

Integrated Risk Management Plan 2010/11

**The Provision of Improved
Operational Availability and
Resilience throughout
Oxfordshire**



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Oxfordshire County Council Fire and Rescue Service

- We are a Retained Fire and Rescue Service supported by WT fire engines.
- Operational Staff - WT = 248 RDS = 380
- 100% of Oxfordshire is covered by RDS with 75% of our stations purely covered by RDS.
- Rated as an 'excellent' fire service by the Audit Commission in relation to our operational response.
- Approx 80% of the geographical area of Oxfordshire is covered by fire engines which are wholly crewed by RDS personnel.



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What is Day Crewing?

- WT Firefighters are at the station 8.30 till 5, 7 days a week
- During the evenings (17.00 till 08.30) they are on a RDS contract (known as WT/RDS) and respond from Fire Service, or their own, houses located near the stations
- At both Abingdon and Didcot we also have a second fire engine which is crewed by RDS staff who live and work near the fire station.
- At night – turn out times are slower as all staff (WT and RDS) are not ‘on station’ when the 999 call comes in.



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Introduction

- Oxfordshire Fire & Rescue operates within an environment that:
 - recognises that public education and smoke detector ownership is the best way to reduce 999 calls and save lives.
 - challenges the way we currently operate – is there a better way? Can we operate more effectively?
 - seeks to continuously improve by reviewing our performance – learning from trends and data
 - suffers declining availability of Retained Duty Staffed (RDS) appliances
 - [SDR090708 Retained non availability.xls](#)
 - has seen an increased need for closer supervision and managerial time invested in to RDS stations
 - has to continually demonstrate value for money



What this proposal is not about:

- **Worsening Staff Conditions:**
 - Hours of work will not increase
 - Reduction in weekend working
 - Reduction in Wholetime (WT)/RDS cover hours
 - Day Crewing Houses to remain
 - Improved leave arrangement
 - Diversity for Firefighters
 - No reduction in the numbers of operational jobs
 - Improved opportunity for career development



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Review of Fire Cover - Abingdon and Didcot

- Following an examination of other FRS approaches towards day crewing, an overarching review was carried out culminating in a report to OFRS Strategic Leadership Team (SLT).
- The main finding of the review was that:

“OF&RS could improve the use of resources deployed at the two fire stations through a revised duty system. The changes will improve the overall fire cover in the county”.
- The review also identified an opportunity to create improvement in the well being, training, support, recruitment and retention of RDS staff throughout OFRS.



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IRMP Proposal 2010/11

- To revise the Day Crewing Duty system at Abingdon and Didcot from a 3/2/2 system over a 14 days to a 9 day fortnight with RDS commitment.
- This will be achieved by amalgamation of the two watches on each station, reducing establishment at each station from 14 to 12 consisting of:
 - 1 Watch Manager*
 - 2 Crew Manager*
 - 9 Firefighters*
- The displaced personnel (2 x WM and 2 x FF) will be redeployed to RDS stations to provide greater county wide appliance availability and improved resilience. The two firefighter's roles will be upgraded to WM roles.
- The Duty system proposed is as follows:

IRMP 2010 - DC Proposed Duty System.doc



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OFRS Performance Pledge and Response Standards

- Under normal circumstances, when an emergency occurs a fire engine will be sent from the nearest fire station. We aim for 80% of these attendances to be made within 11 minutes and 95% to be made within 14 minutes.



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Impact on Fire Cover (Locally)

- Day time Monday to Friday during peak call demand - as existing but now with a guaranteed crew of 5 WT staff
- Nights and weekends Monday to Friday outside peak call demand time – 1 fire engine WT/RDS and RDS (new), 2nd Fire engine RDS – as existing
- At weekend on one day from 0800 hours to 0800 hours - 1 fire engine WT/RDS and RDS (new), 2nd fire engine RDS – as existing
- At weekend on the other day One appliance from Rewley Road, Oxford will be deployed to either Didcot or Abingdon stations during the day (new), 2nd fire engine RDS – as existing
- At night on the one day at the weekend both fire engines at Abingdon and Didcot will be crewed by RDS staff (new).



