

Staffordshire Fire and Rescue Service

Public Performance Meeting

November 2023

Protective Marking: **Official**



www.staffordshirefire.gov.uk



Staffordshire
Fire and Rescue Service
preventing • protecting • responding

Table of Contents

1.0 Current Areas of Priority

- 1.1 HMICFRS Thematic Inspection
- 1.2 Extension to the Service Community Risk Management Plan

2.0 Providing a Flexible & Responsive Service

- 2.1 Total Number of Incidents Attended
- 2.2 Service Availability
- 2.3 Service Response Times and Standards

3.0 Protecting People and Places

- 3.1 Fire Safety Audits & Building Regulation Consultation Activity
- 3.2 Community Sprinkler Project
- 3.3 Fire Hydrants

4.0 Helping People most at Risk of Fire

- 4.1 Safe and Well Visits
- 4.2 Falls Prevention Team
- 4.3 Prince's Trust Activity
- 4.4 Education Update

5.0 A Fire and Rescue service for Tomorrow

- 5.1 Environmental Protection Strategy
- 5.2 Enhanced Rescue Pumps (ERP's)
- 5.3 Collaborative Shared Estates

6.0 Emerging Issues

- 6.1 Climate Change and Extreme Weather Conditions

7.0 HR Performance Update

- 7.1 Recruitment Activity
- 7.2 Workforce Diversity
- 7.3 Workforce Sickness

8.0 Finance Performance Update



1.0 Current Areas of Priority

1.1 HMICFRS Thematic Inspection

The Home Secretary has commissioned HMICFRS to carry out a thematic inspection of the way misconduct is dealt with in fire and rescue services in England. Staffordshire has been chosen as one of 10 fire and rescue services to be inspected.

The other services to be inspected are; Northamptonshire, Humberside, Lincolnshire, Dorset and Wiltshire, Tyne and Wear, West Midlands, Cornwall, Greater Manchester and Kent. The services have been selected to make sure evidence is gathered from a range of services, large and small, rural and urban, which cover the different governance models and to avoid overlap with scheduled service inspections.

This review builds on the findings in HMICFRS's spotlight report on culture and values in the fire service published in March 2023 and other high-profile reports of unacceptable behaviour. These thematic inspections will focus on:

- *The extent to which services are identifying and investigating misconduct;*
- *The effectiveness of misconduct processes and how consistently they are applied;*
- *How confident fire and rescue service staff are in misconduct processes and in raising concerns; and*
- *The role of fire and rescue authorities and other organisations in handling misconduct.*

These thematic inspections will be a mix of remote and on-site engagement over a three-week period and will include a desktop review of a sample of complaint, grievance, discipline, and whistleblowing files; interviews; focus groups and reality testing.

The timetable for Staffordshire's thematic inspection will be as follows:

Stage	Date	Activity
Inspection Start Date	6th November 2023	
WEEK 1	6 th Nov – 10 th Nov	HMICFRS review of documents and data
WEEK 2	13 th Nov – 17 th Nov	One HMICFRS team of six will be split into three teams of two. <ul style="list-style-type: none"> • Team 1 will concentrate on the case file reviews. • Teams 2/3 will be involved in reality testing/ focus groups. This will include some desktop reviews through training to understand how people have been trained to understand the disciplinary and grievance processes.
WEEK 3	20 th Nov – 24 th Nov	Field work and interviews plus focus groups with specific people
Inspection End Date	24th November 2023	

Whilst HMICFRS will provide a debrief to Service following the inspection it will not be detailed / in depth as to its findings – as this is a thematic the findings will not be specific to any one Fire and Rescue Service. However, we will be informed immediately around specific areas of concern.



1.2 Extension to the Service Community Risk Management Plan

The Service are currently consulting on the extension to our Integrated Risk Management Plan, which we call our safety plan.

The plan was due to be refreshed in April 2024, however due to the timing of the PFCC elections and the subsequent development of the PFCC's Fire and Rescue Plan, it has been agreed that the current plan will be extended to fall in line with the development of the commissioner's plan. This will ensure that an efficient approach to the development of each plan is in place.

