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NOTTINGHAMSHIRE & CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY

COMMUNITY SAFETY COMMITTEE

Date: Friday 8 January 2016 **Time:** 10.00 am

Venue: Fire and Rescue Service Headquarters, Bestwood Lodge, Arnold,
Nottingham, NG5 8PD

Members are requested to attend the above meeting to be held at the time, place and date mentioned to transact the following business

A handwritten signature in black ink, appearing to read 'M. J. Taylor'.

Clerk to the Nottinghamshire and City of Nottingham Fire and Rescue Authority

AGENDA

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ANY COUNCILLOR WHO IS UNABLE TO ATTEND THE MEETING AND WISHES TO SUBMIT APOLOGIES SHOULD DO SO VIA THE PERSONAL ASSISTANT TO THE CHIEF FIRE OFFICER AT FIRE SERVICES HEADQUARTERS ON 0115 8388 900

IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ABOVE, PLEASE CONTACT THE CONSTITUTIONAL SERVICES OFFICER SHOWN ON THIS AGENDA, IF POSSIBLE BEFORE THE DAY OF THE MEETING.

Constitutional Services Officer: *Catherine Ziane-Pryor*
0115 8764298
catherine.pryor@nottinghamcity.gov.uk

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**NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM
FIRE AND RESCUE AUTHORITY**

COMMUNITY SAFETY COMMITTEE

MINUTES of the meeting held at Fire and Rescue Service Headquarters, Bestwood Lodge, Arnold, Nottingham, NG5 8PD on 2 October 2015 from 10.00am to 11.14am.

Membership

Present

Councillor Brian Grocock
Councillor Roger Jackson
Councillor Dave Liversidge
Councillor Mike Pringle

Absent

Councillor Ken Rigby
Councillor Eunice Campbell (Chair)

Councillor Darrell Pulk (Substitute for Councillor Eunice Campbell)

Colleagues, partners and others in attendance:

Councillor Gordon Wheeler - Observer
John Buckley - Chief Fire Officer
Sally Savage - Housing Lead
Catherine Ziane-Pryor - Governance Officer

7 APPOINTMENT OF CHAIR FOR THE MEETING

Resolved for Councillor Grocock to Chair the meeting in the absence of Councillor Campbell.

8 APOLOGIES FOR ABSENCE

Councillor Eunice Campbell (personal)
Councillor Ken Rigby (personal)

9 DECLARATIONS OF INTERESTS

None.

10 MINUTES

The Committee confirmed the minutes of the meeting held on 3 July 2015 as a true record and they were signed by the Chair presiding at the meeting.

11 **HOARDING FRAMEWORK**

John Buckley, Chief Fire Officer, presented the report which informs members of the release of the multi-agency Hoarding Framework for which Sally Savage, Housing Lead, has been a driving force.

The Framework which has been developed in partnership to provide a co-ordinated approach to help partners address situations where hoarding becomes an unsafe environment for the citizens involved, but in the case of a fire, also an unsafe environment for fire fighters.

Where hoarding occurs, some partner agencies may be perceived as a threat by the hoarder but the Fire and Rescue Service are predominantly perceived as neutral or positive presence where other agencies may not be welcomed. This means that the Service is better able to engage with hoarders, help assess the situation and where necessary, support progression towards a resolution. In addition, partnership working prevents duplication and with each partner issued with a tool kit, information and guidance of which agency should do what and when, ensures that all organisations are aware of their specific roles and responsibilities and the situation can be handled gently in a manner most suitable for each case.

Other partner organisations include but are not exclusive to:

Nottingham City Council;
City and County Council Environmental Health
City and County Council Social Care;
City and County Council Safeguarding Boards;
Police;
NHS;
East Midlands Ambulance Service;
Social Housing and Housing Associations;
Nottingham City Homes;
Mental Health Teams;
Public Health.

