

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.

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

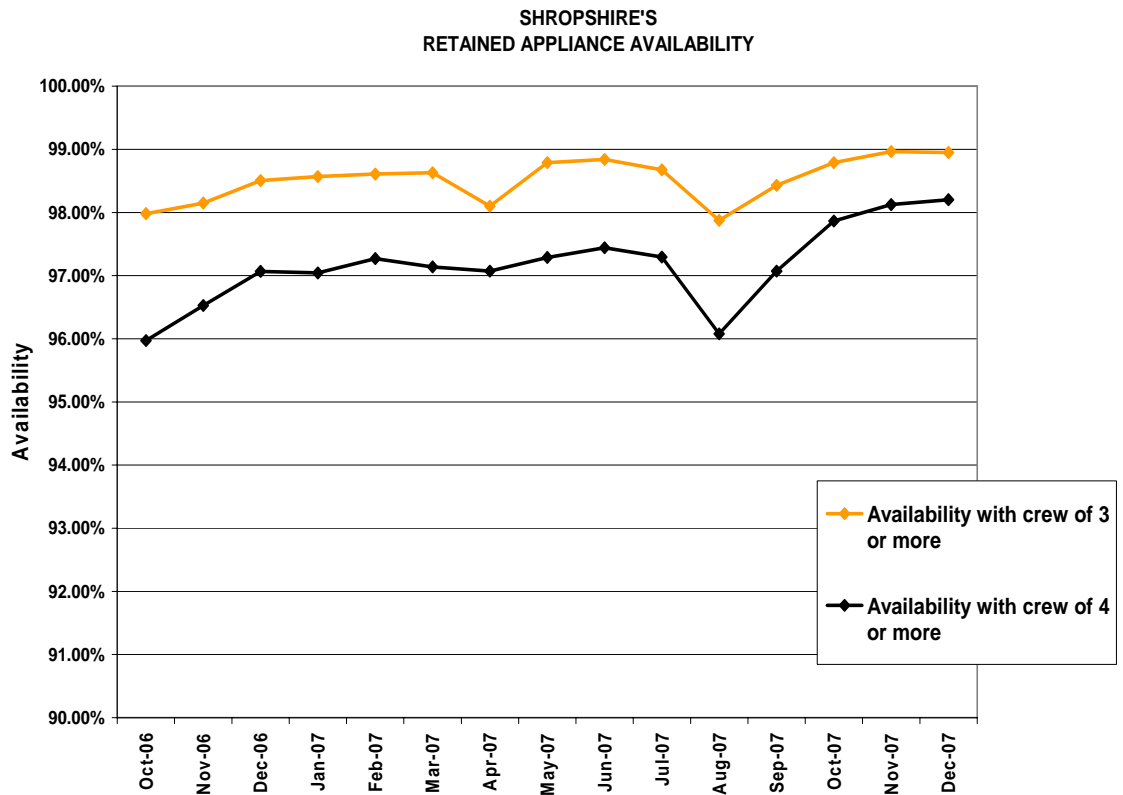


4 Appliance Availability

Graph A demonstrates the positive improvement following the dip in appliance availability experienced during the August holiday period. This was due to fixed holiday periods of retained personnel's primary employment.

The Appendix to this report shows the Retained Appliance Availability for 2006/07.

Graph A
Retained Appliance Availability



5 Recruitment

Retained recruitment levels continue to increase across the County. The November training course was full (10 trainees).

Table 1 shows the optimum station establishment and the current station establishment levels¹ at 31 December 2007.

Table 1
Station and Current Establishment

| Station | Station Establishment | Current Establishment |
|-------------------|-----------------------|-----------------------|
| Albrighton | 14 | 14 |
| Baschurch | 11 | 13 |
| Bishop's Castle | 11 | 13 |
| Bridgnorth | 18 | 17 |
| Church Stretton | 11 | 12 |
| Cleobury Mortimer | 14 | 12 |
| Clun | 14 | 13 |
| Craven Arms | 14 | 12 |
| Ellesmere | 14 | 13 |
| Hodnet | 11 | 11 |
| Ludlow | 18 | 19 |
| Market Drayton | 18 | 17 |
| Minsterley | 14 | 9 |
| Much Wenlock | 14 | 9 |
| Newport | 18 | 22 |
| Oswestry | 18 | 21 |
| Prees | 14 | 12 |
| Shrewsbury | 18 | 20 |
| Tweeddale | 18 | 20 |
| Wellington* | 11 | 18 |
| Wem | 14 | 13 |
| Whitchurch | 18 | 18 |
| Totals | 325 | 328 |

* Wellington Station is now 7 over establishment, as a result of pre-planning by the Officer-in-Charge of the Station due to the number of personnel leaving the Service through retirement, personal/work commitments and the imminent introduction of an XL appliance.

¹ Single appliance stations with a normal crew cab have an establishment of 11; those with an Extra Large Cab have 14; and those with more than one appliance, 18.



Graph B shows the continued upward trend in recruitment/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.

Graph B
Retained Establishment

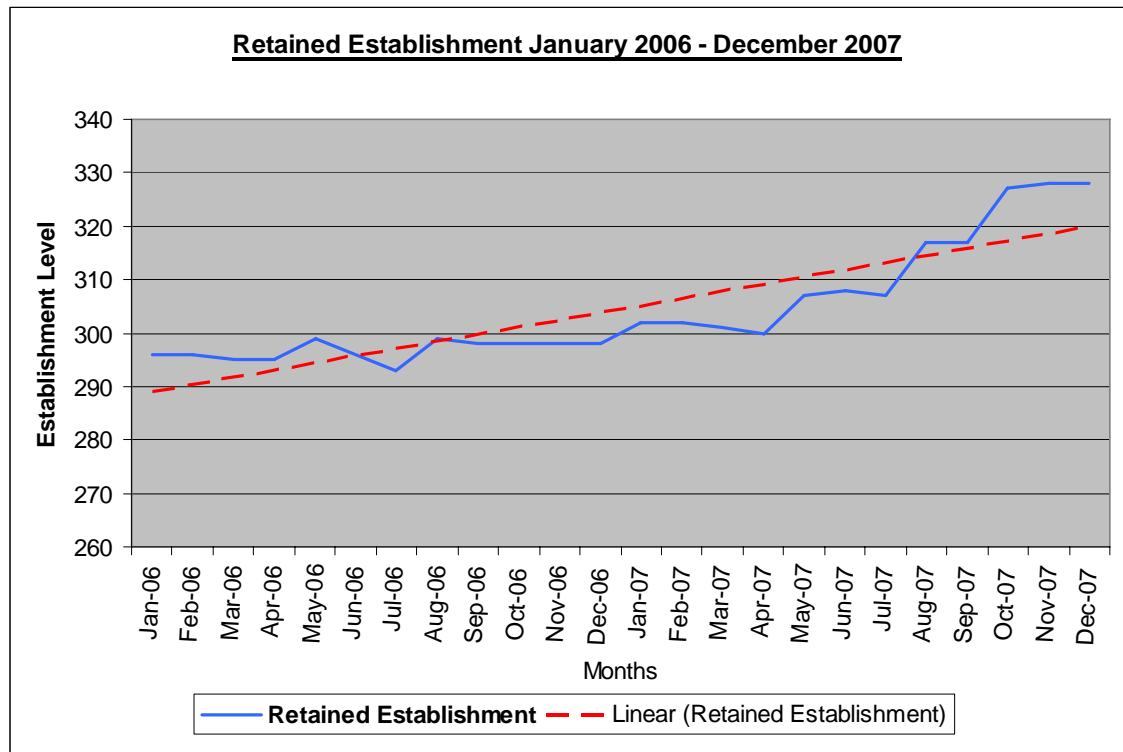


Table 2
Number of Trainees per Course 2005/2006/2007

| 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 |



Retention

Table 3 provides a summary of reasons why retained staff left the Service during 2005/06, 2006/07 and 2007/08. The retention figures for 2006/07 show a 23% improvement on 2005/06. Two personnel have retired from the Service since the previous report.

Table 3
Retained Leavers – Summary of Reasons

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

* 1 April – 31 December 2007

Community Fire Safety (CFS)

Table 4
Home Visits and Smoke Detectors Comparison 2005/06, 2006/07, 2007/08 (RDS)

| | Home Safety Visits | Detectors Fitted |
|----------|--------------------|------------------|
| 2005/06 | 13,000 | 4,233 |
| 2006/07 | 28,389 | 12,025 |
| 2007/08* | 10,030 | 4,440 |

* 1 April – 31 December 2007



The Community Safety Department has now recruited a number of personnel for the position of Community Safety Advocate. These people will be in post on 1 March 2008 and 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.