The Service have conducted a full refresh of the current plan and assessed all of the risk identified within it, in order to ensure that it is a true reflection of the current risks throughout the County and to ensure that we are well placed to mitigate against these risks.

The consultation commenced on the 16th October and is running for six weeks. Following the consultation any amendments will be made and the refreshed plan will be published early in December.



2.0 Providing a Flexible & Responsive Service

2.1 Incidents Attended & Road Traffic Collisions

Figure 1: Yearly Comparison of Total Incidents Attended between April and September 2023 with breakdown of incident type

2019-2023 Comparison Apr-Sep				2022-2023 Comparison Apr-Sep			
Attendance Type	Total Number of Incidents APR19-SEP19	Total Number of Incidents APR23-SEP23	% Change	Attendance Type	Total Number of Incidents APR22-SEP22	Total Number of Incidents APR23-SEP23	% Change
01. Primary Fire	782	708	↓ -9.46%	01. Primary Fire	646	708	↑ 9.60%
02. Secondary Fire	976	1065	↑ 9.12%	02. Secondary Fire	1614	1065	↓ -34.01%
03. Special Service Call	680	682	↑ 0.29%	03. Special Service Call	656	682	↑ 3.96%
04. Road Traffic Collision	367	387	↑ 5.45%	04. Road Traffic Collision	373	387	↑ 3.75%
05. Chimney Dwelling	13	14	↑ 7.69%	05. Chimney Dwelling	15	14	↓ -6.67%
06. Chimney Other	0	0	— 0.00%	06. Chimney Other	0	0	— 0.00%
07. False Alarm: Equipment	820	903	↑ 10.12%	07. False Alarm: Equipment	798	903	↑ 13.16%
08. False Alarm: Good Intent	894	661	↓ -26.06%	08. False Alarm: Good Intent	746	661	↓ -11.39%
09. False Alarm Malicious	70	49	↓ -30.00%	09. False Alarm Malicious	32	49	↑ 53.13%
Total	4602	4469	↓ -2.89%	Total	4880	4469	↓ -8.42%

Primary fires are potentially more serious fires that harm people or cause damage to property and meet at least one of the following conditions:

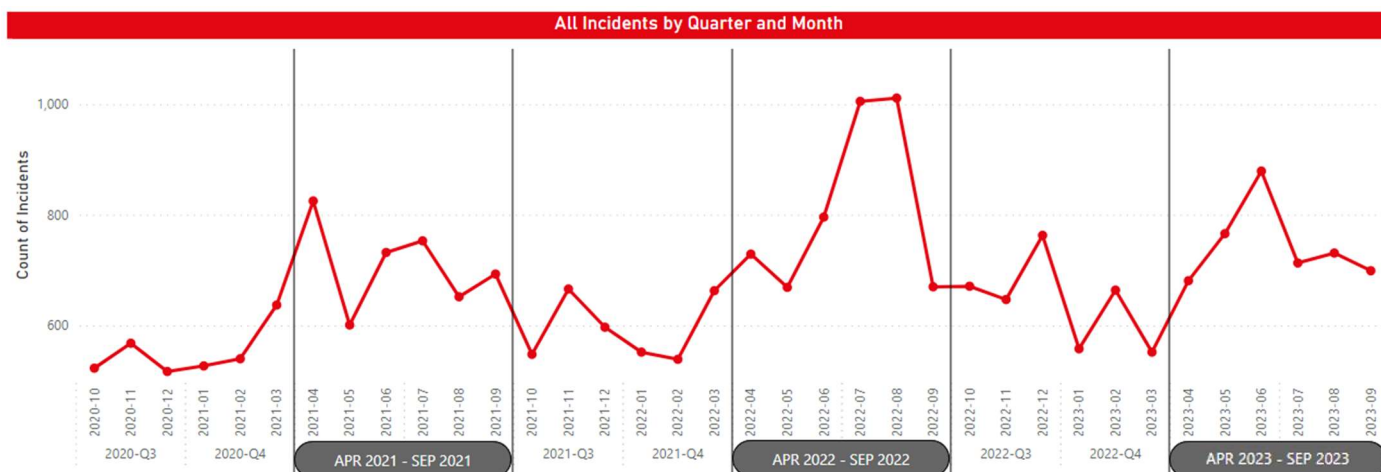
- Any fire that occurred in a (non-derelict) building, vehicle or (some) outdoor structures
- Any fire involving fatalities, casualties or rescues
- Any fire attended by five or more pumping appliances.

