

Mid & West Wales
Fire & Rescue Authority

Consultation Report

Draft Risk Reduction Action Plan 2009/2010

September 2008
Strategic Planning and Performance Department
Service Headquarters

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1.0 Executive Summary

The Authority continually seeks to improve the service we provide to help make communities safer. We are already good at what we do but we want to be better. The Authority approved its first Risk Reduction Plan entitled 'Making our Community Safer' in October 2006. The plan covers the three year period 2007-2010 and was developed according to the Welsh Assembly Government's guidance - "Wales a Safer Country" and the "Fire and Rescue Service National Framework for Wales". Annual action plans have been published to report progress and to consult on specific areas for the following year.

The Draft Risk Reduction Action plan for 2009/2010 is the last annual action plan in this three year reporting period. The plan reported on the Authority's achievements against its key objectives including two areas of significant interest approved by the Authority during last year's consultation. Two specific proposals on staff deployment were consulted upon and these were to review crewing options following the introduction of new appliances in the Swansea area and to consider changing start and finish times at day crewed stations.

The Authority is very pleased to note the level of interest in risk reduction from all of our stakeholders. This document will report on the responses and how the Authority has used this information to agree their strategy for 2009/2010. Information is provided on

- a. Responses on the process of Risk Reduction Planning
- b. Responses on the two areas for consultation in 2009/2010
- c. Comments on ongoing projects

a. Risk Reduction Planning

Progress on the Authority's objectives and its achievements on all areas of risk reduction were reported upon in the draft action plan. This information was well received and the Authority received very positive responses from stakeholders including our partners who had taken the opportunity to respond to the consultation. Negative comments were also received about the objectives and the arrangements for risk reduction planning. These are summarised in this report.

b. Proposals for 2009/2010

The Authority wants to ensure that the right people are in the right place at the right time. It was acknowledged that there was much to achieve in this area and that work would extend into the next risk reduction planning cycle. There were however two areas of staff deployment that could be progressed in 2009/2010 and these were consulted upon.

▪ Dedicated Crews for Special Appliances in the Swansea area

A new combined aerial rescue appliance which combines firefighting and rescue capability with high reach provision is being provided at Swansea West fire station. This removes the need for the existing aerial appliance currently sited at Morriston fire station and this will be removed in 2008/2009. Given that the aerial appliance is being removed, and that Rescue Pumps are being put in place, there is a need to review the crewing options and specialist rescue provision in the Swansea Command.

The Authority has previously taken the decision to provide combined aerial rescue appliances and to invest in providing rescue pumps at all fire stations and these arrangements are going ahead. Comments were received on the suitability of these arrangements. Members considered the responses to ensure the continued relevance of previous decisions and were satisfied with the arrangements that had been approved.

Only a small number of respondents made comment on the proposal to review the crewing options following the introduction of the new vehicles, and these comments were mainly from members of staff and their Representative Bodies. Some respondents maintained that there was a need to retain a dedicated crew for special appliances but consideration of these comments found that the alternative arrangements were appropriate and resilient. Some positive comments were received, indicating that a review of the crewing arrangements was sensible now that changes from previous years' plans are being put in place.

The responses made on this proposal were considered by the Authority. No evidence was provided to indicate that changes to crewing options should not be made and the Authority approved that this review will go ahead.

▪ **Start and finish times for Day Crewed Stations**

Day Crewed stations have full time firefighters on duty at the station during day time hours and outside of these hours these crews respond to incidents from home. It was proposed that the hours of full time availability should reflect the busiest incident activity times. Different start and finish times for day crewed stations exist throughout the Service and views were sought on providing improvements to day crewed cover.

A large number of responses were received providing views on arrangements regarding the most effective times of duty for day crewed staff and, significantly, responses were made on the many other factors that contribute to the efficiency of day crewed working. The different profile and level of activity between the stations was highlighted and the different arrangement for providing day crewed working and retained cover was commented upon.

Additionally, responses were received on the issue of staff deployment generally. This supported the Authority's view that day crewing arrangements also impact upon other cover arrangements and that there was a need to look at how each interacts with the other.

Our staff at day crewed stations have provided responses both as individuals and as station submissions, and have provided valuable information during the consultation process. Detailed and considered submissions were provided and these views need to be built into a more detailed and wider ranging review of the whole manner in which day crewing operates across the service area.

In view of the comments made by our day crewed staff in response to this proposal and in acknowledgement that a wide disparity exists in day crewed duty arrangements, the Authority felt that it was not appropriate to consider changing the start and finish times for day crewed stations in isolation. A comprehensive review of all the arrangements that exist to support day crewing should be undertaken in order to provide the best provision of cover according to the risks and the needs of the community. The Authority recognised that due to the different profile of risk and activity across the Service area, bespoke arrangements may be considered in order to provide the best solution.

