

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 Phil Clarke, Training Manager, on 01952 234069.

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.

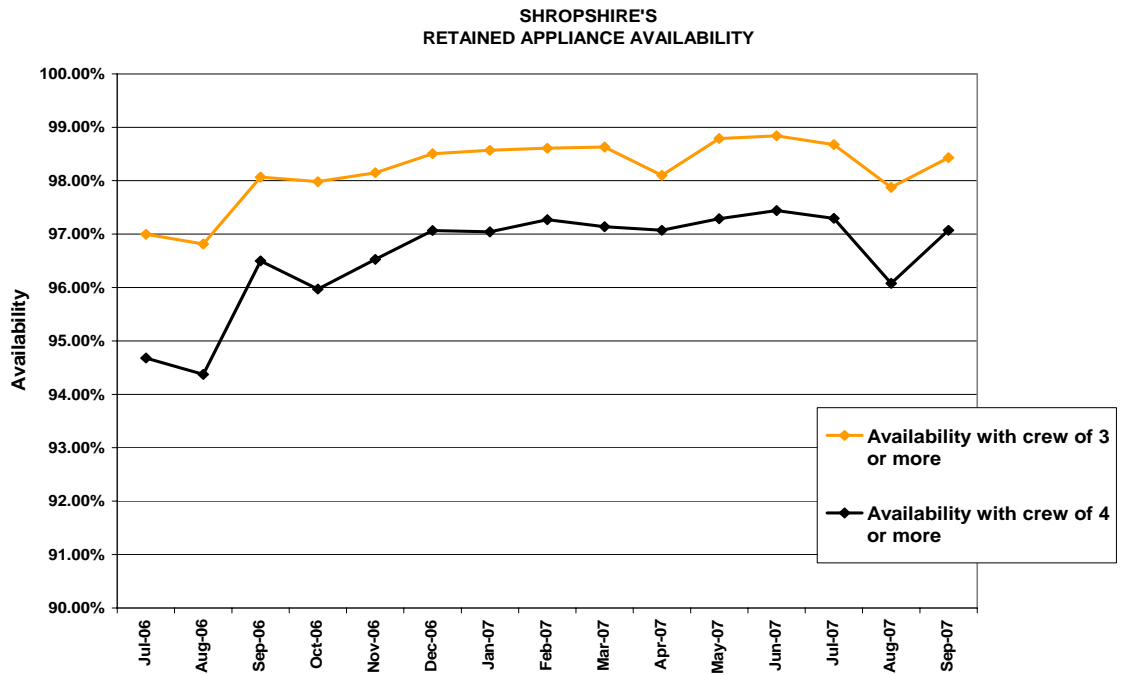


4 Appliance Availability

Graph A demonstrates the positive improvement following the dip in appliance availability experienced during the August holiday period.

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 course is full (10 trainees).

Table 1 shows the optimum station establishment and the current station establishment levels¹.

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	18
Minsterley	14	9
Much Wenlock	14	9
Newport	18	21
Oswestry	18	22
Prees	14	12
Shrewsbury	18	18
Tweedale	18	19
Wellington*	11	17
Wem	14	13
Whitchurch	18	18
Totals	325	325

* Wellington Station is now 6 over establishment, which is as a result of pre-planning by the Officer-in-Charge of the Station, as a number of personnel will be leaving the Service because of retirement and personal/work commitments.

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 2 shows the 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 2
Retained Establishment

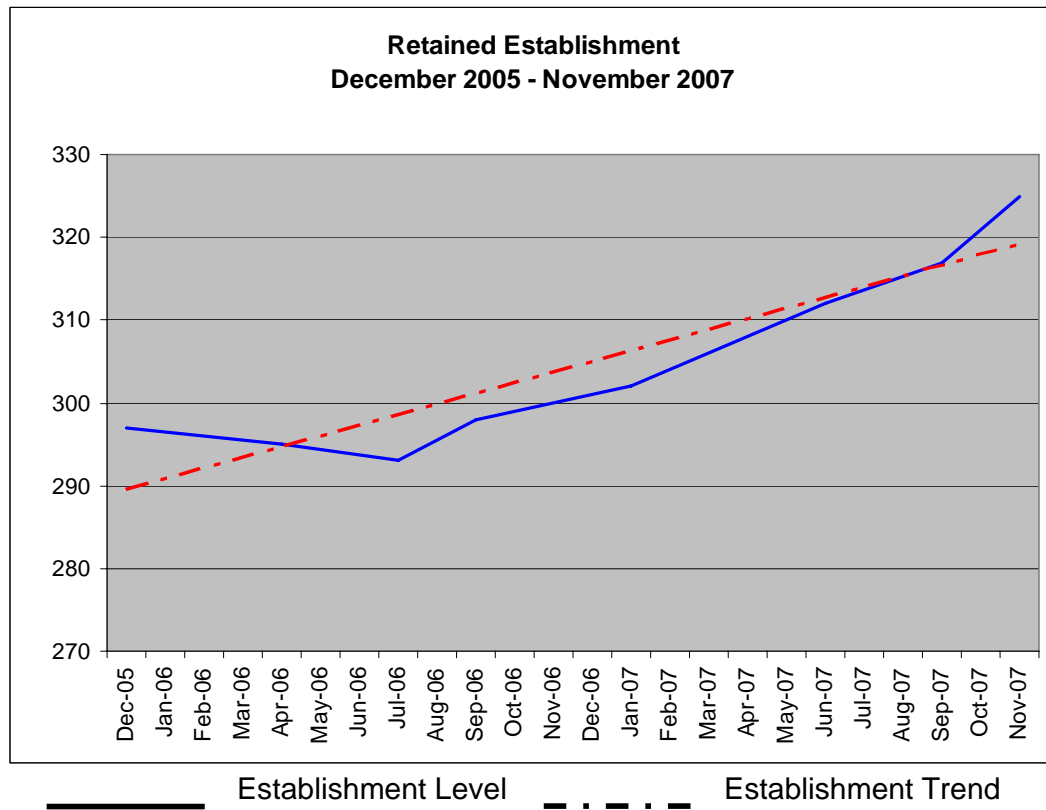


Table 2
Number of Trainees per Course 2005/2006/2007

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	9



Retention

Table 3 provides a summary of reasons why retained staff left the Service during 2005/06 and 2006/07. The retention figures for 2006/07 show a 23% improvement on 2005/06. One person has left the Service since the previous report, which was as a result of personal / work commitments.