6 Financial Implications

There are no direct financial implications associated with 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 for 2006/07

10 Background Papers

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

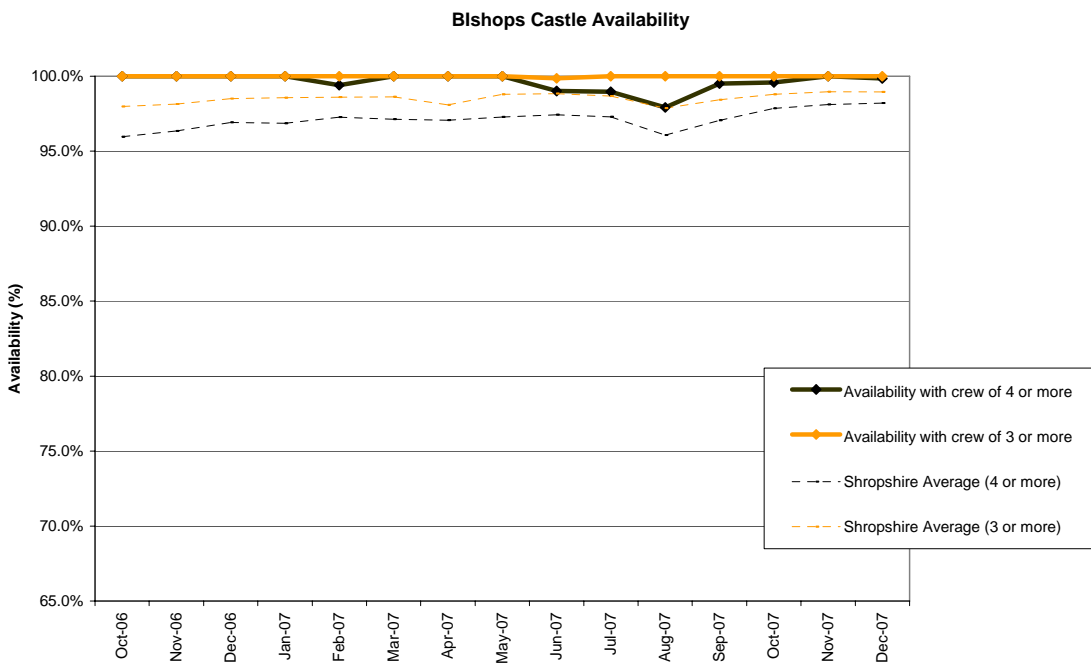
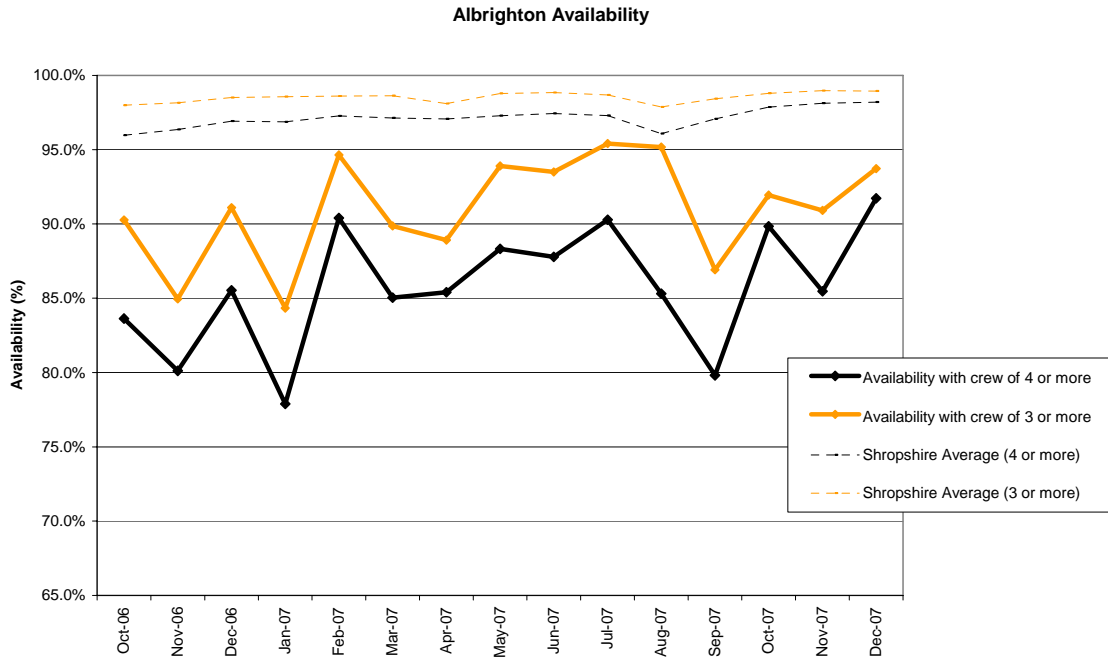
Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

| | | | |
|--|--|---|---|
| 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 | * |

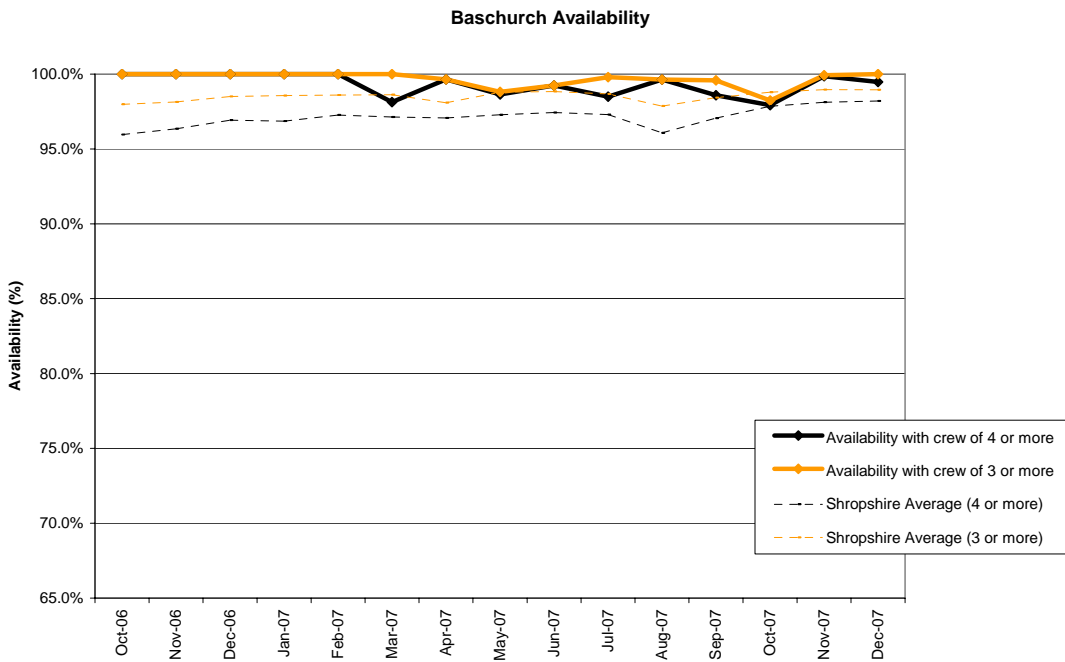
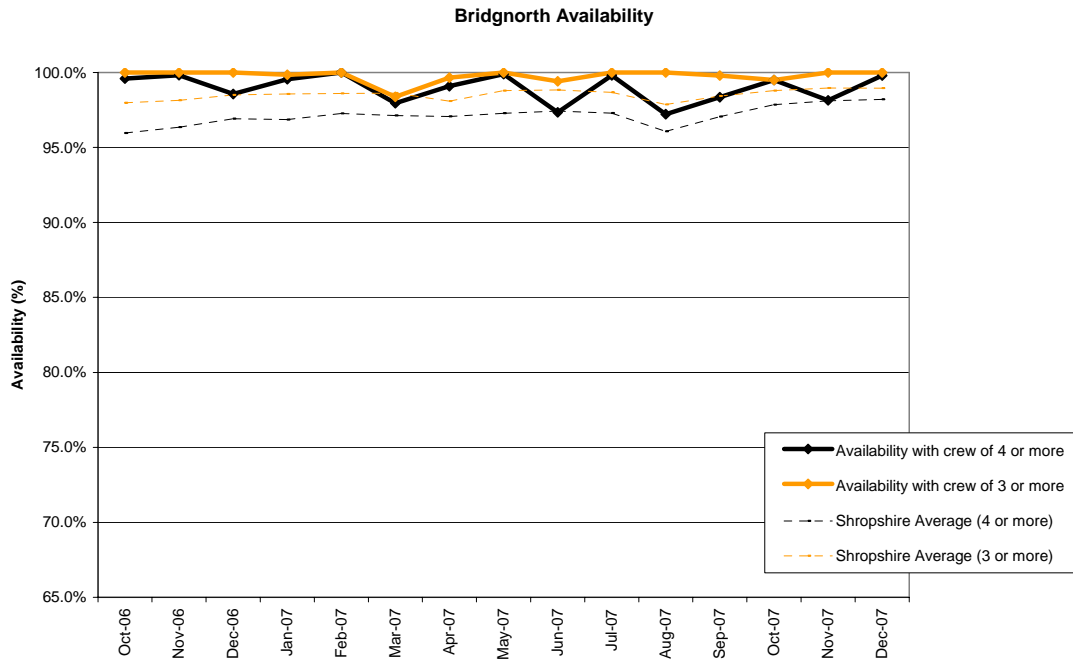


