

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 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.

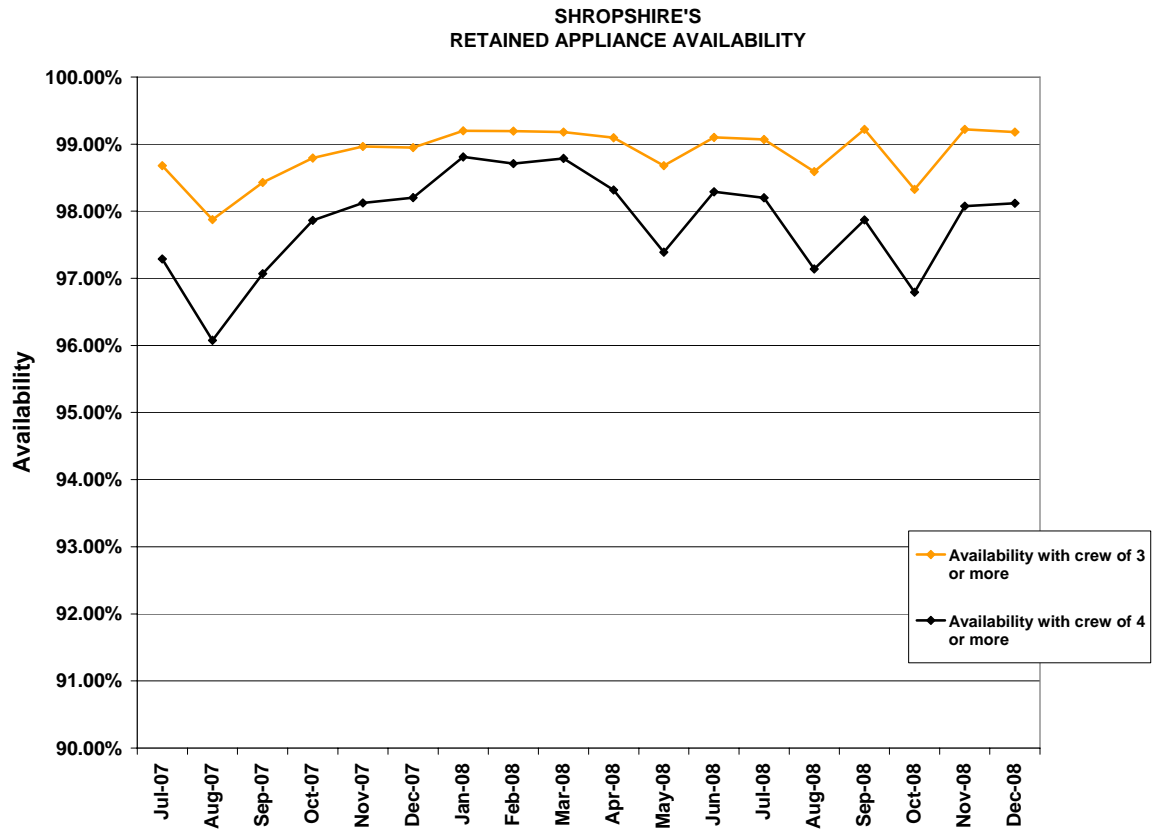
This report provides the necessary retained performance information to enable the Committee to carry out that monitoring function.

4 Appliance Availability

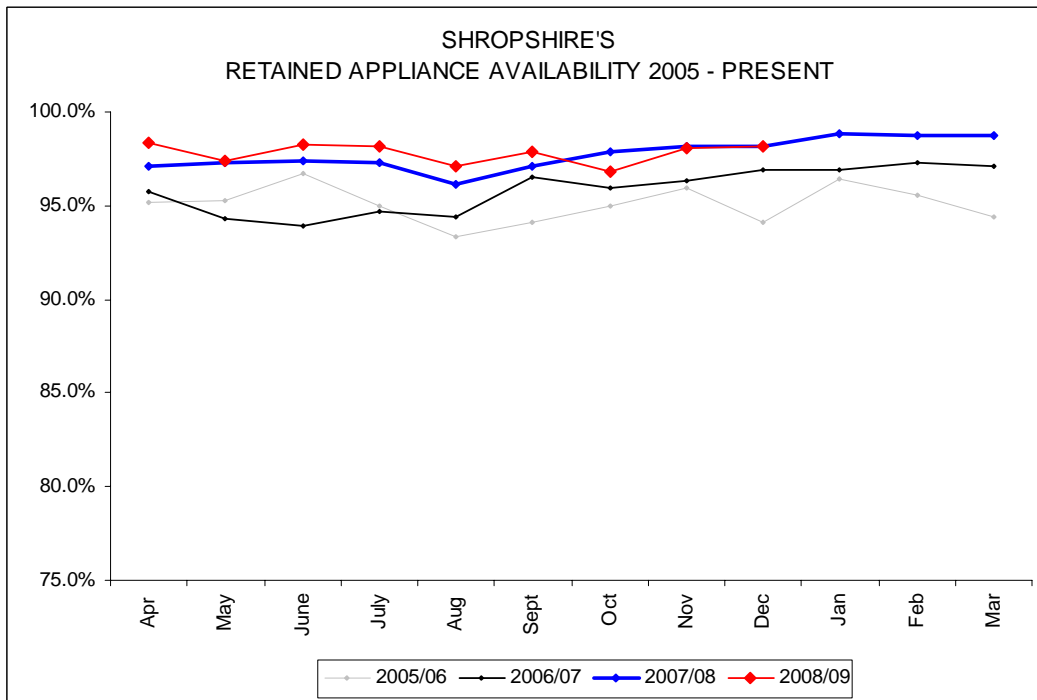
Graph A demonstrates the continued positive improvement with retained appliances being available 98.12% of the time with a minimum crew of 4, and 99.18% of the time with a minimum crew of 3.

The appendix to the report shows the Retained Appliance Availability for each station in 2008/09.

Graph A - Retained Appliance Availability

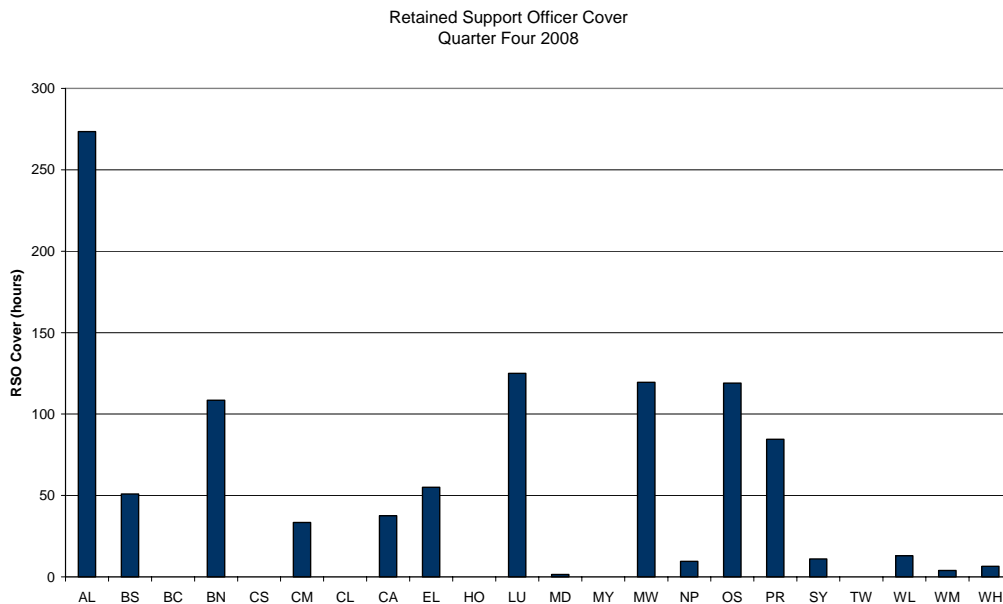


Graph B – Retained Appliance Availability 2005 - Present



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

Graph C – Retained Support Officer Cover



Graph C highlights the retained stations that have required Retained Support Officer (RSO) day cover during the last quarter. Albrighton continue to experience day cover problems. These are due to the shortage of adequate day cover personnel and existing personnel reducing their cover periods due to demands of their primary employment. An additional day cover person will be starting at the station in February 2009 and there is an active recruitment campaign currently in place.

