

FIVE YEAR INTEGRATED RISK MANAGEMENT PLAN

2010/11 - 2015/16

Action Plan 2011/12



**ROYAL BERKSHIRE
FIRE AUTHORITY**

PREVENTING PROTECTING RESPONDING

Front page photo shows a firefighter taking part in a car fire exercise.

Annual Action Plan: 2011/12

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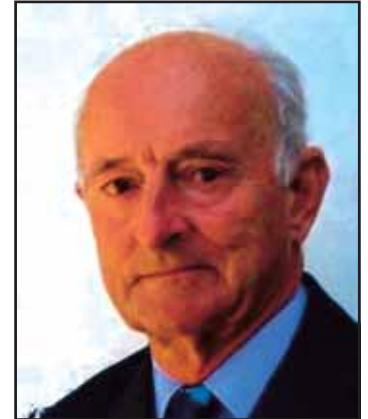
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Chairman's Foreword

Thank you for taking time to read our Integrated Risk Management Annual Action Plan.

It is, in essence, a plan to best match the resources that are available to the risks we face. As risk levels change we modify our plans to make sure we focus on where we can make the greatest improvements. Similarly, where our funding is changed, we will examine what we can do to ensure that our limited resources are used to best effect.

The details of the Government's Comprehensive Spending Review announced a 4.15% decrease in government grant for 2011/12 and a provisional increase of 1.21% in 2012/13. The finances available for 2013/14 and 2014/15 will not be known until later this year.



Our risk analysis continues to show that dwelling fires and road traffic collisions remain the highest risk to the community we serve. Our 5 Year Plan therefore contains proposals to ensure that we continue to address these primary risks despite reductions in our funding.

In particular, this year we have to make painful economies throughout public services to help meet the country's financial problems. Our determination is to maintain our front-line services that attend the inevitable incidents that take place. We place great value on all of our staff and we will, wherever possible, make reductions through retirement and resignations rather than compulsory redundancies.

Fire Authority Members and Officers have been working diligently to ensure that all aspects of the Service have been considered. The proposals we have put forward represent what we believe to be the best way in which Royal Berkshire Fire Authority can balance the demands on its services with the financial settlement we are expecting. We look forward to your comments, and I can assure you that all the responses received during the consultation will be brought to the elected Members of the Fire Authority to assist in the decision making process.

The public sector is facing its most challenging period for at least 50 years, but I remain confident that Royal Berkshire Fire and Rescue Service will continue to provide a service that meets the needs of the public we serve.

I would like to pay tribute to the exemplary work of Royal Berkshire Fire and Rescue Service, which is held in such high esteem by the public. I would also like to thank the officers and members who have supported me so effectively.

A handwritten signature in black ink, appearing to read 'P Bryant'.

COUNCILLOR DR. PAUL BRYANT

Introduction

Welcome to the Action Plan for 2011/12. This document has been produced to inform you about the general principles of how Royal Berkshire Fire and Rescue Service operates, it includes what we have done and what we intend to do over the next year. The Service keeps its plans continually under review to enable it to respond to emerging challenges and opportunities and this document is directly linked to the Service's five year 2010/11 - 2015/16 Integrated Risk Management Plan, available at www.rbfrs.co.uk

A significant influence on the Service's plans to manage risk is the availability of the necessary funding from Central Government and from the local tax payer. The Coalition Government has indicated a requirement for public sector organisations to provide significant budget reductions. The Comprehensive Spending Review released by the Treasury in October 2010 placed a reduction of 25% over four years on fire and rescue services. The spending review has indicated the total amount of finance available for public service departments.

Although some proposals referenced in this plan are being considered in order to contribute to the delivery of the budget savings, it is important to note that we will ensure the community continues to receive the highest level of service in the most effective and economic way.

Consultation with stakeholders on the Integrated Risk Management Plan is normally undertaken between the beginning of October and the end of December each year. However due to the timing of the financial announcements the consultation will be from early November 2010 until the end of January 2011.

MAKING BERKSHIRE SAFER

Royal Berkshire Fire And Rescue Service



Key to Reading Fire Stations

- 01 - Caversham Road
- 02 - Wokingham Road
- 03 - Dee Road
- 20 - Whitley Wood Road

Resources at your disposal

- 19 Fire Stations
- 22 Fire Engines
- 15 Specialist vehicles
- 540 Operational personnel
- Home Fire Safety Check Service
- Fire safety enforcement

Our Performance

Several of the projects extend over a number of years and updates against the Five Year Plan follow. Further information is shown in the updated timeline in the centre pages of this document.

Prevention

During the year 2009/10 the Service completed 7,148 Home Fire Safety Checks and installed 11,992 Smoke Detectors. Of these, 54% were targeted toward higher risk members of the community e.g. the elderly, some disability groups and also following referrals from partners such as Social Services. The remaining 46% arose from requests directly from the community.

Under the Deter and Prevent Framework, The Youth Intervention Team (Evolution) works closely with the Youth Justice Board through the Berkshire Intensive Supervision and Surveillance Programme and has delivered interventions to 37 young people aged between 13 and 18. The programme also identifies and works with Berkshire's top 50 most prolific offenders.

These people have been identified as the most at risk of committing Fire Setting and Arson offences as part of their criminal profile. Further to this, the Prevention Programme (Phoenix) has received 84 referrals for young people aged between 13 and 16. Referrals are made by all six unitary authorities via 'Connexions', Youth Offending Teams, Crime and Disorder Reduction Partnerships and those responsible for prevention and anti social behaviour work.

Protection

During the past year the Service's protection department has continued to ensure the Fire Authority's statutory duties have been discharged efficiently and effectively and is one factor in the reduction of the impact of fire in non-domestic premises. Specifically they have:

- Completed 1,512 risk based inspections
- Reduced attendance to the number of unwanted commercial fire alarm calls by 26%
- Reduced the number of fires in commercial premises by 31%
- Inspected premises after fires in commercial buildings, 85% of which were completed within two working days
- Completed 1,091 statutory and non statutory consultations within agreed national protocols
- Issued 19 Statutory Notices
- Undertaken 4 successful prosecutions
- Introduced an improved audit and data collection process to ensure risk information is collated and risk assessed for buildings.