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Impact

- Disadvantages

- A reduction in attendance times in Didcot at night and on one weekend day outside the peak call demand period – but still able to hit our attendance pledge for the vast majority of incidents.
- A reduction in attendance times in Abingdon on one weekend day outside the peak call demand period. – but still able to hit our attendance pledge for the vast majority of incidents.
- Negligible reduction in fire cover in Oxford City.
- Decrease in proactive risk reduction activity at weekends in Abingdon and Didcot area.



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Impact on Operational Performance

- Advantages
 - Improvement in retained fire appliance availability.
 - Improved organisational support for RDS crews at 4 stations, providing improvements in risk reduction, training, recruitment and retention levels.
 - Improved use of Oxford City appliance
 - Improved use of RDS resources providing increase in experience at Abingdon, Didcot and Rewley Road.
 - Improved integration of crews through mixed crewing.



Impact on Operational Performance

- Advantages (cont)
 - Improvement in wider day time response standards due to an increase in operational availability of the retained crews and fire engines right across Oxfordshire.
 - Reduction in the amount of hours (currently at 17500 per year) RDS Stations in other towns and villages have no fire engine available.



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Third Party Confirmation

- All the figures which support this proposal have been subject to scrutiny and challenge by an outside software modelling company who specialise in maximising the use of human resources against call and risk profile.
- By examining our historical performance data the independent consultants have indicated that these proposals will not have a significant impact on our response standards to the public of Oxfordshire.



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Other Benefits

- Removal of 3 housing allowances (£21k per year to be reinvested into upgrading the Ff to WM positions)
- Less weekend working for Wholetime staff(1 Saturday/Sunday standby at home every 3 weeks)
- Supports the Audit Commission recommendations (Rising to the challenge – December 2008)
- Maximises our human resources



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Integrated Risk Management Plan Requirements

- Included in IRMP 2010/11
- Full stakeholder consultation through November, December and January
- Feedback and recommendations to Cabinet February/March 2010
- Implementation April – June 2010



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Summary

- Still the same amount of fire engines in Abingdon and Didcot
- Still the same amount of firefighters on the fire engines
- Still able to meet our attendance times in Abingdon and Didcot areas for the vast majority of the community.
- No job losses
- Overall increase in the number of operational Firefighter positions.
- More fire engines available across the county
- More community education activity across Oxfordshire



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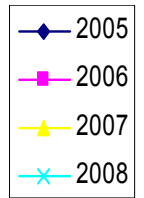
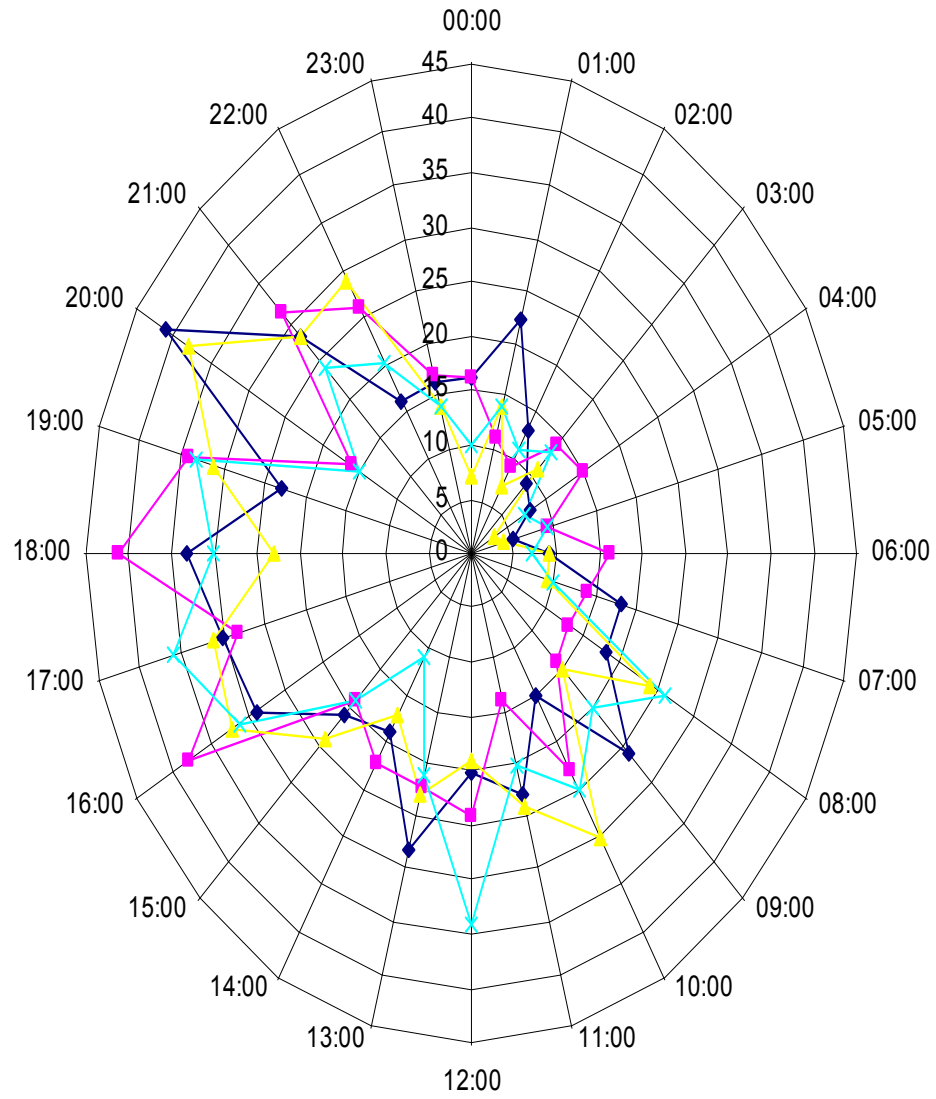
Any Questions?



