

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 260225 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:

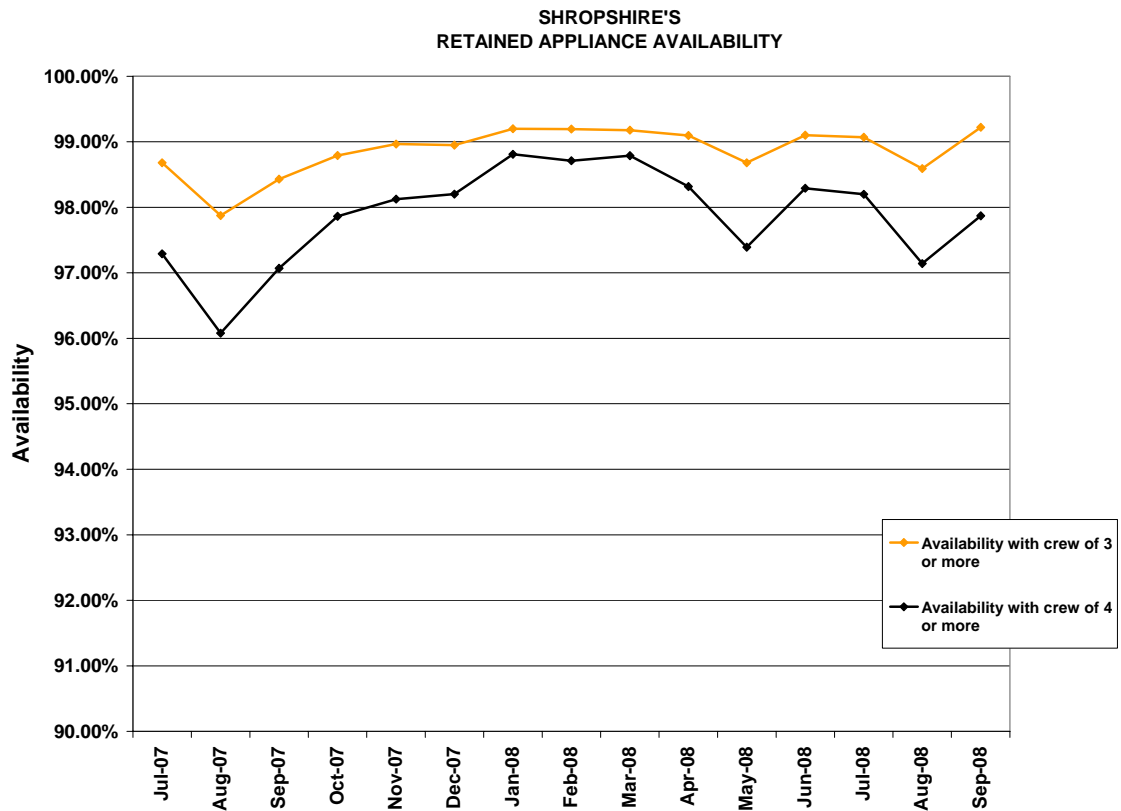
Task the Audit and Performance Management Committee with the continued monitoring of retained performance, particularly with regard to appliance availability, recruitment, retention and community fire safety work.

4 Appliance Availability

Graph A demonstrates the continued positive improvement with retained appliances being available 97.87% of the time with a minimum crew of 4, and 99.22% of the time with a minimum crew of 3.

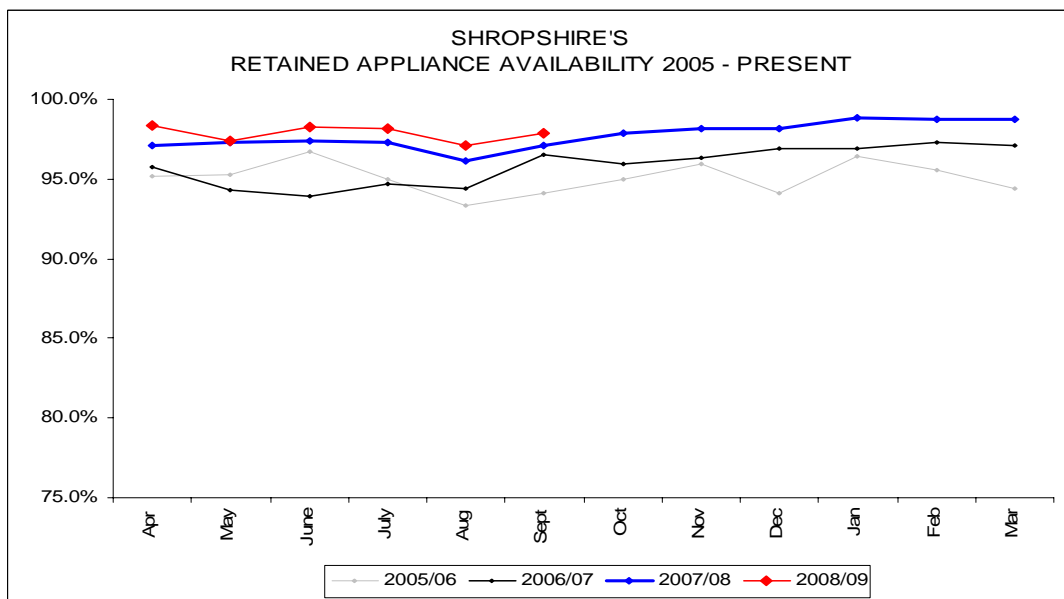
The appendix shows the Retained Appliance Availability for each station in 2007/08.

Graph A - Retained Appliance Availability



Graph B shows that since 2005 retained appliance availability has continued to improve.

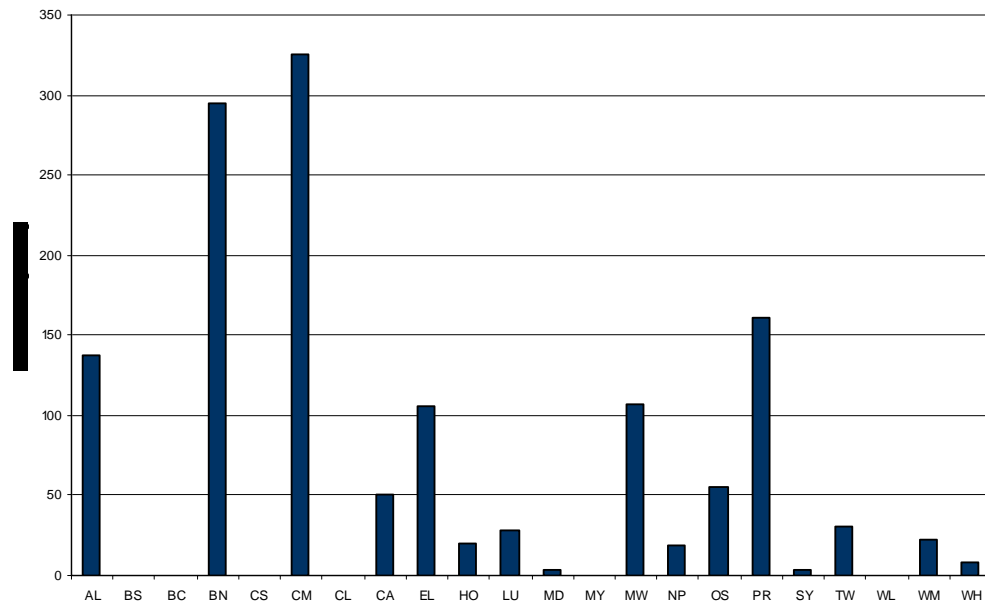
Graph B - Retained Appliance Availability



Graph C highlights the retained stations that have required Retained Support Officer (RSO) day cover during the last quarter. Cleobury Mortimer day cover problems were due to the loss of two day cover drivers through injury, primary employment change and leave. Whereas Bridgnorth day cover loss was due to primary employment shift changes clashing and leave being taken.

Graph C - Retained Support Officer Cover

Retained Support Officer Cover
Quarter Three 2008



5 Recruitment

Retained recruitment levels continue to increase across the county. There were a further 7 new trainees on the September training course.