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	
Compulsory / voluntary age retirement	3		2			
Other reasons not disclosed	8					
Sub Totals	19	0	14	1	6	0
Final Totals	19		15		6	

* 1 April – 31 October 2007

Community Fire Safety (CFS)

Table 4
Home Visits and Smoke Detectors Comparison 2005/2006/2007 (RDS)

	Home Safety Visits	Detectors Fitted
2005/06	13,000	4,233
2006/07	28,389	12,025
2007/08*	6,187	3,089

* 1 April – 30 September 2007

The Community Safety Department is currently in the process of interviewing personnel for the position of Community Safety Advocate(s). These people will be employed on an hourly basis, as and when required, to promote the



Brigade's Safer Communities Strategy. The workload is dependent upon available budget. Underspends from other areas may be vired into the Community Safety budget.

6 Financial Implications

There are no financial implications associated with this report.

7 Legal Comment

There are no direct legal implications arising out of 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

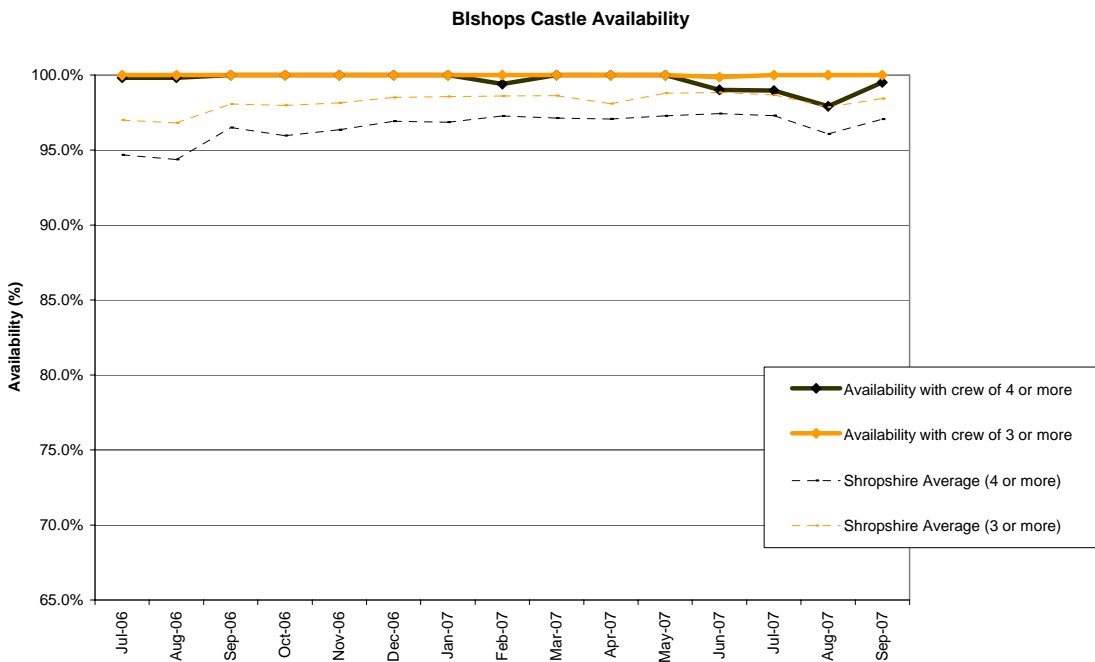
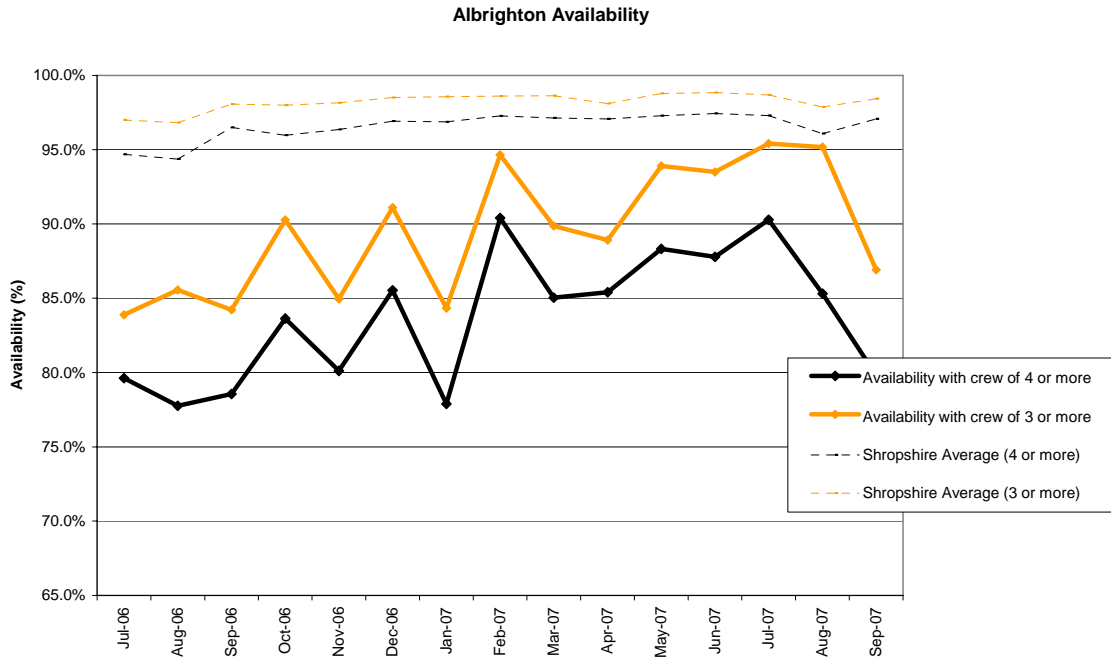
Shropshire and Wrekin Fire Authority
25 April 2007 Report 12 – Retained Review