▪ **c. Comments on previous Risk Reduction Action Plans**

Responses were received relating to areas of the Plan that were outside of this year's consultation. A number of comments were made on the changes to the shift pattern at shift crewed stations and on the Safer Valleys Project. All of the comments received during the consultation period were considered by the Authority who approved that these responses should be forwarded to the appropriate work group or officer in order to inform their ongoing projects.

2. Introduction and Purpose of this report

At its meeting held on 21st April 2008 the Mid and West Wales Fire and Rescue Authority approved its Draft Risk Reduction Action Plan 2009/2010, the last in the three year reporting period for 2007/2010. The plan outlines how the Authority's Fire and Rescue Service can most effectively use its resources, reduce fires and save more lives. This plan continues to improve our preventative and protective work in communities whilst maintaining fast, efficient and effective emergency response arrangements and reports the Authority's achievements in these areas. The two main areas for consultation in 2009/2010 were to review the crewing options in the Swansea area following the introduction of new appliances and to review the start time and finish time for day crewed stations to match the greatest risk.

As part of the Risk Reduction Plan process the Authority instigated a wide-scale consultation process to gauge the views of the public, key stakeholders and staff on the draft action plan and its key proposals. Over 900 copies of the Draft Risk Reduction Action Plan were distributed to identified key stakeholders and it was made widely available on the Fire & Rescue Service's web-site, in libraries, at all fire stations and other service delivery points. The consultation was undertaken strictly in accordance with Welsh Assembly Government and Risk Reduction Planning requirements and Best Practice models.

The plan was widely distributed and promoted and additional copies of the plan were provided to any group or individual on request. During the consultation period 237 responses were received. The Fire Authority is extremely grateful to all those who took the time and effort to provide us with their views on the proposals, all the responses have been considered in preparing the report.

3. Consultation Strategy and Methodology

The Draft Risk Reduction Action Plan was released on the 6th May 2008 and there followed a twelve week consultation period until the 29th July 2008. A comprehensive communications plan was developed in order to reach as many stakeholders as possible. This was an important part of the overall project and was comprised of three main elements which were:

▪ 3.1 Consultation

This consultation plan was produced in accordance with Welsh Assembly Government Risk Reduction Planning guidance and the cabinet office model code. Welsh good practice models were also used. Mid and West Wales Fire and Rescue Service is a partner in a Consultation, Involvement and Engagement Framework that provides support and promotes best practice for consultation events.

3.1.1 External Stakeholders

The Authority considered the following organisations to be its key external stakeholders and they were asked for their detailed views on the proposals contained within the draft plan either as an individual or as a representative group or association. This stakeholder list is consistent with Welsh Assembly Guidelines:-

- Members of the Public
- Members of Staff
- Constituent Unitary Authorities and their Chief Executives
- Town and Community Councils
- Members of Parliament and Assembly Members
- Brecon Beacon and Pembrokeshire National Parks Authority
- Bordering Fire Authorities
- Representative Bodies
- South and North Wales and Dyfed Powys Police and the Welsh Ambulance Service Trust
- H M Coastguard and other groups
- Community Safety Partnerships
- Voluntary Organisations within the Fire Authority's area
- Ethnic minority groups within the Fire Authority's area
- Chamber of Commerce and Trade organisations representing the Mid & West Wales area
- Environment Agency

3.1.2 Web Site

The Authority has a Risk Reduction section on its website and the Draft Risk Reduction Action Plan was prominently posted on this site, and allowed for responses to be made electronically. Background information on the process and previous Risk Reduction Plans and responses were also included on the site which also gave access to press releases on the plan.

3.1.3 Draft Risk Reduction Action Plan 09/10 distribution

In April 2008, the Authority informed all stakeholders that the Draft Risk Reduction Action Plan 2009/2010 would be available for viewing on the website from 6th May 2008, ahead of the distribution of printed copies. This was to allow as much notice as possible and to avoid any shortening of the consultation period due to Council meeting schedules.

The existing key stakeholder contact database was updated in accordance with Welsh Assembly Government guidance on consultation and the Authority distributed printed hard copies of the draft document to all identified stakeholders. The document included a consultation response questionnaire to allow stakeholders the opportunity to make their comments. Copies of the plan and the response form were distributed to County main libraries who arranged the distribution of the plan to branch and mobile libraries within the Authority's area in order to provide widespread public access. The press release providing information on the consultation included information on where and how to access the plan.

3.1.4 Internal stakeholders, Staff and Representative Bodies

At the beginning of the twelve week consultation process a Chief Fire Officer's Memoranda was provided to staff and this reported on the Risk Reduction Planning proposals. Each fire station and support department was provided with a copy of the Plan and staff were advised that the document could also be viewed electronically via the internal Business Information Server network. All non-uniformed and operational department heads were provided with a copy of the plan.

