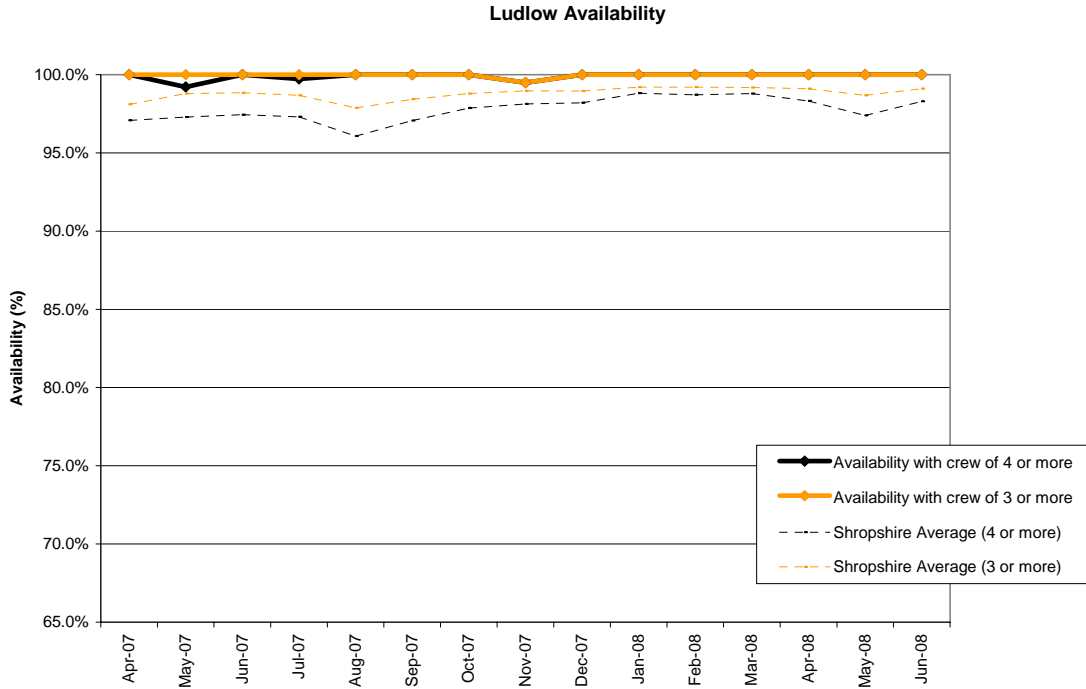
Ellesmere Availability