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	*

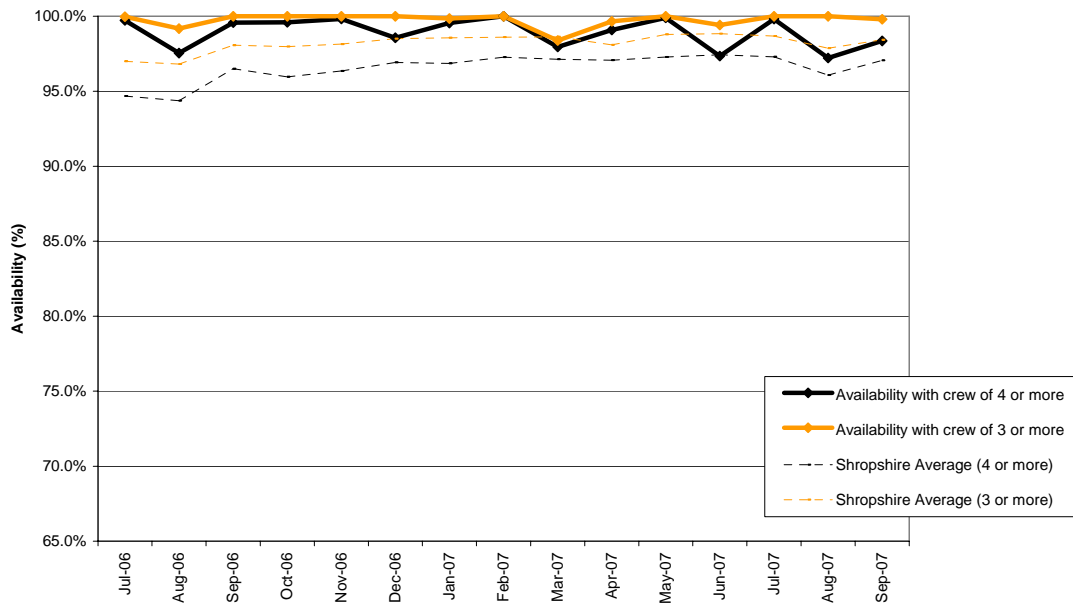


OPS3 Appliance Availability / Crewing Retained

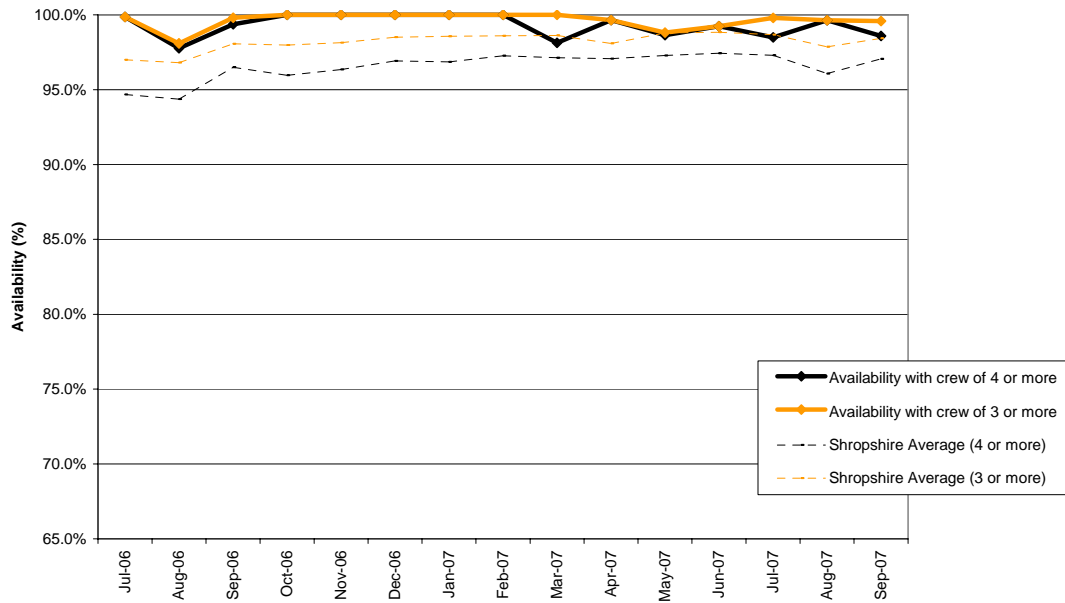


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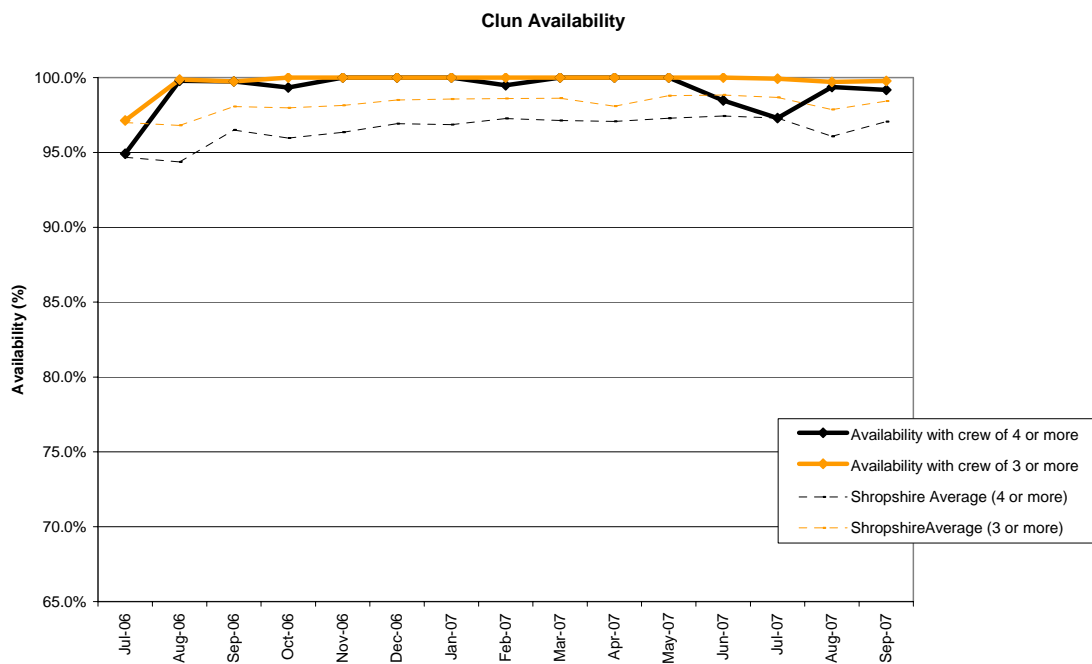
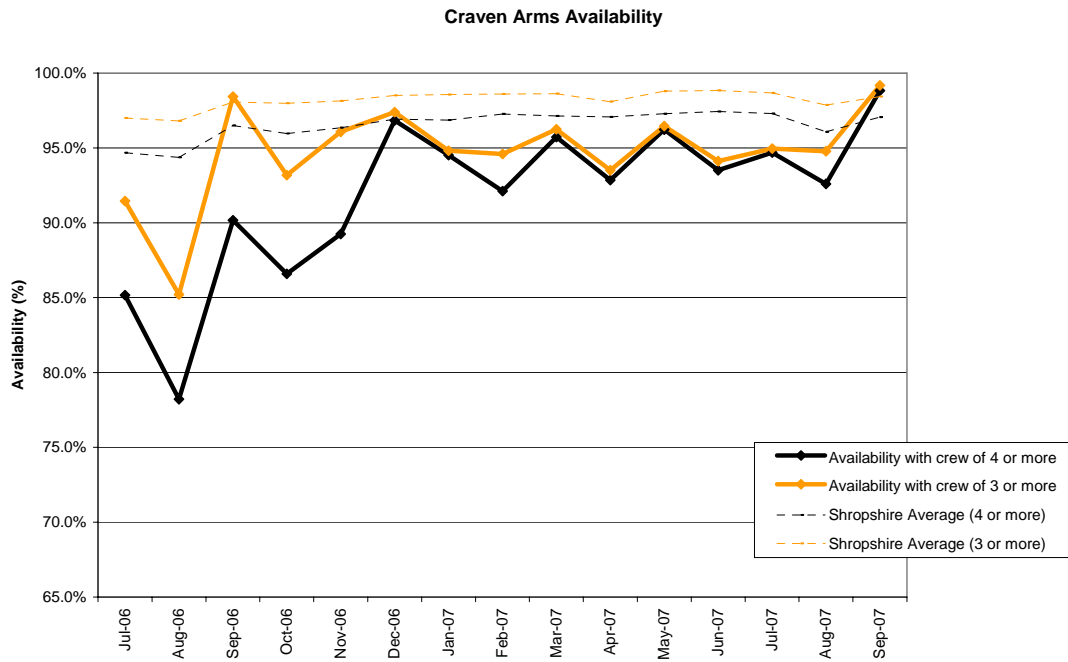
Bridgnorth Availability