Emergency Response

2009/10 continued the trend of falling emergency incidents and saw an all time low of 9,555 attended by the Service (down from 14,232 in 2003/4). Operational crews are heavily involved in community events and preventative campaigns.

There has been an introduction of new specialist equipment to enhance the rescue capabilities for people and large animals.

Revised attendances, on a risk assessed basis, to a variety of incidents has resulted in increased public safety, fewer fire engine movements and greater efficiency, whilst improving upon previous service levels.

A review of emergency resources in Berkshire has identified the Theale and Knowl Hill / Twyford areas as suitable sites for possible future fire stations. The potential to provide these fire stations will be investigated further.

A new improved system has been adopted for the provision of environmental protection and firefighter decontamination equipment to incidents.

Response to Road Traffic Collisions

Despite the Service's best endeavours to prevent road traffic collisions they will still occur. The Service has set the following response standard for these incidents.

- To make an initial attendance to road traffic collisions, with the necessary resources to commence extrication of casualties, within 11 minutes.

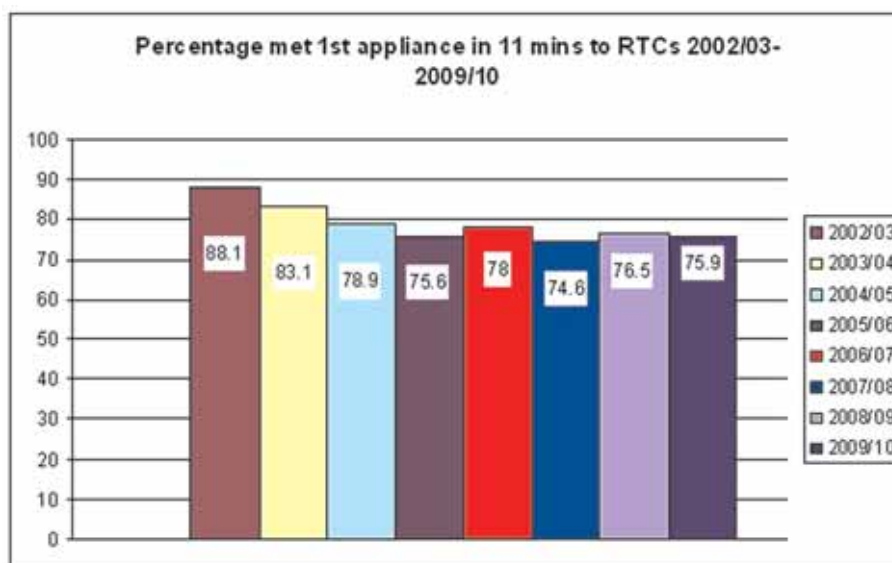


Table showing how Royal Berkshire Fire and Rescue Service performs against the standard for road traffic collisions

As the Service's performance in this area has been decreasing over time, managers reviewed the way in which we respond to road accidents. A trial is currently underway to improve our performance by deploying our appliances differently to road traffic collisions. The trial started in May 2010 and during the first six months a 10% improvement in performance has been established.

Whilst reviewing the attendance statistics, officers identified the system had been set to measure attendance to all road traffic collisions, whereas the original intention was to measure attendance to incidents where people were trapped. The baseline data has therefore been reset to identify only these incidents.

Response to Dwelling Fires

In the event that Home Fire Safety Checks and advice do not prevent a fire occurring in the home, the Service will send fire appliances in accordance with the following standard.

- An optimum response standard of 8 minutes for the first appliance and 10 minutes for the second appliance for dwelling fires.
- A standard response of 10 minutes for the first appliance and 12 minutes for the second appliance for dwelling fires.

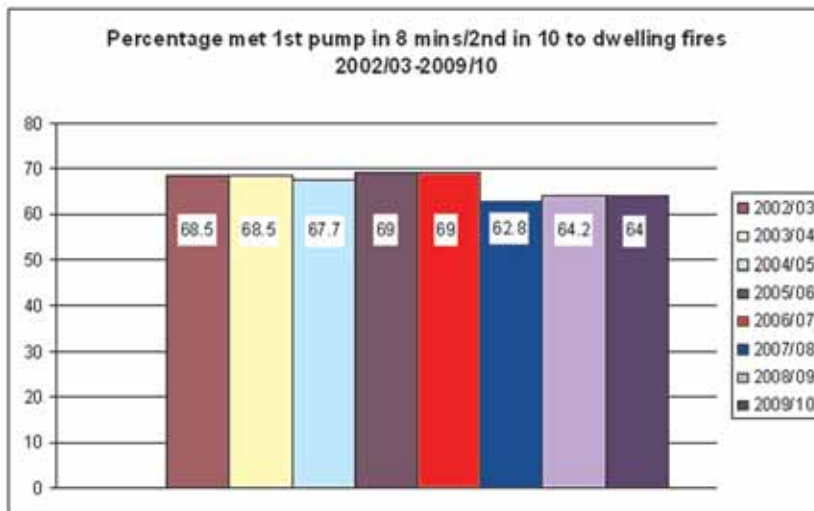


Table showing how Royal Berkshire Fire and Rescue Service performs against the optimum response for dwelling fires

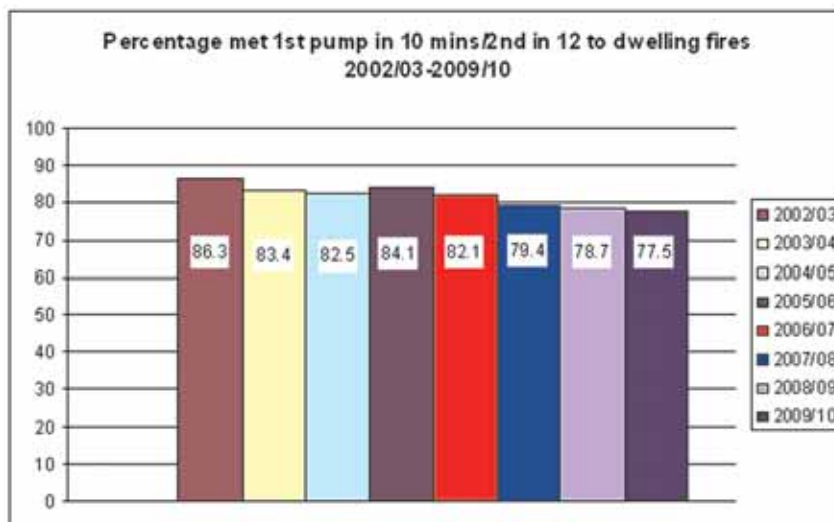


Table showing how Royal Berkshire Fire and Rescue Service performs against the standard response for dwelling fires

The Service’s performance in this area has slightly decreased compared with the baseline year 2002/03. Although the number of calls to dwelling fires has reduced over time, some are now occurring in more remote locations from fire stations, which has an affect on our performance. A detailed review is currently underway to assess factors affecting performance in this area to identify if there are ways to make improvements.