All recognised representative bodies within Mid & West Wales Fire & Rescue Service were consulted with on the proposals. Detailed responses were received from the Fire Brigades Union (FBU) and the Retained Firefighters Union (RFU).

3.2 Media Strategy

The Media were used as much as possible in order to provide a proactive link to the public and to ensure that communities were kept informed of the publication of the Draft Risk Reduction Action Plan, and the key proposals and associated community safety benefits. It was also used to detail the consultation process and how the public could contribute to the preparation of the final plan.

- ◆ The Authority issued a press statement to all media sources in order to launch the Draft Risk Reduction Plan at the start of the public consultation. Press interviews were given on request. The Service's web-site was updated throughout the development of the plan. Press releases were made throughout the period of consultation in response to media queries and articles. A series of themed press releases were distributed to the media throughout the consultation phase in order to maintain the high profile of risk reduction.
- ◆ The Press and PR Officer was responsible for monitoring the media throughout the consultation process, advising Members and officers of reports and any emerging issues. A media release will be made when the Authority has agreed and published the final plan final plan to report on the outcomes of the consultation.

➤ **3.3 Information exchange**

Information exchange encompasses the broad exchange of general information that may arise during the development of the Risk Reduction Plan.

The method of consultation used was in the main qualitative. The majority of the information received was by means of the web responses and from questionnaires. Comments were also recorded at one meeting attended. This process was designed to encourage an open-ended exchange of ideas and the weight of response on some of the issues raised has been taken into account. The findings reported cannot be certified at a determinate confidence level as statistically representative of all people in Mid and West Wales, but the methods used to consult used allowed for comments from a wide cross-section of people.