Table 1 below shows the optimum station establishment and the current station establishment levels¹ at 30 September 2008.

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)

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

Table 1 - Station and Current Establishment

Station	Station Establishment (Units)	Current Establishment (Units)	Current Establishment (People)	Establishment Deficit (Units) +/-
Albrighton	14	13	14	-1
Baschurch	14	12.5	13	-1.5
Bishop's Castle	14	12.75	13	-1.25
Bridgnorth	18	17	19	-1
Church Stretton	14	11	11	-3
Cleobury Mortimer	14	12	13	-2
Clun	14	10.75	12	-3.25
Craven Arms	14	12.75	13	-1.25
Ellesmere	14	9.25	11	-4.75
Hodnet	14	10.75	12	-3.25
Ludlow	18	16.25	19	-1.75
Market Drayton	18	16.75	18	-1.25
Minsterley	14	9.5	11	-4.5
Much Wenlock	14	7.75	9	-6.25
Newport	18	18.5	22	+5
Oswestry	18	16.75	18	-1.25
Prees	14	12.25	13	-1.75
Shrewsbury	18	14.25	16	-3.75
Tweedale	18	16	19	-2
Wellington	14	11	14	-3
Wem	14	12.25	13	-1.75
Whitchurch	18	15.75	17	-2.25
Totals	340	288.75	320	-51.25

Retained Establishment

Although there is a slight downturn shown in graph D this quarter, which was mainly due to improved performance management of stations, it continues to indicate vast 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 – Retained Establishment

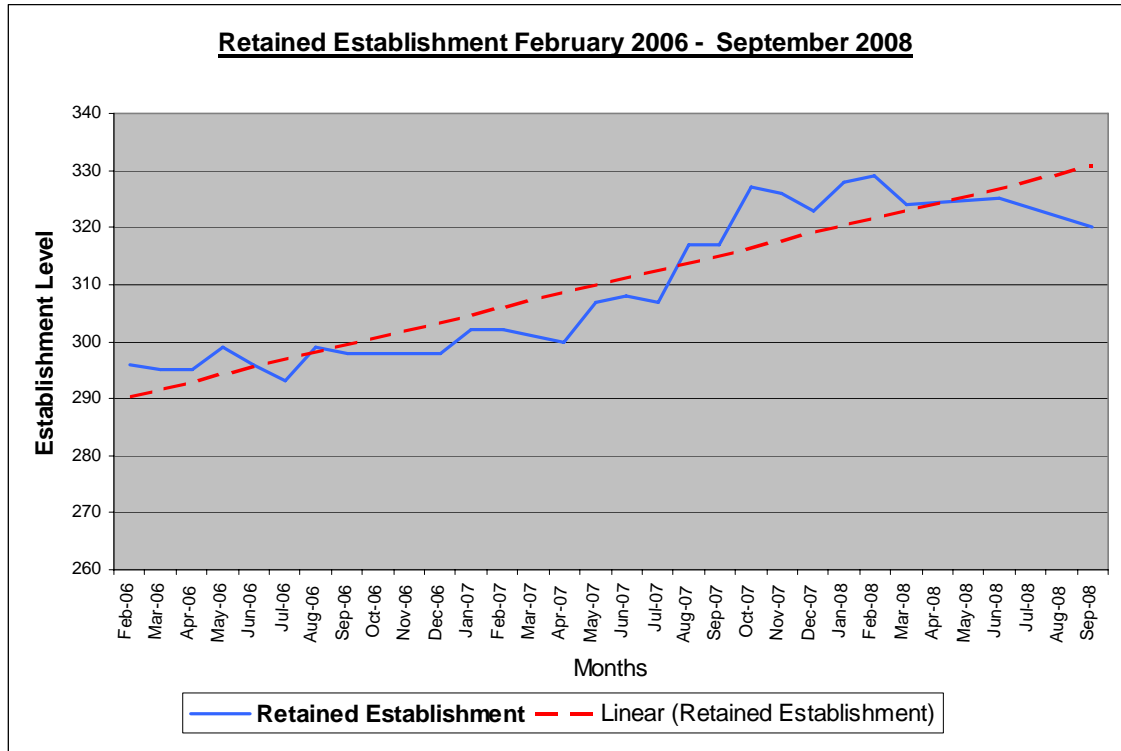


Table 2 - Number of Trainees per Training Course 2005/06 to 2007/08

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

A further course is programmed for December this year with 10 trainees.

6 Retention

Table 3 provides a summary of reasons why retained staff left the Service during 2005/06, 2006/07 and 2007/08. Please note that whilst analysing the leaver figures it was discovered that the system used to calculate the total numbers leaving did not remove those serving as whole time and retained. This adjustment has had a bearing on the final establishment figures for 2005/06 and 2006/07. These figures have now been adjusted accordingly.

Table 3 – 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							
Medical discharge / long-term illness/injury	1		1				1	
Resignation to take other employment	2		4	1				
Personal / work commitments	3		5		6	1	7	
Moving away from area	2		4		2		6	
Retirement	3		2		2		1	
Other reasons not disclosed	8							
Sub Totals	20	0	16	1	10	1	15	0
Final Totals	20		17		11		15	

* 1 April 2008 – 30 September 2008

Retained Leavers April – September 2008

Table 4 shows that approximately half of leavers in this period moved away from the area. The majority of the remaining number left the service due to personal/work commitments with the service commitment proving too onerous. The reason for this may be the ever increasing improvements in performance management of personnel's availability and attendance.

Table 4 – Retained Leavers April – September 2008

Year Joined	Number of Leavers	Reason for Leaving
1986	1	Retired
1992	1	Medical discharge
1998	1	Moving away from area
2001	2	Personal / work commitments
2003	1	Moving away from area
2005	4	Moving away from area
2006	1	Moving away from area
2007	3	Personal / work commitments
2008	1	Personal / work commitments
Total	15	

7 Community Fire Safety

Table 5 shows Home Visits and Smoke Detectors comparison for 2005/06 to 2008/09*

Table 5 – Home Visits and Smoke Detectors

	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*	5,000	2,462

* 1 April – 30 September 2008

The Community Safety Department have recently recruited 16 personnel as Community Safety Advocate(s). A further 8 personnel have also being recruited from retained staff as business fire safety advocates and are currently being trained to liaise with businesses to improve overall fire safety in the community. These people will be 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.