What We Have Done

Retained Duty System Review

The Retained Duty System Review has been examining the problems arising from difficulties encountered with recruitment, the operational availability of fire engines and training. Retained firefighters are highly valued by the Service and very committed to their communities. This however can have a marked affect on their quality of life due to the amount of time they are required to be available to train and attend incidents. Other fire and rescue services are finding similar problems and the Fire Commissions of the Local Government Association is undertaking a study of the problems. The findings of the Retained Duty System Review are:

Operational Availability

On average, six retained fire engines out of eleven are not available during daytime hours, which is also when a greater number of emergencies occur. Although the risk to life from a fire is greater at night, the Service has enough resources to effectively manage during this period as this is the time when the retained fire engines are available.

Incidents

Due to effective prevention campaigns at local and national level, the total number of incidents attended by the Service is decreasing each year, from a peak of 14,232 in 2003/04 to 9,555 in 2009/10 a reduction of 33%. This is also reflected in retained station area calls, which have fallen from 1,908 in 2003/04 to 1,195 in 2009/10 a reduction of 37%.

Recruitment

There is limited opportunity to recruit retained firefighters due to the need to restrict the catchment area to respond to emergencies and the suitability of applicants in the area. For example, there were no applications received from the Cookham area in 2009/10 and applications have a low success rate (2 out of 88 in 2009/10 and 16 out of 58 in 2010/11). The Service has investigated why the latest campaign was more successful than previous occasions and established that the approach taken was similar to that proposed in the review, i.e. dedicated, focused and co-ordinated resources and follow up calls to applicants at stages of the process. In addition, some applicants had applied previously and understood the application process more thoroughly. Although the number of successful applicants has increased, a number of these are not able to provide the cover required to ensure enough firefighters are on duty to enable the fire engine to respond to calls; a minimum of four is required with specific training and skills.

Training

As part of the review it has been identified that retained firefighters have significantly less time available to train than their wholetime colleagues and are expected to do the same job. It can be up to 12 months before recruits are fully trained and available to attend calls.

Station Area Risk Assessments

The review undertook a number of assessments accounting for risk to the community and the Fire Authority. The assessments concluded that Cookham Fire station should close, as it presents the lowest risk to both the community and the Fire Authority, in addition the station has been unavailable for emergency calls for over a year. There have been and continue to be, extreme difficulties recruiting staff to the station and, most importantly, the great majority of the area covered by Cookham can be covered by fire crews from Maidenhead Fire Station to the same standard.

Review Outcomes

Retained stations require dedicated resources for:

- Increasing training time and maintaining competence
- Assistance with recruitment of firefighters
- Improving fire engine availability
- Assisting with station administration
- Maintaining operational equipment

Proposed Solution

To achieve the above outcomes it is proposed to form a dedicated retained support unit. The implementation of this proposal will be undertaken in 2011/12.

Interested in serving your community as a retained fire fighter?

If you are interested in becoming a retained firefighter please see the section later in this document for further details.

Crowthorne

The two year trial using Surrey Fire engines, based at Camberley, to respond to incidents in some parts of Crowthorne has concluded. Based upon the outcome of the trial it is proposed to continue with these localised arrangements, however the original consideration of the closure of the fire station in Crowthorne will not be progressed, as the availability of Surrey fire engines in the future cannot be guaranteed.

Environmental and Chemical Incident Response

A review was undertaken and concluded that a replacement specialist Chemical Incident Unit was not required in 2009. Instead a trial was undertaken using the existing Operational Support Unit (multi functional curtain sided vehicle). The trial has been effective and the procedure operated during the trial is now standard within the Service, negating the need to buy a new vehicle, which would have cost approximately £200,000.

Regional Fire Control Centre/FireLink

The projects were part of the Central Government Resilience Agenda. In December 2010 the Government announced the cessation of the FiReControl project and the Service immediately began a review. A project team is currently exploring alternative options for the provision of Control Room functions.

FireLink is the communication system, which has successfully replaced our previous radio system, this enables the control centre to communicate with emergency vehicles and provides national interoperability with other fire and emergency services. The second of three phases is now completed. The risk surrounding this area has been reduced as a result of this recent phase.

Windsor

As defined in the IRMP 5 Year Plan, work is currently underway to transfer the night shift personnel to Wokingham Fire Station. It is anticipated the transfer of the night shift will take place in the summer of 2011, when the new fire station is operational in Wokingham. At this time Windsor will not be available for calls at night. The closure of Windsor at night, between 20.00 and 08.00

necessitates amending the day shift start and finish times at the station to ensure crews are in the area during the times of higher risk. Negotiations are currently underway with the representative bodies and the workforce to agree the new shift times.

The proposed changes at Windsor Fire Station have created a great deal of media and public attention. Officers from the Service are continuing discussions with Royal Borough of Windsor and Maidenhead officers to identify alternative options, which are acceptable to both parties.

Wokingham

Following the decision by the Fire Authority to increase the crewing at the station, it is now crewed seven days a week from 0730hrs to 1800hrs. However it is not yet crewed at night due to the limited facilities at the station. Current timescales for the new fire station are commencement of building works in November 2010 with completion scheduled for summer 2011. Once completed, 24 hour crewing arrangements will be implemented.



