

Retained Duty System Performance Monitoring April to June 2009

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, 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.

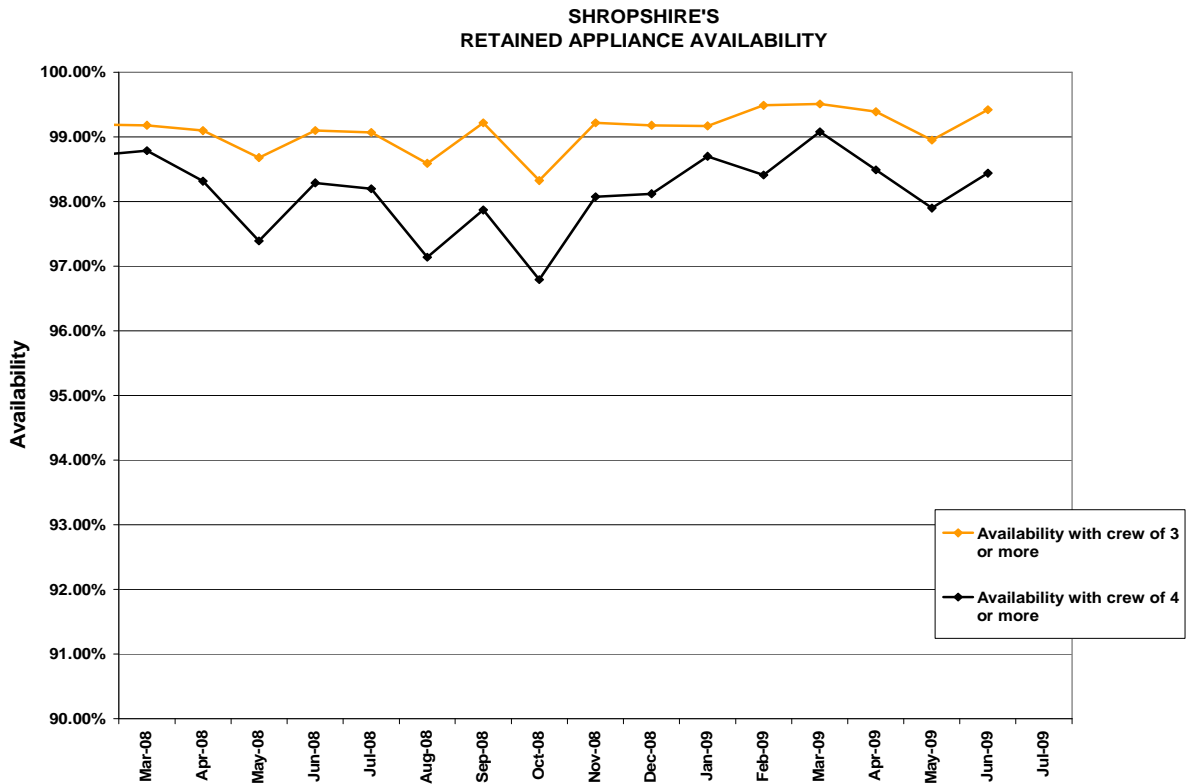
This report provides the necessary retained performance information to enable the Committee to carry out that monitoring function.

4 Appliance Availability

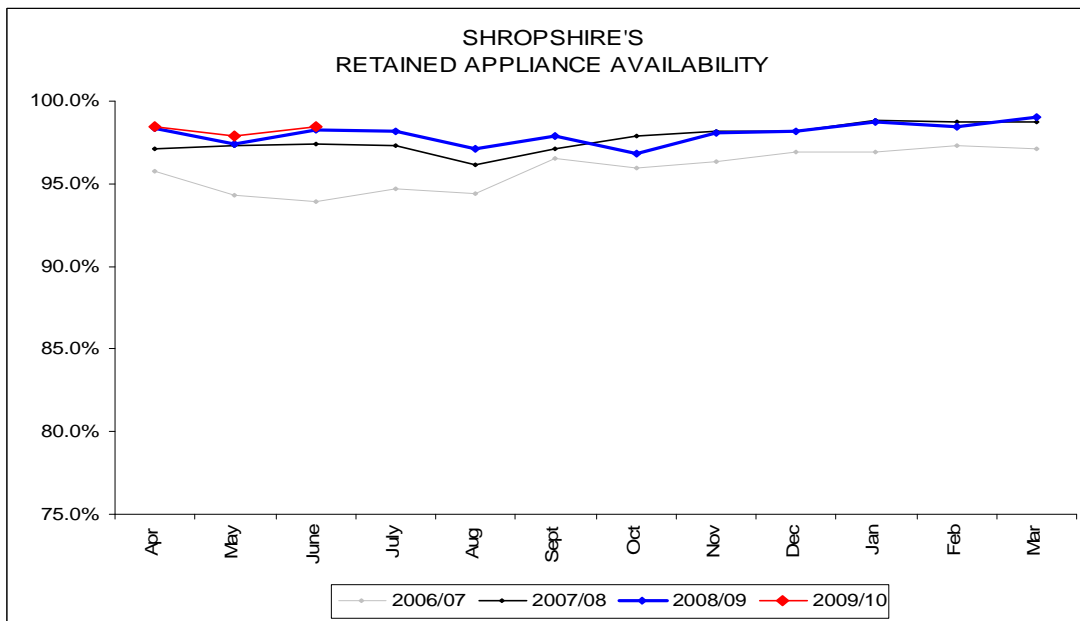
Graph A demonstrates the continued positive improvement with retained appliances being available 98.28% of the time with a minimum crew of 4, and 99.25% of the time with a minimum crew of 3.