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

Retained Appliance Availability / Crewing June 2007 to September 2008

12 Background Papers

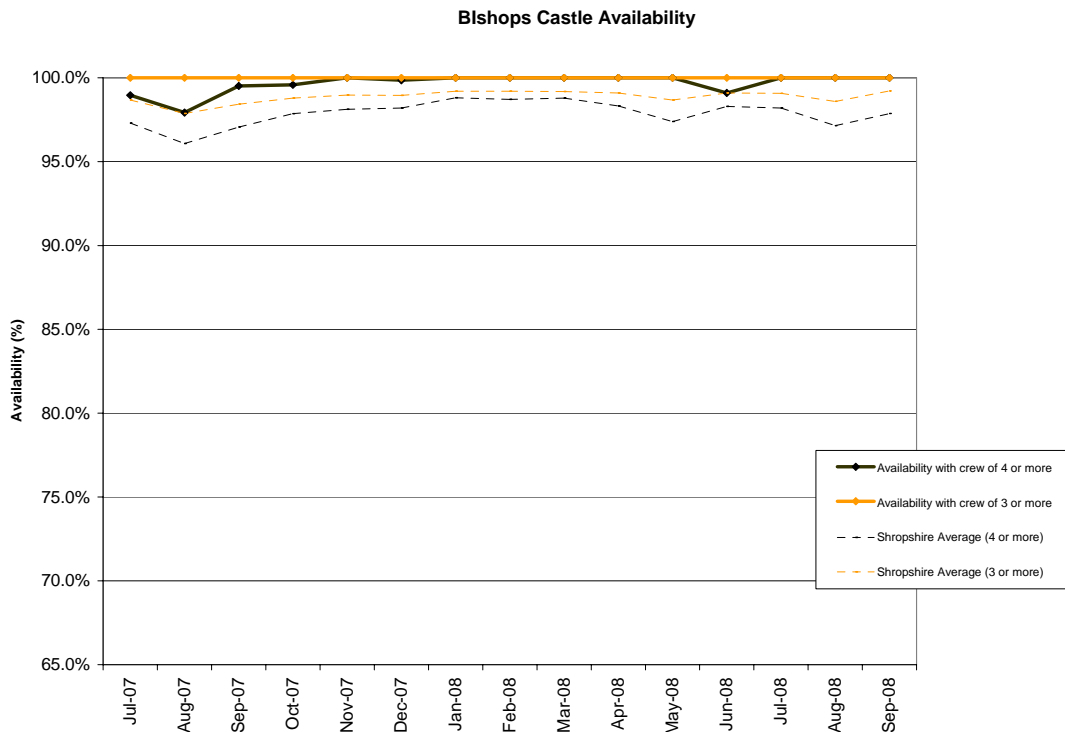
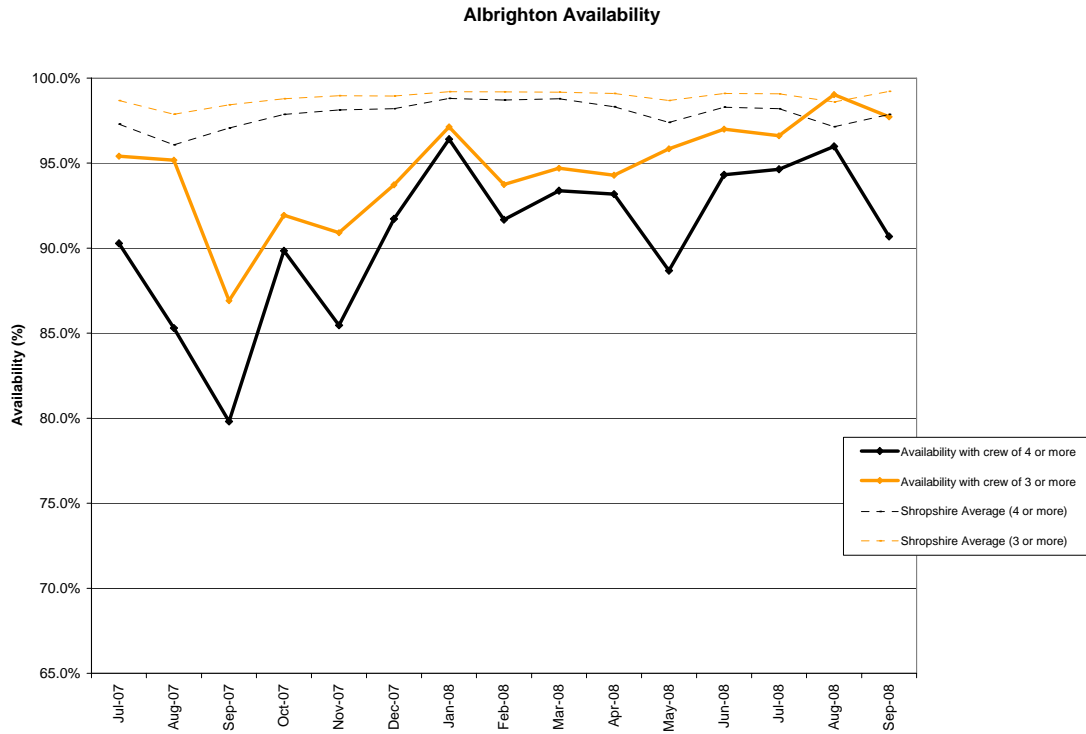
Shropshire and Wrekin Fire Authority
25 April 2007, Report 12 – Retained Review

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	*

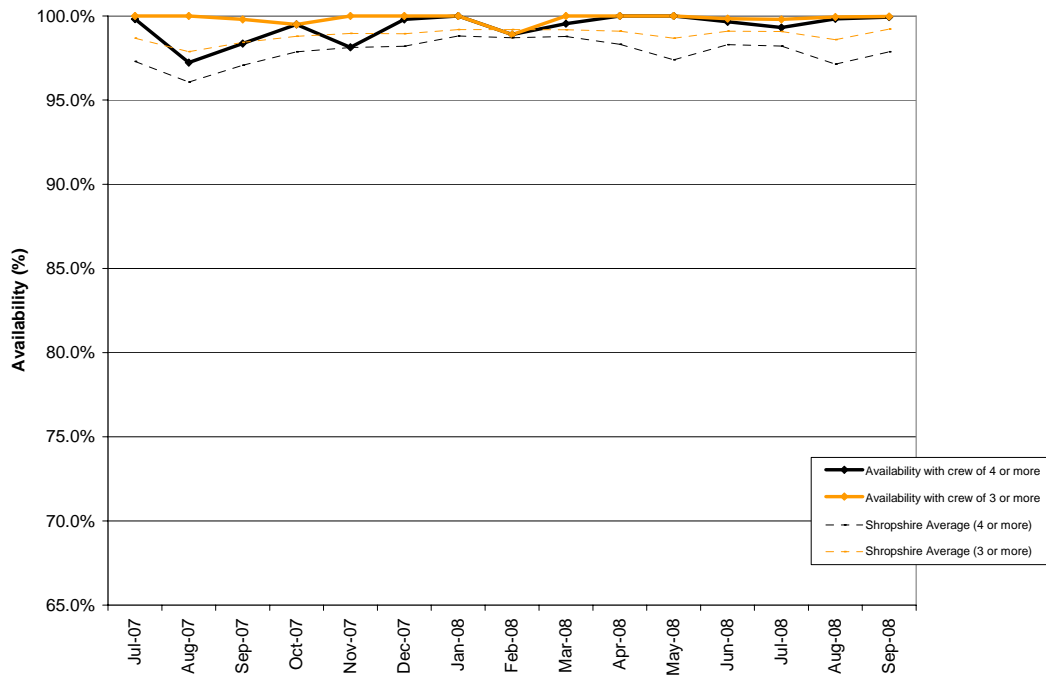
Retained Appliance Availability / Crewing January 2007 to September 2008