5 Recruitment

Retained recruitment levels continue to increase across the County. There were a further 10 trainees on the December training course as shown in Table 2. Table 1 shows the optimum station establishment and the current station establishment levels¹ at 31 December 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	13.5	15	- 0.5
Baschurch	14	13.5	14	- 0.5
Bishop's Castle	14	12.75	13	-1.25
Bridgnorth	18	17	19	-1
Church Stretton	14	12	12	- 2
Cleobury Mortimer	14	12	13	-2
Clun	14	10.75	12	-3.25
Craven Arms	14	12.75	13	-1.25
Ellesmere	14	10.25	12	-3.75
Hodnet	14	9	10	-5
Ludlow	18	16.25	19	-1.75
Market Drayton	18	16.75	18	-1.25
Minsterley	14	9.75	11	-4.25
Much Wenlock	14	7.75	9	-6.25
Newport	18	19.5	22	+ 1.5
Oswestry	18	16.75	18	-1.25
Prees	14	12.25	13	-1.75
Shrewsbury	18	13.25	15	- 4.75
Tweedale	18	16	19	- 2
Wellington	14	11.75	15	- 3
Wem	14	14.25	15	- 0.25
Whitchurch	18	15.75	17	-2.25
Totals	340	293.5	324	- 46.5

Retained 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.

Graph D – Retained Establishment

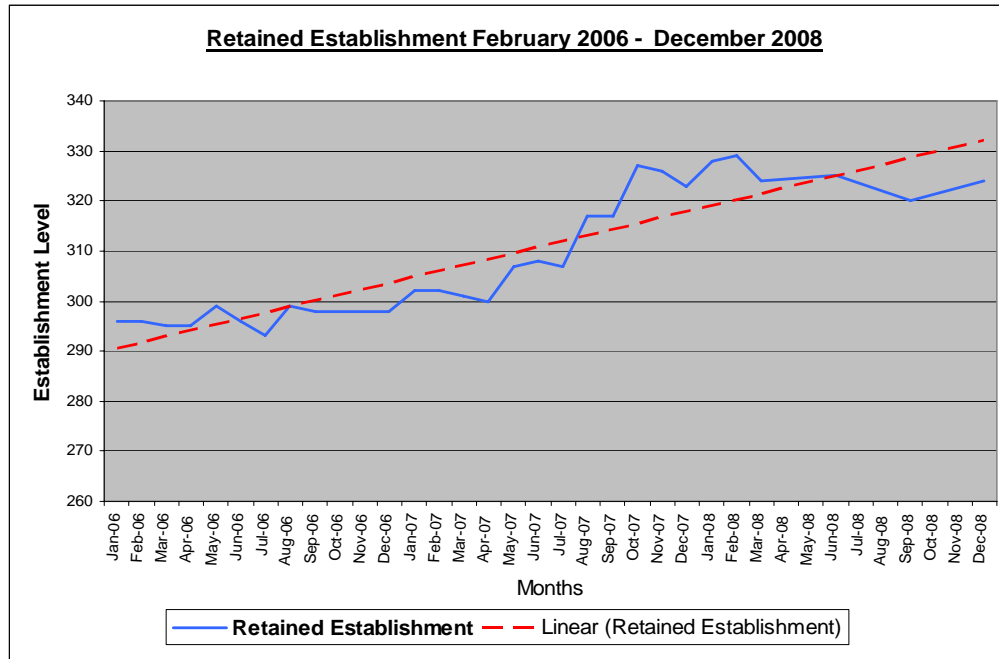


Table 2 - Number of Trainees per Training Course 2005/06 – 2008/09

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

6 Retention

Table 3 provides a summary of reasons why retained staff left the Service during 2005/06, 2006/07, 2007/08 and 2008/09. There was a slight rise in the number of personnel leaving in 2008/09. This was mainly due to the system used to calculate the total numbers leaving which did not remove those serving as wholetime and retained. This adjustment has had a bearing on the final establishment figures for 2008/09.

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						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	7	
Moving away from area	2		3		2		6	
Retirement	3		2		2		1	
Other reasons not disclosed	8							
Sub totals	19	0	14	1	10	1	16	0
Final totals	19		15		11		16	

* 1 April 2008 – 31 December 2008

7 Community Fire Safety

**Table 4
Home Visits and Smoke Detectors Comparison 2005/06 – 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	9,545	4,440

* 1 April 2008 – 31 December 2008

The Community Safety Department have recruited and trained 16 personnel as Community Safety Advocate(s). A further 8 personnel have also been 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 Service'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 Appendices

Retained Appliance Availability / Crewing June 2007 to December 2008

12 Background Papers

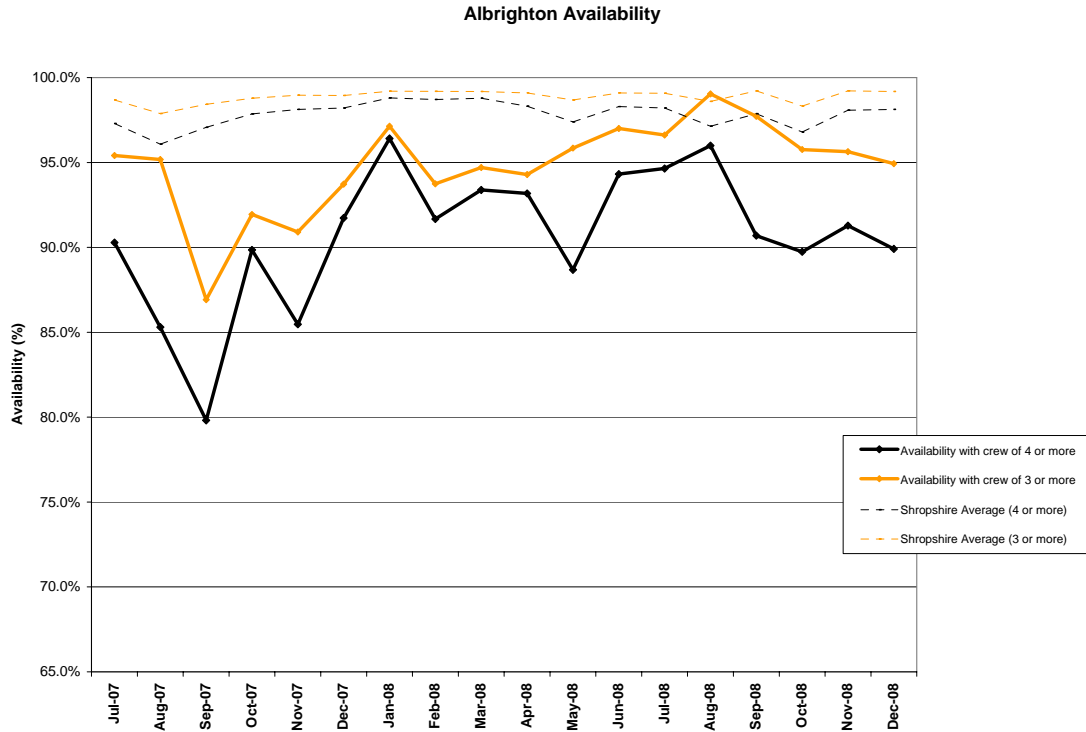
There are no background papers associated with this report.

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.