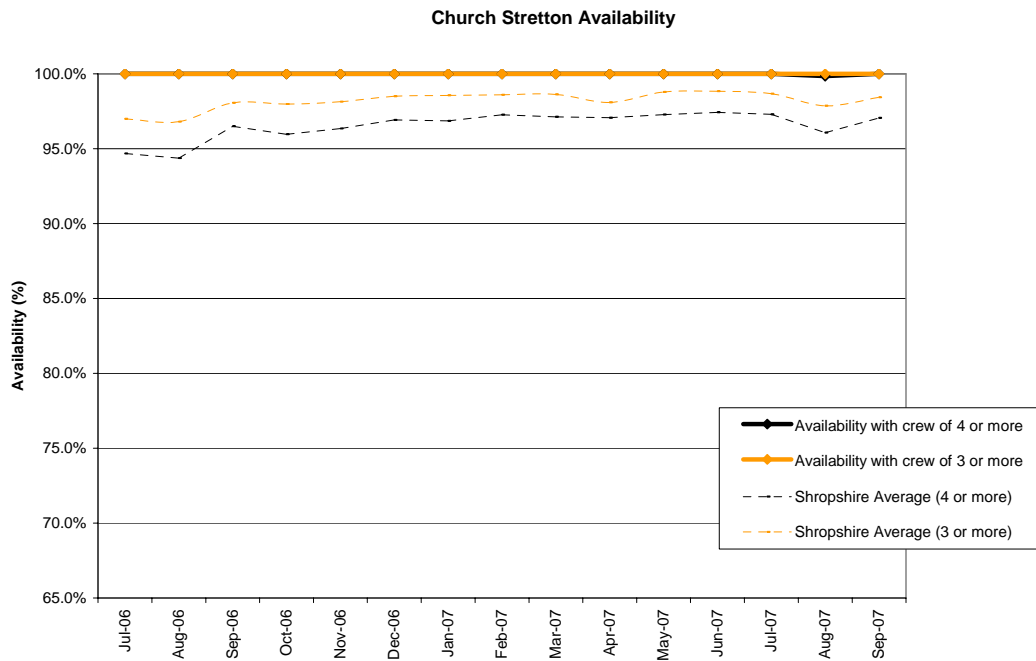
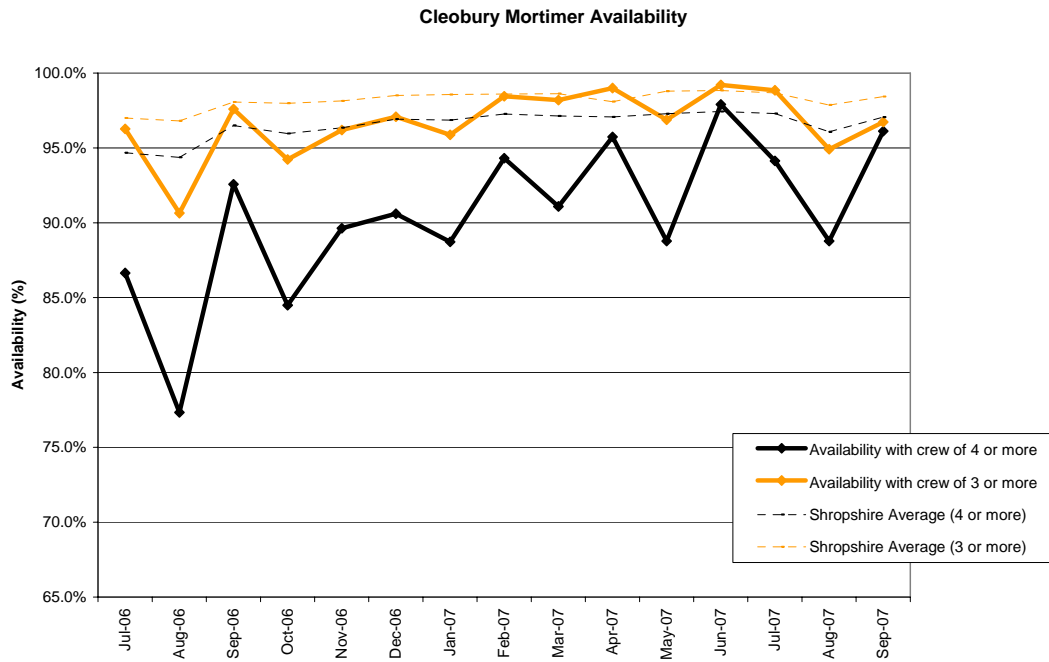
Baschurch Availability