Retained

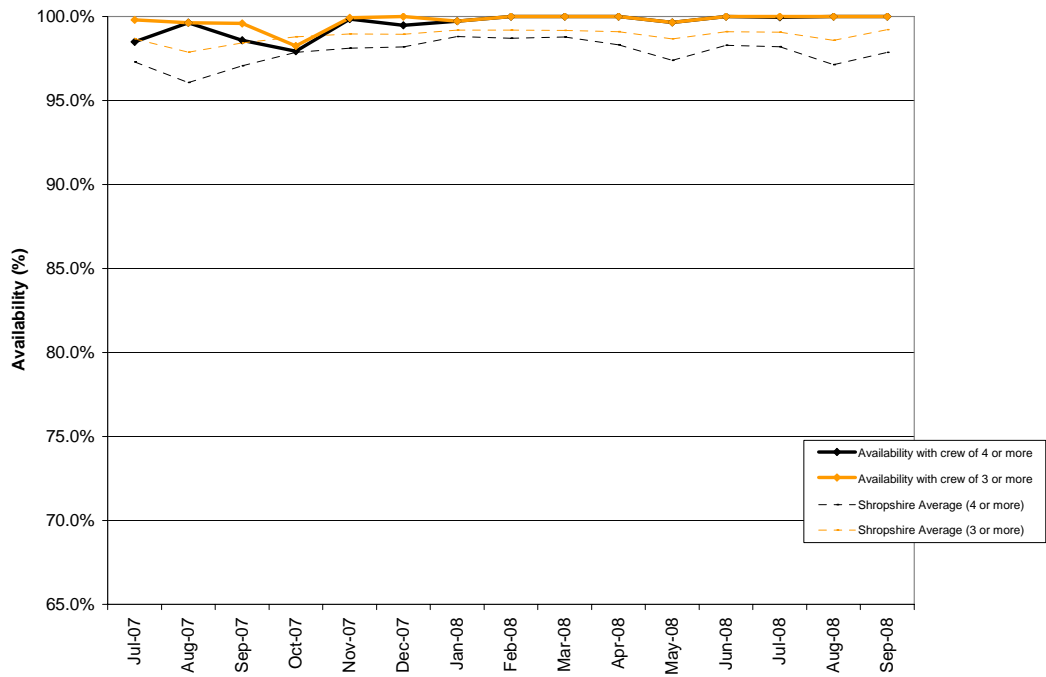


OPS3 Appliance Availability / Crewing

Bridgnorth Availability

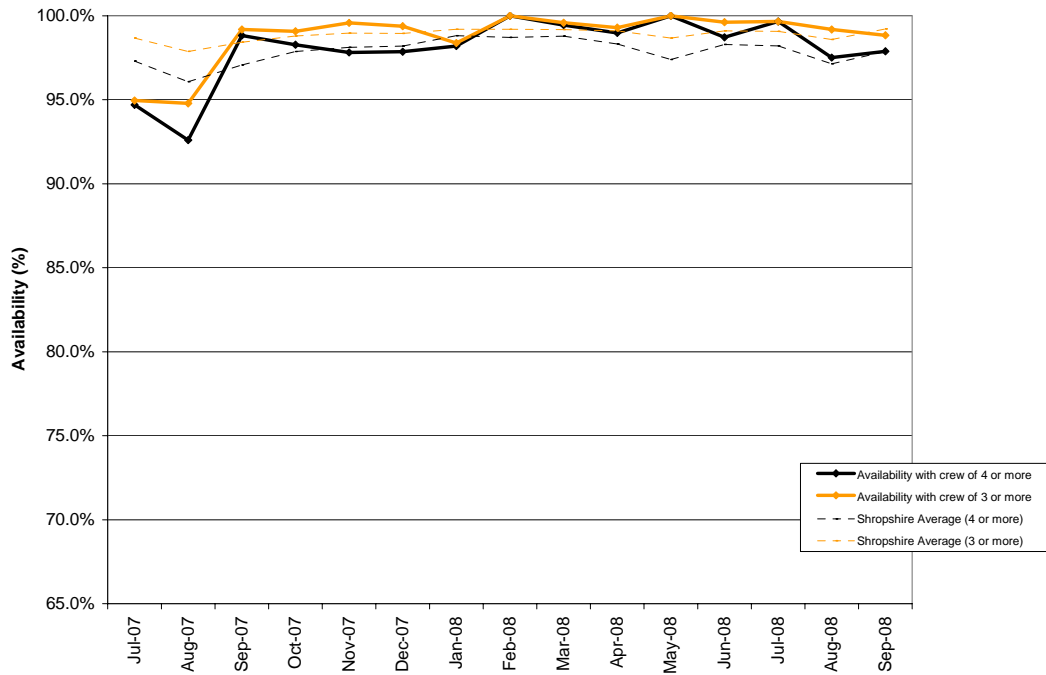


Baschurch Availability

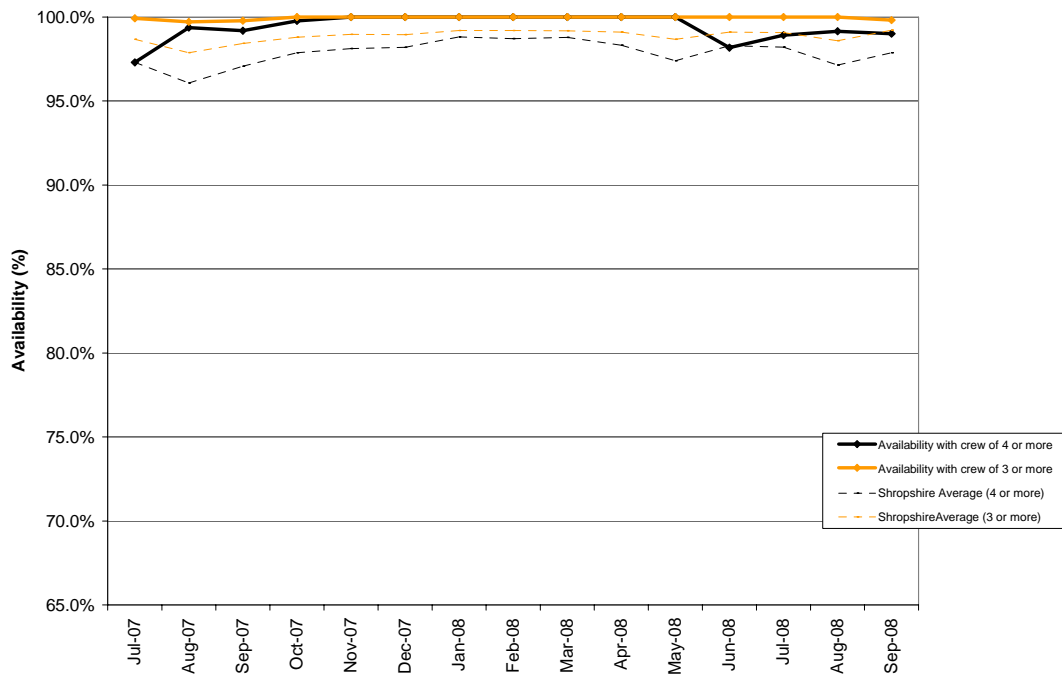


OPS3 Appliance Availability / Crewing

Craven Arms Availability