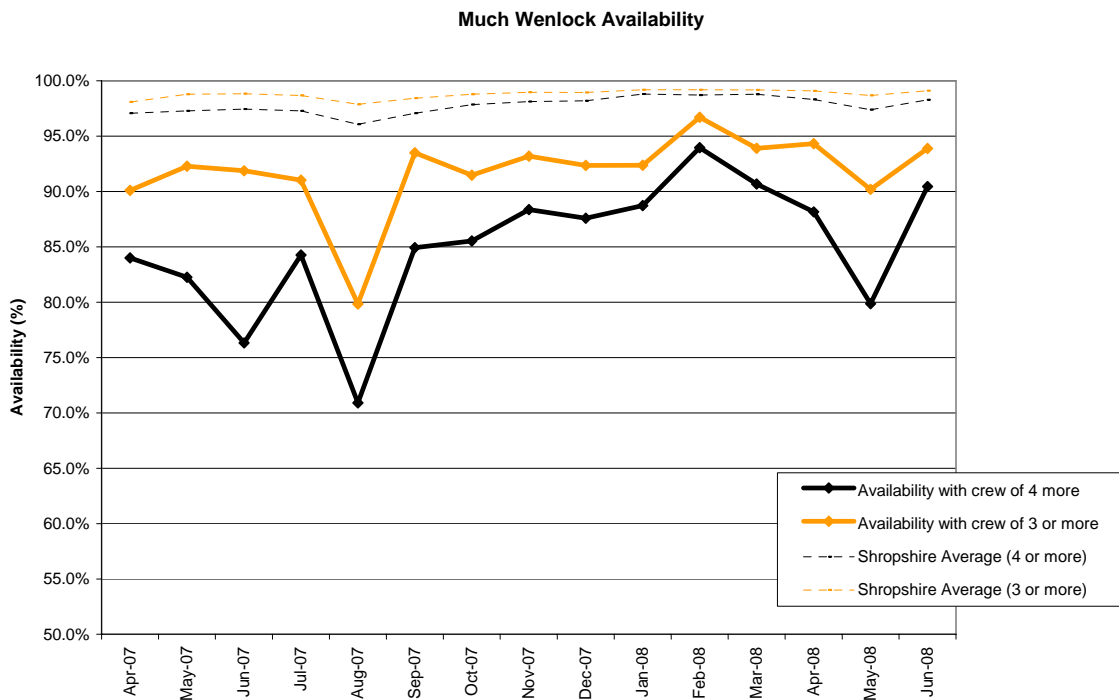
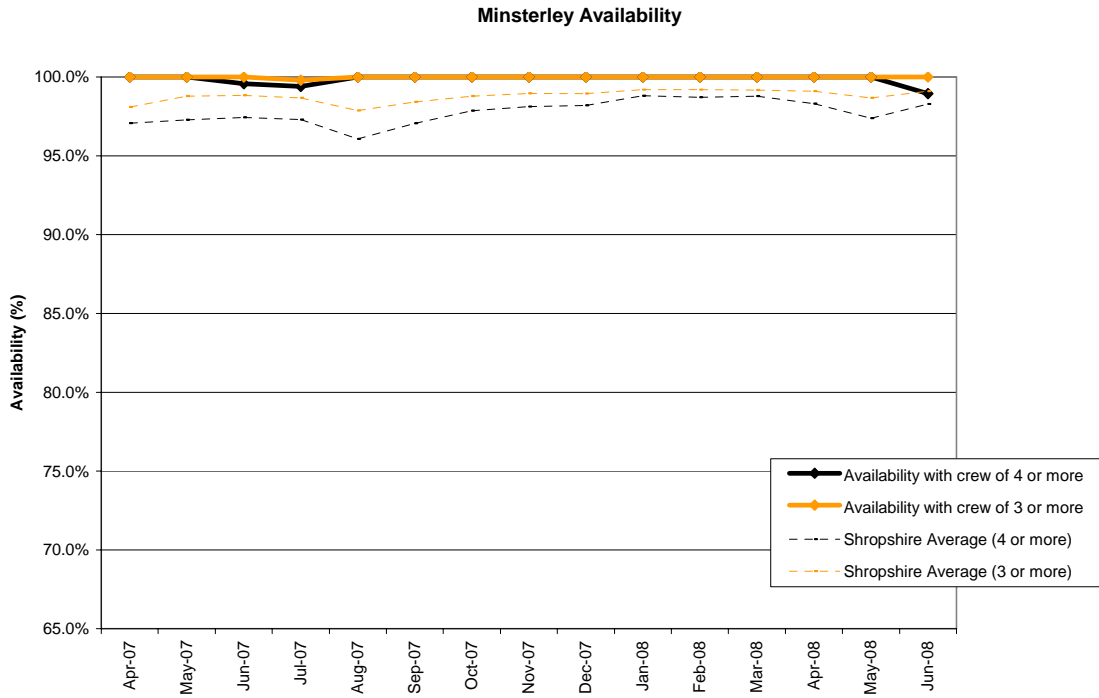
Hodnet Availability