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	*

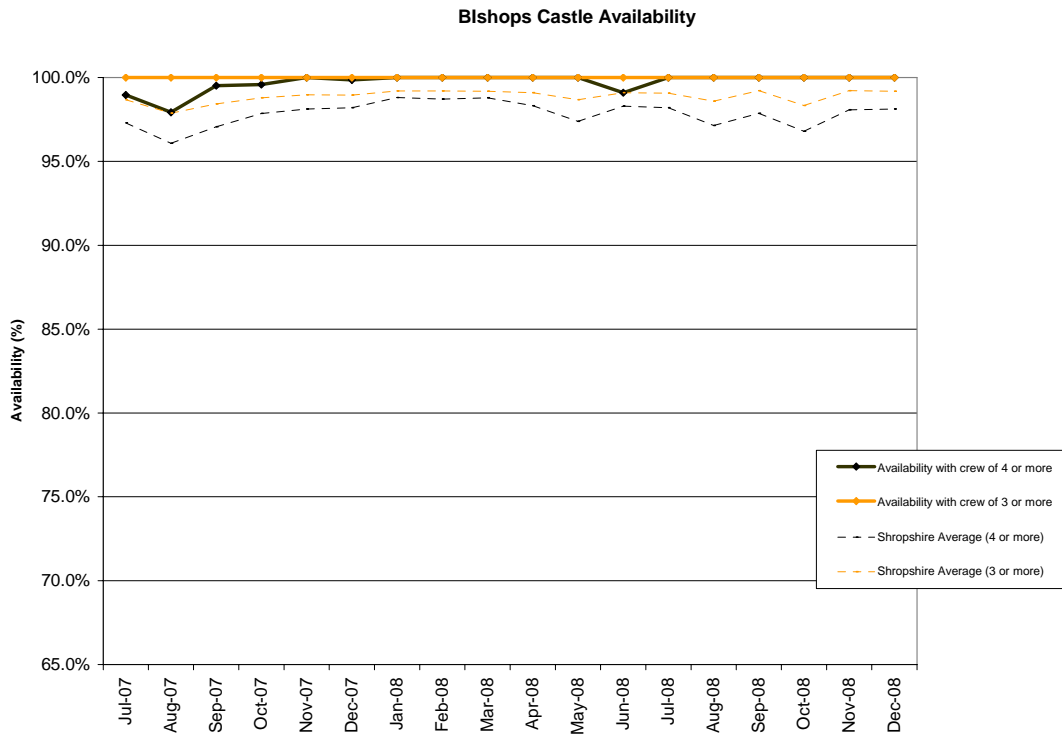
Retained Appliance Availability / Crewing – July 2007 to December 2008

Albrighton

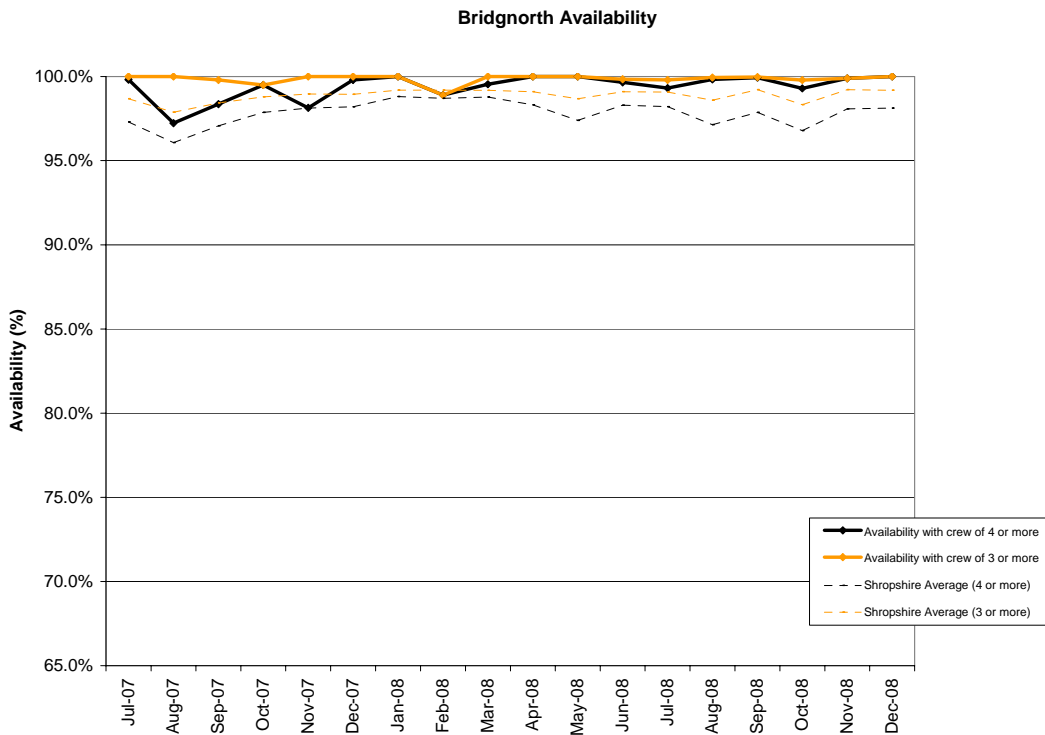


	08:00 – 18:00	18:00 – 08:00
Off the Run	87 hours 59 minutes	3 hours
Supernumerary	112 hours 49 minutes	43 minutes