Artists impression of the new fire station at Wokingham

Twyford/Wargrave

This project was to assess the potential for a new fire station in Twyford to replace Wargrave Fire Station. It was agreed this project would be put on hold pending the outcomes of the Retained Duty System Review. The review has identified an improved level of service can be provided by locating a fire engine in the Twyford/Knowl Hill area. Previous risk analysis also identified this as an optimum location for a fire engine.

Caversham Road

The proposal to relocate the fire engine from Dee Road to Caversham Road was put on hold last year pending the outcomes of the Network Rail expansion (adjacent to Caversham Road Fire Station) and the Retained Duty System Review. The review has identified that retained crews at both Pangbourne and Mortimer Fire Stations are currently not available for emergency incidents for a significant period of time and that retained crewing difficulties are also being experienced at Newbury, Hungerford and Lambourn. As a result of the current reduced availability of retained fire engines in the west of the County, the fire engine at Dee Road Fire Station will remain there for the time being.

Lower Risk Incident Response Standards 2011/12

Royal Berkshire Fire Authority has set response standards for the highest risks to the public, namely road traffic collisions and fires in the home. The nine Fire and Rescue Services in the South East of England have chosen to set common response standards. Once completed, the standards will be considered for adoption within Royal Berkshire Fire and Rescue Service policies and procedures. The project is scheduled for completion in summer 2011.

Heritage

This project has identified that there are 4,335 heritage sites within the County (including Windsor Castle, Guildhall and Corn Exchange, Basildon House, Englefield House, Ufton Court and numerous others e.g. Abbey ruins, mile posts, water towers, bridges etc) with 2,667 of these being listed properties (456 in Windsor alone). The Service holds specific risk information on 159 of these sites, five of which have additional detailed operational plans. Crews continue to undertake regular visits to significant heritage sites to familiarise themselves with the plans, procedures and provide the occupiers with safety advice.

Training Resources Review

The Training Resources Review Project commenced in July 2010. A project team has been established consisting of key staff from across the organisation with its Terms of Reference being agreed. The team will now commence the review and report its initial findings in May 2011.