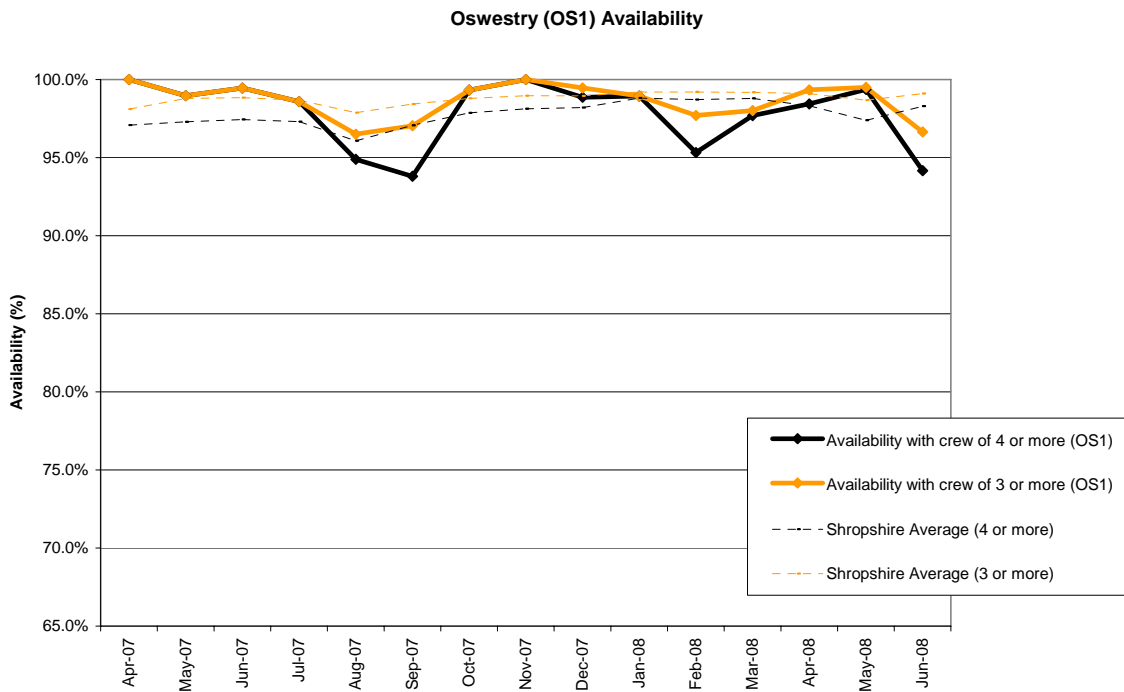
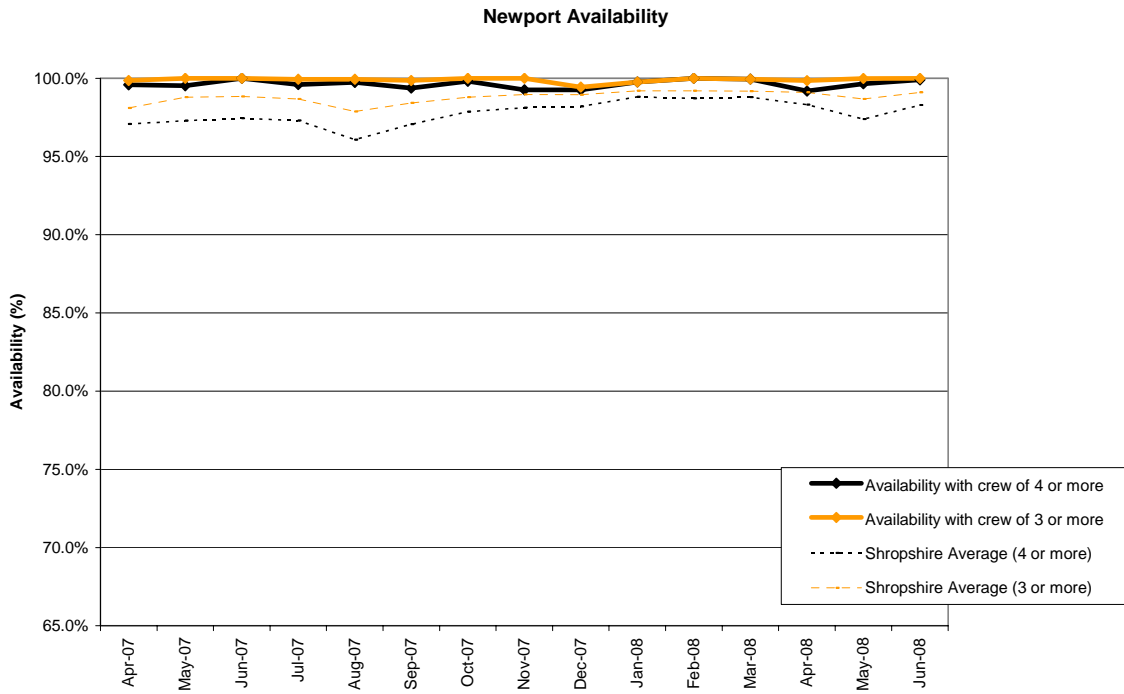
OPS3 Appliance Availability / Crewing