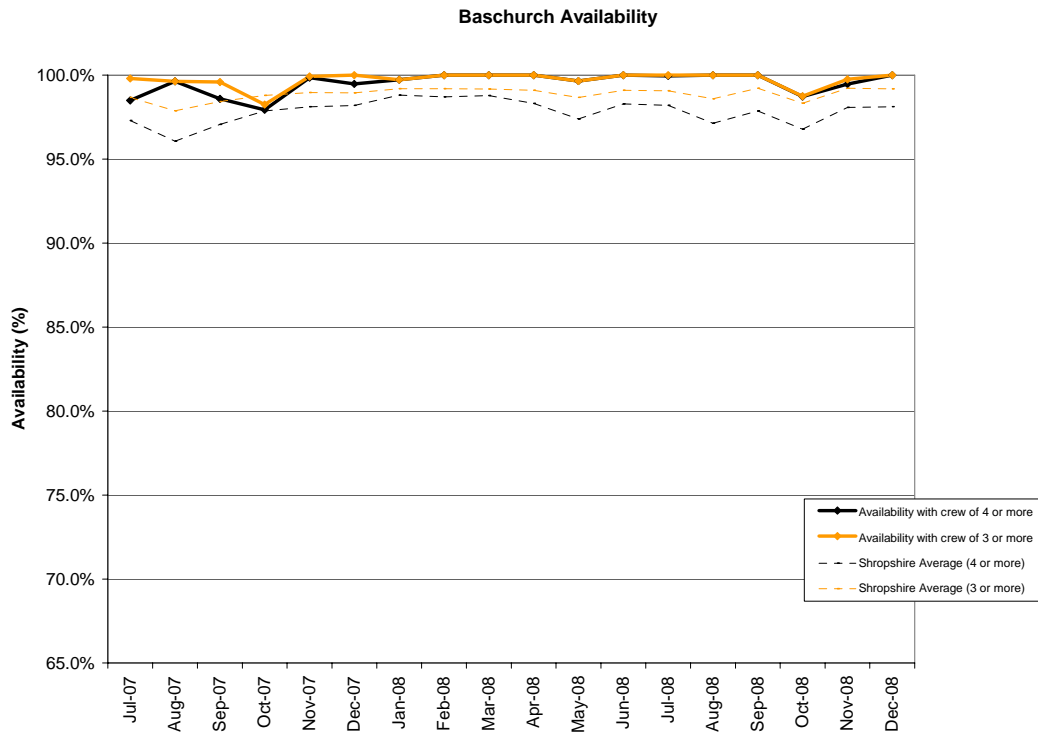
Bishops Castle



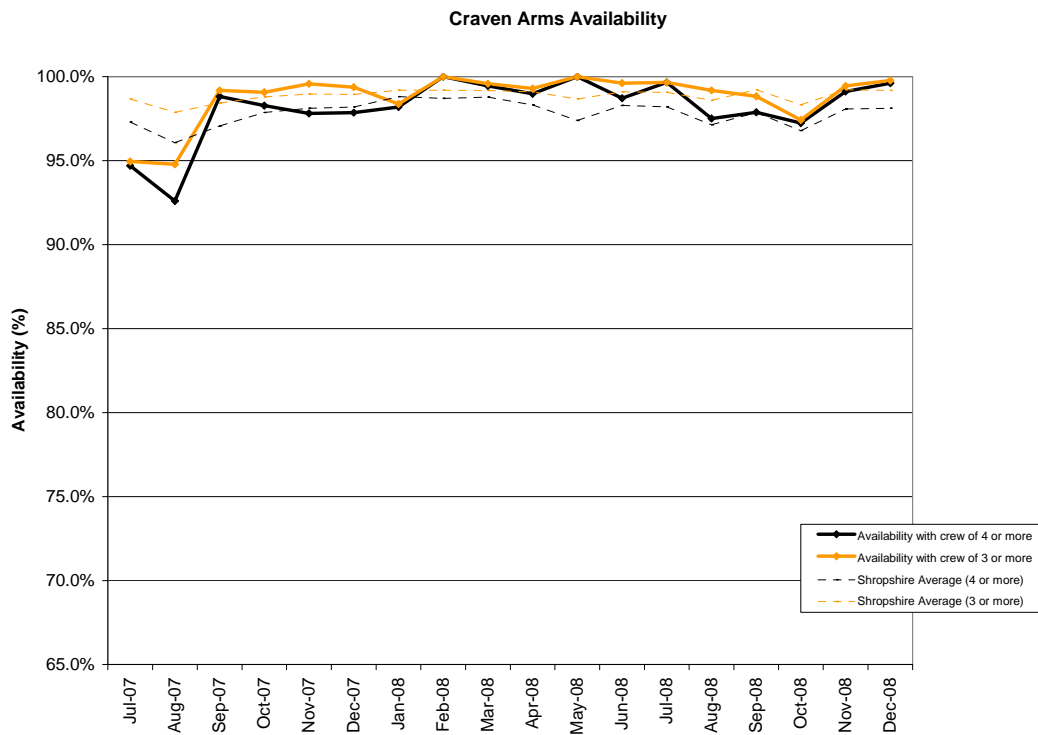
Bridgnorth



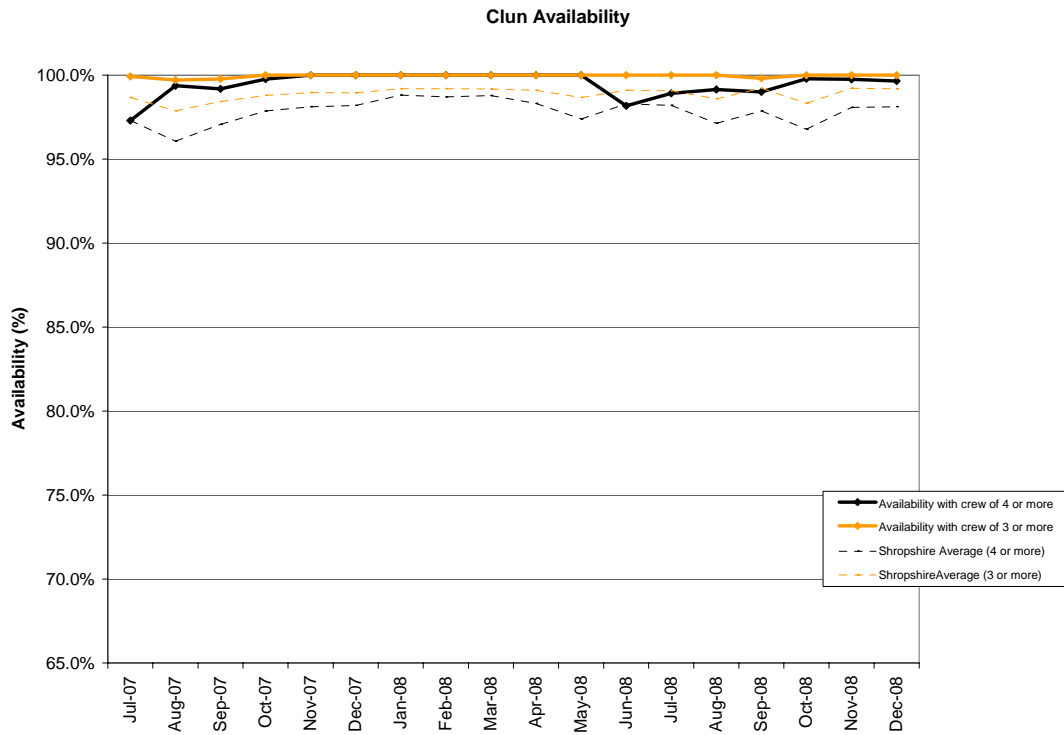
Baschurch



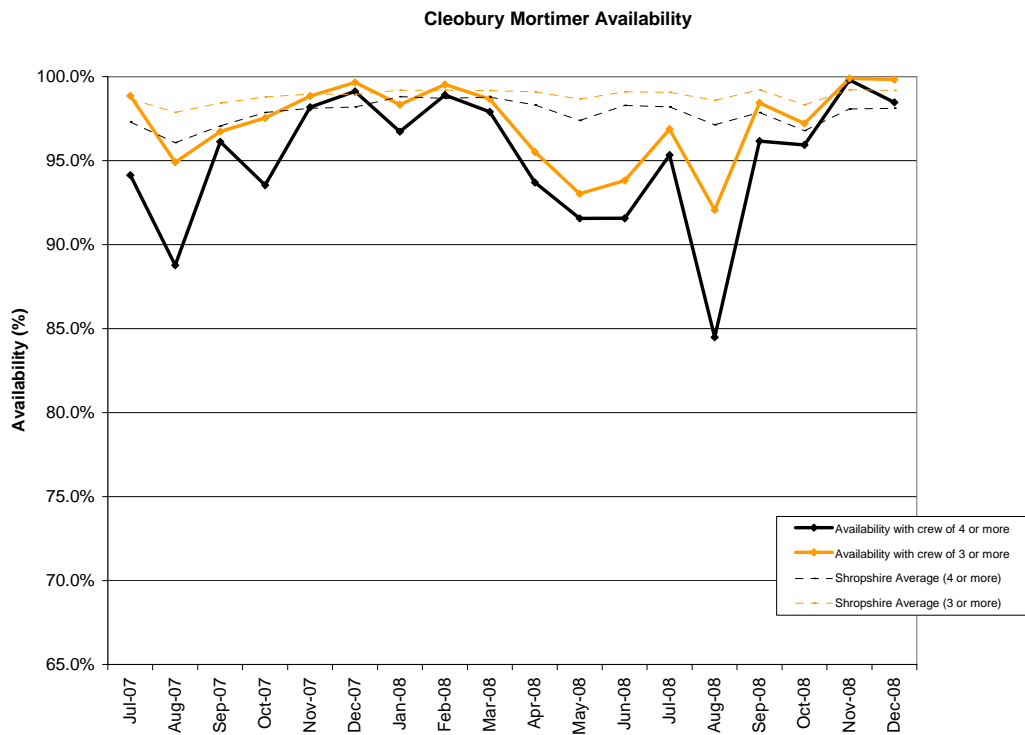
Craven Arms



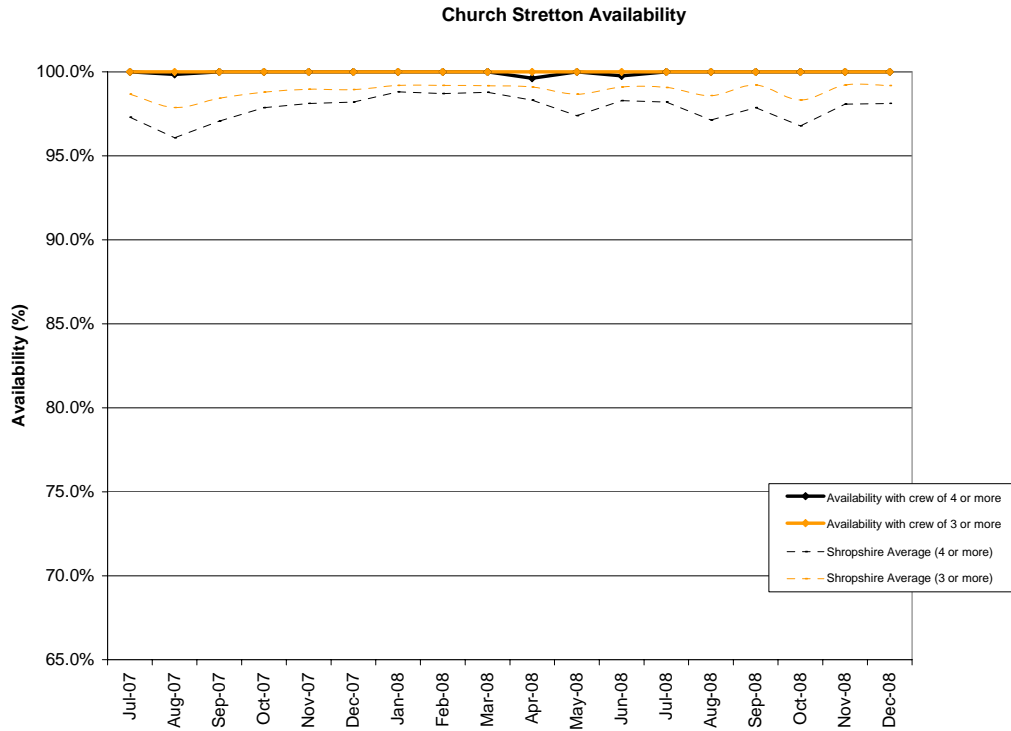
Clun