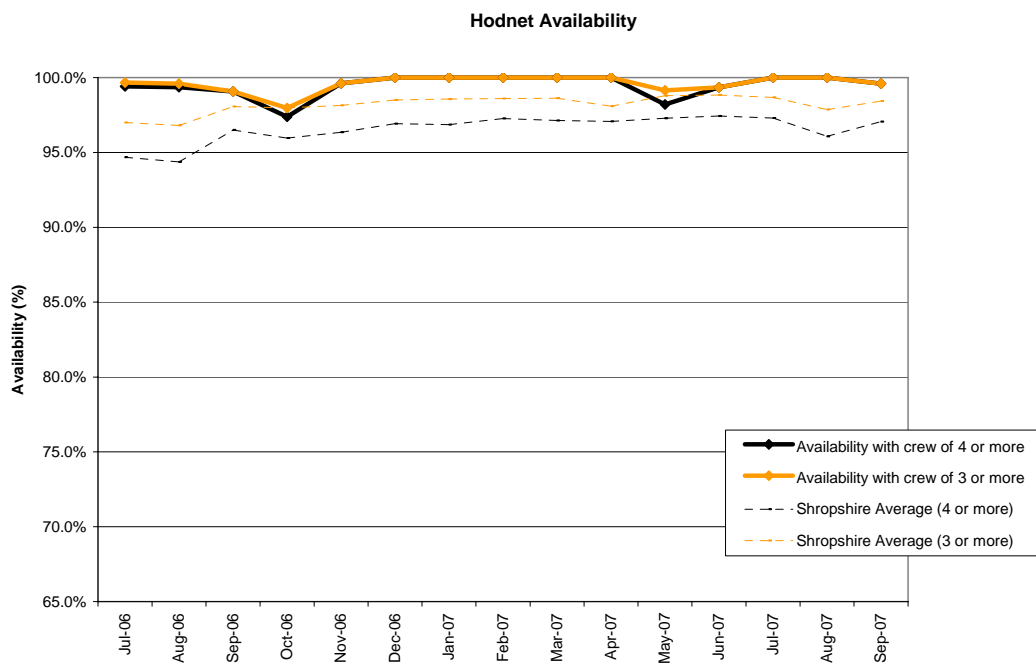
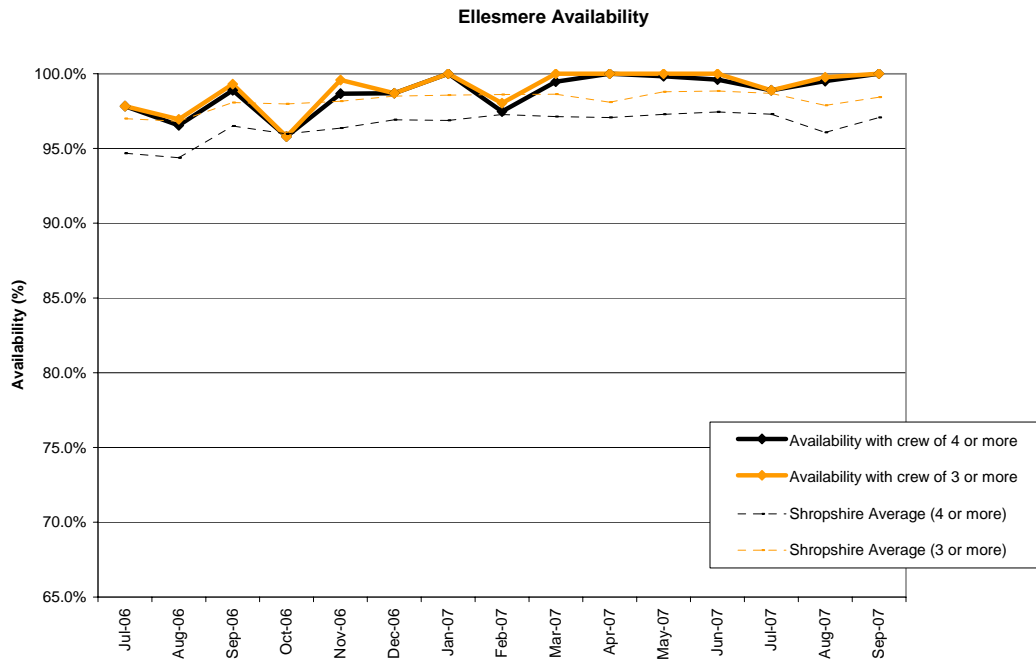
OPS3 Appliance Availability / Crewing Retained



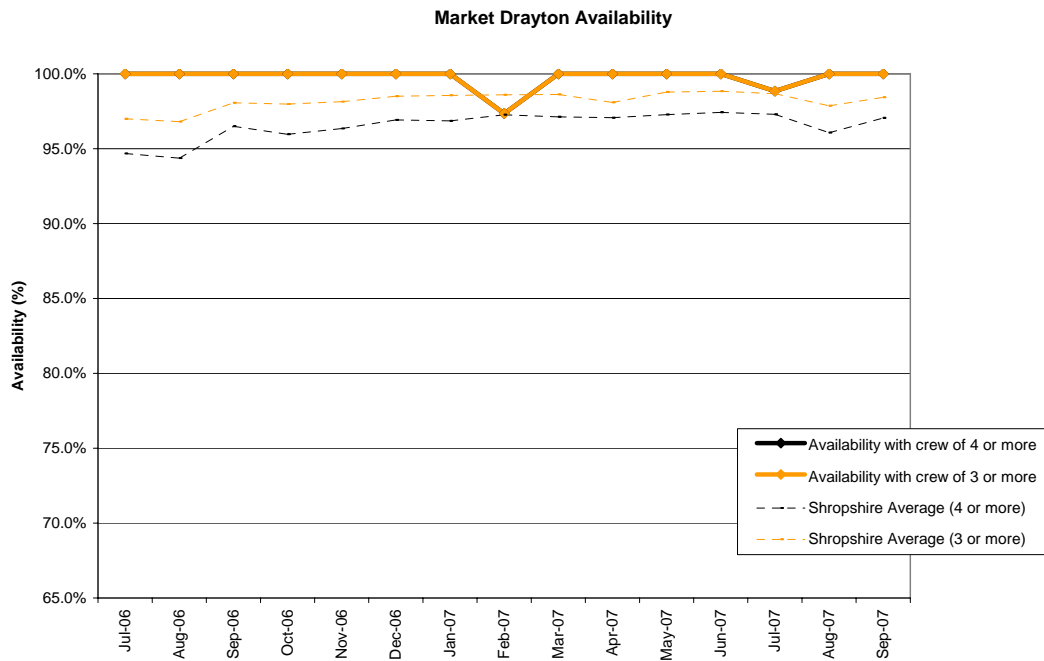
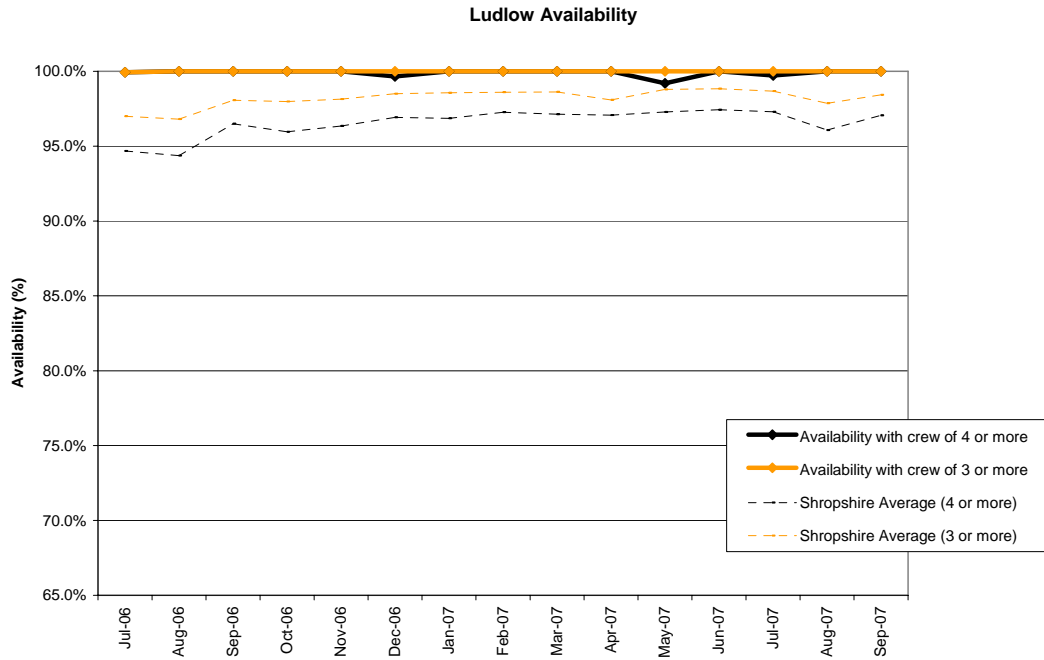
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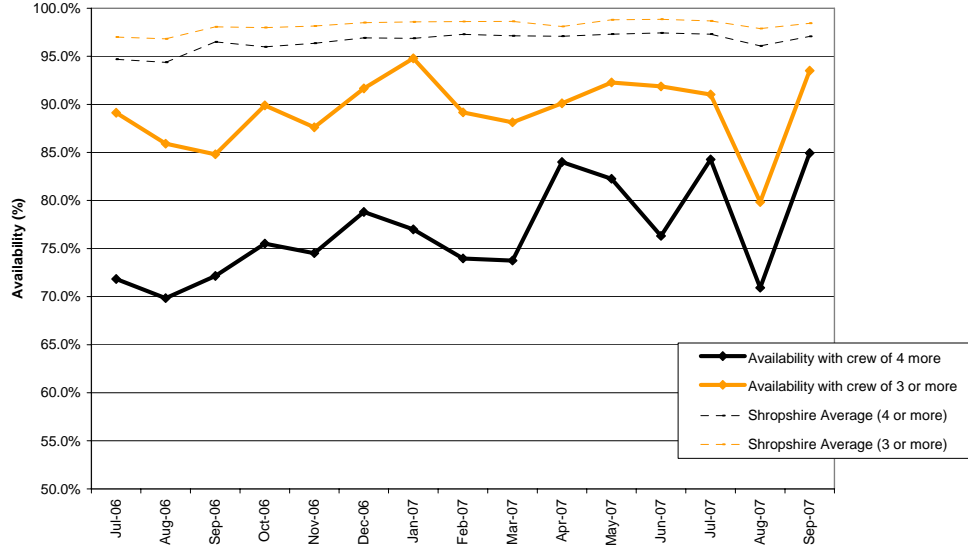