The following points were highlighted:

- (a) the Hoarding Framework has proved to be such a success that it has now been widely shared with other Fire and Rescue Authorities and is recognised as best practice by the Chief Fire Officers Association;
- (b) the next stage for the framework is for it to be rolled out to all fire crews to enable them to identify and share information on hoarding issues when they appear. From a Fire and Rescue safety approach, the crew consider where the person/people are sleeping, and which doors can be accessed in the case of a fire;
- (c) the Hoarding Steering Group will manage and maintain the Framework which will be reviewed every 6 months;

- (d) the Framework has also been launched at a Social Housing Best Practice event where it was enthusiastically received;
- (e) owner occupiers are often more difficult to approach;
- (f) between 2% and 6% of the population are estimated to have a hoarding issue of some sort;
- (g) hoarders often attach a sentimental value to the items they collect and keep and this must be taken into account when trying to help resolve a potentially hazardous situation.

Members commented as follows:

- (h) the Hoarding Framework is welcomed and the Service must be commended for initiating and hosting such an important element for Community Safety;
- (i) as elected Councillors who were often invited into citizen's homes, the pictorial overview of 'clutter images' provided in the Framework are extremely helpful in identifying at what level of hoarding concerns should be raised;
- (j) prior to the Framework being implemented, it was very difficult to assess and address hoarding issues.

The Multi-Agency Hoarding Framework document can be found here:

<http://www.nottinghamcity.gov.uk/CHttpHandler.ashx?id=56661&p=0>

RESOLVED to note the report.

12 CONTRIBUTION TO HEALTH AND WELLBEING

John Buckley, Chief Fire Officer, presented the report which outlined how the role of Service was changing as it is now responding to 27.9% fewer incidents than during 2010, but has a far more substantial role in fire prevention and promoting safety.

The trusted image of the Service has enabled access to sections of the community when other organisations and agencies have been refused and so the Service is engaging with many 'hard to reach' individuals and communities, therefore providing a valuable partnership channel for information gaining and sharing.

The home safety checks initiative proved to be a valuable tool for providing help and advice to citizens on home health and safety issues beyond fire prevention. The checks were targeted at known high incident risk, vulnerable members of the community and the results of the checks can be seen as contributing to the reduction of reported incidents.

Two documents have recently been released 'Beyond Fighting Fires' by the LGA, and 'Fire Works' by the New Local Government Network, both acknowledge that Fire and Rescue Services (FRSs) provide an integral part of Public Services and support the preventative role of Services, along with previous reports such as 'Facing the Future Review' and the 'Bain Report'. The latest documents also suggest extending this expertise to include a role in early intervention and helping to promote and even facilitate community wellbeing.

The priorities of Nottinghamshire’s Fire and Rescue Community Safety Strategy (2015-18) of ‘persons at risk’, ‘older persons’, ‘youth and education’ and ‘road safety’ have been aligned to objectives of the Health and Wellbeing Board to ensure that work in these areas are contributing to the wider health agenda and can assist in reducing the health burden on the public sector.

Potential collaborations are being considered which could result in the Service’s involvement in ‘Safe and Well’ assessments and provision of information to replace the ‘Home Safety Checks’. There is also a possibility that the Service has a role in some areas of early intervention, helping to prevent diseases and illness.

It has been disappointing that, unlike some Fire and Rescue authorities in other areas, a seat on the Health and Wellbeing Board was not available to the Service. However, the Service is recognised as a key provider and now has representation on the Health and Wellbeing Steering Group.

RESOLVED to note the report and support a broadening of the Service’s prevention function to include health and wellbeing.

13 FIRE COVER REVIEW IMPLICATIONS

Following a resolution by the full Fire and Rescue Authority at the last meeting, John Buckley, Chief Fire Officer, presented the report and presentation which outlines the community safety implications of the Fire Cover Review 2015. The presentation was added to the agenda following the meeting.