The Appendix to this report depicts the Retained Appliance Availability for each station from January 2008 up until end of June 2009.

Graph A – Retained Appliance Availability

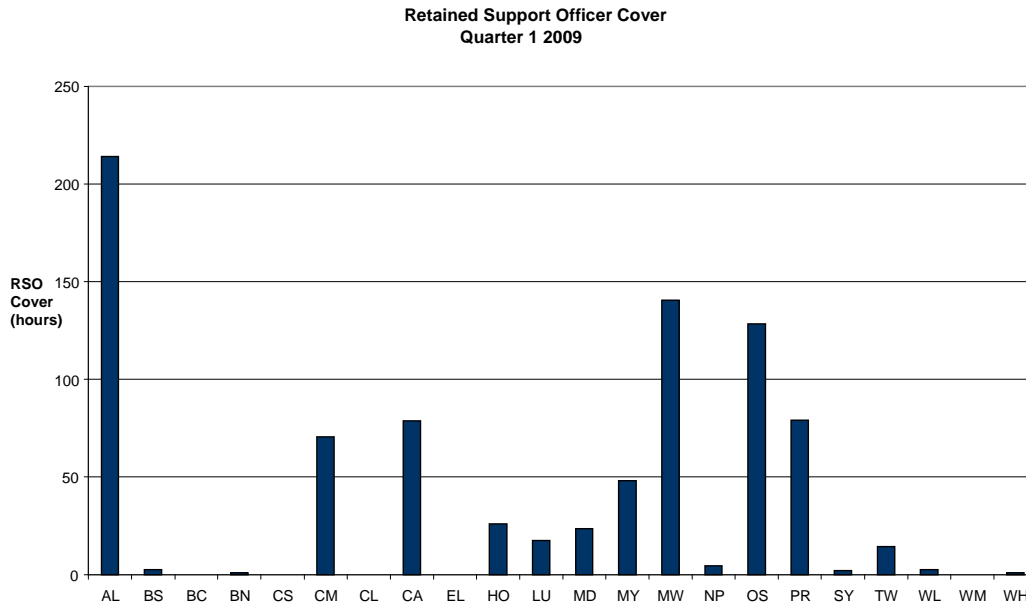


Graph B – Retained Appliance Availability April 2005 – June 2009



Graph B shows that since 2005 there has been continual improvement in retained appliance availability.

Graph C – Retained Support Officer Cover



Graph C above highlights the retained stations that have required 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.

5 Recruitment

Retained recruitment levels continue to increase across the County. There were a further eight trainees on the April training course. The table below shows the optimum station establishment and the current station establishment levels at 30 June 2009.

Retained Duty System Cover on Station

There are two levels of retained cover provided as follows:

