

## report

meeting	<b>NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE &amp; RESCUE AUTHORITY</b>	
date	<b>29 July 2005</b>	agenda item number

### REPORT OF THE CHIEF FIRE OFFICER

#### **DRAFT NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY COMMUNITY SAFETY PLAN (L(I)RMP) PROPOSALS 2006/07 – 2008/09**

#### **1. PURPOSE OF REPORT**

The purpose of this report is to present to Members the outline proposals for the 2006/07 – 2008/09 Community Safety Plan.

#### **2. BACKGROUND**

- 2.1 The need to produce a Local (Integrated) Risk Management Plan was specified in Fire Service Circular 7/2003. This built on the principles that were contained within the Government's White Paper "Our Fire & Rescue Service", in delivering a local service determined by local need. The process became embedded in Fire Authority business as a statutory duty through the Fire & Rescue Services Act 2004 and the associated National Framework.
- 2.2 Nottinghamshire and City of Nottingham Fire & Rescue Authority produced its first L(I)RMP during 2003, which was formally adopted in March 2004 for implementation. The second L(I)RMP was produced during 2004 and began implementation in April 2005.
- 2.3 The Fire Authority now has a statutory duty to produce and consult on its proposed actions each year, although the principles adopted as part of the inaugural L(I)RMP remain part of the Authority's vision.

#### **3. REPORT**

- 3.1 The principles of the first Nottinghamshire and City of Nottingham Fire & Rescue Authority Risk Management Plan were about targeting the organisation's resources on the reduction of accidents and injuries throughout the community.
- 3.2 As a consequence of this plan a number of individual workstreams (29) were actioned as a result of the consultation process and each represented direct initiatives required to support the future ambitions of the Fire Authority.
- 3.3 Nottinghamshire and City of Nottingham Fire & Rescue Authority began its Year 2 L(I)RMP proposals in April 2005. Building on the principles of the first L(I)RMP this action plan contained a further 37 workstreams which are all presently under implementation.
- 3.4 Internal and external drivers are identifying priorities for inclusion in the next L(I)RMP, for example, the outcomes of CPA, Fire Control Project, Civil Resilience

and the proposed merger of the Beeston and Dunkirk sites, will all have significant impact on the organisation.

3.5 In addition, many of the initiatives stated in both the Year 1 and Year 2 L(I)RMP process will continue to require action and implementation. IPDS implementation, shift changes and the outcomes of Best Value reviews of Special Service responses and Road Traffic Collisions will also need to be addressed.

3.6 The Fire Authority has set itself some challenging targets in its first two L(I)RMPs and Year 3 presents the first real opportunity for a period of consolidation and reflection before taking the agenda forward into a renewed three-year plan. The opportunity now exists for a longer term proposal that meets both the Authority's intentions and the statutory requirements. The outline would therefore follow this proposed framework.

### 3.7 Community Safety

#### 3.7.1 Education

3.7.2 The RiskWatch safety programme has been rolled out to numerous primary schools over the past year and this will be built on by ensuring that the allocated resources bring further schools county-wide into this avoidable injury programme. In partnership with Nottingham University, the programme will be evaluated for its impact on the school children in reducing accidental injury.

3.7.3 The Firesetters programme is accepting over 200 referrals annually from various agencies within the County, identifying children that play with fire from the ages of 3-17 years old. For this, there is a dedicated team of Nottinghamshire Fire & Rescue Service volunteers supported by a full-time postholder, who provide the appropriate education to stem this activity. In addition to this scheme, a new "FireSafe" programme is being developed to provide a greater method of intervention to children between 11-17 years old who have been referred through the Youth Offending Service.

3.7.4 In partnership with numerous organisations the Service is providing Home Safety Checks to vulnerable members of the community and it is anticipated this will exceed the 10,000 target set for the end of 2006 and to increase on this by 5,000/annum after. A target of 25,000 is set for completion by March 2009.

3.7.5 Local Area Agreements (LAAs) mark a radical change in relations between Central and Local Government by focusing on a core set of outcomes for an area. With both the City and County Councils embarking on pilot LAAs, the Service has an excellent opportunity to expand its engagement with partners. Officers are currently working with a range of organisations to develop an avoidable injury target that will focus on improving the well-being and quality of life of the community by reducing the prevalence and impact of avoidable injuries.

3.7.6 The Best Value Review is being carried out examining the current partnerships that Nottinghamshire Fire & Rescue Service are actively engaged. From this the Service has provided an evaluation of organisational involvement, which will enable procedures to be put in place to allow employees to access and effectively utilise multi-agency working. The Service will consult on the outcomes of the Best Value Review of Partnerships and implement the results from April 2006 onwards.

3.7.7 During the next three years, the Fire & Rescue Authority will also continue to develop its Community Support and Home Safety programmes both internally and where appropriate through the commissioning of services from other agencies.