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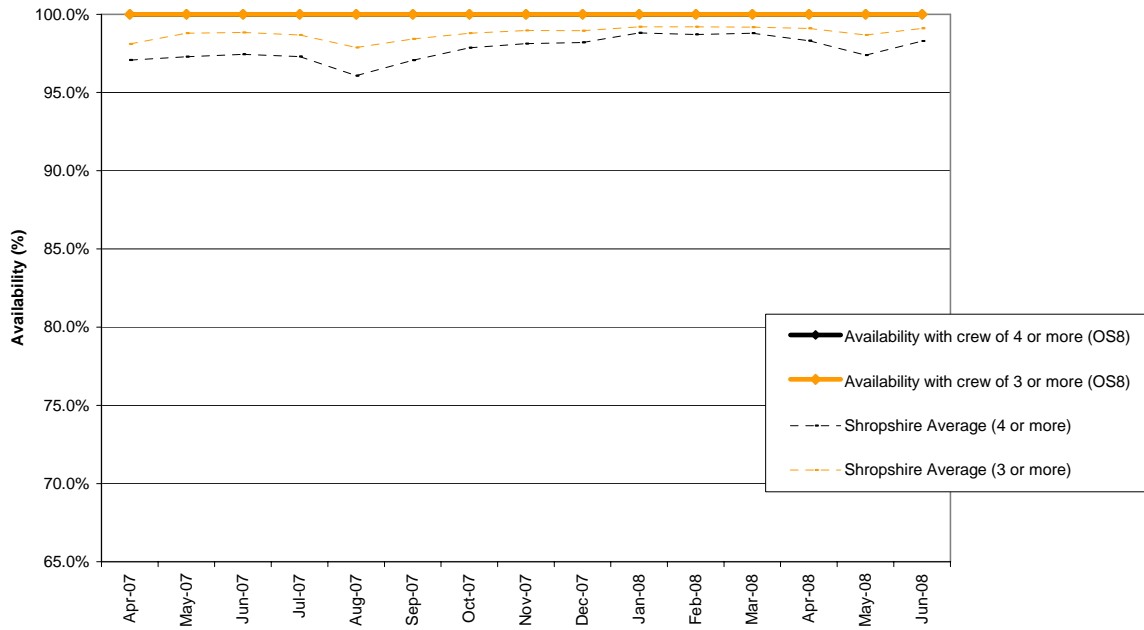