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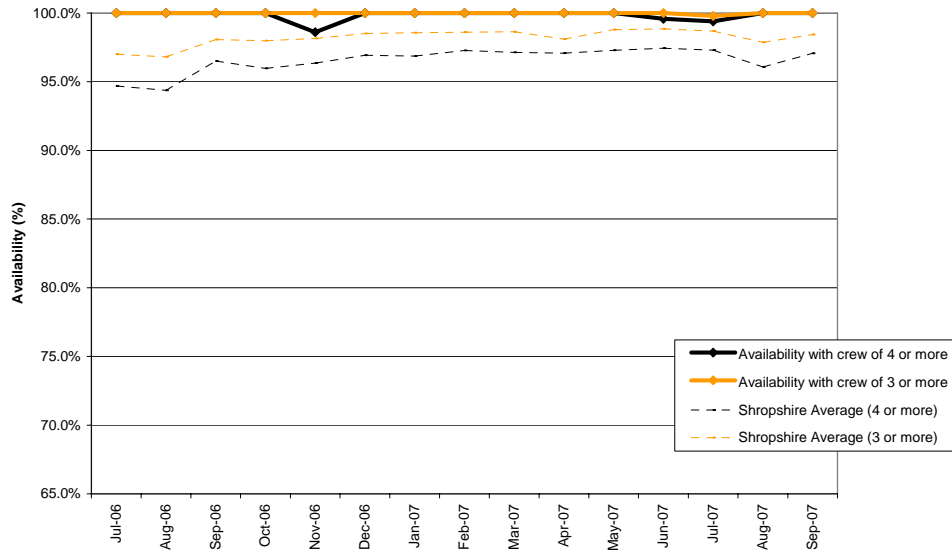


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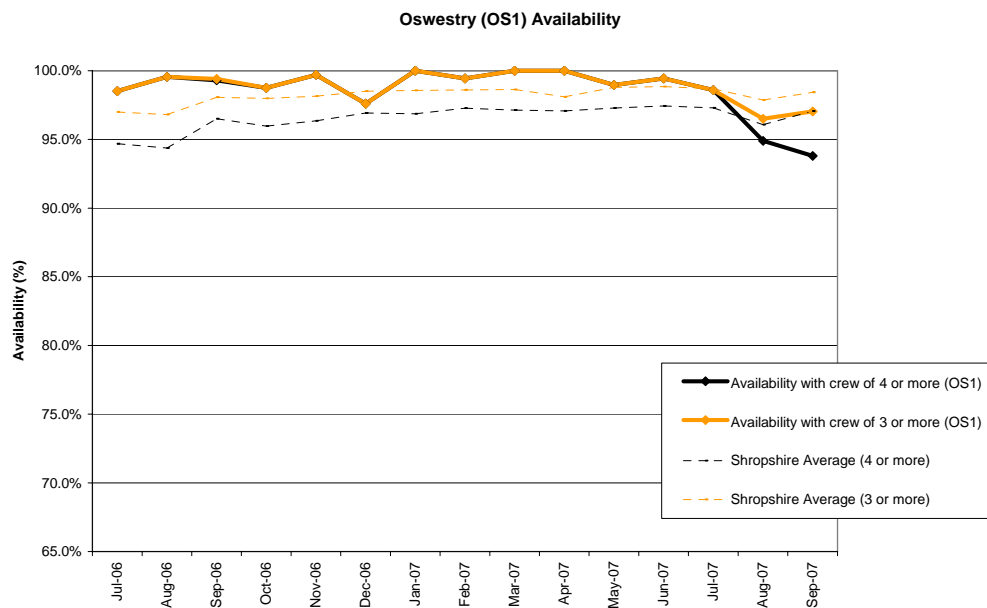
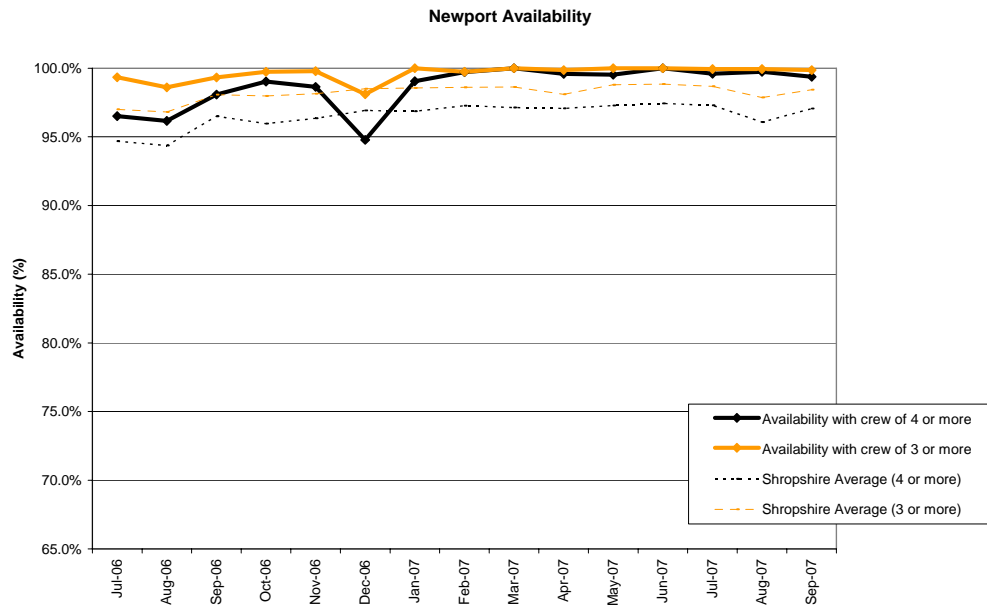
Much Wenlock Availability