Secondary fires are generally small outdoor fires, not involving people or property. These include refuse fires, grassland fires and fires in derelict buildings or vehicles, unless these fires involved casualties or rescues, or five or more pumping appliances attended, in which case they become primary fires.

Special Service Calls are defined as any incident which falls outside the scope of the function of fire attendance. These incidents include both emergency and non-emergency response.

Examples of Special Service Calls can be animal rescue, hazardous materials attendance, road spillages, gaining entry and exit in emergency situations and assisting other emergency services and the military with environmental catastrophe such as flooding.



Figure 2: Three-year trend of Total Incidents Attended

Emerging Demand

There has been a significant reduction of **34.01%** in attended Secondary Fires between April to September 2023, in comparison to the same period in the previous year.

July 2023 was a very wet month nationally, with 120mm average rainfall contributing towards the wettest July in England since 2009. The period of June to August 2022 was noted as a time of SPATE conditions nationally, with fire services receiving high levels of demand for attendance at secondary outdoor fires in particular during the period.

Between April and September 2023, there have been slight increases in attendance at Primary Fires (**9.60%**), Special Service Calls (**3.96%**) and Road Traffic Collisions (**3.75%**) compared to the same period in 2022, but overall the number of attended incidents has decreased by **8.42%** in comparison to the previous year.

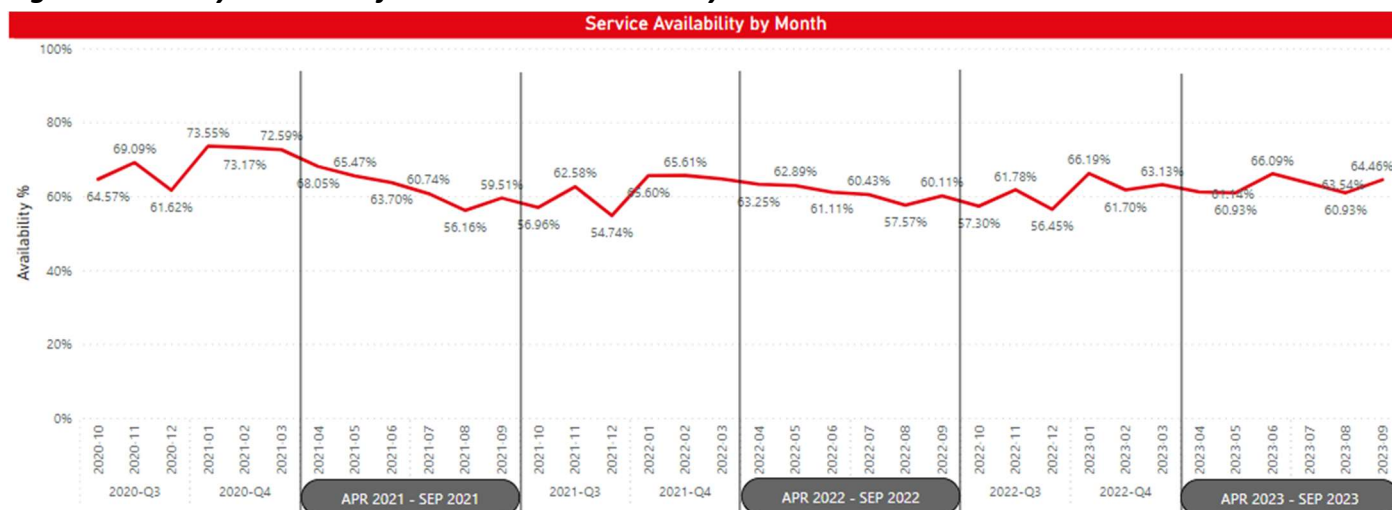


2.2 Service Availability

Service Availability is based on the percentage of time that an appliance is available to attend an incident. The Total Service Availability is calculated from all fire appliances at Whole Time, On Call, and Day Duty Fire stations. ‘Unavailability’ factors such as insufficient numbers of qualified crew, equipment defects, or training events can contribute to the percentage of time that the Service appliance is unavailable to respond to incidents.