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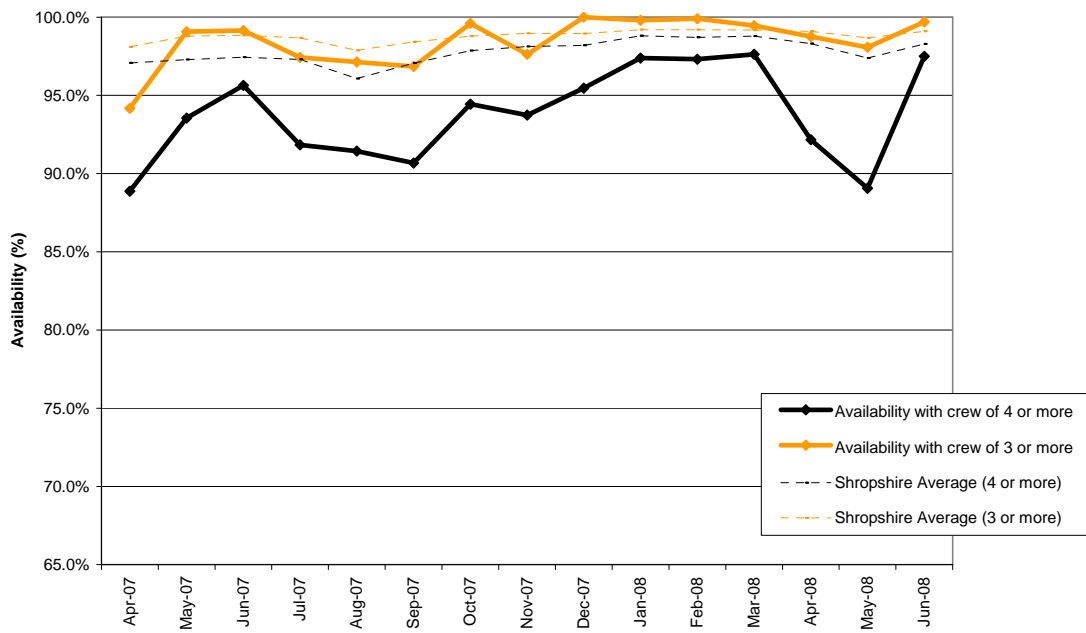


