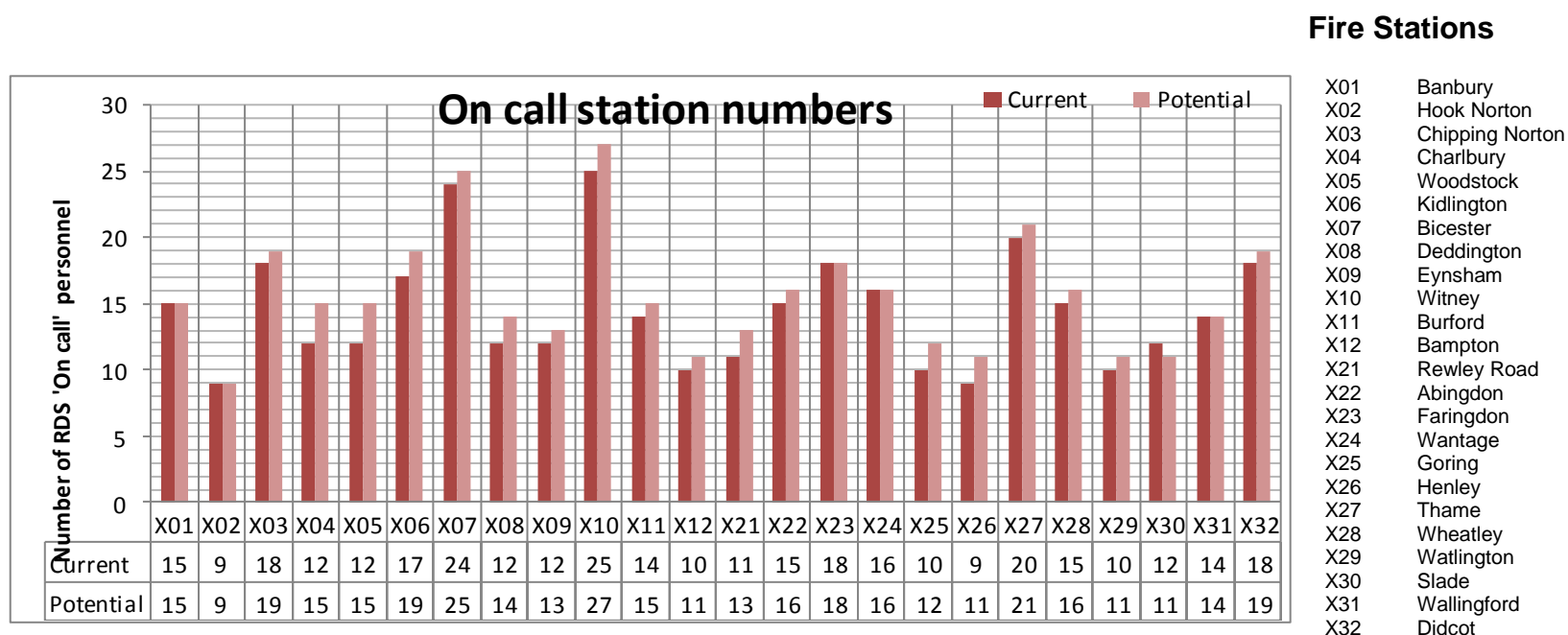


Appendix 1 – data to support current “On Call” recruitment strategies

The table below is an illustration of Oxfordshire Fire and Rescue Service’s (OFRS) “on call” fire-fighter numbers on our 24 fire stations.

Currently we have 348 “on call” personnel and we are working to increase this to 375 by July 2013 – this figure may vary dependant on the numbers of personnel who successfully complete the basic training course and those that leave the service.

For continuity purposes some “on call” stations are over the indicative establishment levels of 15 personnel for a 1 pump station and 23 personnel for a 2 pump station – this is due to the Service recognising the impact on appliance availability when a member of “on call” staff retires or leaves the service, as it takes between 18 – 24 months for an “on call” firefighter to gain the appropriate qualifications to make a difference to appliance crewing and thus appliance availability – this is due to the time an individual is contracted to and able to give for training purposes. Through station profiling every effort is made look forward and predict leavers and where possible to recruit to mitigate the impact on stations and crewing. Additionally a number of our stations have specialist vehicles which require enhanced crewing levels.



Note:- the “potential” figure referred to in the above graph relates to current recruitment numbers and the potential number of personnel who will be on station if they are all successful in completing basic training.

The following chart details the turnover rate for RDS 'On call' personnel in OFRS for the last 7 years. We have lost between 34 and 45 people per year with an average turnover rate of 12%.

We have improved our retention rate from 7 to 9 years in the past few years, this along with on-going recruitment is allowing us to maintain a steady 'on call' establishment of between 340 – 370 personnel.

For 2013 we have currently 17 trainee "on call" firefighters on a basic firefighting course in March 2013, and a scheduled selection day in March for "on call" fire fighters which will feed a July 2013 basic course of 10 trainees, with 2 further selection days planned for 20 more "on call" fire fighting posts in 2013. This should enhance our existing "on call" establishment and meet the potential of a loss of up to 45 "on call" firefighters.

NOTE:- It is worth noting that because of the nature of cover required at "on call" fire stations, the cover given varies from firefighter to firefighter and these posts should not be seen as full time equivalent roles, carefully scrutiny of the numbers of "on call" personnel is maintained to ensure that all costs are contained within existing budgets.