### 3.8 Prevention

New guidance, training and systems of work have been put in place by the Fire Safety Department to fully implement the Regulatory Reform Order which comes into force in April 2006. This has involved both internal and external stakeholders so that an awareness of this risk based approach is cascaded and becomes embedded throughout the forthcoming year. Subsequent years will see the Service build on this concept and introduce new systems that will support the prevention needs of business and community through partnerships and agreements.

### 3.9 Response

3.9.1 A number of Best Value and other reviews are being undertaken throughout 2005/2006 which will have implications over the life of the strategy :

3.9.1.1 Demand Led Resourcing – an external consultancy team, ORH, has carried out the review into the resources Nottinghamshire Fire & Rescue Service use when responding to emergency incidents. The Service's profile has identified that it has a variable profile of operational incidents at certain periods of the day. This variable demand shows resources operating at near capacity during afternoons and early evenings, whilst during night periods and mornings the usage is much reduced. This presents the Service with the opportunity to vary operational response levels throughout the 24-hour period, freeing up capacity in terms of personnel and resources. The personnel liberated would be re-deployed to new response options and Community Safety initiatives. No posts would be lost. By 2008-2009 the Service would have new ways of dealing with "secondary" fires with a streamlined and rapid approach which would lessen the impact and interruptions on all major resources. This would be coupled by the concept of the Community Safety Support team in all Districts. As this is such an important issue for the public, the Service intends to consult separately but concurrently with the general proposals.

3.9.1.2 Road Traffic Collisions (RTC) – a Best Value of RTCs will ensure an efficient and effective response in provided to calls relating to Road Traffic Collisions. Consultations on the outcomes will take place and any results will be incorporated into the RTC equipment replacement programme which will start in 2006/2007.

3.9.1.3 Special Service Calls (SSC) – this review is considering the response to incidents such as water rescues, chemical spillages and other types of non-fire emergencies. In line with the review on RTCs, outcomes will be consider and consultation with stakeholders will take place to identify the most appropriate response provision. The Service will consult on the outcomes of this review and begin implementing any results from this process in 2006/2007. By 2008/2009 the intention is to have fully addressed SSC capability in terms of response and suitably equipped

personnel to deal with such incidents. The Service's vehicle strategy will be influenced by this process and the issues around regional response options.

- 3.9.1.4 During 2005/2006 work commenced with the Service's neighbours in Derbyshire on issues affecting the M1 corridor. The outcomes of this are due in February 2006. Consultation on these outcomes will take place and proposals brought to Fire Authority on addressing the needs in this area.

### 3.10 Location and Accommodation

- 3.10.1 During the year 2006/2007 the proposed merger of Beeston and Dunkirk Stations will be undertaken. This project will see the disposal of the two current sites and a new station built at a suitable location in the area. This new station will provide scope for any additional resilience vehicles and equipment to be crewed and operated when required. The project is due for completion in 2007/2008.
- 3.10.2 The location of the operational base within the City Centre has become outdated in terms of the need to respond to the Community. As part of a programme of engagement with local people the Service will look to relocate from the current location to a new station located within the existing station area, but one which serves the Service's community vision and objectives more robustly. It is proposed to be in situ by 2008/2009.
- 3.10.3 A review of station locations will be carried out in 2007/2008 using the FSEC Modelling Tool. This will give results in terms of optimum locations and demand. Recommendations will be made to the Fire Authority following the outcomes of this work for consideration from 2009/10 onwards.

### 3.11 Human Resources

- 3.11.1 Work is continuing to complete the numerous activities which make up the Integrated Personal Development System (IPDS). The Regional Assessment Development Centres have been accredited, assessors have been allocated throughout the region and systems for Continual Professional Development and workplace assessments have been developed. These will now be integrated to ensure all staff within the Service are developed appropriately to meet the needs of the community. By 2008/2009 the intention is to have a fully IPDS compliant workforce.
- 3.11.2 An IT solution is required to keep pace with the increased development of staff and the varying ways in which they are deployed to meet the needs of the Service. The intention is to provide and install a new HR system to support the demands from this modernisation process. This will begin in 2006/2007 and be complete by 2008/2009.
- 3.11.3 New working patterns for all operational personnel are now being finalised affecting both the wholetime staff on station and the supporting Officers. This has been progressed by Nottinghamshire Fire & Rescue Service in order to meet the requirements of the Fire & Rescue National Framework Document and also to provide the community we serve with a fully flexible and resource responsive service. The intention is to implement new working patterns on 1 January 2006.
- 3.11.4 Together with the Occupational Health Unit, the Human Resources Department and the District Performance Managers, support has been given

to individuals in order to reduce the occasions of sickness absenteeism. All Line Managers have been given formal training on the organisation's Absence Management Policy so that effective control, monitoring and recording of sickness is maintained in all areas of Nottinghamshire Fire & Rescue Service.

3.11.5 The implications of the Disabilities and Discrimination Act (1995) have been fully evaluated by the Equalities and Fairness Officer. The Service will actively ensure that reasonable adjustments are made to prevent discrimination on the grounds of disability when considering whether an employee should retire from the Service. Furthermore, the Service must ensure that disabled people have access to everyday services that others take for granted. Therefore reasonable adjustments will be made in relation to the physical features of premises to overcome any barriers. Preparation is also needed for the enactment of the European Age Directive in October 2006 to ensure necessary policies and procedures are in place to adhere to this legislation.