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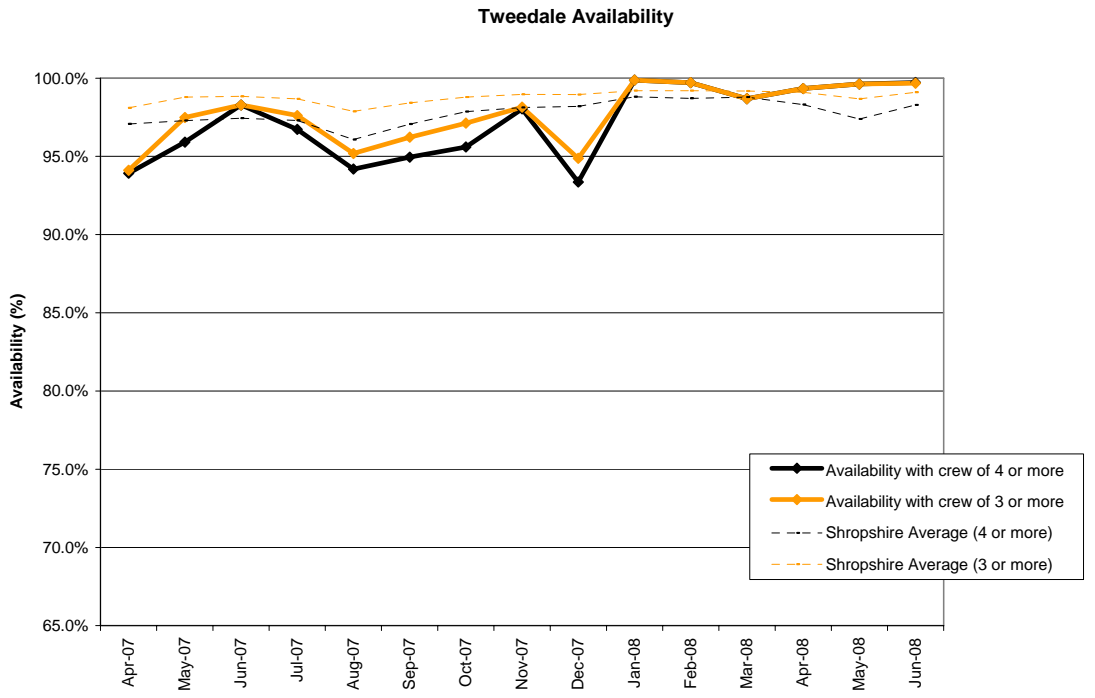
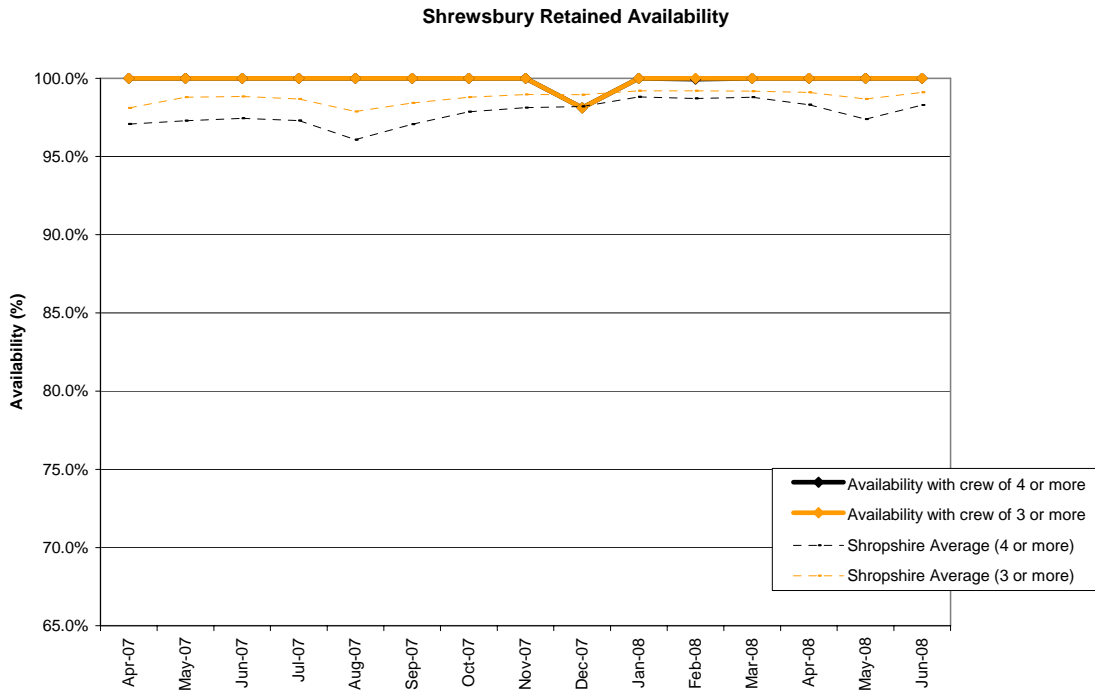
Oswestry (OS8) Availability