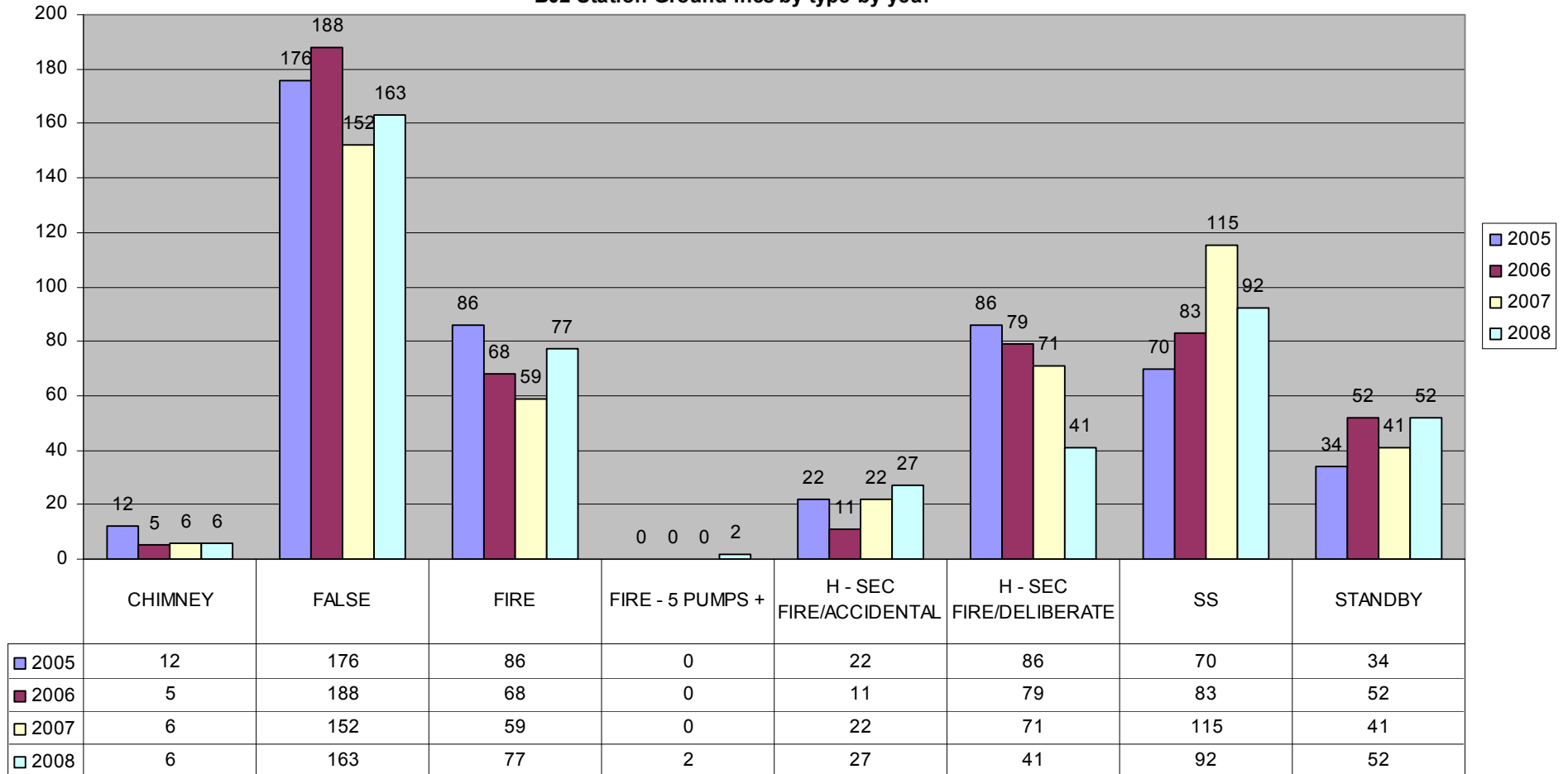
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