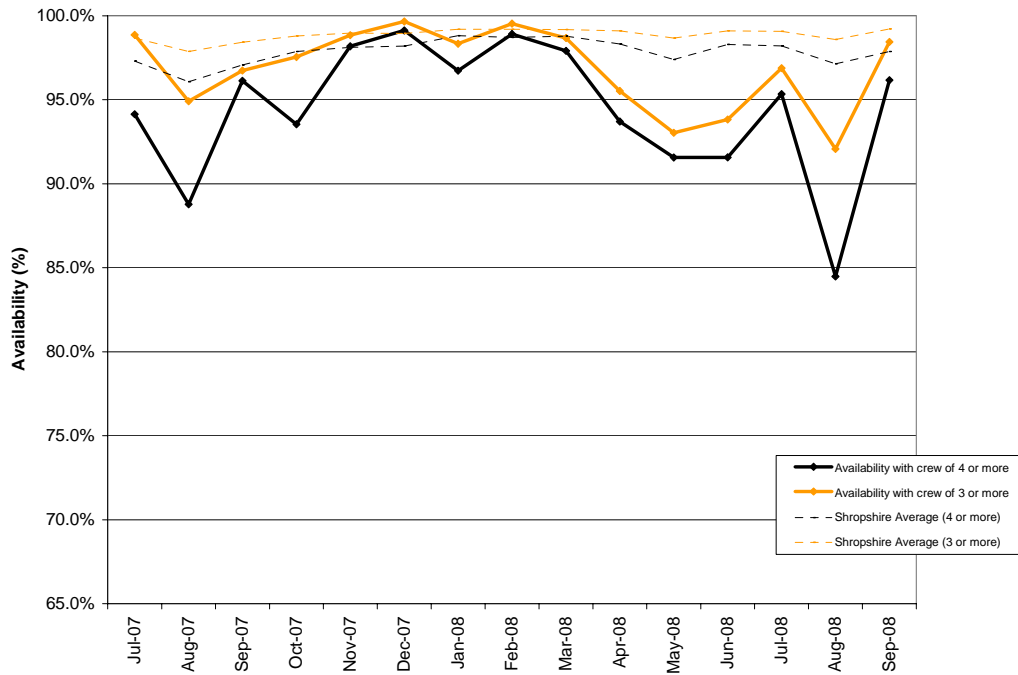


Clun Availability

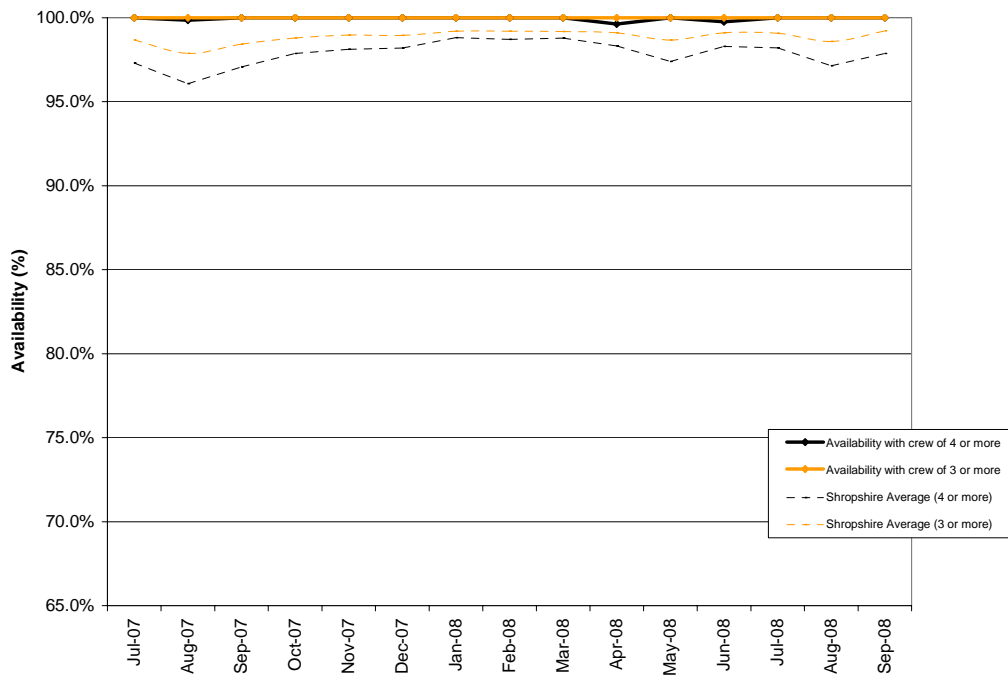


OPS3 Appliance Availability / Crewing

Cleobury Mortimer Availability

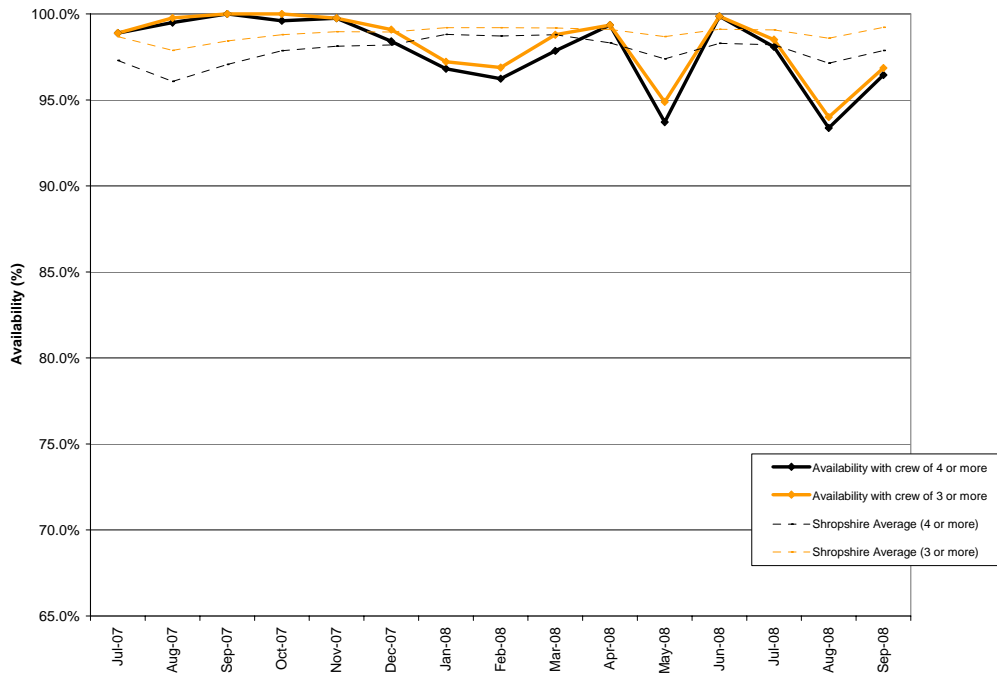


Church Stretton Availability

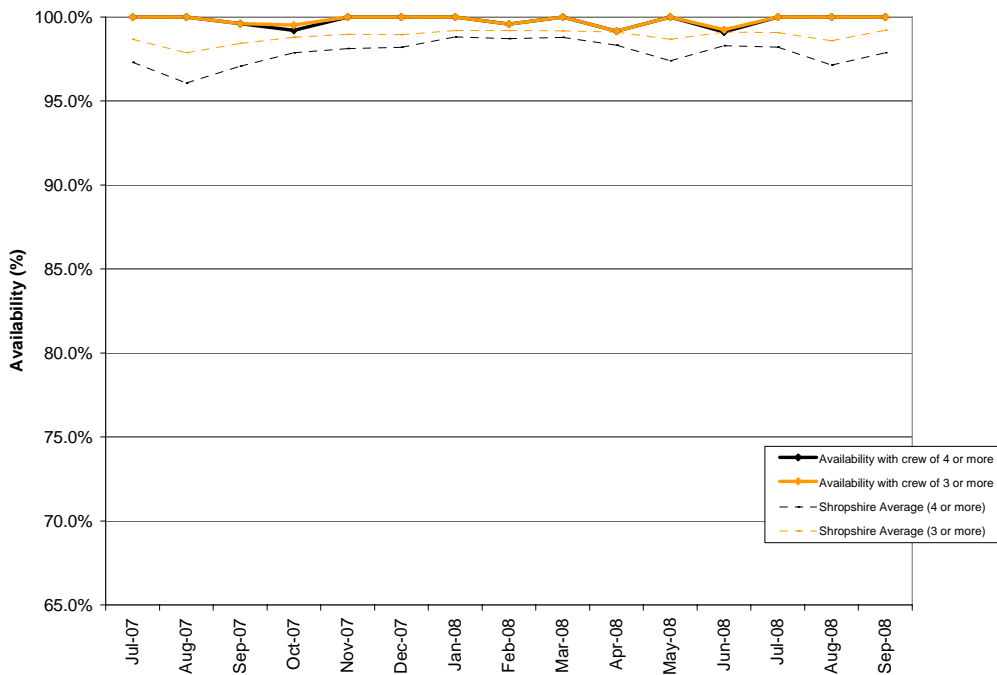