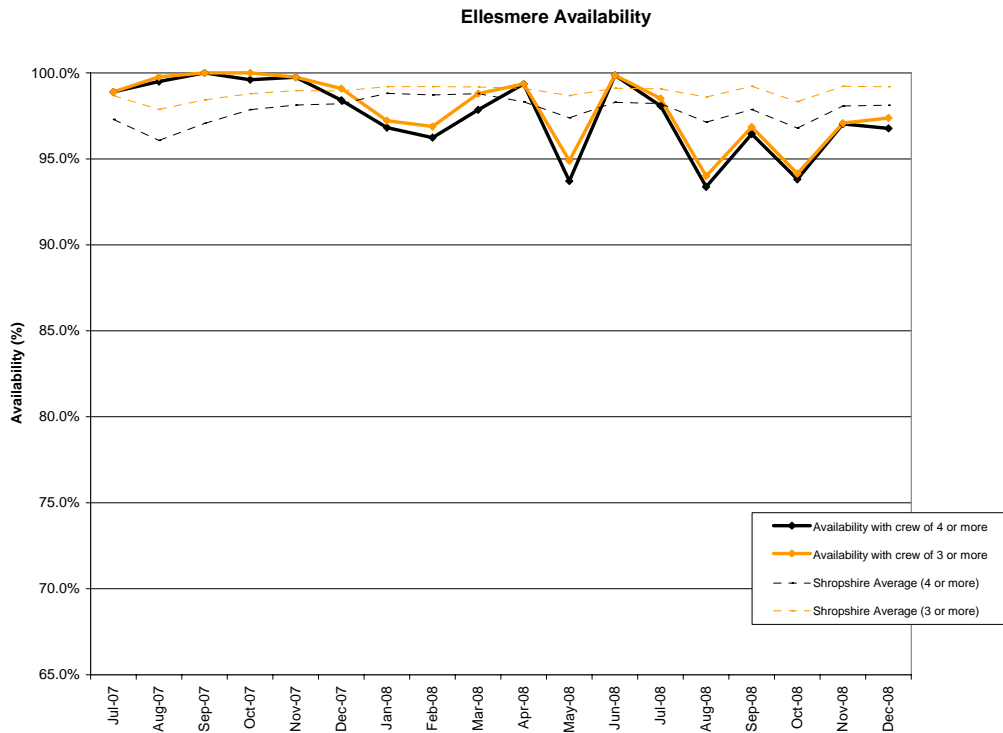
Cleobury Mortimer



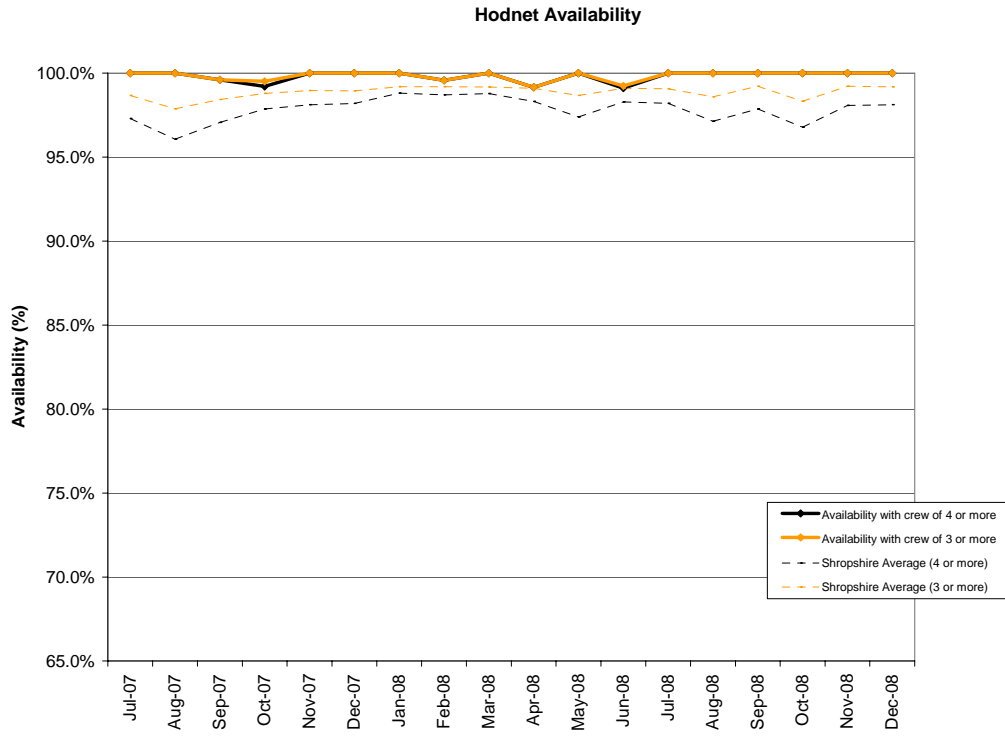
Church Stretton



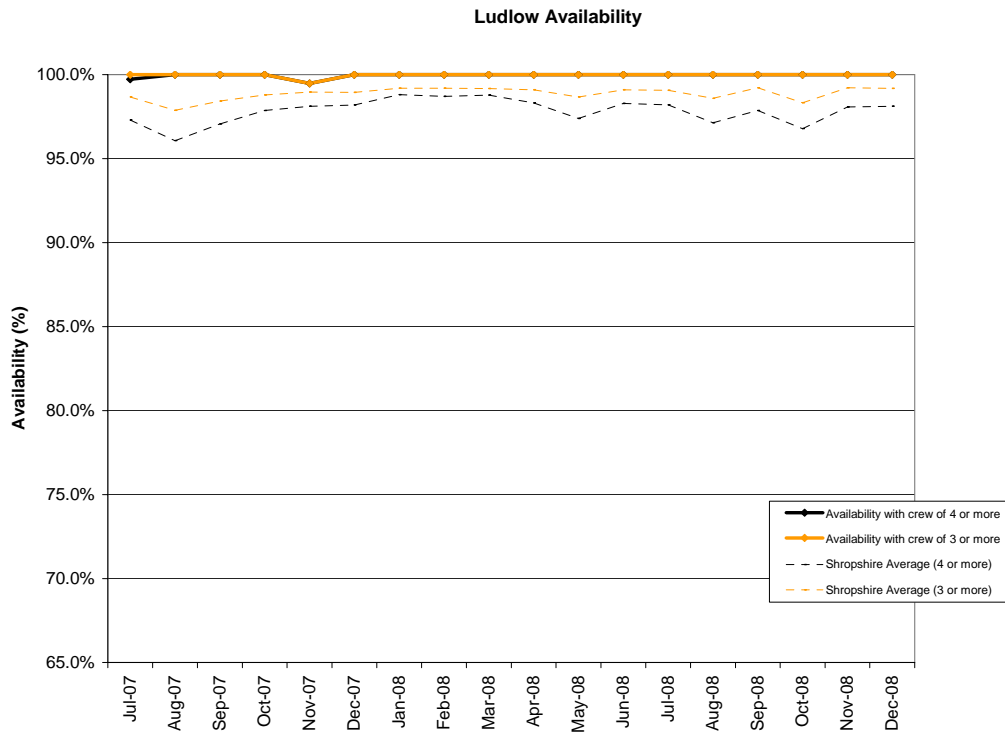
Ellesmere



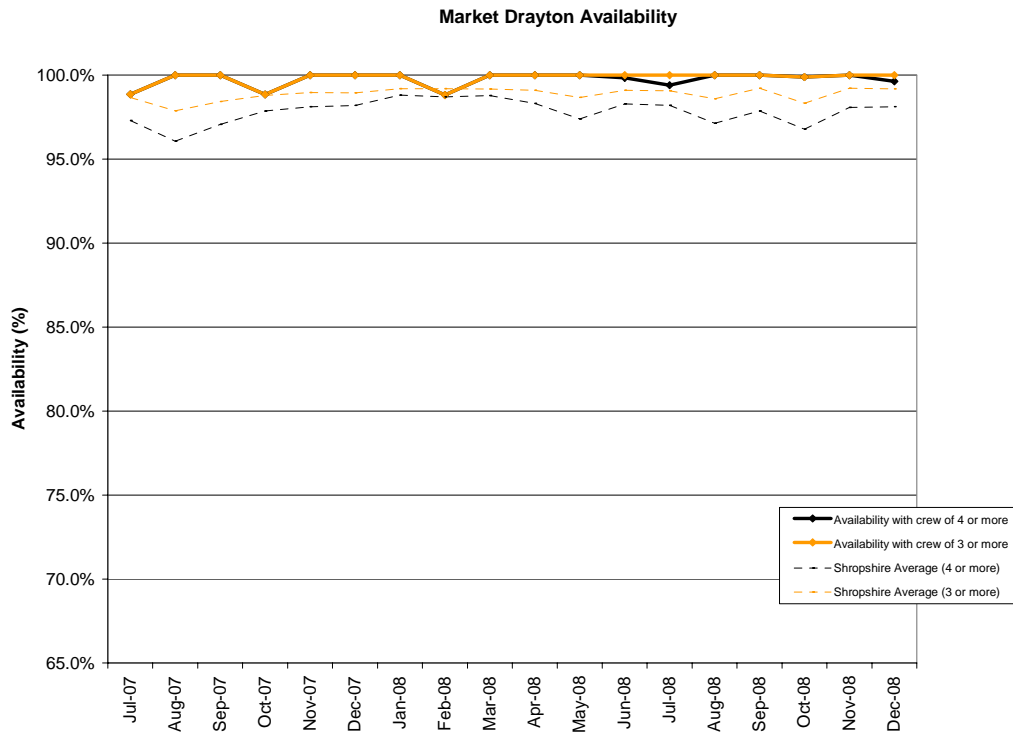
Hodnet



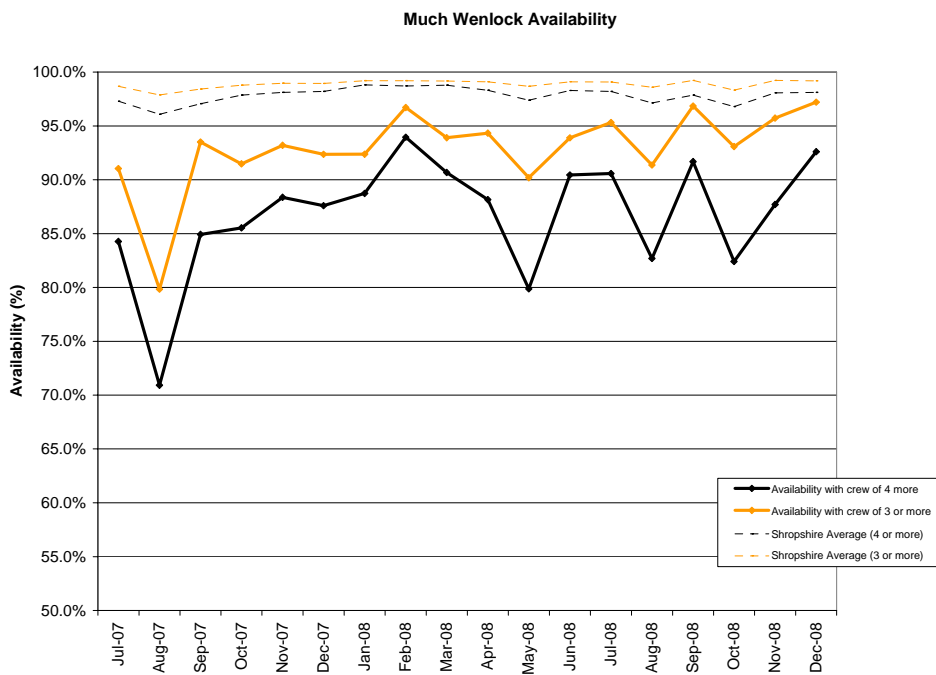
Ludlow