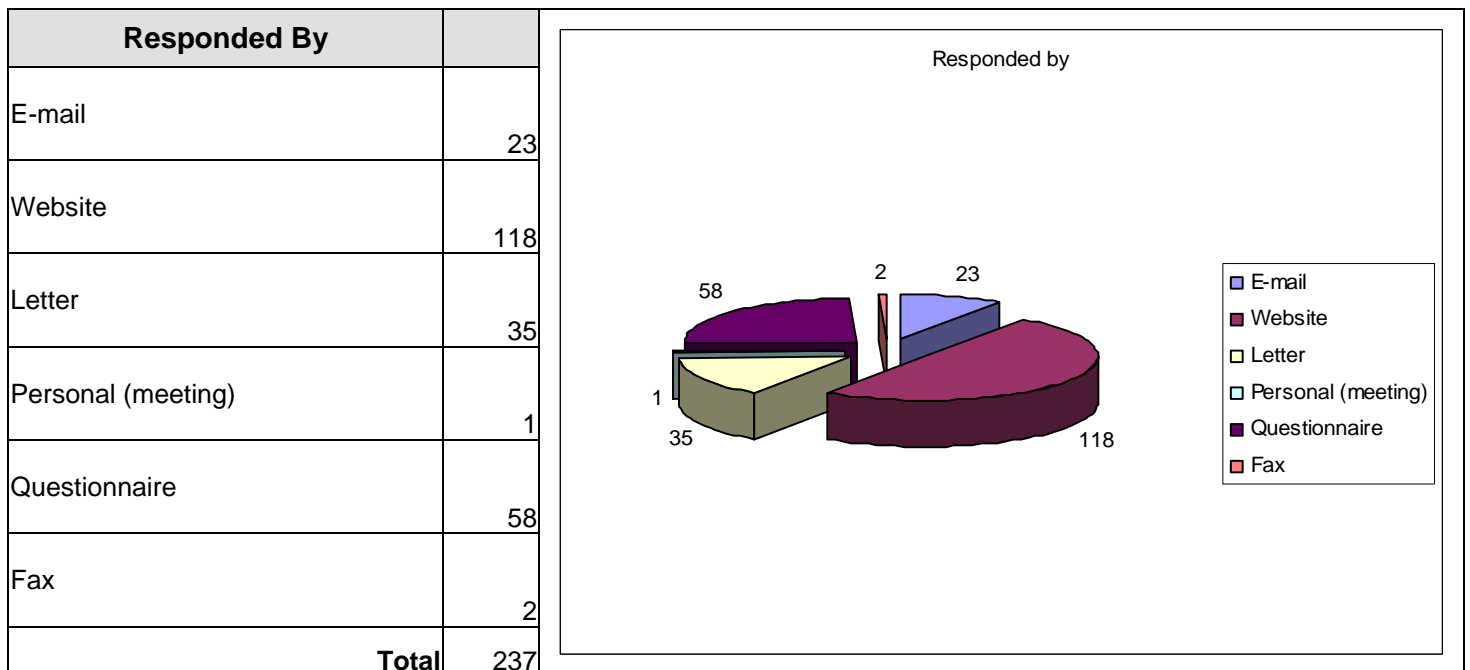
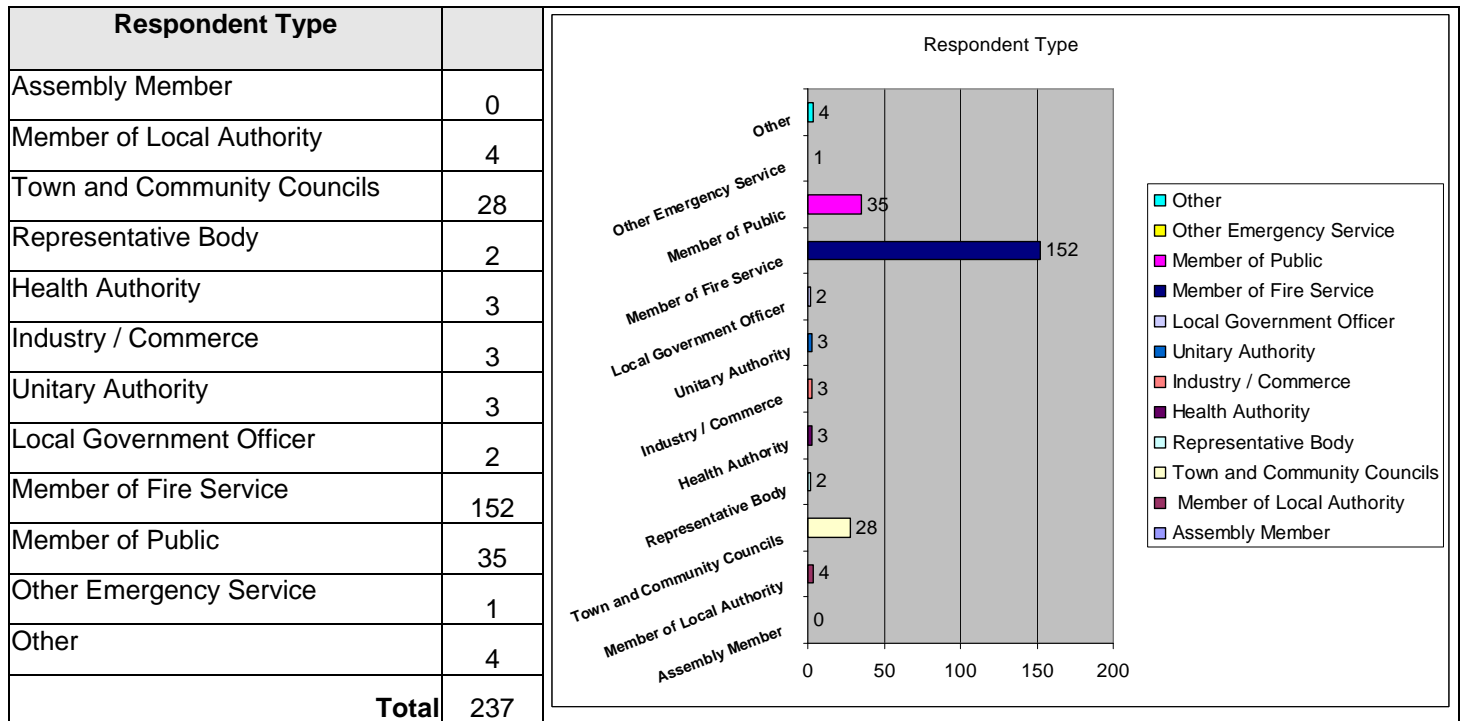
4.0 Welsh Assembly Government discussion

As part of the Welsh Assembly Government Risk Reduction Plan guidance, the Authority is required to discuss the plan with Minister. The Minister has corresponded with the Authority regarding the Draft Plan and met with the Chairman of the Authority, Members of the Working Group, the Chief Fire Officer and Director of Operational Risk in September. The meeting with the Minister allowed for the Chairman to provide him with a summary of the Authority's achievements and discuss the results of this consultation.

5.0 Profile of Respondents

To accommodate responses to the Authority's proposals on risk reduction, questionnaires were distributed with the plan which allowed respondents to provide their comments. This response form was also available on the Authority's web site to allow as wide a range of response opportunities as possible. Significantly, more than half of the responses were received electronically.

The form included an optional section to record details on the respondent and if appropriate the organisation they represented. This allowed for analysis of the number and type of respondents and whether they were making personal comments or responding on behalf of an organisation. Summarised below is the profile of the 237 respondents and how they made their comments.