- ‘Whole-Time’ Fire Stations means firefighters are based at the station 24/7.
- ‘On-Call’ Fire Stations are covered by part time firefighters and are not staffed 24/7.
- ‘Day Duty’ Fire Stations are a combination of the two models above with Whole-Time crewing during day shift periods.
- ‘Alternative Vehicle Use’ was previously recorded when an appliance was crewed by three persons. Since the three-person crewing trial began in June 2023, this percentage of availability is now counted towards the ‘On’ (or available) category.

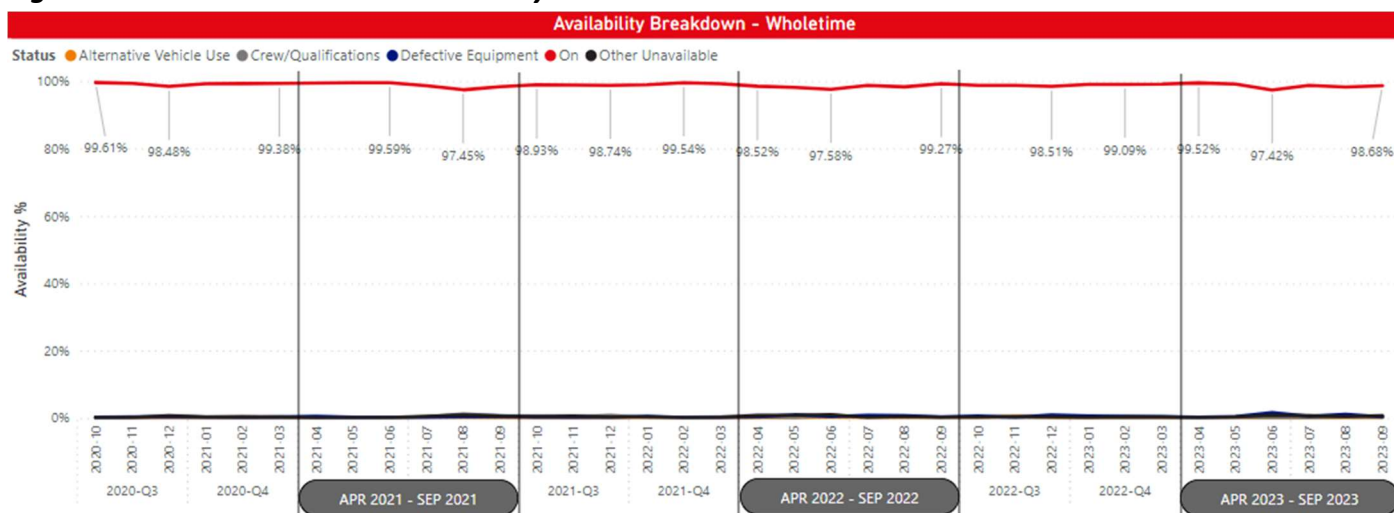
Figure 3: Three-year trend of Total Service Availability



Between April and September 2023, the total average Service availability is recorded as **62.84%**. In the same period in the previous year this was recorded as **60.89%** and between April to September 2021 this was recorded as **62.27%**.