Market Drayton

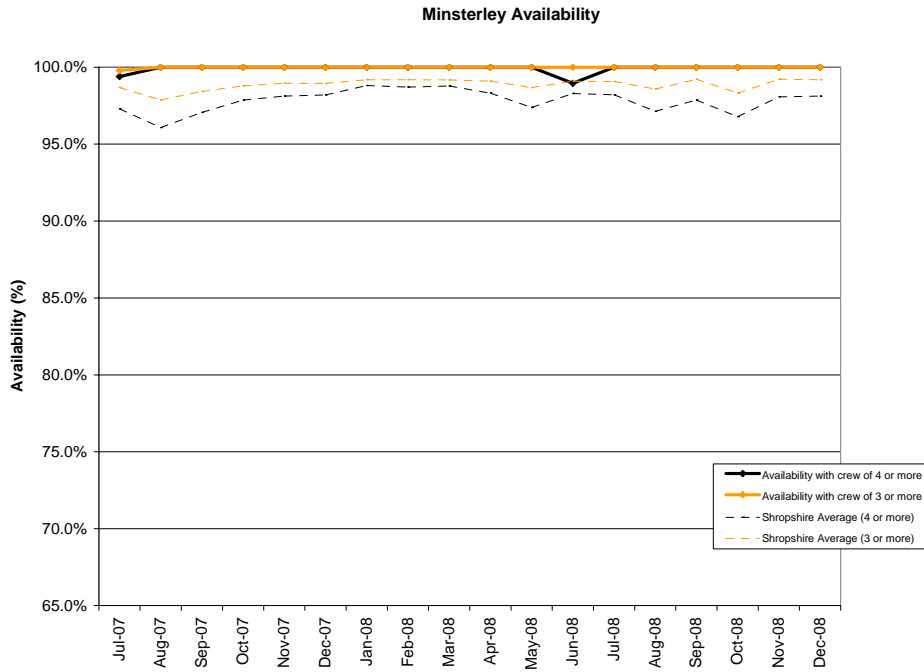


Much Wenlock

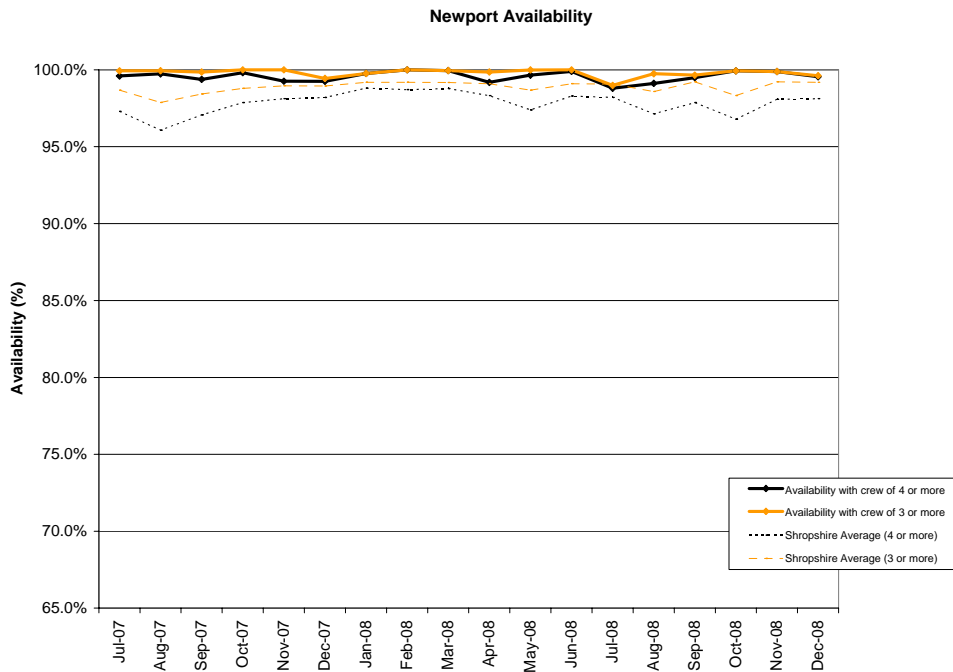


	08:00 – 18:00	18:00 – 08:00
Off the Run	73 hours 50 minutes	29 hours 09 minutes
Supernumerary	130 hours 27 minutes	40 hours 47 minutes

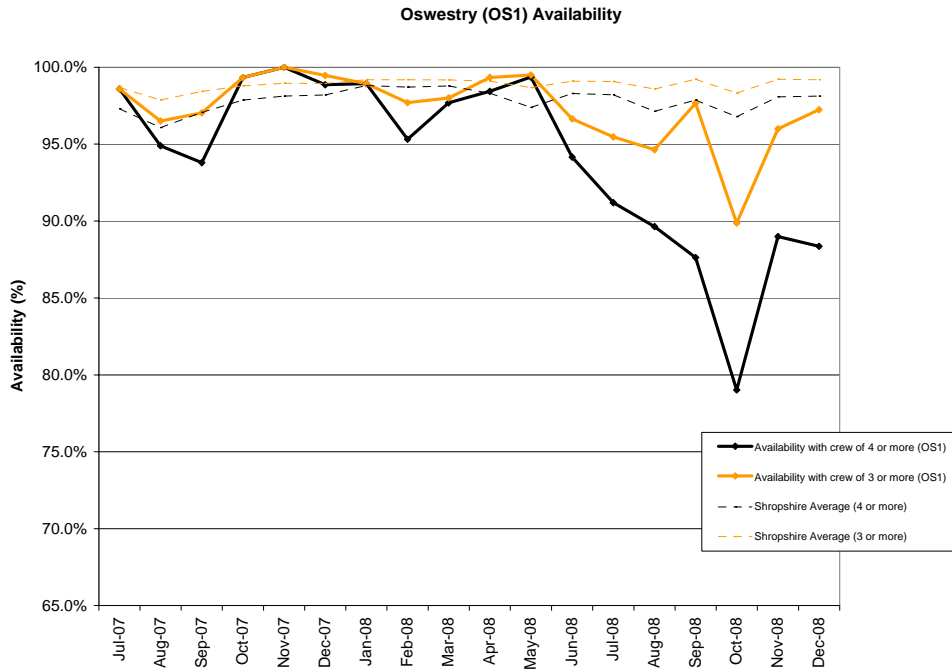