The following points were highlighted:

- (a) the nature of business of the Nottinghamshire Fire and Rescue Service (NFRS) has changed with a 27.9% reduction in emergency calls since 2010 but with a greater emphasis on incident prevention and improving safety;
- (b) currently uniformed pay accounts for 64% of the NFRS budget;
- (c) the Service operates two traditional crewing models of whole time and retained crews with a crew of 5, suitable to tackle building fires, attending every type of incident;
- (d) there is an internal target of 90% of incidents to be attended within 10 minutes with the Service Currently achieving 82%;
- (e) an activity and cost analysis of a whole time crewed station (Retford) and a retained crew station (Eastwood) were presented with the following figures;

	Retford (WDS)	Eastwood (RDS)
Peak hours incidents responded to (3pm-10pm)	213	346
Off-peak incidents responded to	44	71
Annual Station operating costs(approx.)	£1m	£120

- (f) whilst Nottinghamshire Fire and Rescue continue to apply the traditional crewing and duty models, some other Fire and Rescue Authorities operate a range of different models;
- (g) collaboration opportunities are being explored and some are already in operation with Fire and Rescue Authorities and also with the Police, Ambulance and the wider public sector;
- (h) several options for future crewing and duty arrangements are being investigated and considered, including:
 - (i) varying the ratio of whole time and retained staff;
 - (ii) secondary contracts for varying the level of cover to match demand but ensuring that provision stability remains;
 - (iii) a more flexible model of cover, deploying variable response (time and number of FF's) dependent on incident types.

Members made the following comments;

- (i) once the 169 co-responding call-outs at Eastwood were removed from the chart there was little difference in the activity of the two stations and yet the cost differences are significant;
- (j) a broader view of the Service needs to be considered as not all stations could effectively operate with retained crews, especially where there are currently issues with recruiting retained fire fighters from within the response time boundary;
- (k) the difference in cost needs to be justified and value for money assured;
- (l) unless decisions are to be made to close stations, there has to be changes to the way in which the Service operates to meet the savings required between now and 2020, while maintaining an appropriate level of cover;
- (m) operating targets could be revised with consideration of the reasonableness of responding to all types of incident within 10 minutes when some are less urgent than others;
- (n) attendance of automated fire alarm calls could be revisited as there are approximately 3,000 per year and 99% are false alarms;
- (o) changes will need to be very carefully considered and the impact on citizens, not just the financial constraints, fully investigated.

RESOLVED for the Chief Fire Officer to formulate and present to the Committee a range of more detailed operating options.

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NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Community Safety Committee

FIRE INVESTIGATION UPDATE

Report of the Chief Fire Officer

Date 08 January 2016

Purpose of Report:

To provide the Community Safety committee with an update on progress with regard to fire investigation activity, fatal fire reviews and the actions taken to share information and learning to assist in preventing loss of life, business and property.

CONTACT OFFICER

Name : Keith Jones
Area Manager Service Delivery

Tel : 0115 967 0880

Email : keith.jones@notts-fire.gov.uk

Media Enquiries Contact : Bridget Aherne
(0115) 967 0880 bridget.aherne@notts-fire.gov.uk

1. BACKGROUND

- 1.1 The Nottinghamshire Fire and Rescue Service (NFRS) Fire Investigation Team is based at Mansfield fire station and has a variety of duties with regard to fire investigation (FI):
- Training NFRS staff to carry out simple, initial investigations into the cause of fire (Level 1);
 - Conducting more in-depth investigations (Level 2);
 - Collaborative work with Nottinghamshire Police to ensure investigative standards are high and consistent;
 - Establishing memorandums of understanding with key partners such as Trading Standards, along with day to day trend analysis, both locally and nationally to ensure information on the causes of fire are shared throughout the United Kingdom with fire and rescue services and other key partners.
- 1.2 Although the Fire and Rescue Services Act places a clear duty on the Authority to investigate fires, the role of the FI Team has evolved beyond that expectation, to also focus on prevention and protection strategies to continue to reduce the number of fires, and work with partners to improve service. This work will continue into the future to further develop a multi-agency approach for investigating fires and putting measures in place to re-assure and inform communities.