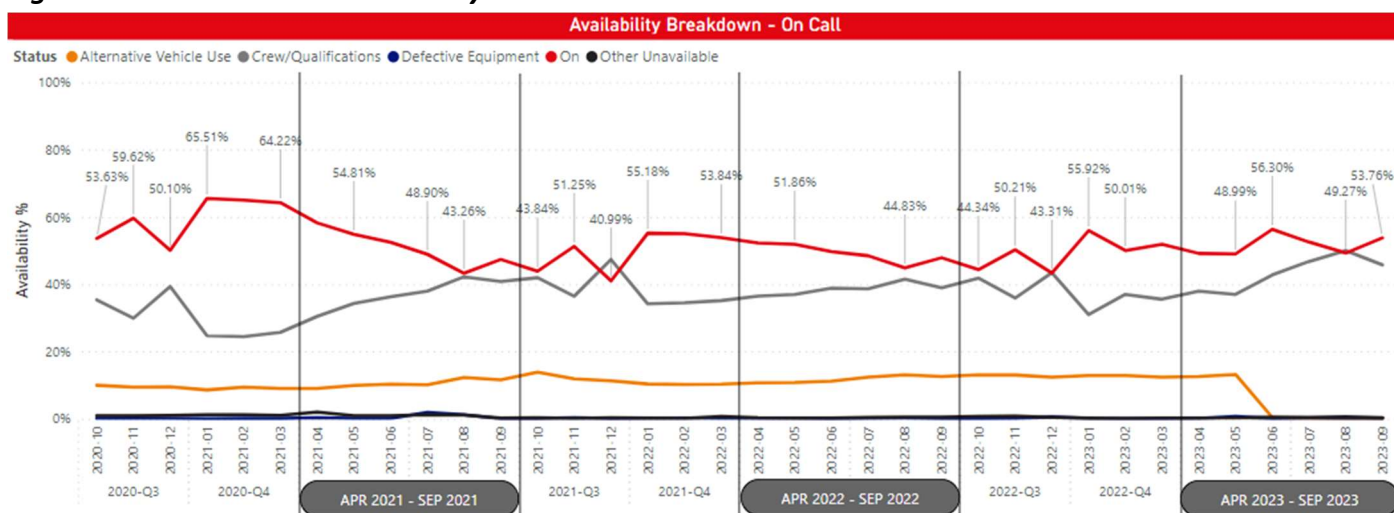
There are many factors that can affect the ability for a Fire Service to respond to incidents. A breakdown of appliances at Whole Time and On Call stations is provided below; which displays the reasons for unavailability in further detail.

Figure 4: Whole Time Service Availability October 2022 – March 2023



Between April 2023 and September 2023, the total Whole Time Service availability is recorded as **98.54%**. In the same period in the previous year this was recorded as **98.55%** and between April 2021 – September 2021 this was recorded as **98.91%**.