Minsterley



Newport

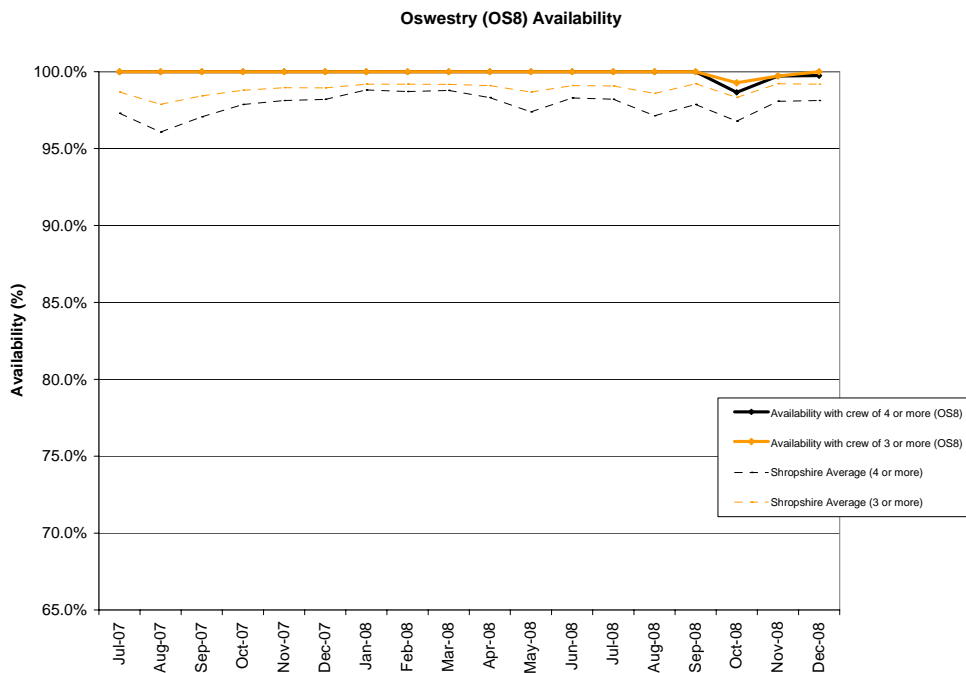


Oswestry (OS1)

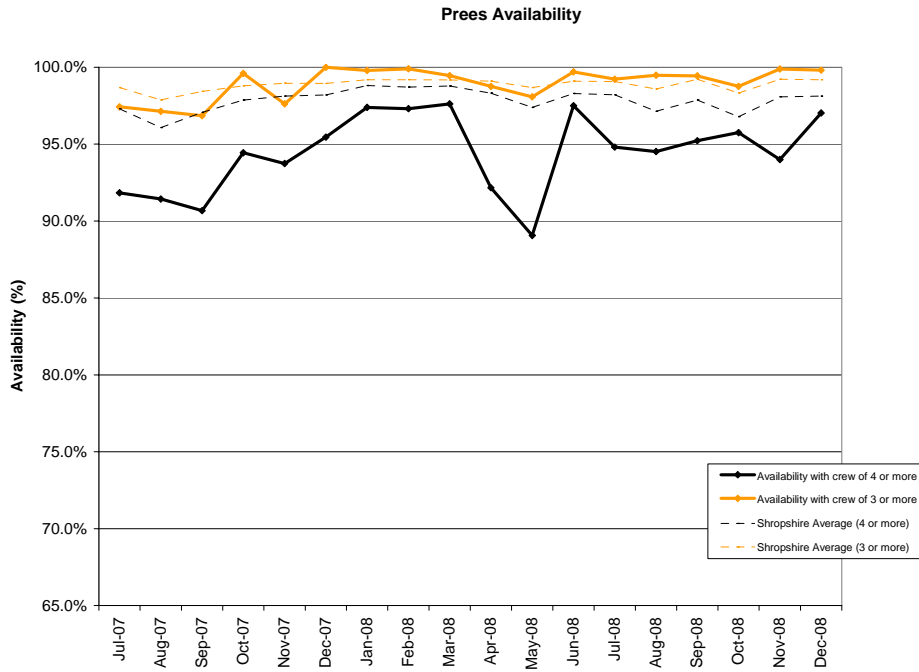


	08:00 – 18:00	18:00 – 08:00
Off the Run	104 hours 51 minutes	19 hours 46 minutes
Supernumerary	110 hours 12 minutes	68 hours 26 minutes