2. REPORT

- 2.1 In 2014, NFRS attended 2,617 fires, of these fires 2,538 were able to be investigated by the operational staff who attended the incident. This is largely due to the training the FI Team have delivered at fire station level. It should be recognised that the majority of these fires would have been secondary fires, such as bins fires, grass fires etc. Any large incident (six fire appliances or more, a member of the FI Team would be sent to the scene by Fire Control).
- 2.2 In total, 79 Level 2 investigations were carried out by the FI Team, as opposed to 104 that were completed in 2013. This reduction of 25 from the previous year is a continuing trend linked with the reduction in the number of fires NFRS attends.
- 2.3 Over the past three years fire deaths have fluctuated. In 2012 there were six, in 2013 there were two and in 2014 there were a total of five fire deaths, a total of 13 in three years.

- 2.4 The FI Team work closely with all NFRS departments, particularly Community Safety to ensure vulnerable persons are identified, so that additional support can be given, such as enhanced fire detection, fire resistant bedding and advice given to other agencies and support groups.
- 2.5 Fatal fire investigations are resource intensive and can take a considerable length of time, particularly if a criminal act is suspected. The Police always have primacy at this type of investigation, but the FI Team is considered the specialist in this area and work closely with the police, specifically the Crime Scene Investigators (CSI) in a multi-agency approach to ensure the investigation is carried out to the very highest standard.
- 2.6 Following a fire death, NFRS conducts a “fatal fire review” where representatives from the Partnership and Engagement Team, Service Delivery, Communications and Media Team and Fire Investigation Team attend. The key aims of this review is to consider the lessons learned and what can be done to prevent similar, future fire deaths and to establish an ‘action plan’ that will clearly record ownership of any agreed priorities.
- 2.7 This action plan is then reviewed at subsequent follow up meetings and can include internal and external partners. A review of this nature ensures that key learning outcomes are recognised and addressed to ensure that the organisation develops how it responds following a tragedy of this nature.
- 2.8 A memorandum of understanding has been established between the NFRS FI Team and Trading Standards. This ensures a clear, auditable process of reporting issues regarding products that are known or suspected of being a fire risk, such as faulty chargers or adaptors and specific, branded models that are on a product re-call or where fire services and other agencies have shared concerns regarding a product. An example of this is the recent concerns over certain types of E-cigarettes coming into the UK.
- 2.9 The NFRS FI Team also sits on the East Midlands Regional Fire Investigation Liaison Group, that works towards ensuring Chief Fire Officers Association guidance is reviewed and adopted along with national best practice and also maintains a regional agreement for mutually supporting each of the regions fire authorities for FI activity. Part of this agreement is that four Services, including NFRS, fund the East Midlands hydro-carbon (fire) dog.
- 2.10 Police intelligence is shared with the FI Team that may be relevant to NFRS and the safety of the community. This information can be regarding the location of known/convicted arsonists. This information is then shared with other NFRS departments such as Fire Protection and Community Safety to ensure that the organisation assesses this risk and puts the appropriate measures in place.
- 2.11 Nottinghamshire Police are presently reviewing and standardising their procedures throughout the county. This review is likely to influence change in how NFRS is required to record and report on investigations and could also

influence NFRS's regional fire and rescue partners in the future to establish a more consistent, regional approach to fire investigation.

3. FINANCIAL IMPLICATIONS

Fire investigation financial implications fall within agreed budgets.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

Learning and Development record the NFRS staff that receive fire investigation training. There are no human resources implications.

5. EQUALITIES IMPLICATIONS

There are no anticipated implications for equality.

6. CRIME AND DISORDER IMPLICATIONS

Section 17 of the Crime and Disorder Act 1998 requires NFRS to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent crime and disorder in its area. The activities of the Fire Investigation Team directly support this legal requirement.

7. LEGAL IMPLICATIONS

The Fire and Rescue Services Act 2004, Part 6 Section 45, places a statutory duty on Fire and Rescue Authorities to obtain information and investigate fires. The role of the Fire Investigation Team, highlighted through this report, demonstrates how NFRS complies with this statutory duty.