OPS3 Appliance Availability / Crewing

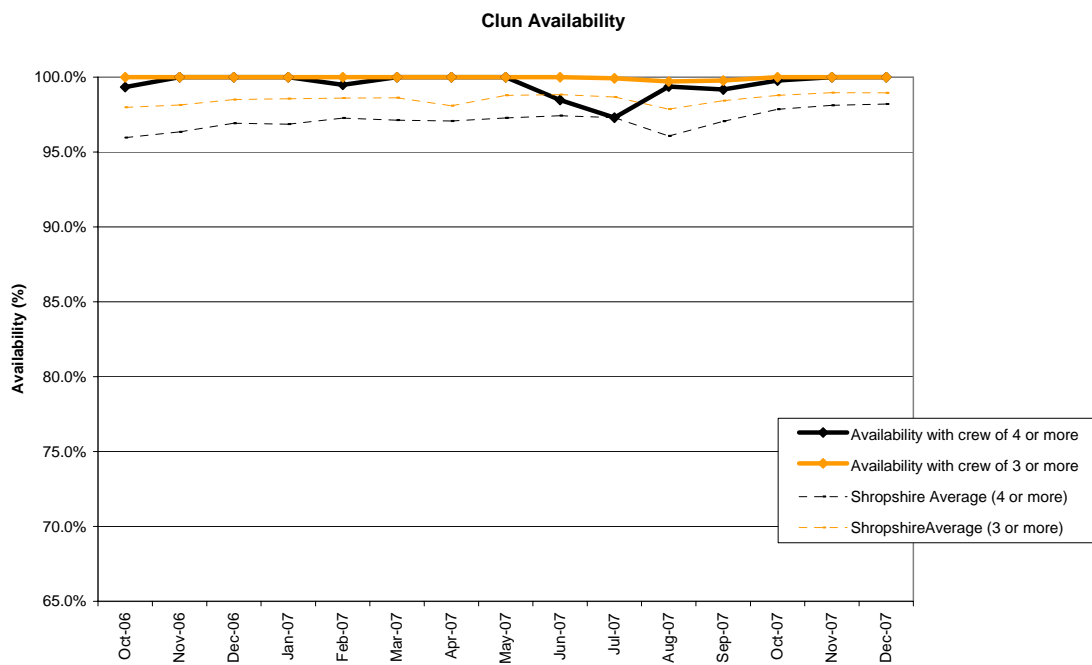
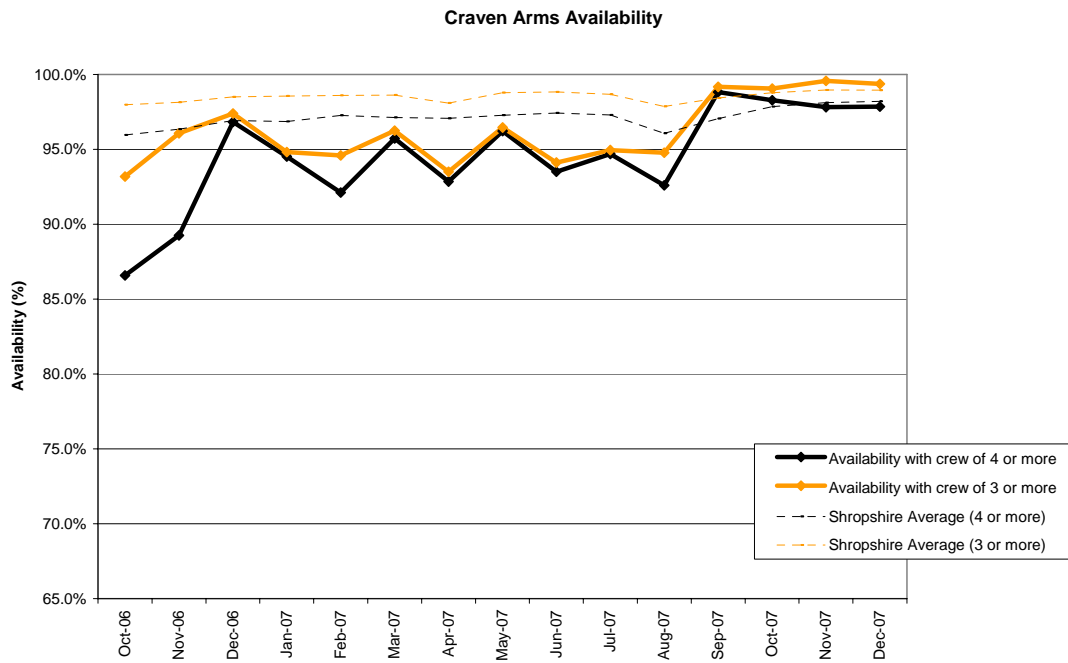
Retained



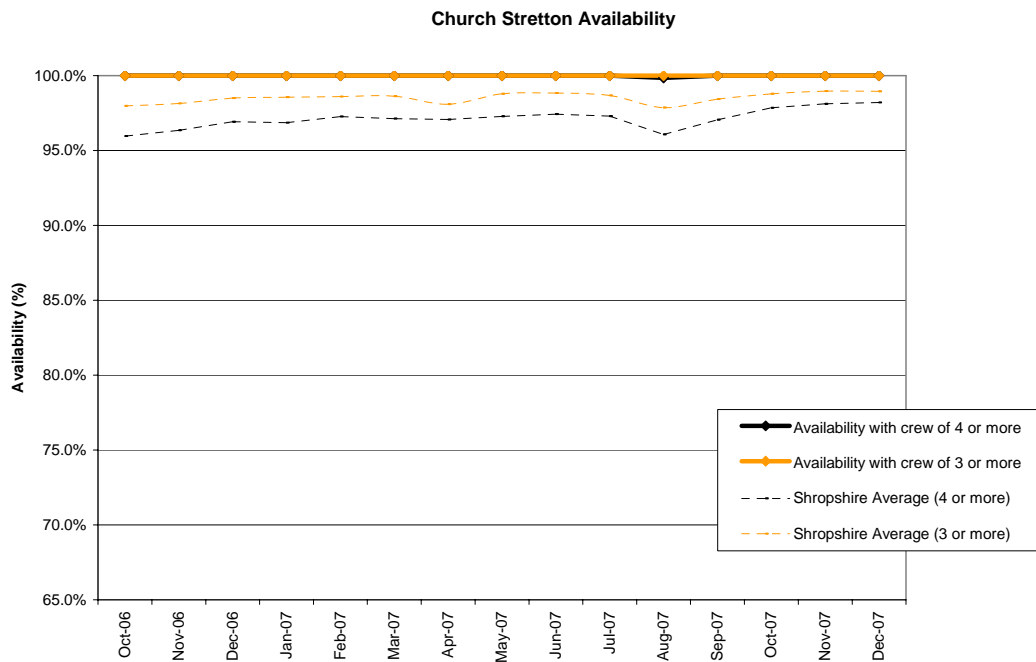
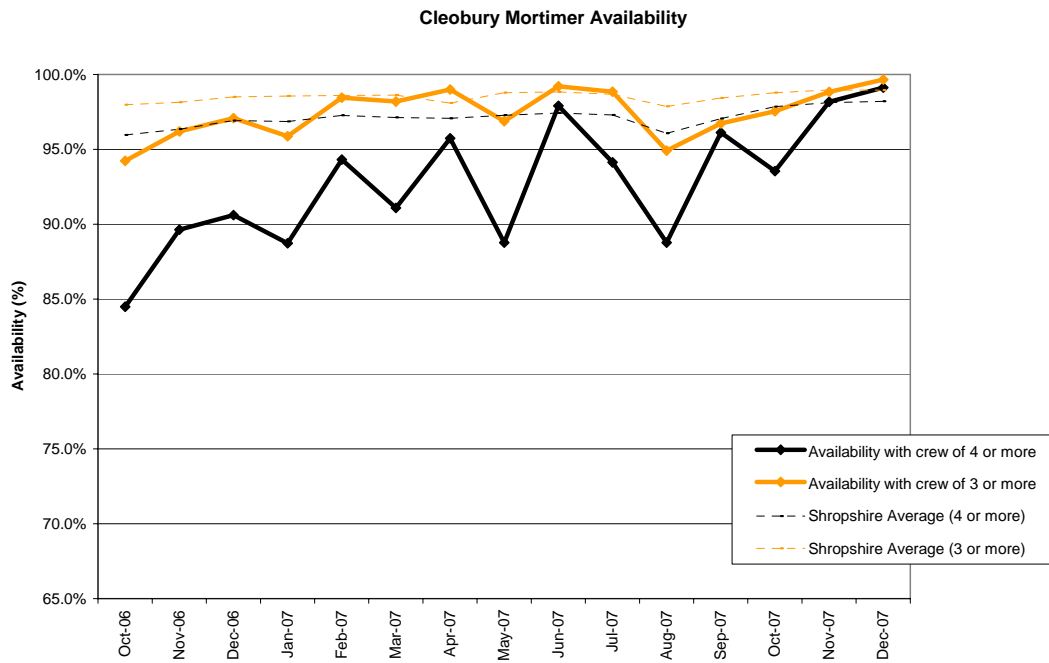
OPS3 Appliance Availability / Crewing