5.1 Petitions

A petition with 1,920 signatures opposing the proposal to relocate the second fire engine from Ammanford to a new community fire station in the Upper Amman Valley Area was received. This petition referred to an aspect of the Safer Valleys Project which the Authority had approved following the 2008/2009 consultation. This petition was accepted and considered by the Authority as part of the community's response to risk reduction projects that were ongoing and will be further considered by the Safer Valleys Project Board.

5.2 Ratio of responses received

In order to show the ratio of responses received from stakeholders in comparison to the number of documents that were circulated, the table below provides information on the main respondent groups. In addition to being sent directly to stakeholders, the plan was also widely publicised and was available on the Authority's website. This information is therefore only provided as an estimate of the availability of the plan.

Respondent Type	Number of plans circulated	Number of responses received.
Member of Fire Service	At least 1 Plan was sent to all fire stations and departments. Approximate number of staff 1355	152
Town and Community Councils	Over 370	27
Member of Public	Copies placed in all libraries Plan widely publicised in the press and on website	35
Elected Member of Local Authority	Council Leaders of the 6 Unitary Authorities	4
Assembly Member	21	0
Member of Parliament	12	0
Unitary Authority	6	3
Representative Body	6	2

5.3 Late responses

The Service received only 2 late responses and these comments have been considered but will not be formally reported upon since they fell outside of the period of consultation.

6.0 How responses were analysed

The majority of responses to the consultation were provided via the website and by completing the questionnaire provided with each plan. The questionnaire provided a free text section for each of the proposals in order that respondents could make their comments. General comments on risk reduction planning were also recorded.

Some respondents did not complete a questionnaire but submitted an e-mail, letter or report containing their response. Comments were also recorded at a meeting attended by senior officers. The Authority used an online survey system to independently host the electronic responses.

Responses to these proposals have been analysed and the points raised have been reported by grouping together the main themes of the responses, reflecting the particular area of concern. The number of respondents who made comments, together with their profile, is shown to demonstrate the weight of response for each particular area of concern.

This report seeks to accurately and fairly summarise the responses and the strength of feeling for each of the areas of concern in order to fully reflect the response to the consultation process. The Service response for each area of concern is shown to provide a balanced view. The final Risk Reduction Action Plan will be developed as a result of the Authority's consideration of the consultation responses.

7.0 Results from consultation – Risk Reduction Planning

This Draft Risk Reduction Action Plan reported on the Authority's achievements on all areas of risk reduction. The document is circulated to a wide range of stakeholders including our partners and this has provided them with an opportunity to comment on our achievements.

These responses provided confirmation to the Authority that their objectives on risk reduction, particularly for reducing road traffic collisions, arson and on working with children and young people were meeting with approval and were seen as helping to make our communities safer. Valuable information was provided from agencies such as the Countryside Council for Wales, Dyfed Powys Probation Trust, the Retained Firefighters Union, Health Trusts, Unitary Authorities, and Community Councils and members of the public. These comments will be built in to our final plan and will inform our future risk reduction strategy.

Summarised below are some of the comments received:

Positive Comments on Risk Reduction

'We welcome measures to further drive down risk in the communities we serve, as well as the increased capabilities you propose to respond to the diverse challenges we all face' - *Welsh Ambulance Trust*

'Milford Haven fire service have had zero fire deaths over the last 16 years....well done to them' – *Member of the Public*

'Especially pleased with the reducing fires at home strategy – many local people have taken advantage of this service already' – *Cil Y Cwm Community Council*

'We welcome the focus on road safety and the commitment for all front line fire engines to carry rescue equipment and agree that the current rate of death and injury on Pembrokeshire's roads should be reduced'- *Pembrokeshire County Council*

'It is good to see an increase in the numbers of young firefighter's schemes, further schemes should be supported' - *Retained Firefighters Union*

'We approve of efforts to educate young people. which hopefully will prevent many arson attacks' - *Llanwrtyd Wells Town Council*

'We welcome the Authority's commitment to providing a service 'in a sustainable manner' as well as recognising the 'potential damage to the environment that fires cause'. There is scope for collaborative work to help your authority to achieve two of your objectives, namely to 'develop partnership working' and 'develop risk reduction planning'. We would be happy to discuss this prospect further with you' - *Countryside Council for Wales*

Some respondents offered advice on how consultation should be taken or made comments that were not in approval of the Authority's position on risk reduction and a summary is provided below:

Other Comments on Risk Reduction	Authority's Response
'Must continue to be honest and open with consultation to sensitively enable staff to feel confident about the direction of change' – <i>Member of Staff</i>	This is the Authority's objective.
'It's all about saving money at the end of the day' – <i>Member of Staff</i>	The Authority's intention is to redirect resources to areas of highest priority.
'The plan contains a diatribe of vague statements and claims not supported by facts, about the achievements of the Authority, circulated to communities and organisations over the whole region. At what cost?'– <i>Community Council</i>	The Authority wishes to – and is required to – consult with stakeholders throughout the Service area. Performance and Improvement information is available on the Authority's website and will be provided in the final plan.
Lack of detail and statistics makes it impossible to judge whether or not improvements have occurred, or to what extent.' - <i>Community Council</i>	Performance and Improvement information is available on the Authority's website and will be provided in the final plan.
'Limited response to consultation show that consultation is not working' – <i>Member of Staff</i>	Consultation was widely publicised in the press and the plan was made available throughout the Service area. The Authority will continue to work with communities in order to encourage feedback on risk reduction planning.

All of this information has been considered by the Authority and the comments provided will inform and influence our risk reduction arrangements in order that we continue to make our communities safer.

8.0 Results from Consultation - Proposals Consulted upon in the Draft Risk Reduction Action Plan 2009/2010

This Draft Risk Reduction Action Plan 2009/2010 consulted on two main proposals

8.1 Proposal 1 –

Review crewing options in the Swansea area following the introduction of new appliances

A new combined aerial rescue appliance which combines firefighting and rescue capability with high reach provision is being provided at Swansea West fire station. This removes the need for the existing aerial appliance currently sited at Morryston fire station and this will be removed in 2008/2009. Given that the aerial appliance is being removed, and that Rescue Pumps are being put in place in the Swansea Command there is a need to review the crewing options and specialist rescue provision and this was proposed in the Draft Risk Reduction Action Plan.

The proposal consulted upon received a relatively low response and the majority of the responses referred to the decision to provide combined appliances, a decision the Fire Authority had previously approved and had implemented. The Authority, however, considered all of these responses to ensure the continued relevance of previous decisions.

8.1.1 Support for the Proposal

Some positive comments were received, indicating that a review of the crewing arrangements was necessary now that changes from previous years' plans are being implemented.

Respondents areas of support	Respondent Type	Number of Responses
The combined vehicle is being sited in the area of highest risk.	Member of Fire Service	1
Reviewing the crewing arrangements in the Swansea area is sensible, now that the changes introduced from previous years' plans are in place.	Retained Firefighters Union	1
<i>Raised by - Member of Fire Service, and the Fire Brigades Union</i>		

8.1.2 Opposition to the Proposal

Comments opposing the proposal to review the crewing were received:

Respondent's area of concern	Fire and Rescue Authority's response	Number of Responses
This will reduce the number of Firefighters on duty at any one time.	Previous arrangements have meant that additional staff were required to primary crew special appliances. The new vehicle will allow for the same crew and appliance to provide all of these functions.	2
Rescue Vehicle needs a dedicated crew	The new arrangements will remove the need for a dedicated crew for special appliances.	1
The rescue tender will be removed from Morriston Fire Station at a cost of more fire fighters and replaced by rescue pumps. This will mean that two rescue pumps will attend every road traffic accident thus reducing fire cover to the areas in and around Swansea and the Amman Valley.	The provision of two rescue pumps at RTCs provides improved extrication equipment and additional crews and increases rescue capability and casualty care.	2
Maintain TL and Crash Tender in addition to new combined appliance.	This is an unnecessary provision.	1
<i>Raised by – Members of Fire Service, Community Councils and Fire Brigades Union</i>		

8.1.3 General responses on Special Appliance provision in the Swansea area

Comments were also provided on the arrangements for providing combined aerial rescue appliances (CARP). This was not part of the proposal consulted upon as these arrangements were already in place; these comments were however considered by the Authority.

Respondent's area of concern	Fire and Rescue Authority's response	Number of Responses
The review of Aerial appliances discounted any feedback from experienced operators at Morriston.	The provision of a new appliance allowed for a review of the best location for the vehicle. The views of staff were given full consideration in reaching this decision.	1
All fire fighters in the Swansea Command should be trained to use CARP for resilience. Levels of competent operators need to be agreed.	All the firefighters at Swansea West fire station have been trained in the use of the appliance. Familiarisation training will also be provided to staff from stations that provide detachments to Swansea West.	2
Rescue Vehicle needs to be sited at Morriston for easy access to the motorway.	A Rescue Pump will be sited at Morriston. The provision of strategically placed Technical Rescue vehicles will be considered in addition to the Rescue Pumps.	1