8. RISK MANAGEMENT IMPLICATIONS

Effective fire investigation measures not only support the Authority in discharging its statutory duties, but provides valuable support to partner agencies in discharging their duties. It provides valuable knowledge and learning regarding the cause and nature of fires back into NFRS in order to prevent future incidents and develop the competence and safety of fire fighters.

9. RECOMMENDATIONS

That Members note the contents of the report and support the continuing work and development of the Fire Investigation Team.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

John Buckley
CHIEF FIRE OFFICER

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NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Community Safety Committee

NEW CROSS PROJECT

Report of the Chief Fire Officer

Date: 08 January 2016

Purpose of Report:

To provide Members with an overview of the New Cross Project and detail the Service's involvement in supporting the multi-agency approach.

CONTACT OFFICER

Name :	Wayne Bowcock Deputy Chief Fire Officer
Tel :	0115 967 0880
Email :	wayne.bowcock@notts-fire.gov.uk
Media Enquiries Contact :	Bridget Aherne (0115) 967 0880 bridget.aherne@notts-fire.gov.uk

1. BACKGROUND

- 1.1 The New Cross pilot area in Nottinghamshire covers a small community of 1,200 homes within Sutton-in-Ashfield. The area was chosen because it is of significant interest to many local service providers: for Nottinghamshire Police, the area is a hotspot for crime and anti-social behaviour, for Ashfield District Council there are environmental concerns due to high clean-up rates in the area, whilst for local health services the area has above average levels of under 18 pregnancy, high levels of mental health problems and is a significant number of call outs for Fire and Ambulance services.
- 1.2 At the heart of these multi-faceted social problems are the 'troubled families'. The area has the highest proportion of 'troubled families' in the district, with complex needs and service requirements that depend upon multi-agency intervention to tackle many of the issues outlined above.
- 1.3 It was in this context that the Prevent Strategy was established in 2014 by Nottinghamshire Police with funding from the Police Innovation Fund. The aim of the project is to take a cross sector approach to more effectively supporting local communities, bringing together the resources of different agencies, improving information sharing and taking an integrated approach with all frontline staff.
- 1.4 Within the Preventing Demand Partnership, Ashfield District Council has played a lead role in establishing a small multi-agency team, tasked with better understanding the needs in the area and to co-produce ways of preventing social problems within the local community. The move from 'doing to', to 'doing with' is fundamental to this approach. The multi-agency team includes a full time secondment of a Risk Reduction Officer alongside representatives from the local authority, police, Jobcentre Plus and voluntary, community and social enterprise (VCSE) sectors.

2. REPORT

- 2.1 The vision for the New Cross pilot is twofold. First, to release service providers from overly prescriptive service models so as to better support families with complex needs which results in both a significant reduction in the amount of demand but also improves quality of life by creating a more stable lifestyle. Secondly, for the residents and the wider community to become more engaged and active citizens which contribute to their own neighbourhood; creating the conditions where a resident-led partnership can thrive.
- 2.2 Our Place funding and support formed a critical part of this wider vision. With expertise around youth and community engagement vital to the success of the project, Our Place enabled an expert from Catch 22 to be funded to work directly with young people, the wider community and engage with other VCSE

organisations operating in the area. The funding also enabled additional integrated training to be provided across the team.

- 2.3 The project commenced in December 2014, drawing upon the skills of all members of the team to map service pathways for residents. This work has identified as a key target those families who are not yet troubled but are at risk of falling into this category. By working closely with these groups to assist in changing their current circumstances, the project will be largely preventative whilst also actively engaging the community at large.
- 2.4 The forecasted public value of the programme based on cost/benefit analysis stands at a net public value of £5.7m, taking into account all project costs. To date, the programme has handled 35 cases. Anecdotal evidence suggests the programme has been well received by the community due to the focus on helping families and individuals turn their lives around in a collaborative and problem solving way, rather than a confrontational or top-down approach.
- 2.5 The multi-agency approach and appetite of the local authority has been essential to this approach being possible. The commitment and contribution from all partner agencies has been fundamental in developing the programme, proving relevant staff, funding and expertise to enable the project to happen.
- 2.6 The 18 month project has been subject to periods of review and academic evaluation by Nottingham Trent University. To date, the Risk Reduction Officer seconded to the team has been assigned as a case worker to 4 cases. The findings of one particular case involving a young female resident has been used as an example of the success of the approach and shared with partners within the county.
- 2.7 The approach is new for this area, however it has been based on the previous work within Stoke City Council and other areas of the country. Within Nottinghamshire, the police have previously looked at localised work in areas of high deprivation. However, whilst these have included some multi-agency work, in practice it has been difficult to achieve.
- 2.8 The mid-point evaluation evidenced that the formal multi-agency approach is a clear direction of travel for all preventative programmes of this nature: working to tackle multiple barriers and engaging communities to intervene early before problems become critical. By doing so, there is potential to transform communities and achieve significant savings for the public purse. The ultimate measure of the project will be its ability to create stronger, more resilient communities: ones that are better connected, have higher aspirations and are willing to do more for themselves.