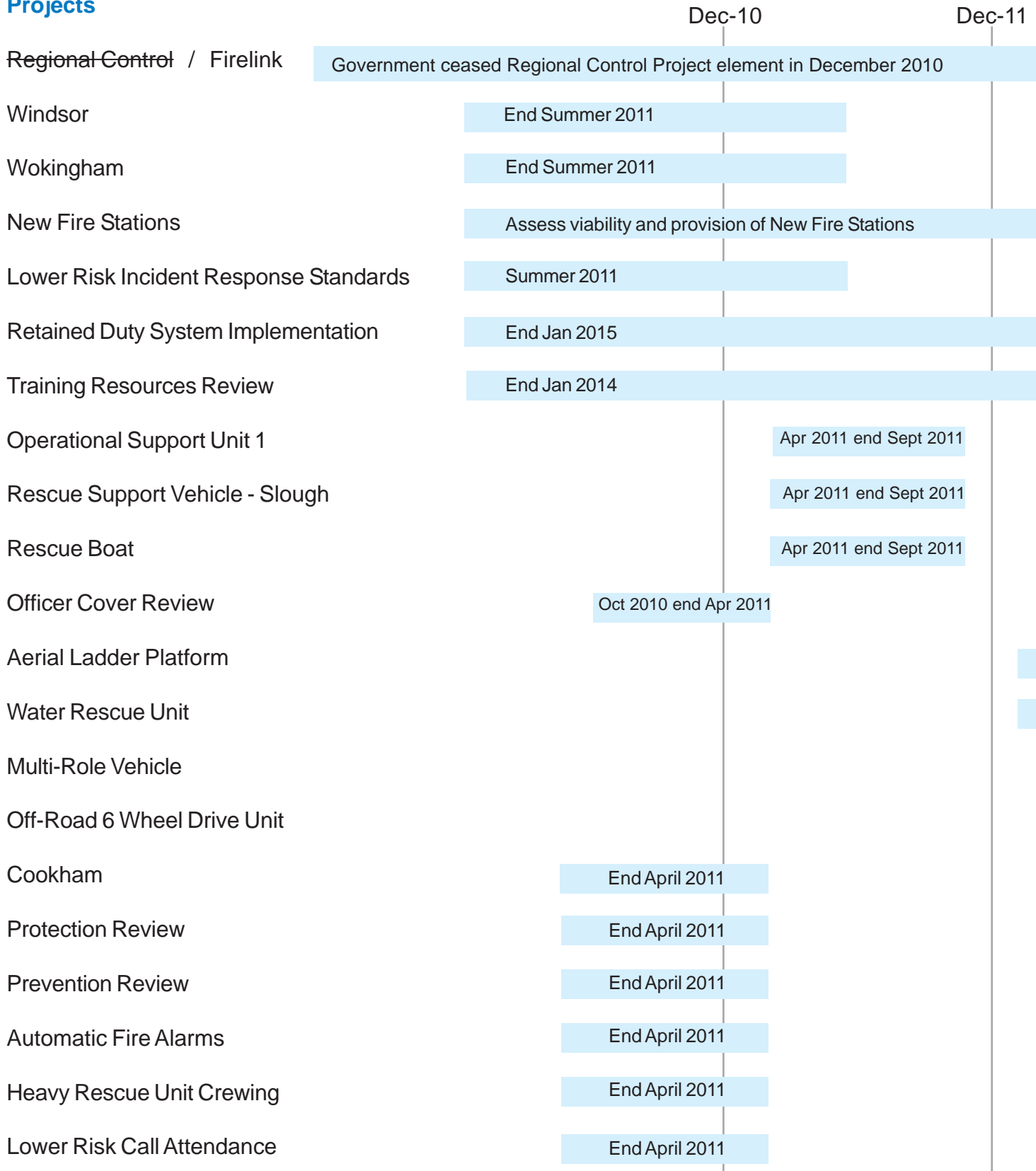
Wildfire

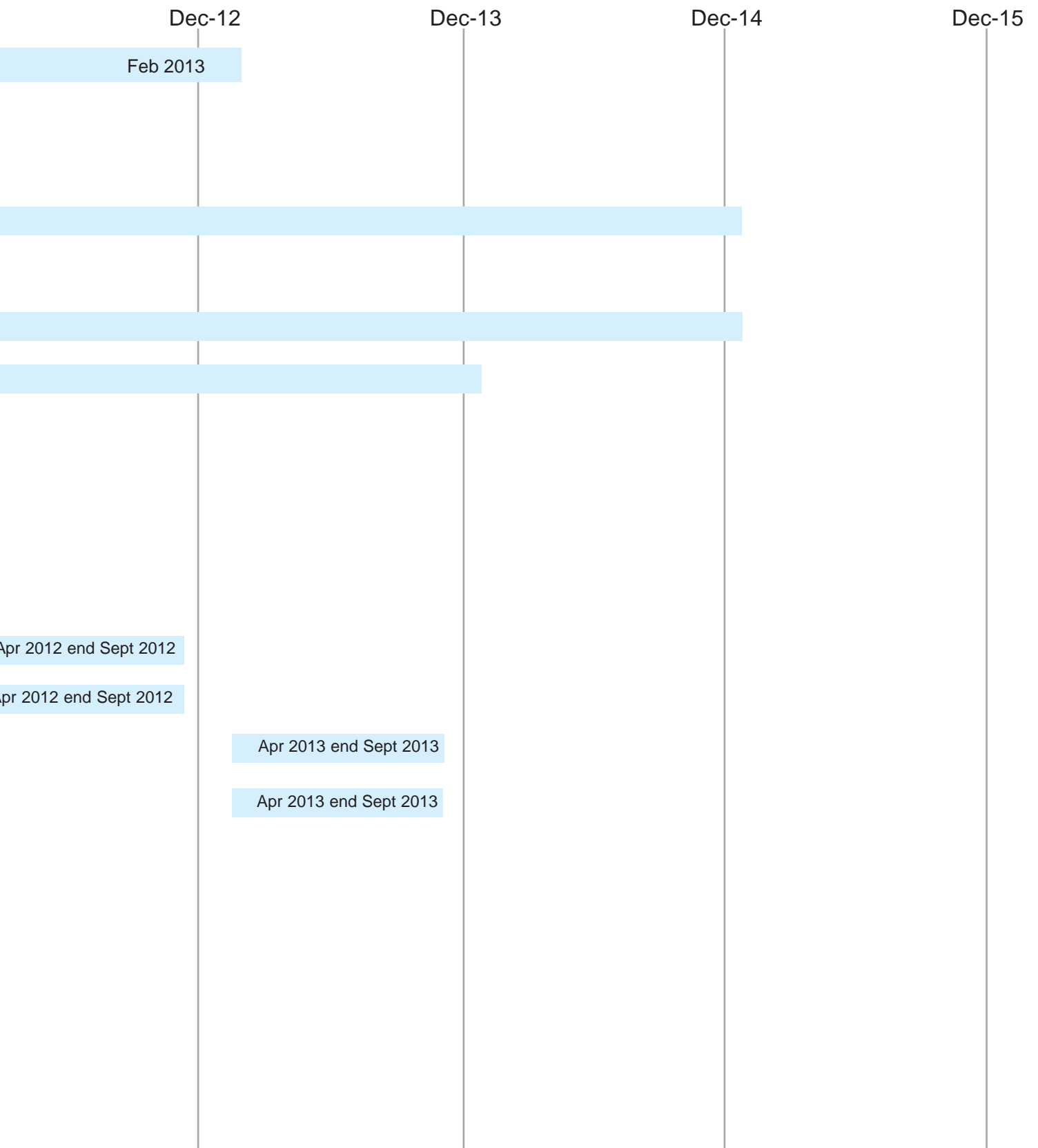
The Service continues to work in partnership with the South East England Wildfire Group to develop standard operating procedures and mapping processes. The aim of the group is for wildfire to become a land management issue and not a fire service one, with the South East Wildfire Group facilitating risk information gathering/sharing, training for landowners and land use strategy.

(continued on page 16)

Updated Timeline

Projects





The South East England Wildfire Group has produced a project plan 'Building our Resilience to Wildfires' that provides detail of the current and proposed work of the group through to 2012. The project outcomes will be incorporated into Service policies and procedures. A copy of the plan is available at: http://www.frsug.org/reports/building_our_resilience_to_wildfires_2012.pdf

Dynamic Standby moves

A dynamic software system was developed by Occupational Research and Health, who undertake risk mapping for the Service. The prototype system enabled the most effective emergency resources to be located and deployed to incidents. With the hoped for Regional Control Centre project, which would provide these facilities and the need to reduce costs, this project is not being progressed at this time.

Protection

During 2010 a detailed review of Protection was undertaken. The Fire and Rescue Authority is required to have a management strategy and a risk-based inspection programme to enforce the provisions of the Regulatory Reform (Fire Safety) Order 2005 and gather data to enable risk analysis procedures to be completed.

It is essential the Authority maintains sufficient personnel, trained to the appropriate level of competence and possessing the necessary experience to effectively manage the requirements of the legislation.

Prevention

Royal Berkshire Fire and Rescue Service received reward grant monies for the provision of the prevention department activities from a number of partnerships. The funding will cease from November 2010, directly affecting the ability of the Service to deliver prevention activities.

Whilst community safety partnership funding is not tied to specific individual posts in the Prevention Department, the funding secured to date has been used to fund employees carrying out community safety activities to support the Service in achieving targets set in collaboration with partners. As a consequence of the cessation of funding changes have been made to ensure that the department can continue to remain effective and viable.



Action Plan 2011/12 - What We Are Going To Do This Year

The 2011/12 Plan is to continue the projects referenced in the 5 Year Plan and to incorporate new projects as identified below. An updated timeline is provided, however this remains subject to adjustment as projects progress and the Fire Authority's future budget is finalised.

Training Resources Review

The project team's intention is to report recommendations for consideration by the Corporate Management Team in Spring 2011, regarding the delivery of training and resources required to provide the function.