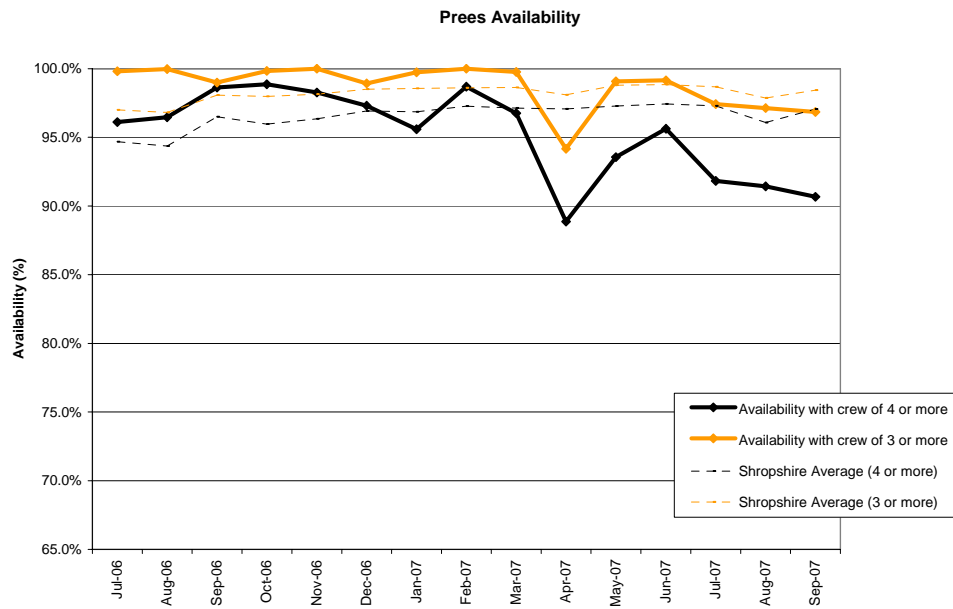
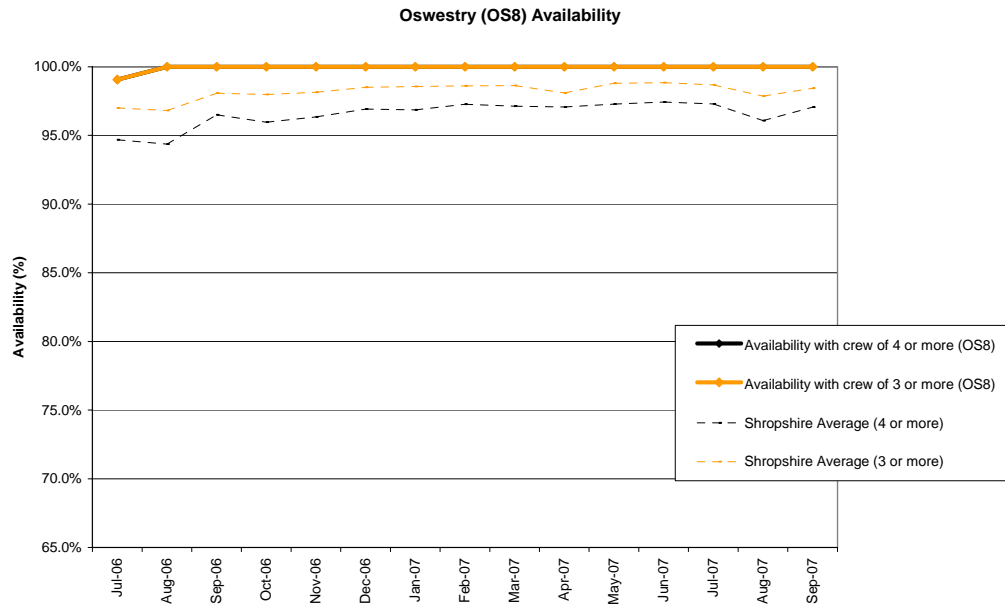
Minsterley Availability