Combined Aerial Rescue Pump (CARP) will not reach some areas of Swansea West. CARP will have difficulty in accessing rural areas.	Access difficulties for some areas around Swansea West have always existed even for our current vehicles. These areas have been identified and additional vehicles are deployed.	2
Combined appliances will reduce the number of emergency vehicles deployed to an incident.	Yes, pumping, high reach and rescue capability will all be provided on the same appliance and will remove the need for separate appliances.	3
This will reduce the number of special appliances available at any one time.	The provision of several functions on one vehicle will mean that all of these functions will be available at any incident the appliance attends and will therefore reduce the need to request additional appliances. Any instances of simultaneous demand will be provided for.	3
CARP will not be on the run this Summer as stated in the Draft Risk Reduction Action Plan. CARP Vehicle is unreliable.	Training is complete and the vehicle is scheduled to be on the run in the Autumn. Technical difficulties have been experienced but these have been addressed. This type of appliance is used efficiently in other services.	3
CARP does not provide the best type of aerial vehicle	Vehicle provides high reach capability which will fully meet the needs of the Service.	2
CARP does not provide the best rescue vehicle.	The Vehicle provides the best rescue capability for road traffic collisions.	3
Marsh mats have been removed from Rescue Tender in Morrision and placed on the boat in Swansea Central which is not primary crewed.	Placing this equipment on the rescue boat allows for training and equipment for waterborne incidents to be provided in one location and ensures that equipment and trained operators are provided on one unit.	2
<i>Raised by Anonymous Respondents, Members of Fire Service and Fire Brigades Union</i>		

8.1.4 Response Analysis

Some respondents felt that there was a need to have a dedicated crew for special appliances. The Authority considered all of the comments and found that the provision of the combined aerial rescue appliance at Swansea West and the provision of Rescue Pumps throughout the area allowed for dedicated appliances at Morrision fire station to be removed. The Authority approved that a review of crewing options should go ahead.

8.2 Proposal 2 – Move the start time and finish time for day crewed stations to match the greatest risk

Day Crewed stations have full time firefighters on duty at the station during day time hours and outside of these hours these crews respond to incidents from home. It was proposed that the hours of full time availability should reflect the busiest incident activity times. Different start and finish times for day crewed stations exist throughout the Service and views were sought on providing improvements to day crewed cover.

A large number of responses were received providing views on arrangements regarding the most effective times of duty for day crewed staff and, significantly, responses were made on the many other factors that contribute to the efficiency of day crewed working. Comparison of the different profile and level of activity between the stations was made and the different arrangement for providing day crewed working and retained cover was reported upon.

Over 50 responses were received on day crewing arrangements, additionally other responses were received referring to staff deployment generally which impacted upon day crewing. These comments supported the Authority’s view that day crewing arrangements also impact upon other cover arrangements and that there was a need to look at how each interacts with the other.

Detailed and considered responses were provided by staff both as individuals and as station submissions.

8.2.1 Positive Comments

Respondent’s Comment	Fire and Rescue Authority’s response	Number of Response
<p>‘Approve the proposal to change the start and finish times at day crewed stations to match the period of greatest risk and activity.’</p> <p>‘Agree with proposals to change day crewing to times of greatest risk but this may meet with some resistance and therefore patience, ingenuity and understanding will need to be applied’.</p>	<p>This is the Authority’s objective. All other aspects of changing the start and finish times will also be considered</p>	<p>9</p>
<p><i>Raised by - Member of Fire Service, Town and Community Councils, Unitary Authority and Health Trusts</i></p>		

8.2.2 Negative Comments

Respondent's Comment	Fire and Rescue Authority's response	Number of Response
'There is a lack of information on the proposal to change the start and finish times.'	No proposals were made in the document as it was considered that this would be too prescriptive. Activity information was provided on request from stations in order to inform their responses	11
'Changes will not be family friendly.' 'The impact on child care and time spent with families were used as examples of how any changes would not be family friendly.'	The Authority has arrangements that meet the legislation on 'family friendly' working such as allowing staff to work flexibly and will consider the work/life balance of staff when proposing any changes. Any changes will be considered on their individual merit.	18
'The current times of day crewing for some station matches their activity profile.'	For some stations their current hours are efficient. Some stations show considerable improvements by changing the start and finish times.	8
'Moving start time will make system re-active and not proactive and will affect Community Safety work.'	Any changes to hours of duty will consider the impact on Community Safety Work	5
<i>Raised by - Members of Fire Service, Fire Brigades Union, Community Council and Anonymous respondents</i>		

8.2.3 General comments on staff deployment at day crewing stations

Significantly, many of the responses provided comments on day crewing arrangements generally and raised other issues that they felt should be taken into consideration. Provided below are examples of comments provided on day crewing arrangements.