Wholetime Crews Attending Lower Risk Calls On Retained Station Grounds

The Service is proposing to send wholetime fire engines to lower risk calls (e.g. Automatic Fire Alarms, trees or bins on fire and other incidents such as flooding), where retained appliances would normally attend. This procedure will only apply for confirmed low risk emergency calls. In the event of a call to a property fire, road traffic collision or other higher risk call, the Service will send the nearest, most appropriate resource to achieve the fastest attendance to the scene, including fire engines crewed by retained firefighters. The proposal will generate savings of approximately £100,000 as wholetime firefighters are salaried, whereas retained firefighters are paid for each hour they are at an incident. In accordance with the recommendations of the IRMP, where operationally appropriate, and in accordance with policy guidelines, a 6-month validation period is commenced, and, subject to the study, wholetime appliances be sent to low risk incidents on Retained Station grounds.

Specialist Vehicles

The Service has specialist fire appliances that are used to support emergency incidents. These appliances are replaced due to wear and tear, the limited availability of spare parts to keep the vehicle in a good state of readiness for emergencies and due to technological enhancements.

The Service will undertake a detailed review of the provision and use of the specialist vehicles before they are replaced, to determine if any improvements or developments are needed and also whether a similar unit is required at all. The review will incorporate the crewing arrangements, location, use and any alternative provision. This year the Service will review the Operational Support Unit at Whitley Wood, the Rescue Support Vehicle at Slough and the Rescue Boat at Caversham Road.



The Rescue Boat in action during an exercise

Officer Cover Review

All emergency incidents are managed using the Incident Command System to ensure the safety of the public and Service personnel. At larger incidents the Service deploys managers known as “flexible duty officers” to supervise the activities at the scene. As the number of incidents attended by the Service has reduced considerably over the years, the number and manner in which these officers are deployed to emergencies will be reviewed. The project will consider legal constraints and any opportunities for ‘cross border’ collaboration, training requirements, maintenance of competence, skills and enhancing resilience.

The Service sees the need to reduce the number of officers to generate financial savings, allow the officers to gain greater operational experience and increase the resilience of officer cover. This will bring about the benefits of having a smaller, better trained, more prepared and experienced core of officers that will reduce the risks posed by incidents to our staff and the community.

It is recommended that officer numbers be reduced on a phased basis as it has been identified that more efficient cover arrangements can be made and this will permit a reduction in officer numbers from 45 to a minimum of 33, producing predicted savings of £350,000 in year one to £697,000 per annum in year three. To achieve the predicted savings in year one, five vacant officer posts will be removed. In this model the minimum number of officers on duty at any one time will increase from 9 to 11 with the shift pattern altering from a five week to a three week frequency. The viability and implications of this model needs to be assessed and other options may emerge through consultation and negotiation processes. Whatever the determined outcome, the Service will endeavour to reduce the numbers of officers on a natural wastage basis.

Closure of Cookham Fire Station

It is proposed to permanently close Cookham Fire Station in April 2011. The station has not been providing an emergency response since July 2009 due to a significant shortage of firefighters to crew the appliance and difficulties in recruiting people in the area who wish to become a retained firefighter. The remaining staff and appliances have been transferred to the fire station at Maidenhead. Fire engines from Maidenhead fire station will continue to cover the Cookham area to the same level previously provided by the Cookham Fire Station. The closure of the fire station will provide savings of approximately £184,000 per annum.



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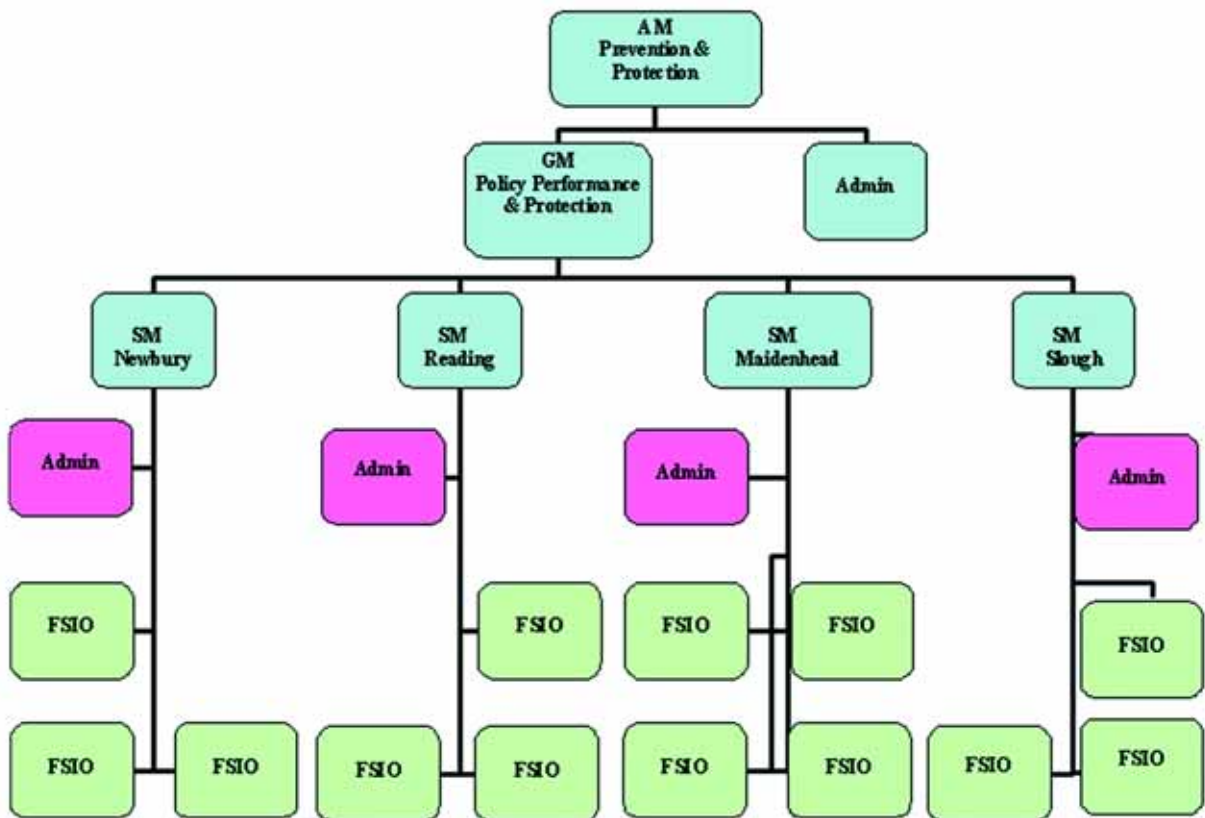
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Protection

The review has been completed and the Protection Department will be restructured in accordance with figure 1 with aspects of the current activity amended to reflect a focused approach to legislative Fire Safety.