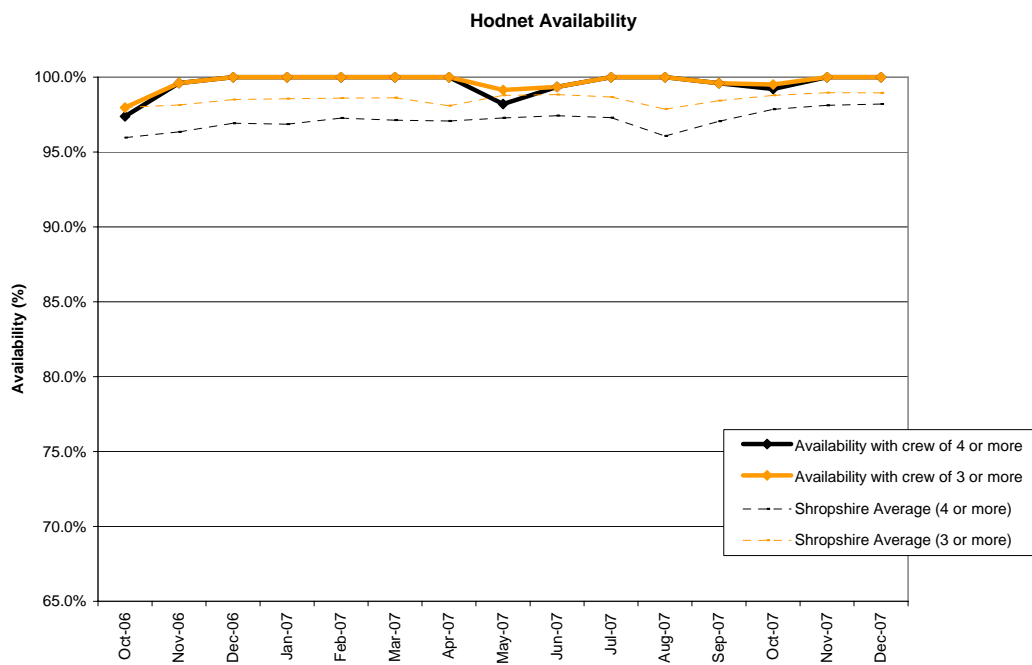
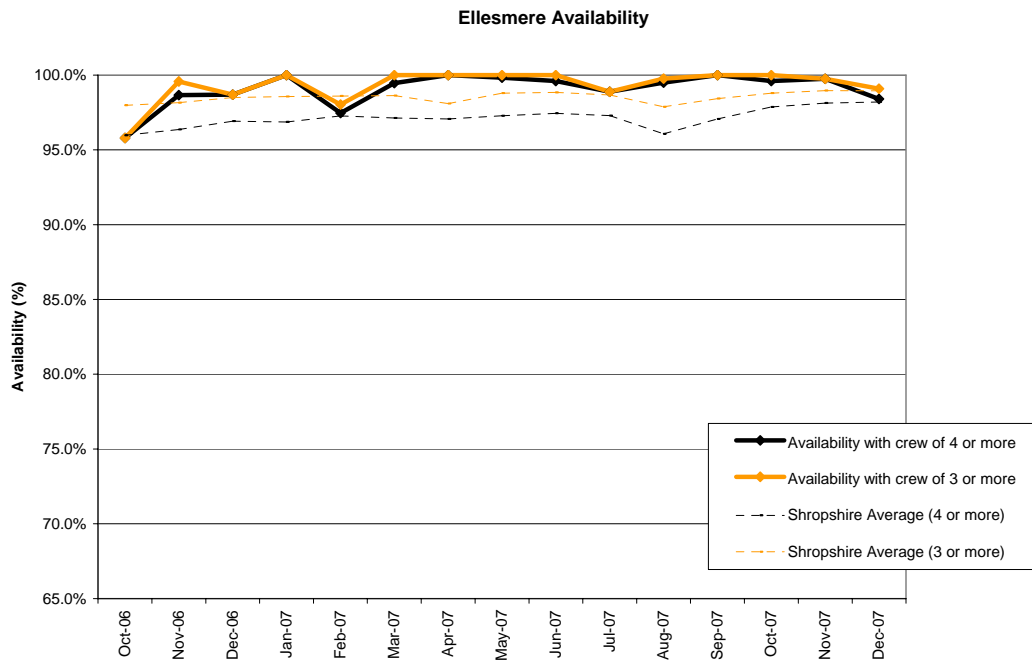
OPS3 Appliance Availability / Crewing