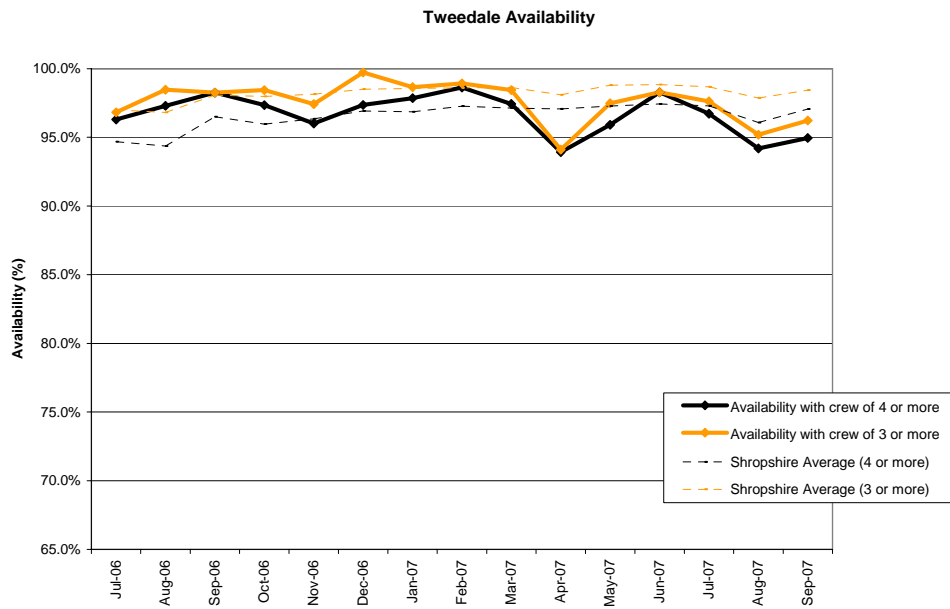
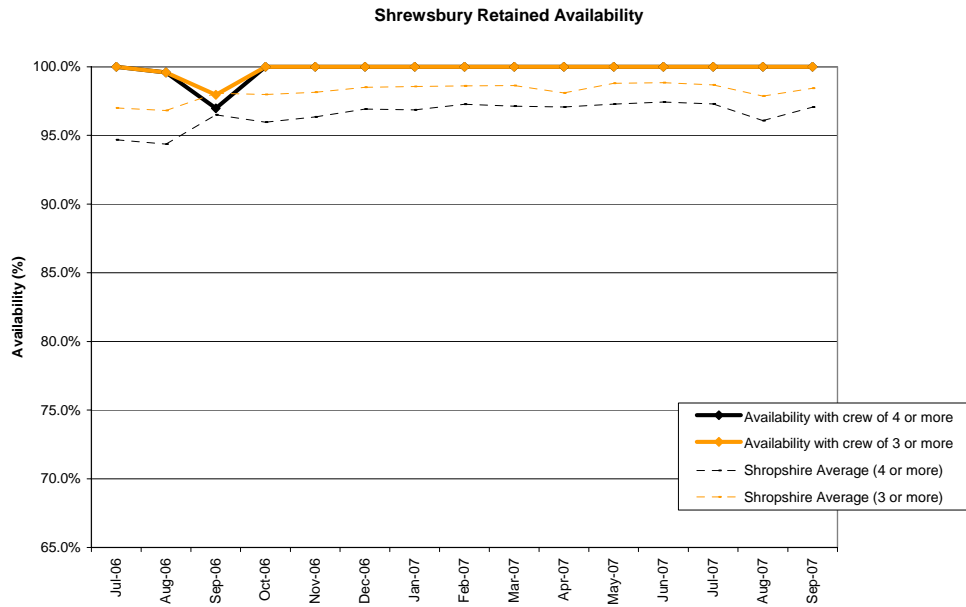
OPS3 Appliance Availability / Crewing Retained



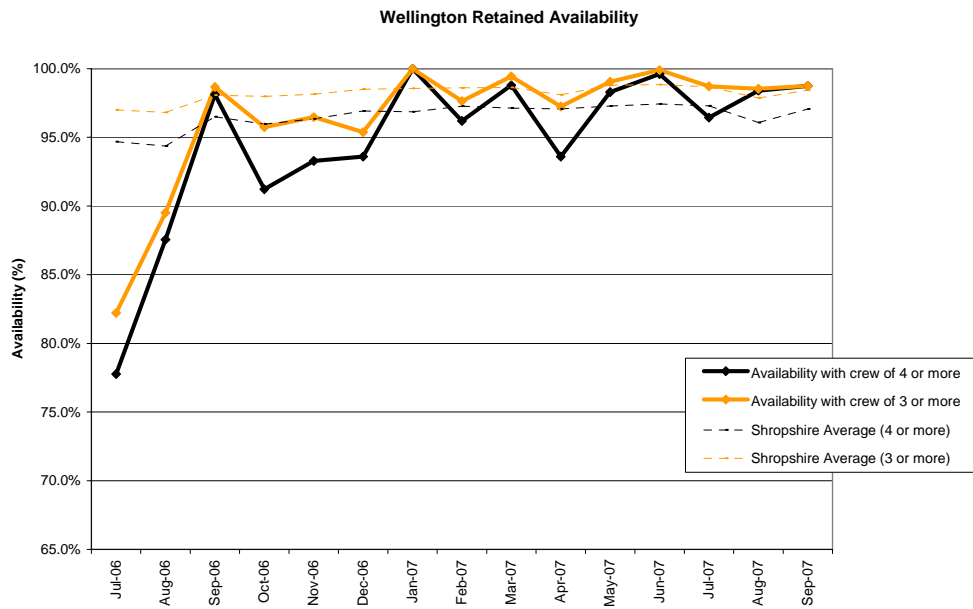
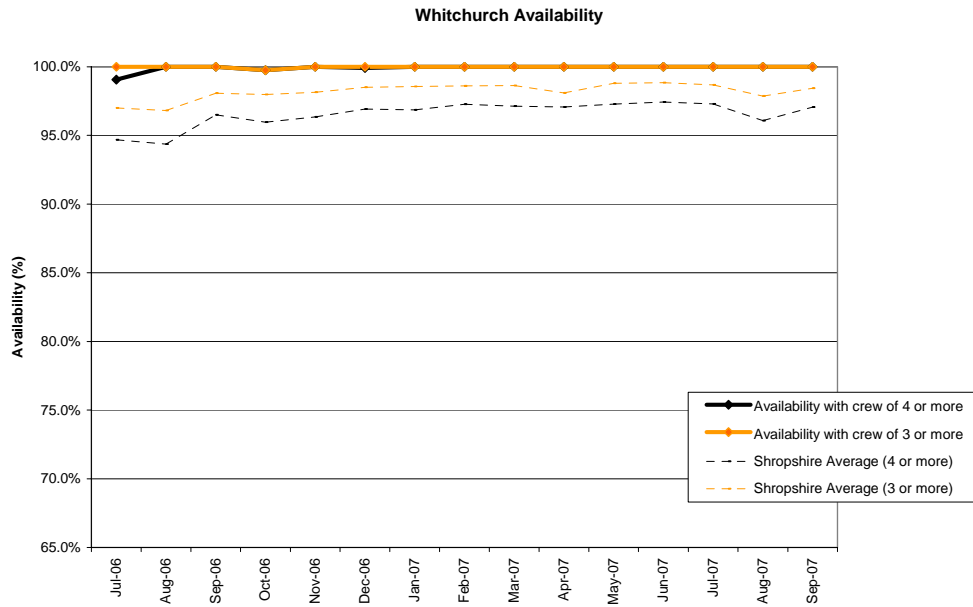
OPS3 Appliance Availability / Crewing Retained



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