OPS3 Appliance Availability / Crewing

Ellesmere Availability

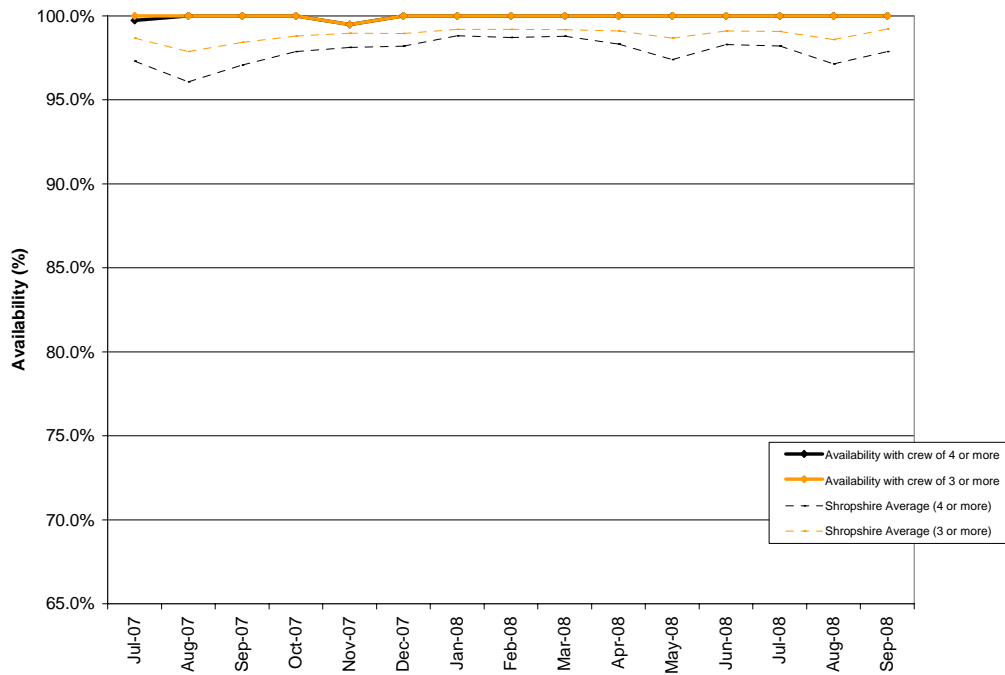


Hodnet Availability

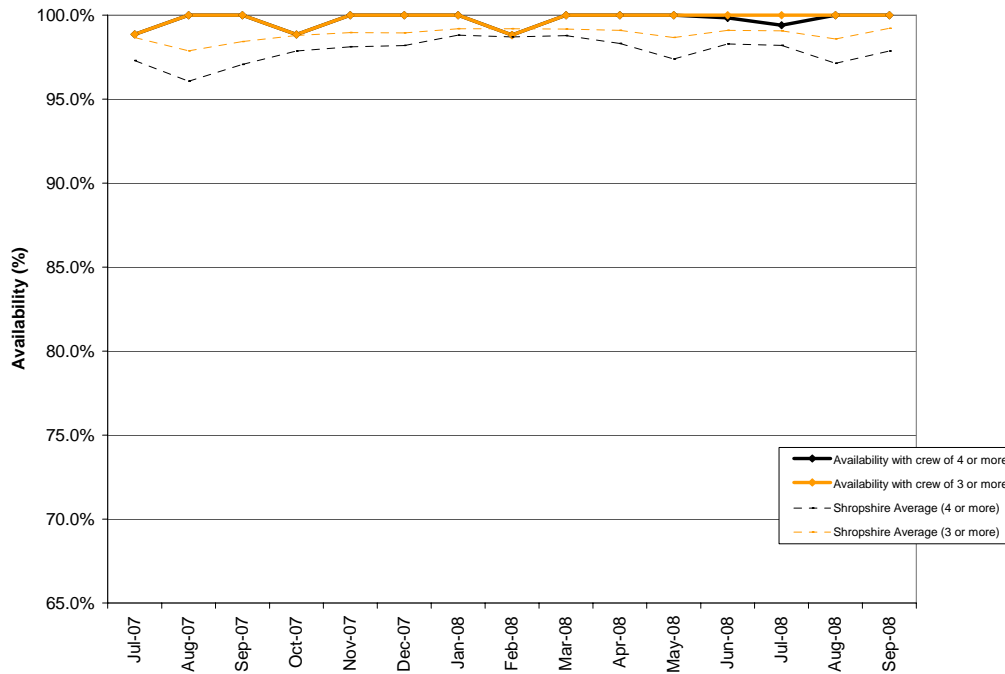


OPS3 Appliance Availability / Crewing

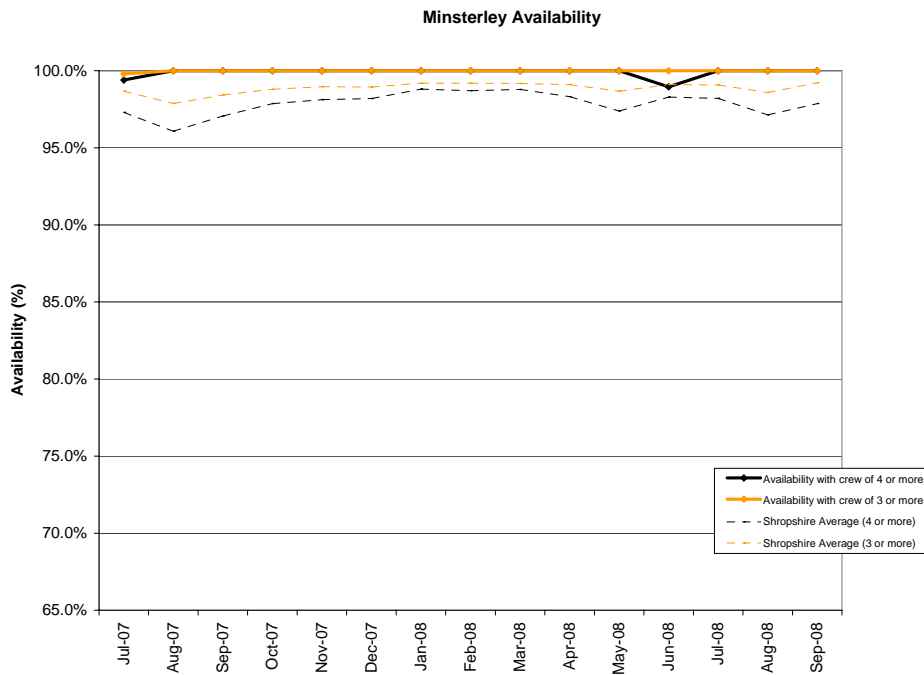
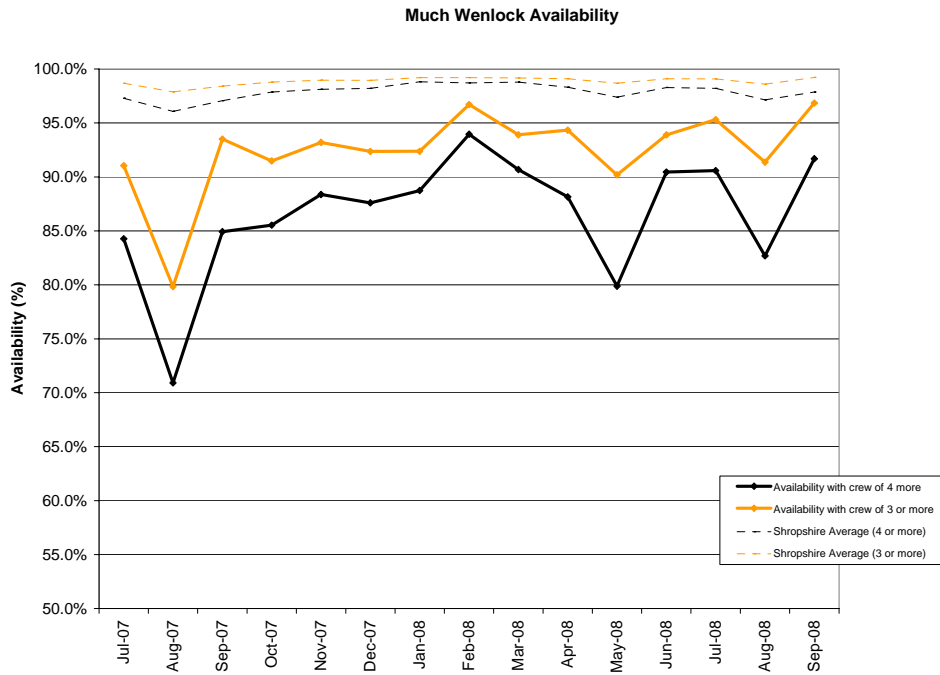
Ludlow Availability