Respondents Comments	Number of Responses
'Late evening is currently used for vehicle movements and Home Fire Safety Checks at remote locations.'	1
'Changing the times of day crewing will need to take account of meal breaks and the provision of cooks.'	1
'Although I am in favour of the review of the start and finish times of the Day Crewed Stations to match the times of greatest risk, I would recommend that further consideration is given to the Powys Stations due to the support/training activities provided to RDS colleagues and not just explore activity levels alone'	1
'With regard to the day crewed stations start and finish times, why has the whole day crewed system not been looked at such as a standardised day crewing system across the service including the Powys stations?'	2
'Day crewed stations should work their late nights on the same nights as retained crew drill nights in order to provide support.'	1
'Starting later in the day will mean that day crewed staff providing retained cover will need to respond to the station during times when the traffic is greater e.g. between 09:00 to 12:00 hours. This will increase the time taken to respond. Traffic is lighter in the evenings.'	2
'Whilst a move in times may satisfy the intervention aspect of our role it may not be appropriate in the wider context. To this end we would like to think that a full and holistic cost / benefit analysis, of the impact of moving shift times on all aspects of service delivery.'	6
'Changes should be bespoke for each station following analysis of all factors.'	1
'Some non essential work such as moving transport, delivering stores and moving equipment etc could be undertaken by civilian staff.'	1
<i>Responses from Members of Fire Service and Members of the public</i>	

8.2.4 Response Analysis on Day Crewing

These comments supported the Authority's view that there is a need to look at different types of crewing and how each interacts with the other. The variety of different systems in place throughout the area and the different ways of working indicated that a comprehensive review was required to achieve the best results. In consideration of this information the Authority felt that it was not appropriate to consider changing the start and finish times for day crewed stations in isolation, without also given careful consideration to all the other arrangements that existed to support day crewing throughout the whole of the Service area.

The Authority approved that a full review of all the arrangements that exist to support day crewing should be undertaken in order to provide the best provision of cover according to the risks and the needs of the Community. The Authority recognised that due to the different profile of risk and activity across the Service area, bespoke arrangements may be considered in order to provide the best solution.

9. Comments on last year's Risk Reduction Action Plan

The Draft Risk Reduction Action Plan 2009/2010 contained an update on the Authority's achievements during the life of the three year plan. These areas were not being proposed for consultation, but the Authority wanted to include a report on progress on the projects in the Draft Risk Reduction Action 2009/2010. A significant number of responses were received regarding these changes. The Authority considered the responses and was satisfied that its decision to make improvements to the Service in these areas continued to provide the best option for risk reduction. The Authority directed that all the comments received should be forwarded to the appropriate working group or officer to ensure that account be taken of the comments received.

10.0 Conclusions

The Authority continues to receive support from partner organisations on its risk reduction planning strategies and information provided as a part of this consultation will inform our strategies particularly in the areas of continued activities on reducing arson, road traffic collisions and working with young people. Sustainability is an area of focus and we will need to work collaboratively with partners who have experience in this area to inform our policies on sustainability.

The responses on staff deployment show that this is an area of major interest for all of our stakeholders and work on ensuring that we have the right people in the right place at the right time will continue into the next reporting period for risk reduction planning.

The two areas of consultation related to specific areas of staff deployment, comments were however provided on staff deployment generally and on areas previously consulted upon, and these were considered but are not reported here in detail.

10.1 Review crewing options in the Swansea area following the introduction of new appliances

The number of responses commenting on the review of posts following the introduction of new appliances to the Swansea area were relatively low. Some of the responses received referred to the Authority's decision to provide combined appliances.

All the information provided was considered by the Authority and they were satisfied that a review of crewing options was required following the introduction of the new appliances. The Authority approved that this review goes ahead.

10.2 Move the start and finish time for day crewed stations to match the greatest risk

A large number of responses were received providing views on arrangements regarding the most effective times of duty for day crewed staff and, significantly, responses were made on the many other factors that contribute to the efficiency of day crewed working. Additionally, responses were received referring to staff deployment generally which influenced day crewing. These comments supported the Authority's view that day crewing arrangements also impact upon retained cover arrangements and that there was a need to look at how each interacts with the other.

In consideration of this information the Authority felt that it was not appropriate to consider changing the start and finish times for day crewed stations in isolation, without also given careful consideration to all the other arrangements that existed to support day crewing throughout the whole of the Service area.

The Authority approved that a full review of all the arrangements that exist to support day crewing should be undertaken in order to provide the best provision of cover according to the risks and the needs of the Community. The Authority recognised that due to the different profile of risk and activity across the Service area, bespoke arrangements may be considered in order to provide the best solution.

10.3 Other Comments made during the Consultation

A number of responses were received relating to areas of the Plan that were outside of the consultation. All of the comments were considered by the Authority and passed to the appropriate work group or officer.