3. FINANCIAL IMPLICATIONS

The cost of seconding a Risk Reduction Officer to the project team on a full time basis, for a period of 18 months, has been met from existing budgets (financial period of 2014-2016)

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The secondment to the project team has been met by existing resources in the Community Safety Team.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken because the information contained in this report does not relate to a change in policy or procedure.

6. CRIME AND DISORDER IMPLICATIONS

Working in partnership within the New Cross Project directly supports the Authority's statutory duties under section 17 of the Crime and Disorder Act 1998.

7. LEGAL IMPLICATIONS

- 7.1 Beyond the statutory prevention duty under the Fire and Rescue Services Act 2004 (which is aimed specifically at fire prevention) there are no legal implications arising from this report.
- 7.2 The commitment to the project satisfies the requirements of multi-agency approach and information sharing of the Care Act 2014 and the Antisocial Behaviour Crime and Policing Act 2014.

8. RISK MANAGEMENT IMPLICATIONS

Management of community safety is a statutory duty within the Fire and Rescue Services Act 2004 and specifically the Fire and Rescue National Framework and locally the IRMP. Furthering the contribution of fire into the multiagency New Cross initiative builds on the prevention work currently undertaken and indirectly supports improved fire safety whilst collectively reducing the risk and burden to the wider public sector.

9. RECOMMENDATIONS

That Members note the content of the report and continue to support the New Cross Project.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

John Buckley
CHIEF FIRE OFFICER

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NOTTINGHAMSHIRE
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Community Safety Committee

ON CALL REVIEW

Report of the Chief Fire Officer

Date: 08 January 2016

Purpose of Report:

To inform Members of the current work that is taking place as part of the On Call Review.

CONTACT OFFICER

Name : Wayne Bowcock
Deputy Chief Fire Officer

Tel : 0115 967 0880

Email : wayne.bowcock@notts-fire.gov.uk

Media Enquiries Bridget Aherne

Contact : (0115) 967 0880 bridget.aherne@notts-fire.gov.uk

1. BACKGROUND

- 1.1 The Service operates the Retained Duty System (RDS) from 16 stations, providing operational fire cover with over half of the Service's appliances. The RDS is critical to the delivery of services to the community
- 1.2 The 'Facing the Future' report by Sir Ken Knight (2013) details how savings in excess of £200 million could be realised with a 10% increase in RDS fire fighters nationally. The Service needs to ensure that the delivery of services to communities are the best that they can be within the current financial constraints.
- 1.3 Nottinghamshire Fire and Rescue Service (NFRS) continues to explore opportunities to improve and deliver high quality services, and the Service has committed to ensure that the retained duty system is fit for purpose to deliver effective services to the community in future years. The review will cover all areas of the RDS and is specifically looking to improve outcomes in the key areas of recruitment, retention and competence.