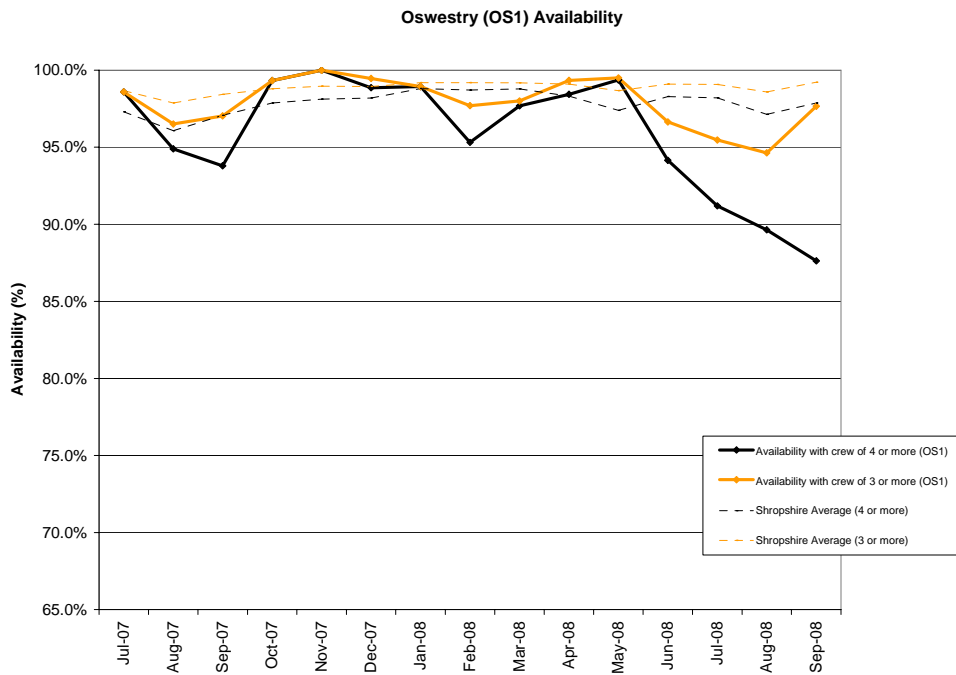
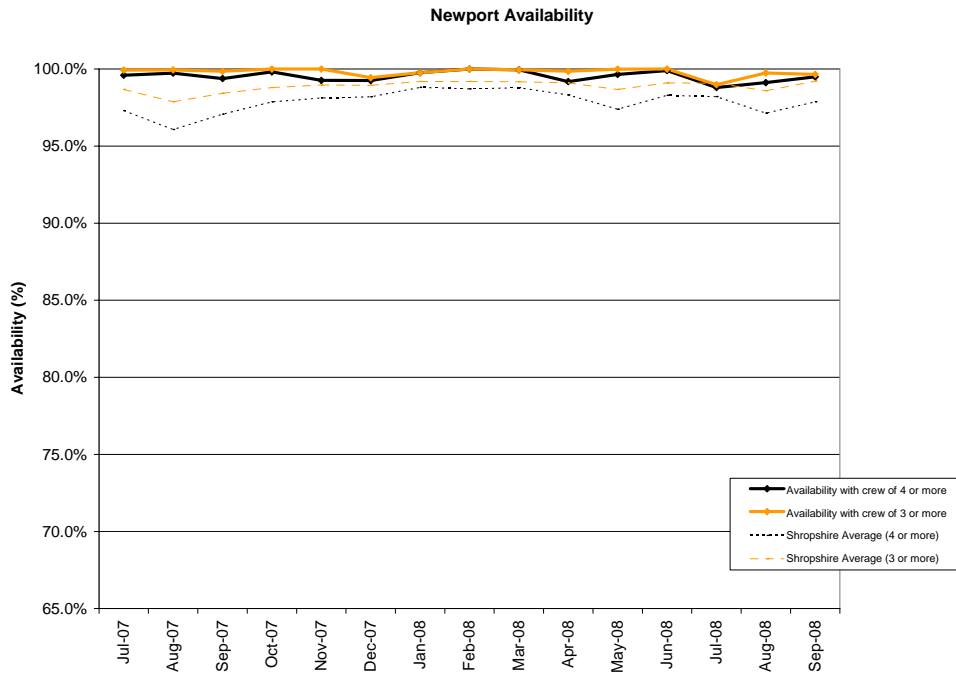
Market Drayton Availability



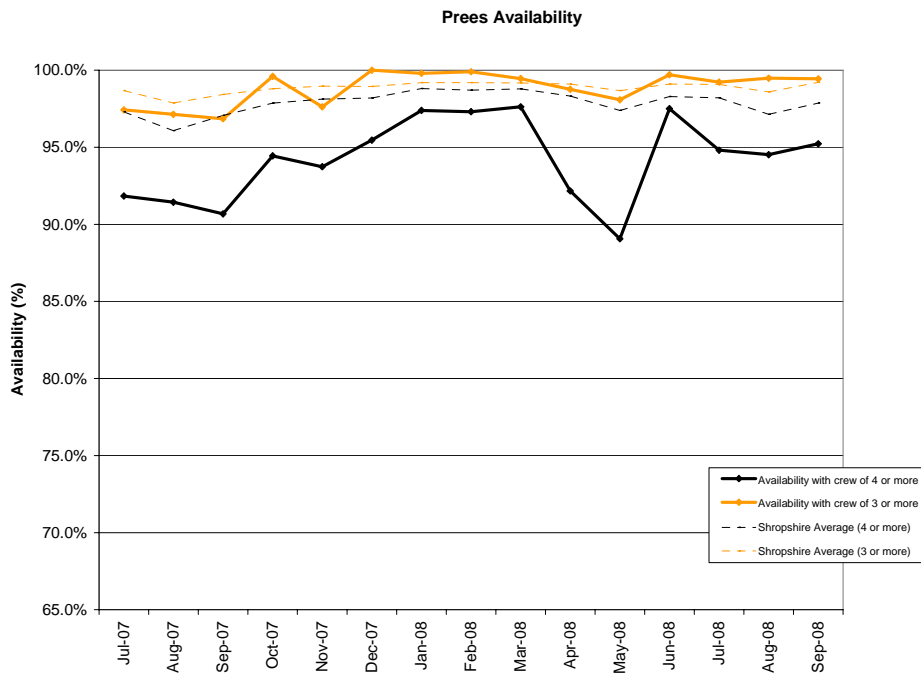
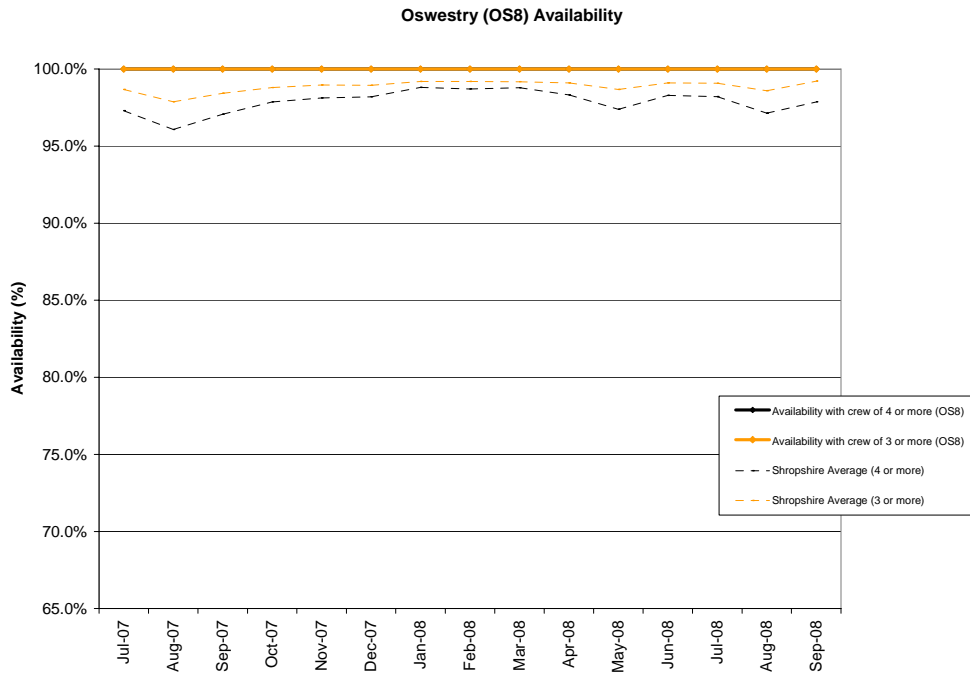
OPS3 Appliance Availability / Crewing