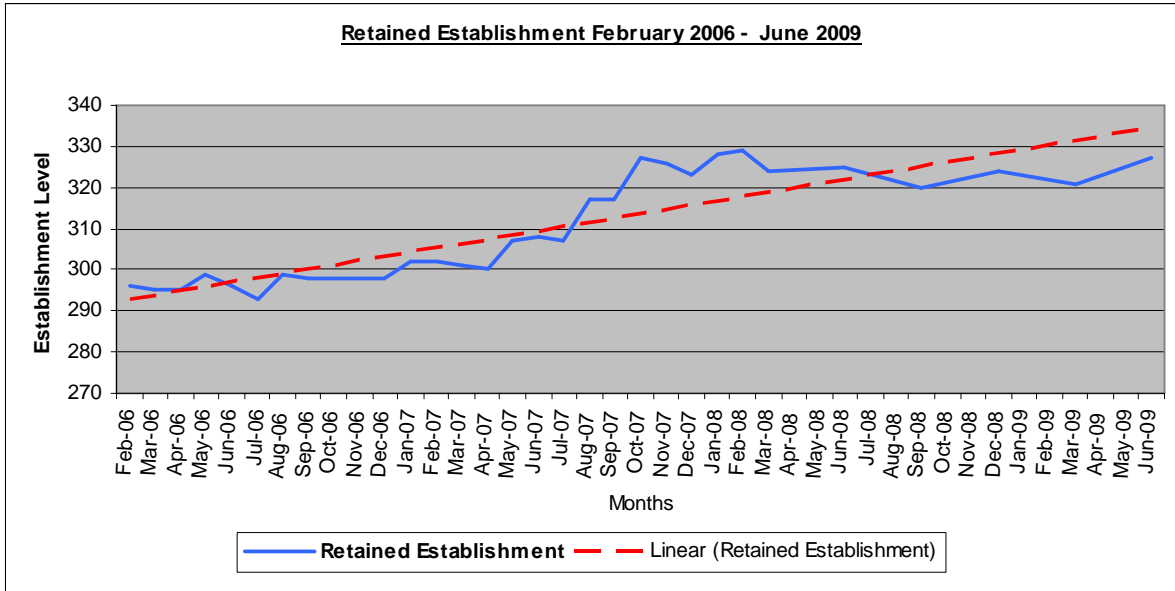
1. Full cover = 120 hours or more
2. Three-quarter cover = 85 -120 hours

Station and Current Establishment

Station	Station Establishment (Units)	Current Establishment (Units)	Current Establishment (People)	Establishment Deficit (Units) +/-
Albrighton	14	13.25	15	-0.75
Baschurch	14	11.75	13	-2.25
Bishop's Castle	14	12.75	13	-1.25
Bridgnorth	18	15.25	19	-2.75
Church Stretton	14	14.25	14	+0.25
Cleobury Mortimer	14	10.50	13	-3.50
Clun	14	10.75	12	-3.25
Craven Arms	14	10.50	13	-3.50
Ellesmere	14	10.00	13	-4.00
Hodnet	14	9.25	10	-4.75
Ludlow	18	16.25	20	-1.75
Market Drayton	18	17.75	18	-0.25
Minsterley	14	9.25	11	-4.75
Much Wenlock	14	8.50	9	-5.50
Newport	18	15.25	22	-2.75
Oswestry	18	15.75	18	-2.25
Prees	14	11.50	13	-2.50
Shrewsbury	18	14.00	16	-4.00
Tweedale	18	16.25	19	-1.75
Wellington	14	10.75	15	-3.25
Wem	14	10.25	15	-3.75
Whitchurch	18	15.75	18	-2.25
Totals	340	279.50	327	60.50

Retained Establishment

The graph below 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.



Number of Trainees per Training Course 2005/6/7/8/9

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

6 Retention

The table below provides a summary of reasons why retained staff left the Service during 2005/06, 2006/07, 2007/08, 2008/09 and 2009/10.

Retained Leavers – 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	0	0	0	0	0	0	0
Personal/work commitments	2	0	4	0	6	0	10	0	0	0
Moving away from area	2	0	3	0	2	0	6	0	2	0
Retirement	3	0	2	0	2	0	1	0	0	0
Other reasons not disclosed	8	0	0	0	0	0	0	0	1	0
Sub Total	19	0	14	1	10	1	19	0	3	0
Final Total	19		15		11		19		3	

*2009/10 – Quarter 1 (April – June 2009)

7 Community Fire Safety (CFS)

RDS Home Visits and Smoke Detectors Comparison from 2005/6 up until end of June 2009/10.

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	15,537	7,625
2009/10*	2,712	1,347

*2009/10 – Quarter 1 (April – June 2009)

The Community Safety Department have recruited and trained 10 personnel as Community Safety Advocates. A further 8 personnel have also been recruited from retained staff as business fire safety advocates and have been 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.

Risk Reduction Officers

The Community Safety Department have recruited 5 rural risk reduction officers who commenced employment on the 1st June and after receiving initial training were deployed on the 9th June. Their main task is to carry out Home Fire Safety Risk Assessments throughout the areas of the County that are difficult for both Wholetime and Retained stations to reach and where no community fire safety work is currently being carried out. Further to this they will support Retained CFS advocates who may have to cancel schools visits due to operational commitments. They will patrol the more vulnerable areas of the county looking for potential arson risks and also carry out a reactive role in areas that show patterns of types of fires or arson attacks.

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 January 2008 to June 2009

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	*