2. REPORT

- 2.1 The On-Call Review (OCR) was commissioned in 2015 with an aim of providing a long-term, sustainable solution for an on-call provision of emergency response in Nottinghamshire. The RDS, in conjunction with the Wholetime Duty System (WDS), is seen to provide a cost-effective approach to deliver services based upon risk and demand.
- 2.2 Whilst the current model employed by NFRS does provide an appropriate level of cover, the Service recognises that there may be more efficient ways of working and/or a different approach that could be adopted.
- 2.3 The RDS, both nationally and within Nottinghamshire, has historically faced a number of challenges around the recruitment and retention of personnel. Changes in demographics, fewer local employers and increased work demands on individuals employed on the RDS have affected the Service's ability to recruit, retain and ensure availability.
- 2.4 The number of incidents attended by the fire and rescue service nationally and locally within Nottingham and Nottinghamshire has reduced, which directly affects demand on individuals, individual remuneration, (RDS personnel are paid an annual retainer and then for each call out) and therefore retention.
- 2.5 The scope of the OCR covers three key principles which are – safe and competent workforce; availability; and value for money. Within these three principles, the OCR specifically focuses on improvements around three required outcomes of recruitment, retention and competence.

- 2.6 The OCR has been structured with the support of the Service's Projects Manager, and has identified nine constructs of the review, these are:
- The role of on-call fire fighters;
 - Policy and procedure;
 - Training;
 - Progression;
 - Support;
 - Recruitment;
 - Retention;
 - Good practice.
 - Availability management.
- 2.7 The OCR will be an on-going process in order to ensure that the provision of response to risk and demand is continually improved. The scoping indicates that the initial projects will be completed within 24 months.
- 2.8 From the outset, there has been an absolute desire to ensure that all the proposals from the OCR are based on sound rationale and evidence. Therefore a report has been compiled detailing all RDS stations' data, which has produced station profiles that will inform future decisions and proposals.
- 2.9 Targeted recruitment with additional support for 'priority' stations has seen a sustained increase in establishment figures with a further five trainee courses planned for 2016/17. This support has seen substantial increases in the establishment figures at a number of stations previously showing lower levels of cover.
- 2.10 The Service is currently leading on a project to amalgamate the initial training programs for RDS across all five East Midlands fire and rescue services.

3. FINANCIAL IMPLICATIONS

- 3.1 The budget for the RDS over the next three years has been adjusted to take account of an increase in establishment and RDS delivery activity. It is proposed that the retained pay budget increases over the next three years as a result of the changes outlined in this report.
- 3.2 These proposals will be considered by the Fire Authority in February 2016 when the budget for next year is approved. The retained pay budget in the current year is £2.5m and it is proposed that will increase by £325k in 2016/17, by £239k in 2017/18 and then by £80k in 2018/19 as employees are recruited over the three year period. In addition there will be a total additional sum of £136k required over the three years to fund the purchase of uniform and protective equipment for the new retained employees.
- 3.2 Any financial implications that arise as a result of the review will be progressed through the current appropriate decision making arrangements.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

Any changes to the current RDS provision that would have implications of a contractual nature and have learning and development impacts for the Service will only be implemented following due process. The scale and impact will vary dependent upon the changes made, further details will be presented at a future Fire Authority.

5. EQUALITIES IMPLICATIONS

An equality impact assessment (EIA) has not been undertaken at this stage because a final decision has yet to be made on the options available and therefore the impact if any cannot be assessed.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

The Fire Authority has to satisfy its legal obligations under various legislation, but primarily the Fire and Rescue Services Act 2004 and the Civil Contingencies Act 2004. Any proposals contained within this report will be assessed to ensure the Fire Authority can adequately discharge its statutory functions.

8. RISK MANAGEMENT IMPLICATIONS

There is a risk that any changes to the current RDS provision will impact upon the services ability to meet its statutory duties. This risk will be mitigated by ensuring that any changes to the current delivery model will be fully risk assessed to ensure the current level of service provided by NFRS will reflect the risk and demand that currently exists or can be reasonably expected to exist in the future.

9. RECOMMENDATIONS

It is recommended that Members:

- 9.1 Note the content of the report.
- 9.2 Support the on-going review.
- 9.3 Request a more detailed report on progress at a future Community Safety Committee meeting.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

John Buckley
CHIEF FIRE OFFICER