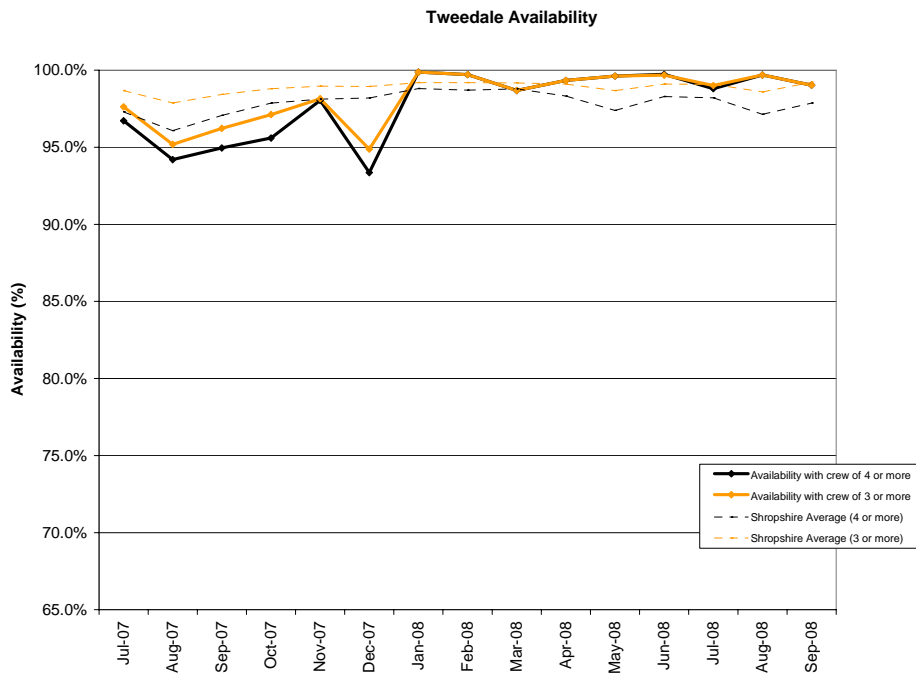
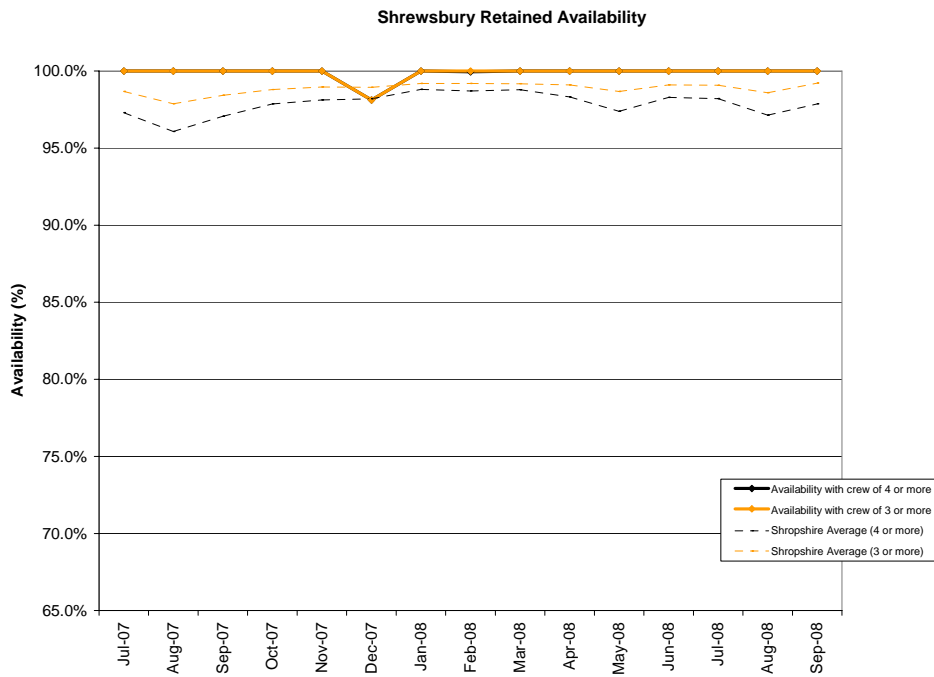
OPS3 Appliance Availability / Crewing



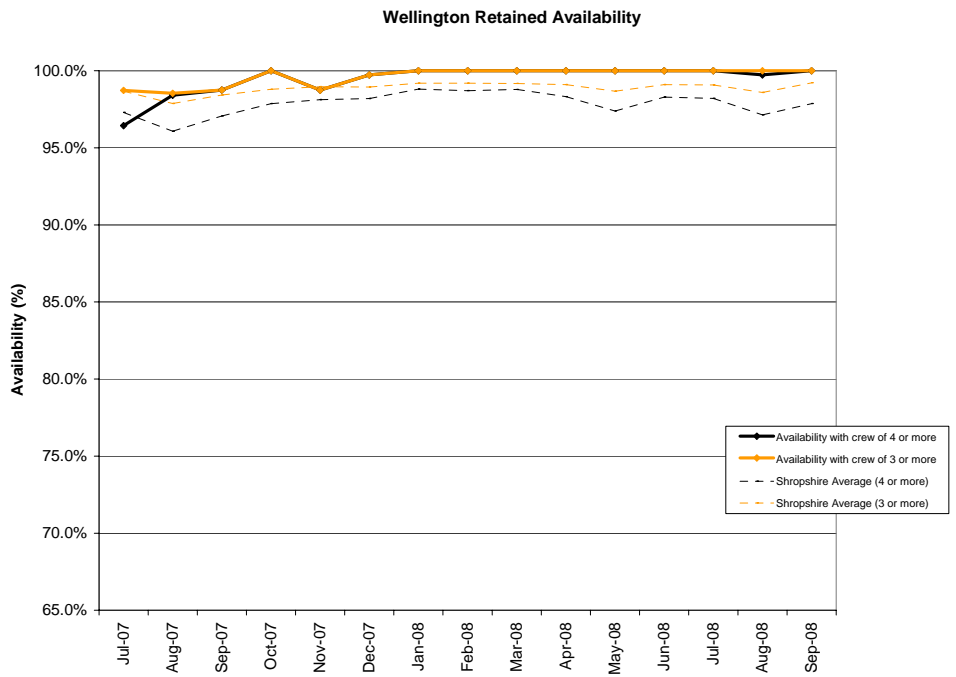
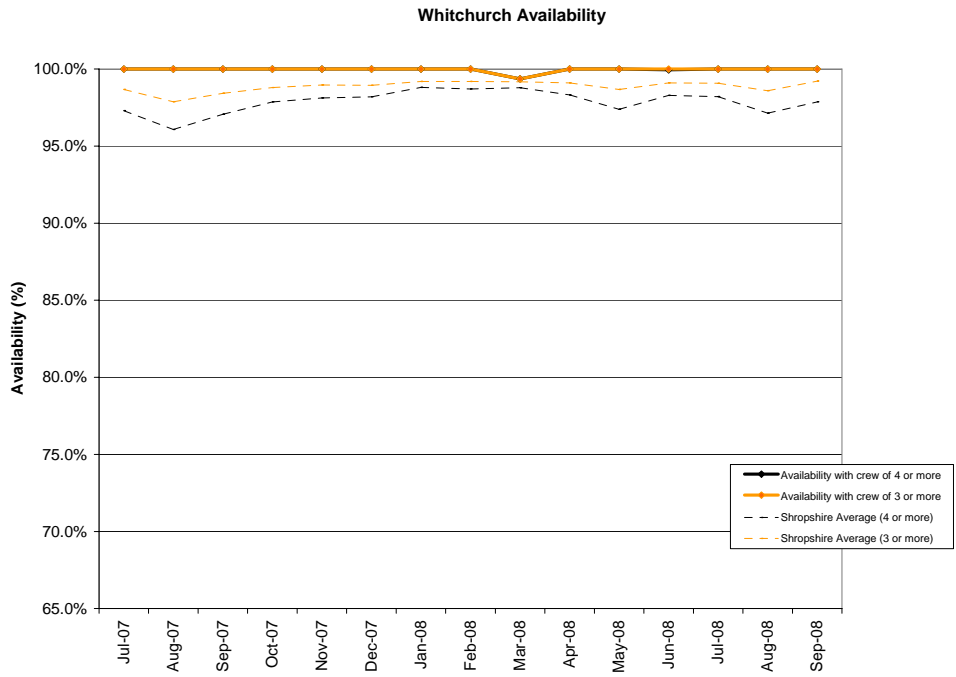
OPS3 Appliance Availability / Crewing



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OPS3 Appliance Availability / Crewing