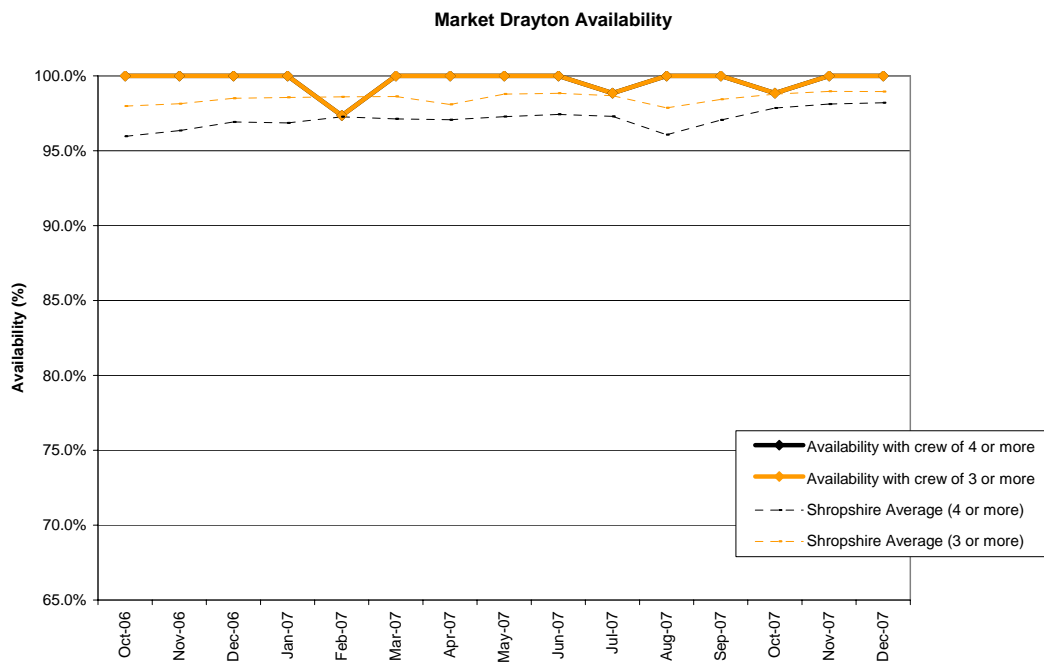
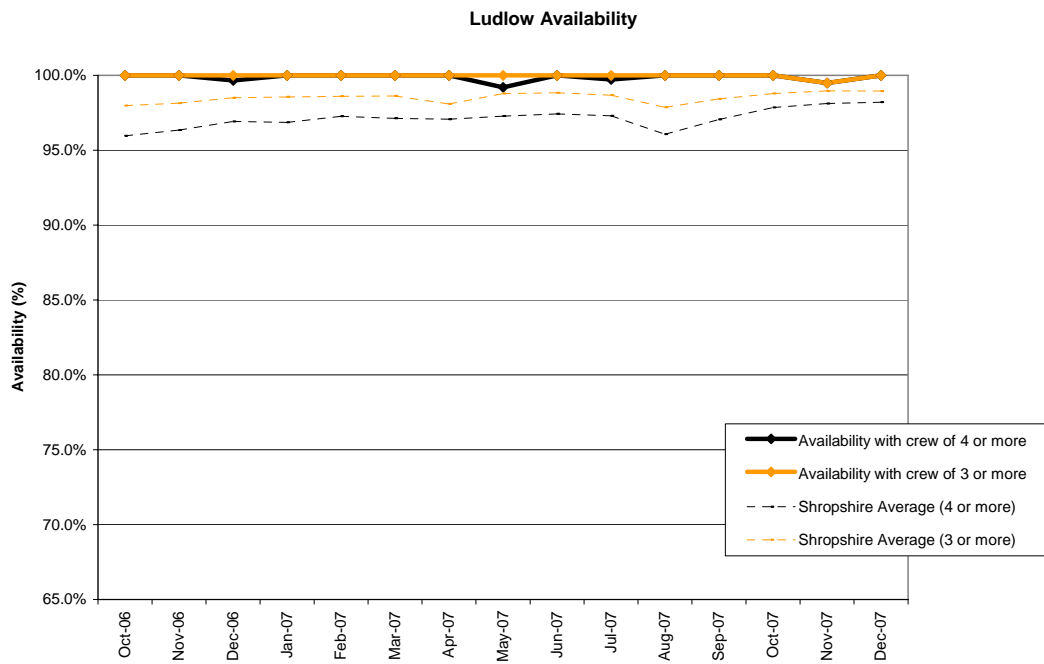
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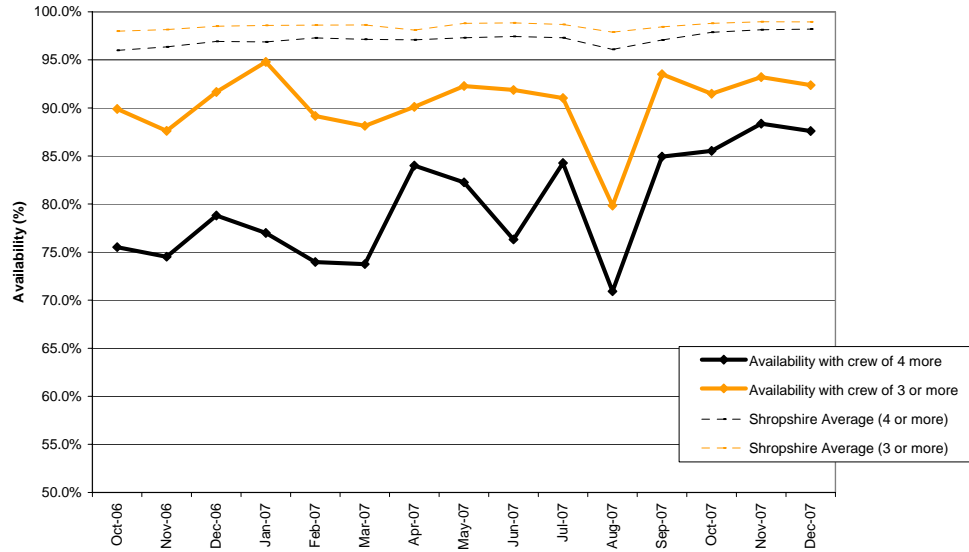


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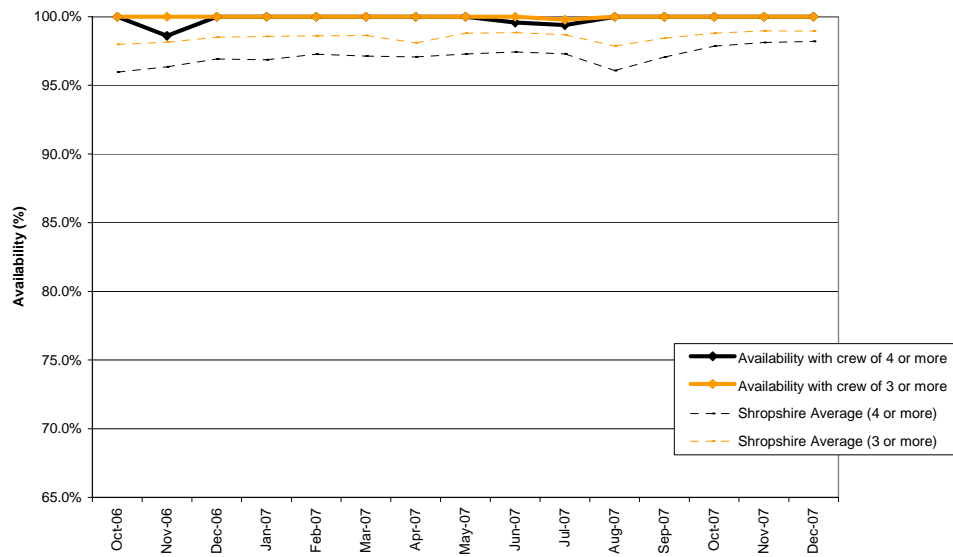


OPS3 Appliance Availability / Crewing

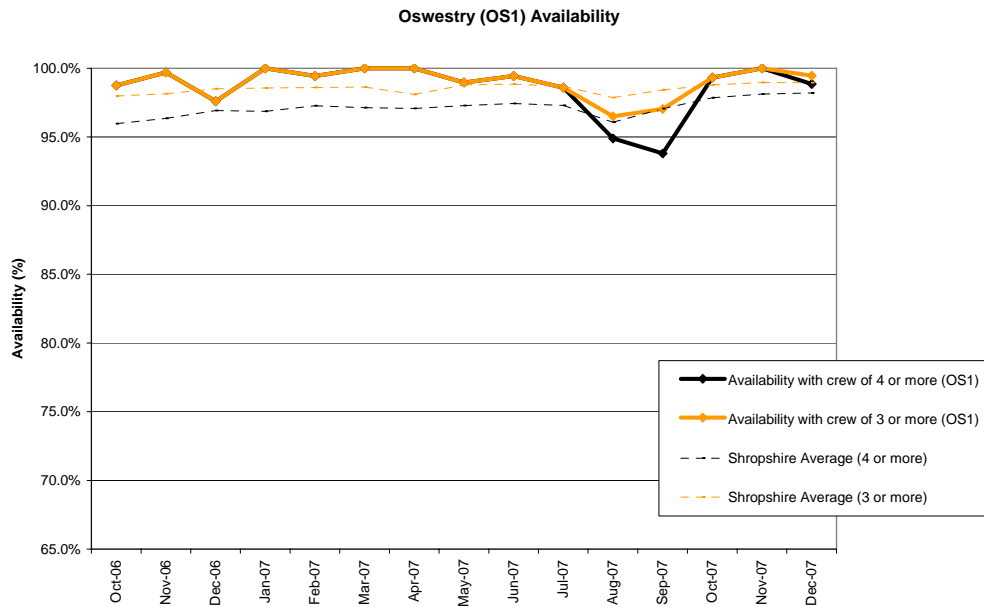
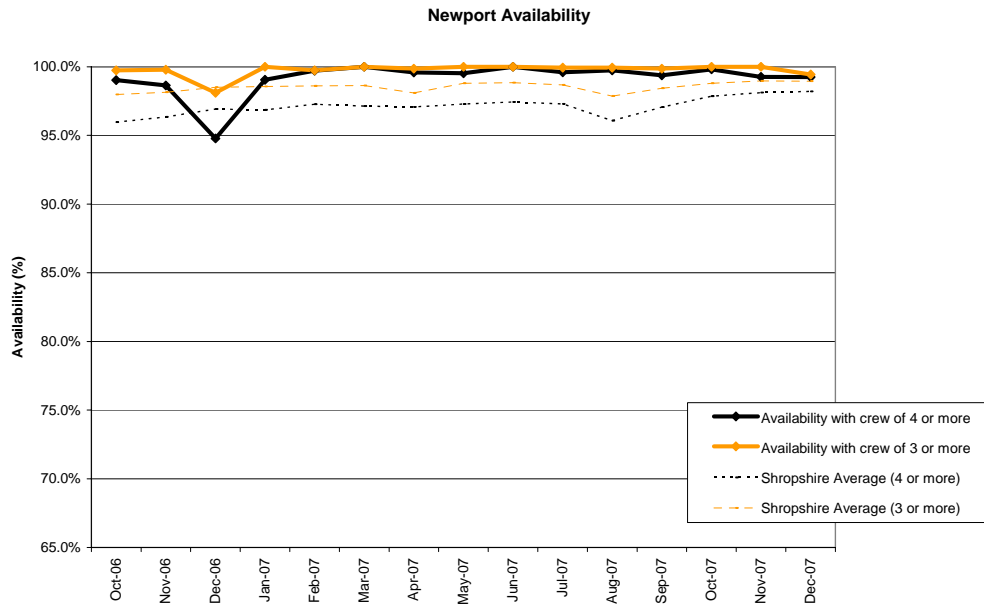
Much Wenlock Availability