### 3.12 Regional Issues

3.12.1 The Service has taken delivery of a High Volume Pumping Appliance (HVP) and expect a decontamination support vehicle to be arriving soon. These, and any other additional appliances directed to Nottinghamshire Fire & Rescue Service as part of the ODPM New Dimensions Project, will be incorporated into the organisation's mainstream activities. This will involve not only providing a suitable base for the supplied resources, but also the ongoing training and maintenance required to ensure their availability for local, regional and national civil resilience incidents. The amount of work involved in this element is dependent on any further resource allocation from Central Government.

3.12.2 The Regional Control Project is ongoing, with the announcement of the location expected at the end of July 2005, with the anticipated opening to be during 2007. Over sixty separate work streams have been generated by this project which are currently being processed by staff in Nottinghamshire Fire & Rescue Service and from across the region.

3.12.3 Current ODPM proposals see the potential for Nottinghamshire to receive additional resources in terms of appliances and equipment. It is intended to fully integrate these resources and combine their capability with the outcomes of reviews on RTCs and SSCs. By 2008/2009 it is intended to have a fleet of vehicles and trained personnel to meet the demands of the modern Fire & Rescue Service.

### 3.13 Strategic Direction

3.13.1 Following the Comprehensive Performance Assessment it is intended to fully implement the derived action plan to improve performance and prepare for the forthcoming assessment process.

3.13.2 Nottinghamshire Fire & Rescue Service has continued with its IT infrastructure modernisation programme embarked upon during 2005/2006 as detailed in the Department's Business Plan. In order to support both national and regional strategies and to align ourselves with the E-Fire Project, the core systems will continue to be based on modern Microsoft technologies. This will in turn allow the greatest degree of flexibility, resilience and interoperability with the Service's systems as well as the sharing of information with partner agencies.

3.13.3 Performance Net has been developed by Nottinghamshire Fire & Rescue Service in conjunction with PricewaterhouseCoopers consultants and Cheshire Fire & Rescue Service. The toolkit will be accessible to all Fire Authorities interested in using it as an approach to improving performance management. Performance Net was rolled out in Nottinghamshire Fire & Rescue Service in July 2005. Over time Performance Net will encourage changes in behaviour through familiarisation of operational and support staff with performance management. An evaluation of the toolkit will be carried out during 2006/2007, the results of which will ensure Performance Net is continuously developed and improved in order to meet the changing demands of the Service.

3.14 In order to meet both statutory and budgetary deadlines it is essential that Nottinghamshire Fire & Rescue Service consults the public and stakeholders on its proposals from September 2005 for a period of twelve weeks. In order to meet this deadline a draft consultation document will be presented for approval at the Fire Authority meeting of 9 September 2005.

3.15 As per the recommendations of the Fire Authority report from 3 June 2005, the L(I)RMP will be presented as the Nottinghamshire and City of Nottingham Fire & Rescue Authority Community Safety Plan. The consultation document will be prefixed "Outline Proposals", which will enable the views of the Community and Stakeholders to be included in the final document.

#### **4. FINANCIAL IMPLICATIONS**

The outline proposals for the 2006/2007 – 2008/2009 Nottinghamshire and City of Nottingham Fire & Rescue Authority Community Safety Plan will assist the Authority in defining its budget requirements for the forthcoming years. This will ensure that the Authority can apply a long-term budgetary vision to its proposals.

#### **5. PERSONNEL IMPLICATIONS**

5.1 The outline proposals put forward as part of the consultation process will show how the Authority is intending to use its resources in terms of meeting its Community Safety Agenda.

5.2 Any specific issues relating to personnel will be contained within individual work actions and will be presented to Members as these arise.

#### **6. EQUALITY IMPACT ASSESSMENT**

The initial impact assessment has revealed that there are no direct equality issues arising from the report, although equalities will figure significantly in the organisation's future proposals.

#### **7. RISK MANAGEMENT IMPLICATIONS**

The requirement to produce and publish an Action Plan associated with the IRMP process is laid down in statute. Failure to do this would leave the Authority vulnerable in respect of its legal duties.

#### **8. RECOMMENDATIONS**

8.1 That Members approve the outline proposals to be formulated into a consultation draft.

8.2 That Members approve that at the Fire Authority meeting on 9 September 2005, the Community Safety Plan consultation document is to be presented for adoption.

**9. BACKGROUND PAPERS FOR INSPECTION**

- Fire Service Circular 7/2003 ;
- White Paper "Our Fire & Rescue Service" ;
- Fire & Rescue Services Act 2004 ;
- Fire & Rescue Services National Framework 2004/2005 ;
- Fire & Rescue Services National Framework 2005/2006 ;
- Nottinghamshire and City of Nottingham Fire & Rescue Authority IRMP 2004/2005 ;
- Nottinghamshire and City of Nottingham Fire & Rescue Authority IRMP 2005/2006.

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