Prees Availability

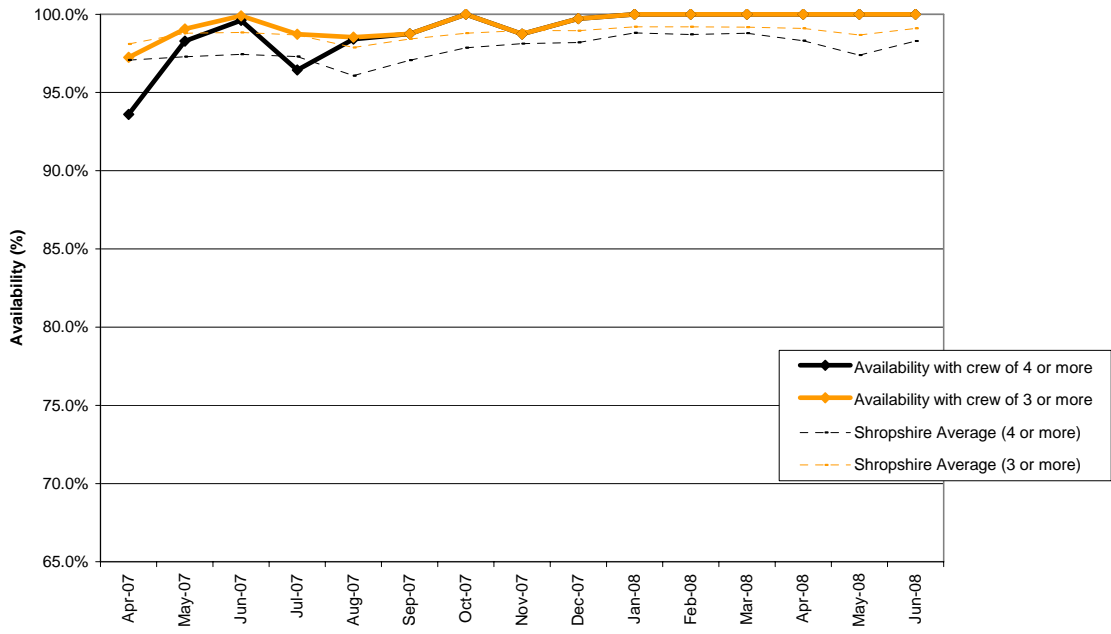


OPS3 Appliance Availability / Crewing

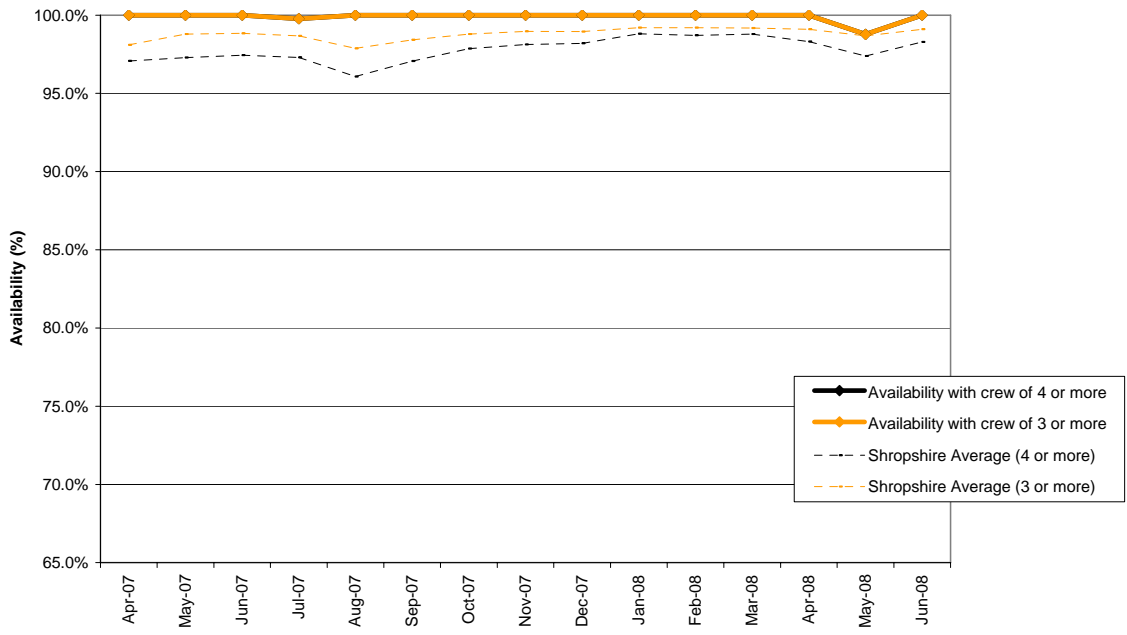


OPS3 Appliance Availability / Crewing

Wellington Retained Availability



Wem Availability



OPS3 Appliance Availability / Crewing