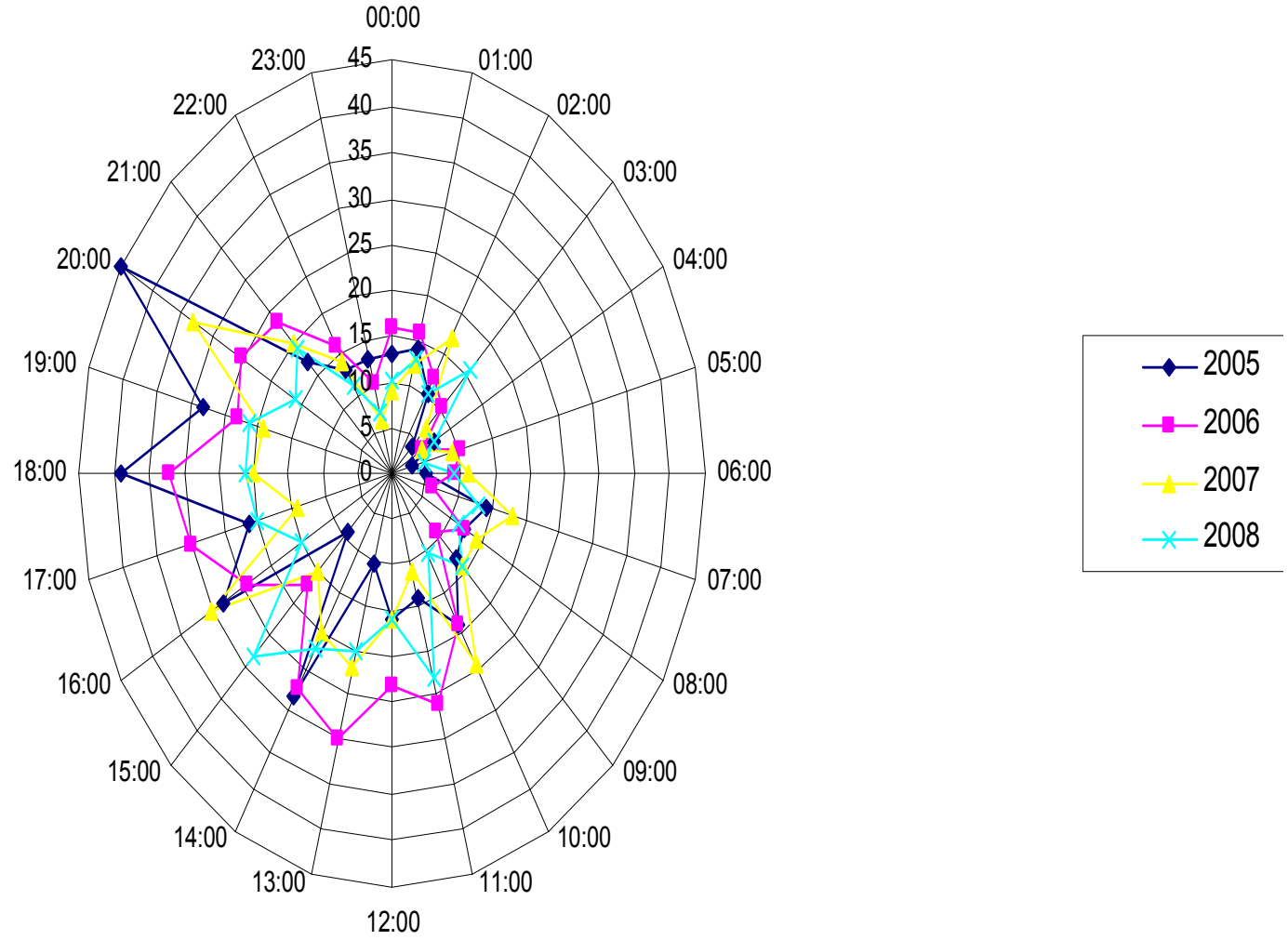
B02 Abingdon incidents by time 2005-2008