Minsterley Availability

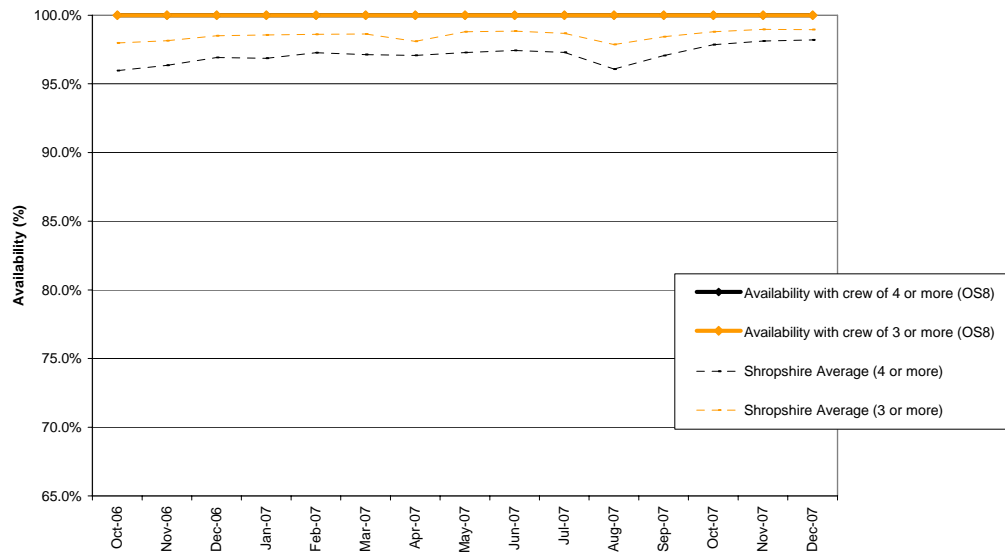


OPS3 Appliance Availability / Crewing

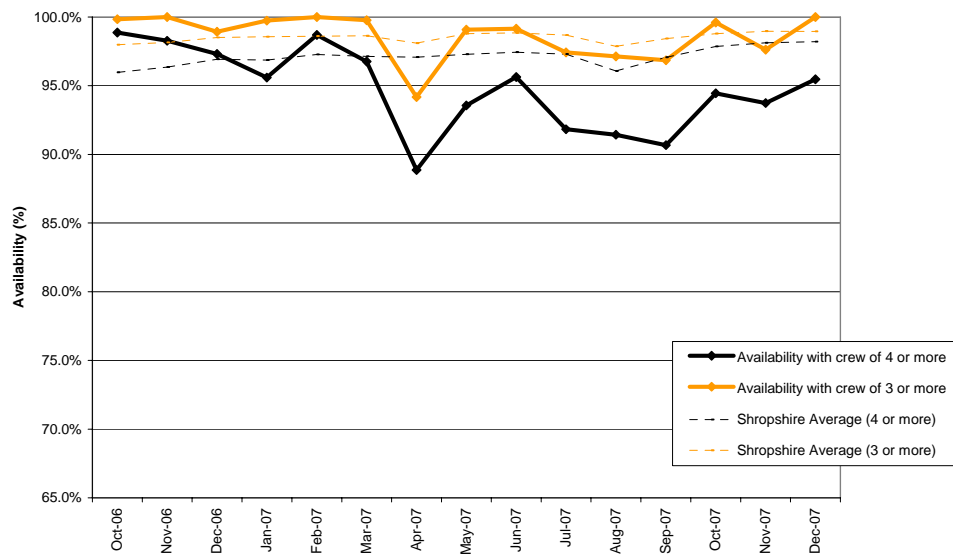


OPS3 Appliance Availability / Crewing

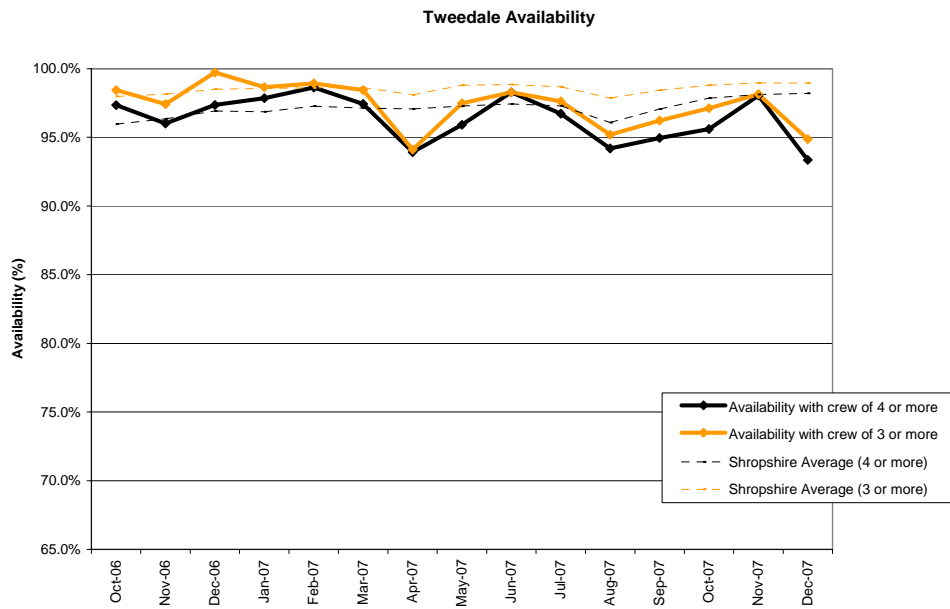
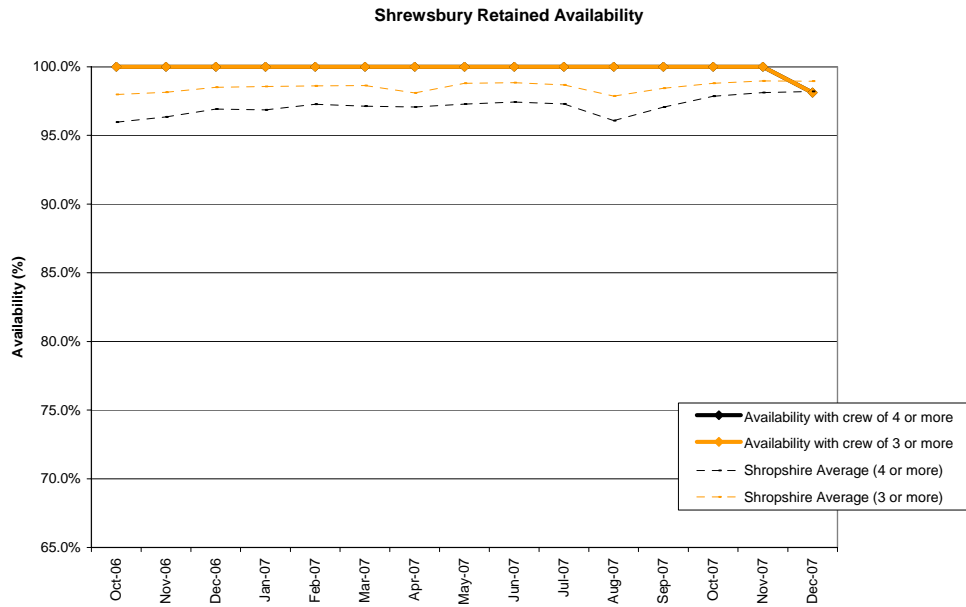
Oswestry (OS8) Availability