Figure 1



Key to figures 1 and 2

- AM - Area Manager Prevention and Protection
- GM - Group Manager
- SM - Station Manager
- Admin - Administrative Support
- FSIO - Fire Safety Inspecting Officer
- HFSC - Home Fire Safety Check Operative

Loss of Fire Safety Enforcement Post

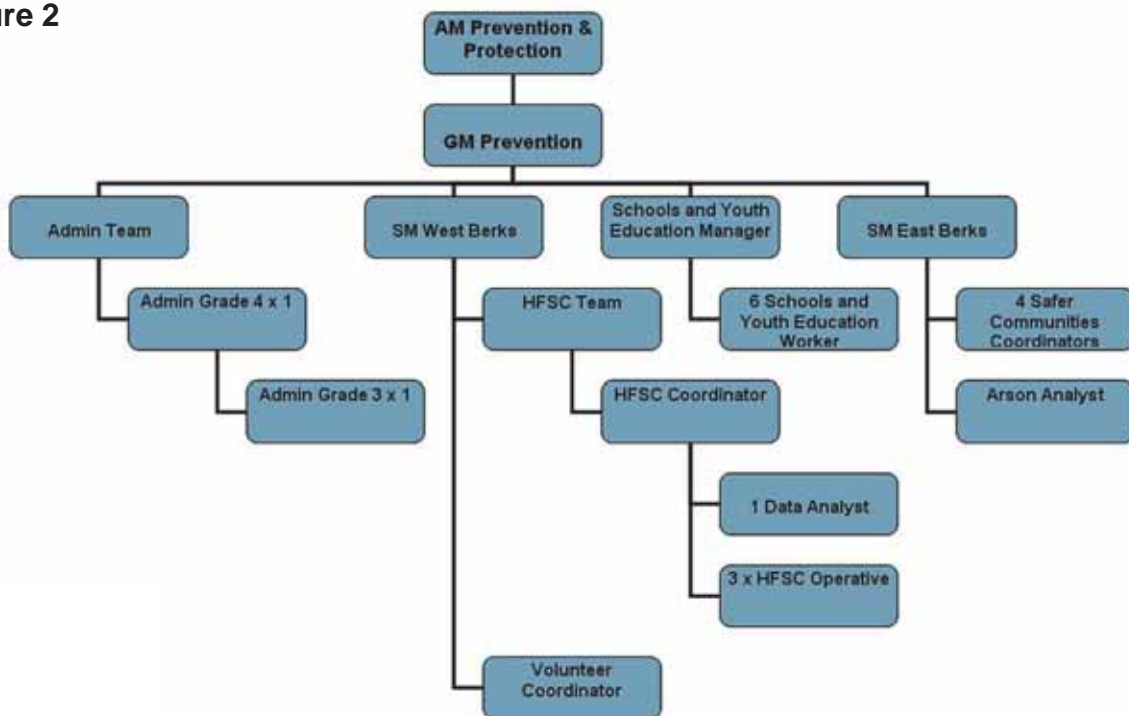
The Service has a statutory duty to enforce fire safety in premises other than private dwellings. A post to assist fire safety officers with enforcement duties is currently vacant and has been for some time. Following the review of the protection function, it is proposed the inspecting officers will undertake the necessary tasks associated with enforcement and offer the post as a saving, contributing £41,000 to the Service financial requirements.

Prevention

The review has been completed and the Prevention Department will be restructured in accordance with figure 2 with aspects of the current activity amended to reflect a focused approach to Community Safety.

The previous structure included several specialist teams to deliver bespoke prevention initiatives. The proposal is to reduce the total number of staff in the department and train them to undertake a wider range of prevention activities, to enable the continued delivery of the range of services.

Figure 2



Formation of a Retained Support Unit

As an outcome from the Retained Duty System Review, a unit consisting of 12 staff will be formed to support the retained stations. It is possible that the unit may be located within existing premises at Wargrave and Pangbourne, undertaking the tasks highlighted in the review. The unit will maximise the provision of fire engines by making up shortfalls in crewing on retained fire engines.

The Retained Support Officers will be provided from existing resources by using the training reserve. The formation of the unit will however cost an additional £44,000 pa, being sourced from the closure of Cookham fire station, which will generate a saving of £184,000 pa. The proposal to remove the training reserve to deliver the retained support resources, will not adversely affect the availability of fire engines to the community in Berkshire.

New Fire Stations

During a review of resources, the Service undertook an assessment of fire station locations and has identified the level of service currently provided to the community can be improved by providing a Wholetime fire station in Theale and a retained day cover only facility in the Twyford/Knowl Hill area. These would also be the optimum locations to assist with the deployment of the retained support officers. Should a new fire station be provided in Theale the crews from Dee Road will be relocated there. Consideration will be given to providing these fire stations as part of the Service's plans.

Attendance at Automatic Fire Alarm Incidents

In 2009/10 the Service attended 2,985 incidents where an Automatic Fire Alarm had activated, resulting in 3,444 appliances movements, some 800 of these alarm calls were to domestic premises. On a majority of occasions the detector had not operated as a result of a fire, but as a false alarm. It is proposed to reduce the number of false alarms attended by the Service by not responding to Automatic Fire Alarms operating in commercial premises between the hours of 0900 and 1800 Monday to Friday and adopting an enhanced call challenge and filtering policy outside these hours and reducing the attendance to alarms in domestic properties to one fire engine between 0800 and 2100 every day of the week. The reduction will be achieved by using methods such as call challenge and call filtering, which will result in reducing unnecessary vehicle movements to domestic premises.. The proposal will also save approximately £43,000 pa in Retained firefighter wages.