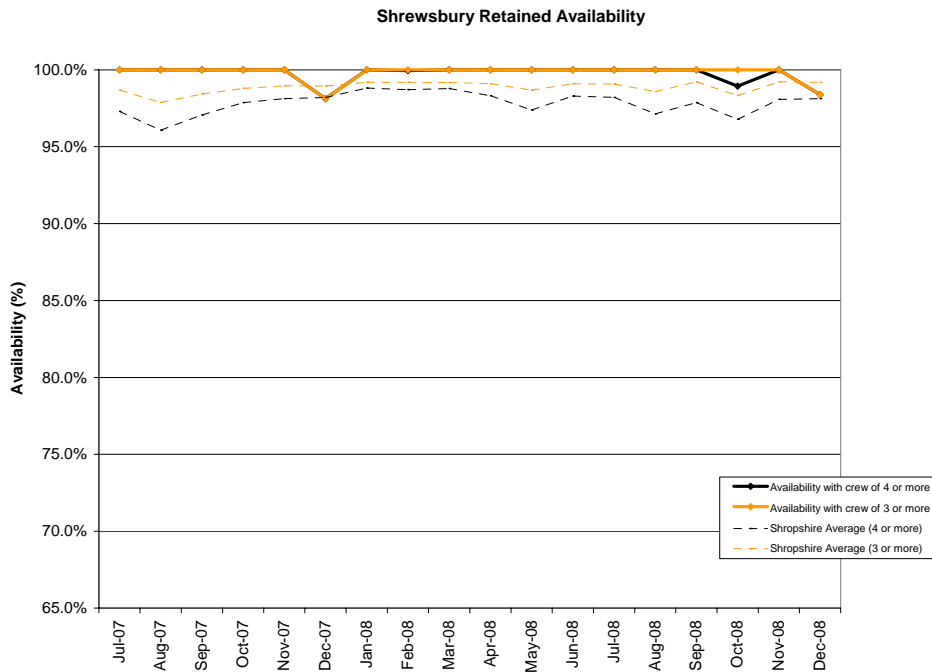
Oswestry (OS8)



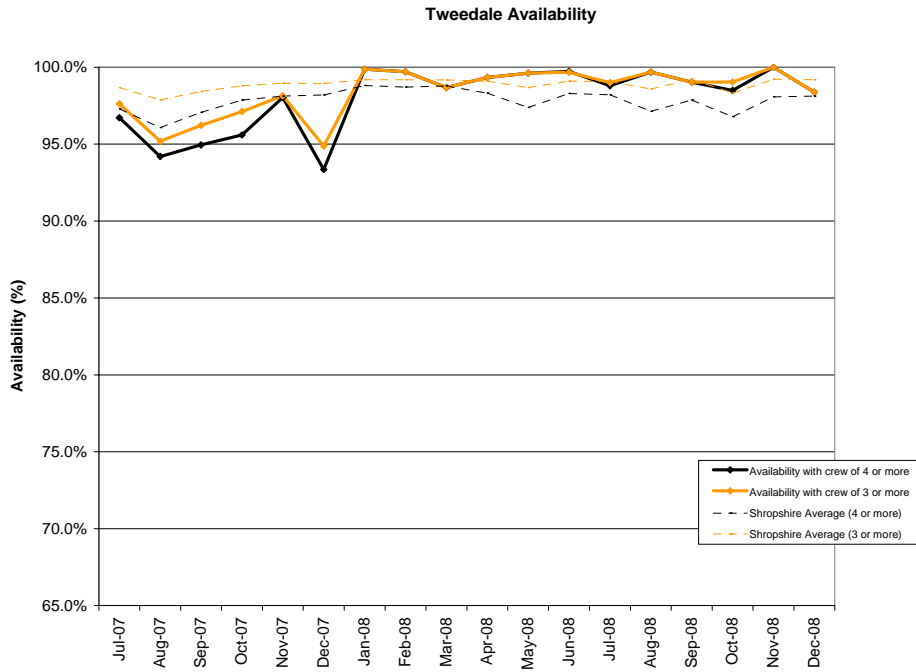
Prees



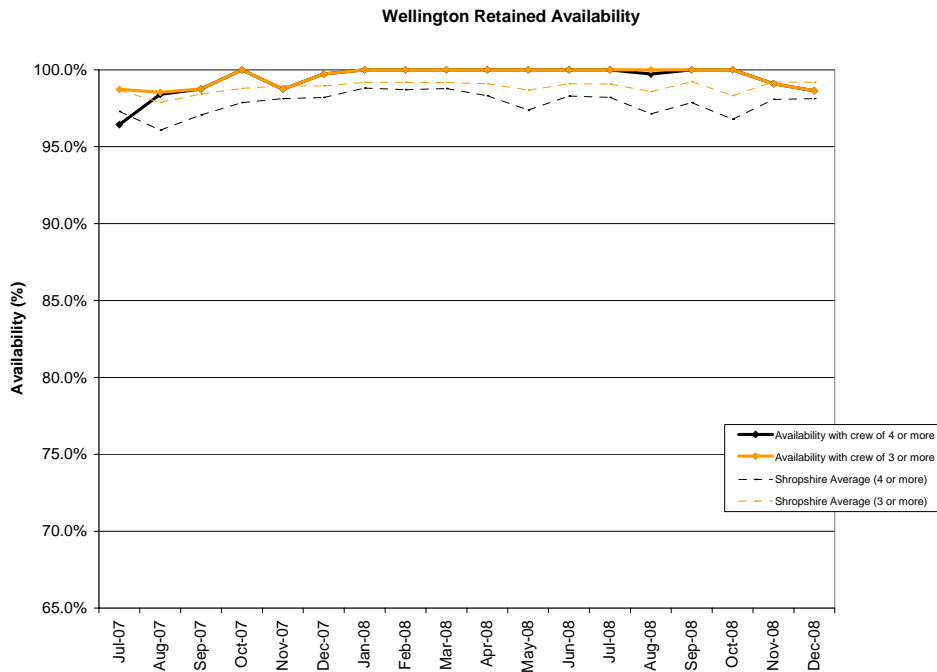
Shrewsbury Retained



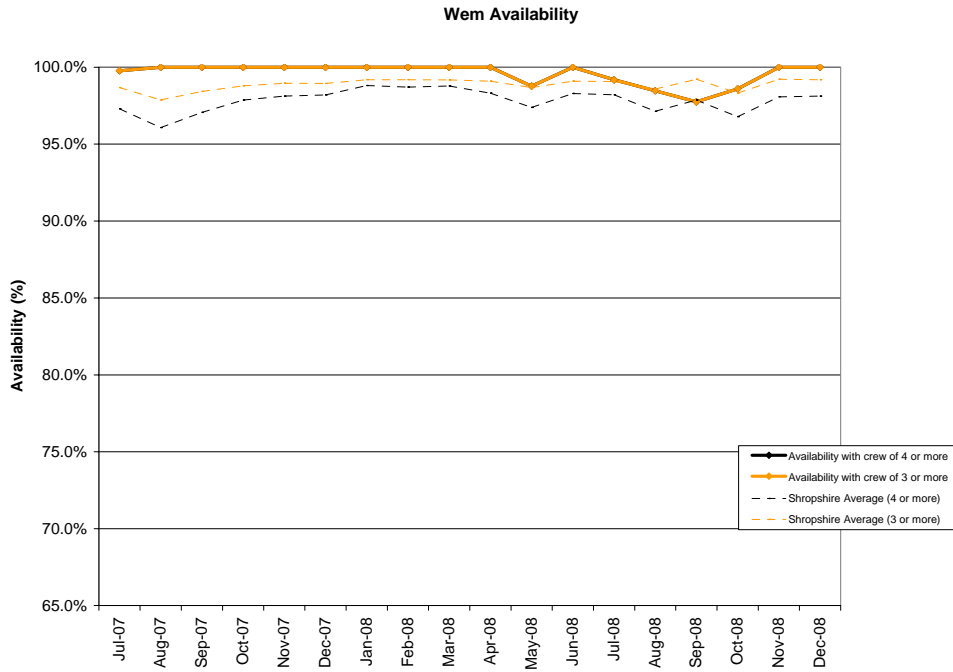
Tweeddale



Wellington



Wem



Whitchurch