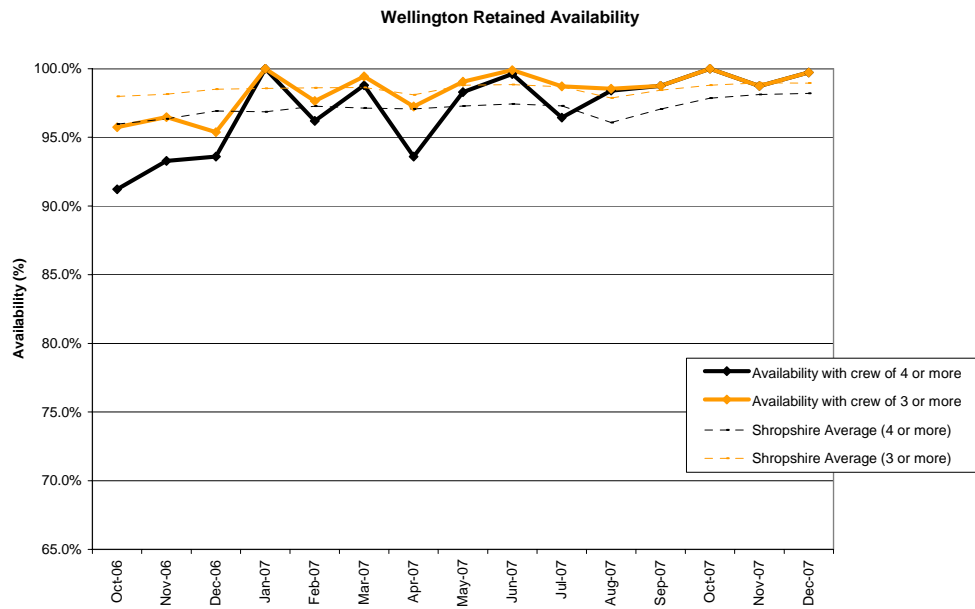
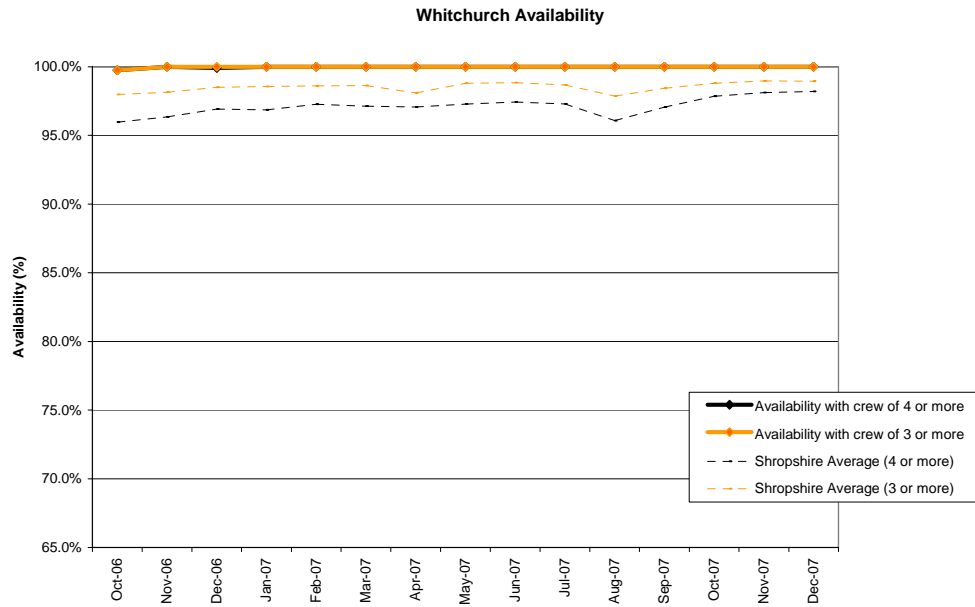
Prees Availability