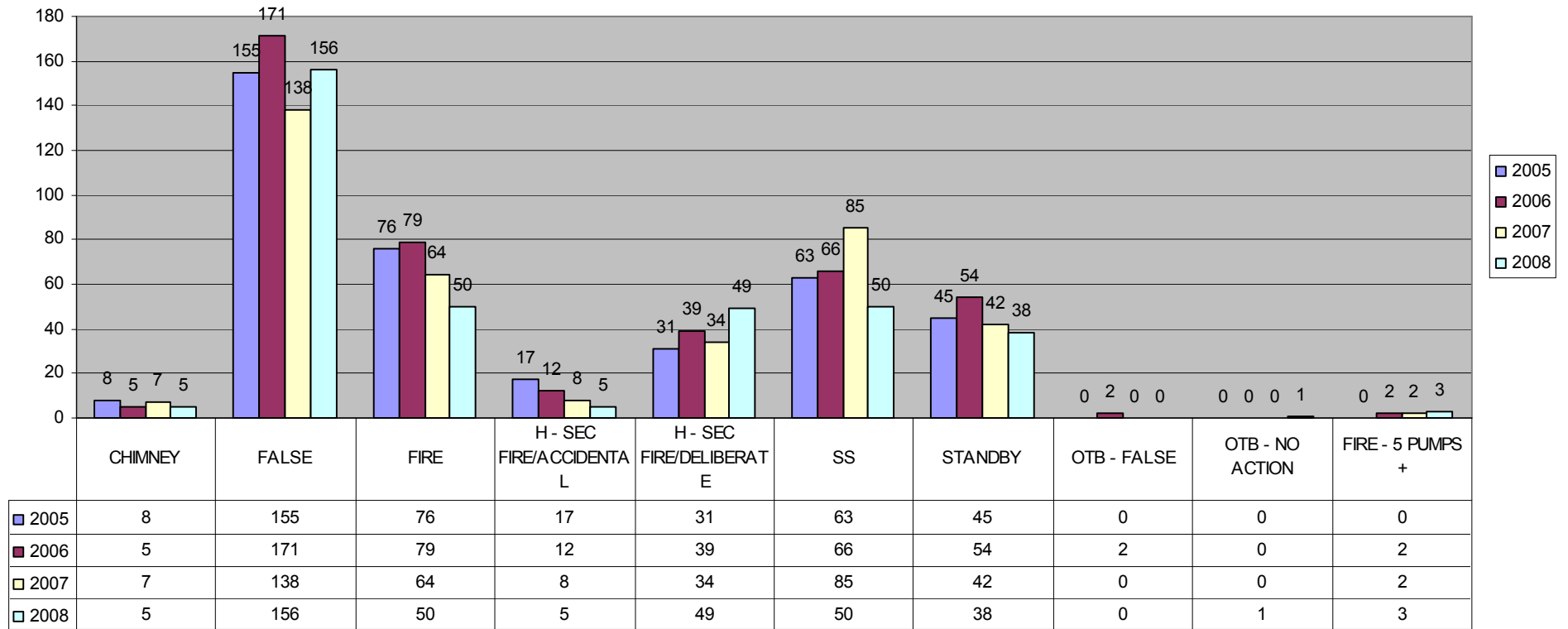
B02 Station Ground Incs by type by year



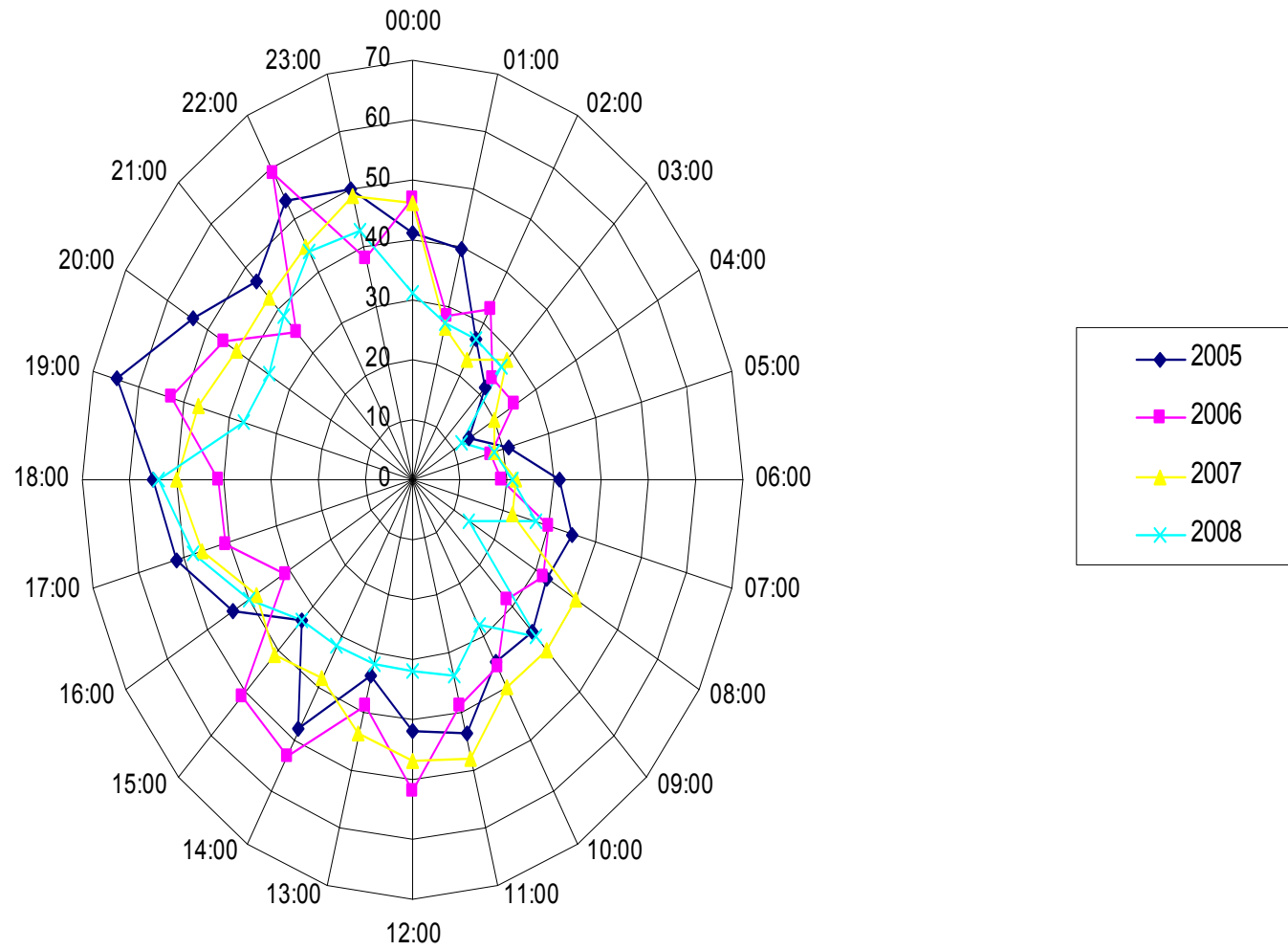