Switch Crewing of the Heavy Rescue Unit currently based at Newbury

Recent equipment upgrades have enhanced the rescue capabilities of fire engines in the Service. As a result it is proposed the new Heavy Rescue Unit will only attend larger scale incidents e.g. train, lorry and aircraft crashes, where an enhanced capability is required.

A trial commenced in May 2010 and evidence indicates this proposal is viable. During the trial period the Service attended 57 road traffic collisions where people have been trapped and the specialist vehicle/equipment was utilised for rescue purposes on two occasions. Other options for crewing this vehicle are emerging through the consultation process and they will be considered by the project team.

The proposal will result in a significant reduction in the number of incidents the Heavy Rescue Unit will attend to the extent that permanent crewing will no longer be required. The vehicle will be crewed by the personnel at the fire station who normally crew the fire engine. In light of this the 12 personnel who crew the existing Heavy Rescue Unit will no longer be required, resulting in a saving of £428,000. The Service will endeavour to reduce the numbers of firefighters at the station on a natural wastage basis.

Regional Fire Control Centre and FireLink

In December 2010 the Government announced the cessation of the FiReControl project and the Service immediately began a review. A project team is currently exploring alternative options for the provision of Control Room functions.

Do You Want To Become A Retained Duty System Firefighter?

There is currently a shortage of part time firefighters at some fire stations in the Brigade. This is particularly true in our small towns and rural areas because nowadays there are fewer people who live and work in their local towns and villages. You might be just the person to fill the gap.

Where Do You Work?

First of all, you need to live or work near to a fire station, because you have to be able to get there within a few minutes of a call. That's a few hundred yards on foot or a drive of up to one mile.

Secondly, because we can't predict when you'll be called out, you have to be flexible in your work. The chances are that you'll be working at home, self-employed or for a community-minded employer who can let you off from time to time.

Are You Fit For The Job?

To apply to join Royal Berkshire Fire and Rescue Service you don't need any paper qualifications. You must be at least 18, with good all-round fitness. You will be asked to take a straightforward physical test as part of the process, and just as important are qualities like common sense, commitment and enthusiasm.

How Often Will You Be Needed?

On average, you will be called out two or three times a week for a couple of hours. If you cannot be available all the time, that's not a problem. You can be paid for being "on call" for only part of the day or week. There is a particular shortage of people who are available during midweek working hours, so you could have evenings or weekends free if you need to, and still do a valuable and worthwhile job. If you really can't be on call - for example because of a holiday or a deadline at work - you can "sign off".

What Do You Get Out Of It?

Apart from the excitement, the challenge and the satisfaction of a job well done, you learn to be more self-reliant and confident. After all, if you can cope in a real emergency, you are ready for anything else which life might throw at you. You will meet a lot of people in your local community and earn their confidence and respect. You will also get training in the use of equipment, and in other more general skills like first aid. Added to all this, you get paid! You get paid a basic retainer, plus a fee for call outs and another fee for going into action. You get paid for training and duties like equipment maintenance.

If you think you've got what it takes to join the team, contact your local fire station for further information, or check out our vacancies page at: <http://www.rbfrs.co.uk/vacancies.asp>

Contact Us

Royal Berkshire Fire and Rescue Service welcomes your comments on the Action Plan 2011/12 any time during the consultation period **9 November 2010 - 31 January 2011**.

Please take this opportunity to make your views known, as it will help to develop strategies and policies to meet local needs.

* **Please note:** further copies of this document can be downloaded from our website at www.rbfrs.co.uk/irmp

How To Reply

You are invited to comment on our plans using any of the following methods:

- In writing, using the following **FREEPOST** address:
IRMP Consultation
Royal Berkshire Fire and Rescue Service
FREEPOST (RG2 669)
103 Dee Road
Reading
RG30 1BR
(Remember, no stamp is required)
- Email to: irmp@rbfrs.co.uk
- Visit our Website at: www.rbfrs.co.uk
- Telephone our help line on: 0118 932 2122
- Fax us on: 0118 932 2296

PREVENTING PROTECTING RESPONDING



Crew members taking part in a water rescue training exercise

Confidential Monitoring

Royal Berkshire Fire and Rescue Service is keen to ensure that its consultation with the public is effective and inclusive - so please answer the following questions and return these pages together with any comments you may wish to make to the FREEPOST address shown overleaf. In accordance with the Data Protection Act 1998, all personal information will be confidential to Royal Berkshire Fire and Rescue Service. It will be used for no purpose other than improving services.

Q1 Are you...? (Please cross **one** box only)

Male.....

Female.....

Q2 What was your age on your last birthday? (Please cross **one** box only)

16 to 24..... 35 to 44..... 55 or over.....

25 to 34..... 45 to 54.....

Q3 What is your ethnic group? (Please cross **one** box only)

White - British, Irish or any other White background.....

Mixed - White & Black Caribbean, White & Black African, White Asian or any other mixed background.....

Asian or Asian British - Indian, Pakistani, Bangladeshi or any other Asian background.....

Black or Black British - Caribbean, African or any other Black background.....

Chinese or Other ethnic group.....

Q4 What is your first language? (Please write in)

Q5 Do you consider yourself to be disabled? Yes..... No.....

Q6 How did you become aware of this consultation? (Please cross all boxes that apply)

Website..... Newspaper..... RBFRS employee....

Email..... Through the post...

Other (Please specify)



Q7 If applicable, in which Local Authority area is your main home in Berkshire?
(Please cross **one** box only)

Bracknell Forest Borough Council.....	<input type="checkbox"/>	West Berkshire Council.....	<input type="checkbox"/>	Wokingham Borough Council.....	<input type="checkbox"/>
Reading Borough Council.....	<input type="checkbox"/>	Royal Borough of Windsor & Maidenhead..	<input type="checkbox"/>	Slough Borough Council.....	<input type="checkbox"/>

Please return these pages together with any comments you may wish to make to:

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Reading
RG30 1BR
(Remember, no stamp is required)





Young people taking part in a Brigade run Pheonix Project course

**ROYAL BERKSHIRE
FIRE AND RESCUE SERVICE**

ROYAL BERKSHIRE FIRE AND RESCUE SERVICE

103 Dee Road
Tilehurst
Reading
Berkshire
RG30 4FS

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