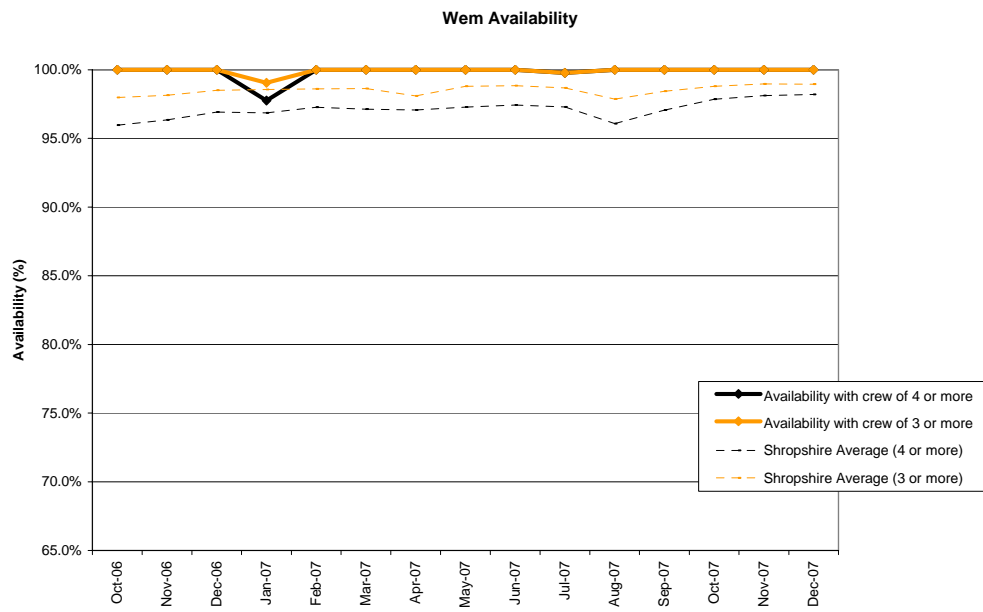
OPS3 Appliance Availability / Crewing



OPS3 Appliance Availability / Crewing

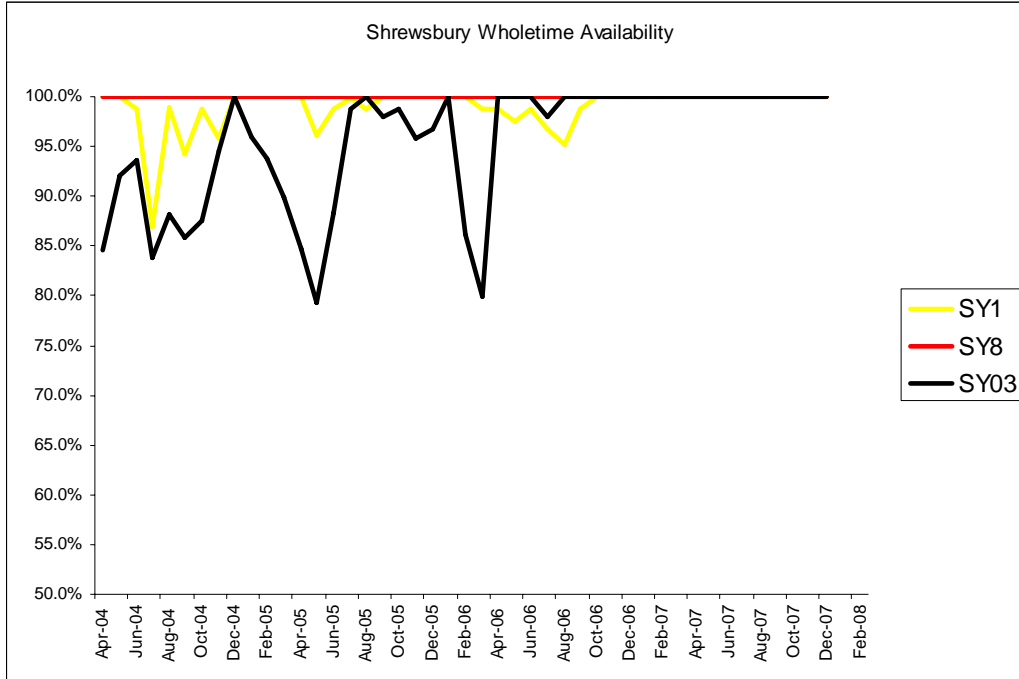


OPS3 Appliance Availability / Crewing



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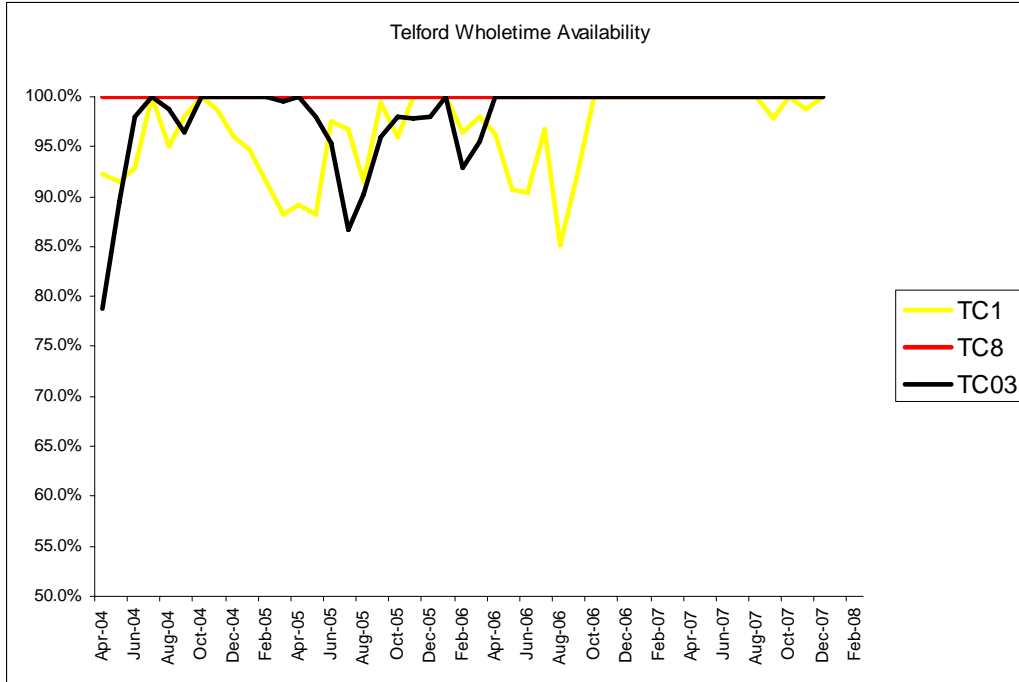
Wholetime



| % | | Apr | May | June | July | Aug | Sept | Oct | Nov | Dec | Jan | Feb | Mar | Yearly % |
|----------------|------|------|------|------|------|------|------|------|------|------|-----|------|------|----------|
| 2007/08 | SY1 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | | | | 100 |
| | SY8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | | | | 100 |
| | SY03 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | | | | 100 |
| 2006/07 | SY1 | 98.8 | 97.6 | 98.8 | 96.8 | 95.2 | 98.8 | 100 | 100 | 100 | 100 | 100 | 100 | 98.8 |
| | SY8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | SY03 | 100 | 100 | 100 | 98 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 99.8 |
| 2005/06 | SY1 | 100 | 96.1 | 98.8 | 99.8 | 98.8 | 100 | 100 | 100 | 100 | 100 | 100 | 98.8 | 99.4 |
| | SY8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | SY03 | 84.8 | 79.3 | 88.3 | 98.8 | 100 | 97.9 | 98.8 | 95.8 | 96.8 | 100 | 86.2 | 79.8 | 92.2 |
| 2004/05 | SY1 | 100 | 100 | 98.8 | 86.9 | 99 | 94.2 | 98.8 | 95.8 | 100 | 100 | 100 | 100 | 97.8 |
| | SY8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | SY03 | 84.6 | 92 | 93.7 | 83.9 | 88.2 | 85.8 | 87.5 | 94.6 | 100 | 96 | 93.8 | 89.9 | 90.8 |



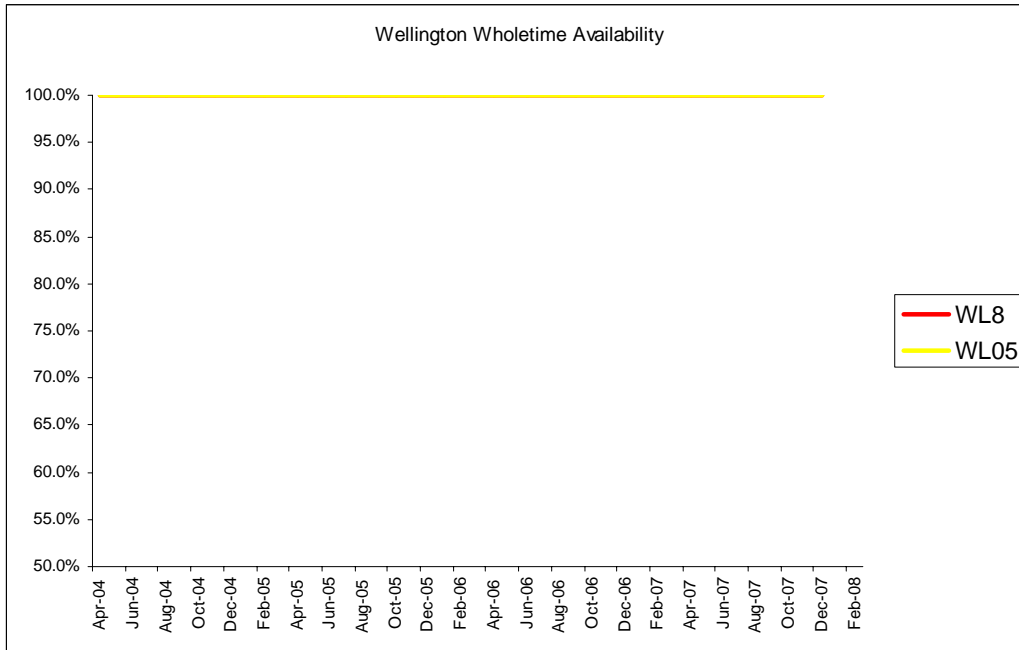
OPS3 Appliance Availability / Crewing



| % | | Apr | May | June | July | Aug | Sept | Oct | Nov | Dec | Jan | Feb | Mar | Yearly % |
|----------------|------|------|------|------|------|------|------|-----|------|-----|------|------|------|----------|
| 2007/08 | TC1 | 100 | 100 | 100 | 100 | 100 | 97.9 | 100 | 98.8 | 100 | | | | 100 |
| | TC8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | | | | 100 |
| | TC03 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | | | | 100 |
| 2006/07 | TC1 | 96.3 | 90.7 | 90.4 | 96.8 | 85.1 | 92.1 | 100 | 100 | 100 | 100 | 100 | 100 | 95.6 |
| | TC8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | TC03 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| 2005/06 | TC1 | 89.2 | 88.3 | 97.5 | 96.8 | 91.5 | 99.4 | 96 | 100 | 100 | 100 | 96.4 | 98 | 96.1 |
| | TC8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | TC03 | 100 | 98 | 95.4 | 86.7 | 90.3 | 96 | 98 | 97.9 | 98 | 100 | 92.9 | 95.6 | 95.7 |
| 2004/05 | TC1 | 92.3 | 91.5 | 92.9 | 100 | 95 | 97.9 | 100 | 98.8 | 96 | 94.8 | 91.5 | 88.3 | 94.9 |
| | TC8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | TC03 | 78.8 | 89.5 | 97.9 | 100 | 98.8 | 96.4 | 100 | 100 | 100 | 100 | 100 | 99.6 | 96.7 |



OPS3 Appliance Availability / Crewing



| % | | Apr | May | June | July | Aug | Sept | Oct | Nov | Dec | Jan | Feb | Mar | Yearly % |
|----------------|------|-----|-----|------|------|-----|------|-----|-----|-----|-----|-----|-----|----------|
| 2007/08 | WL8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | | | | 100 |
| | WL05 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | | | | 100 |
| 2006/07 | WL8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | WL05 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| 2005/06 | WL8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | WL05 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| 2004/05 | WL8 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | WL05 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