B12 Didcot incidents by time 2005-2008



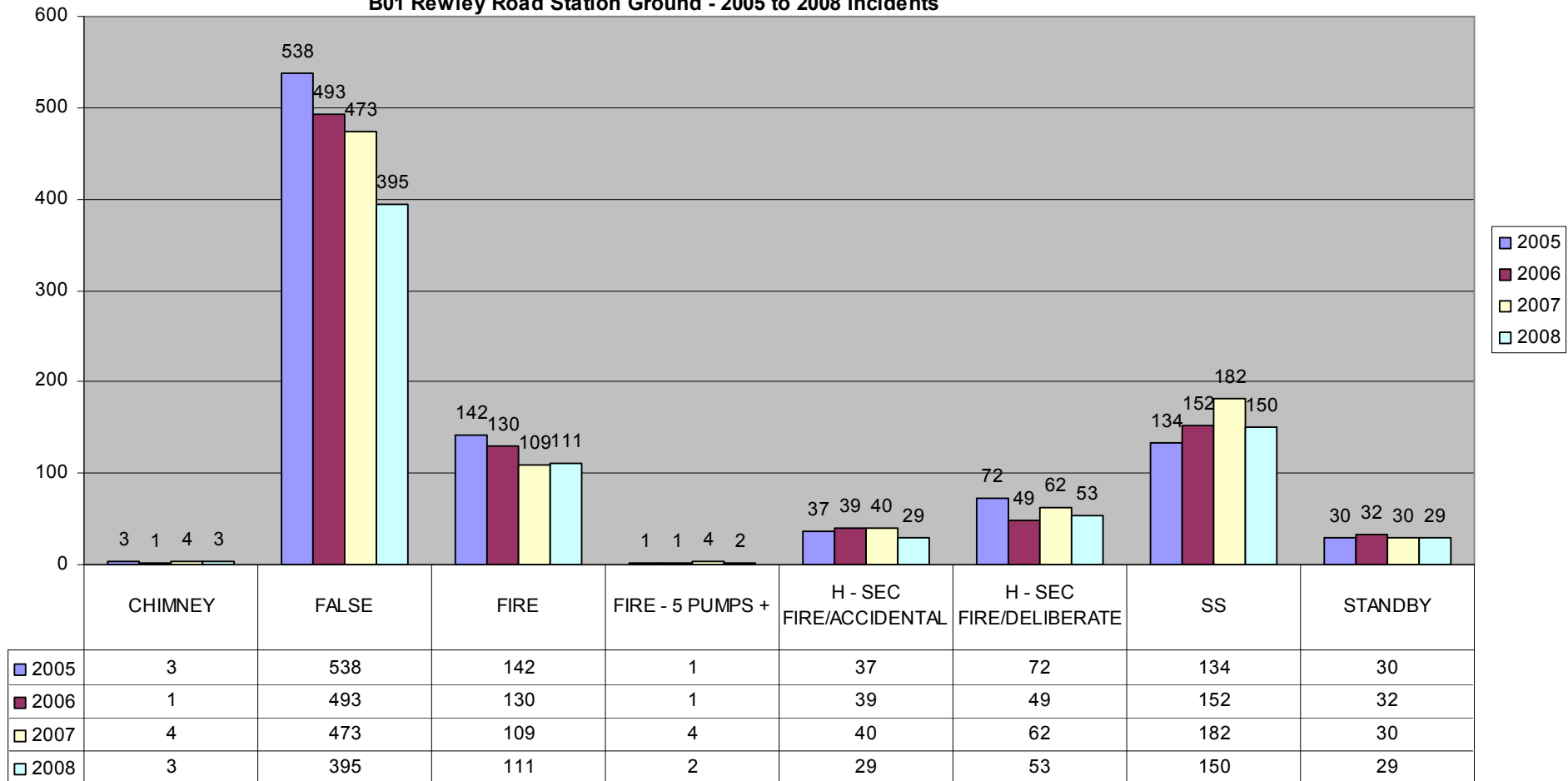
B12 Didcot Incs by type by year



B1 Rewley Rd incidents by time 2005-2008



B01 Rewley Road Station Ground - 2005 to 2008 Incidents



Thank you for listening.



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