Figure 5: On Call Service Availability October 2022 – March 2023



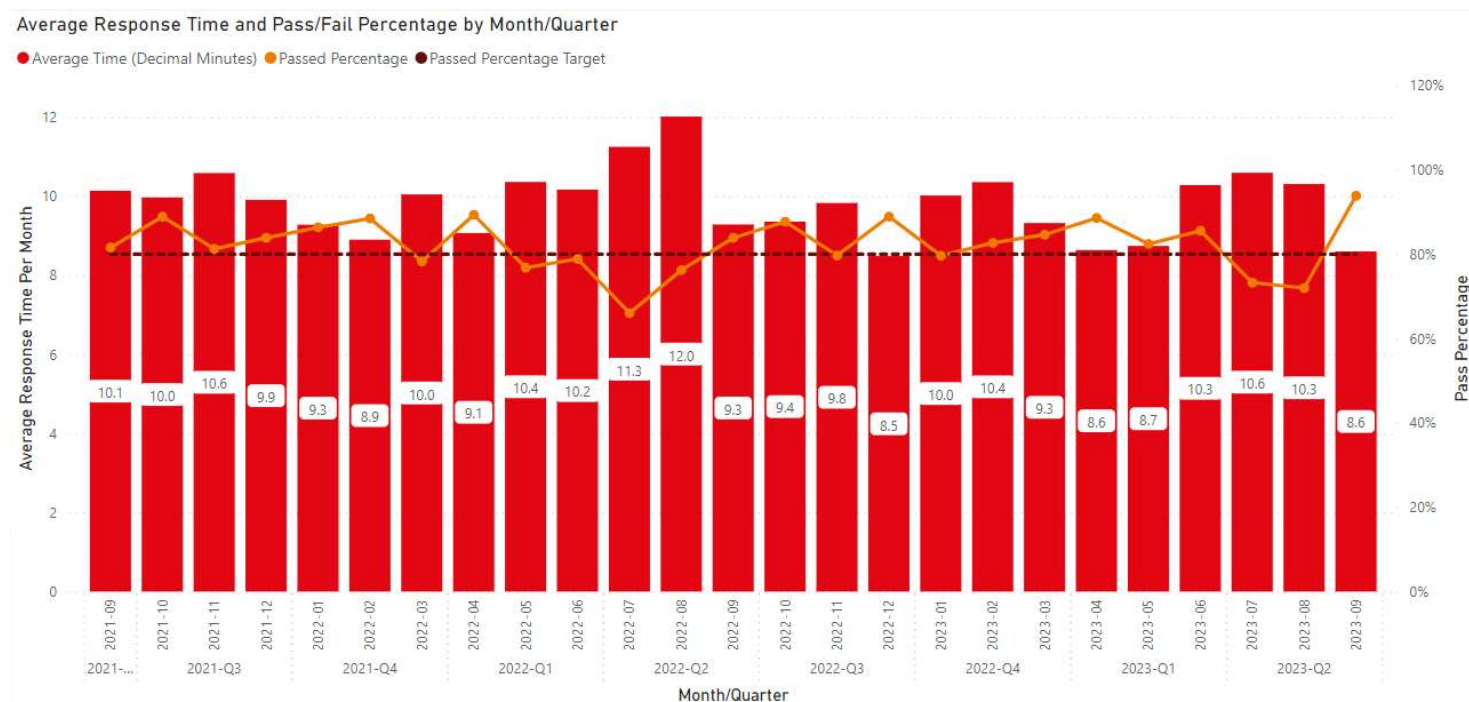
Between April 2023 and September 2023, the total On Call availability is recorded as **51.67%**, with alternative vehicle use contributing an additional **4.40%**. In the same period in the previous year this was recorded as **49.16%** with alternative vehicle use contributing an additional **11.77%** and between April 2022 – September 2022 this was recorded as **50.84%** with alternative vehicle use contributing an additional **10.52%**.

The main contributory factor for appliance unavailability at On Call stations is the number of On Call crew available, and the number of those crew that have the necessary operational training and qualifications to allow a deployment to an incident. This is the largest factor affecting Total Service Availability.

2.3 Service Response Times and Standards

Service response times are measured monthly and are based upon the time taken for the first fire appliance to be in attendance at an incident from the point of mobilisation by Fire Control. The Total Average response time is below, which is calculated from all fire appliances at Whole Time, On Call, and Day Crewed Fire stations that have been mobilised to incidents during each month.

Figure 6: Three Year trend of Average Service Response Time and Response Standard



Response standards are based on achieving arrival at an incident within a given time using the criteria below.

The Service looks to achieve a target of **80%** of all calls passing the target threshold for Response time within the county based upon the arrival time that is determined by the understanding of risk.

High Risk areas	Medium Risk areas	Low Risk areas
Arrival within 8 minutes	Arrival within 10 minutes	Arrival within 18 minutes

Areas of the county have been classified as High, Medium or Low risk based on a geographical analysis made up of the following factors and risk indicators:

- Frequency of life risk incidents
- Index of Multiple Deprivation factors
- Limiting Long term illness
- Population density
- Rented accommodation
- Number of Lone elderly persons & single parents



We have achieved a positive result in September 2023 with a **94%** achievement rate and an **8 min 38 secs** average attendance time for the Service.

Overall our attendance times fluctuate between **8 mins 30 secs** and **10 mins 30 secs**, and will be dependent on whether appliances are busy at an incident or unavailable due to crewing, meaning the next nearest appliance will then attend.

In most cases we are meeting our **80%** monthly target for high, medium, and low risk area attendance. There was a drop in July and August 2023 mainly due to an increase in prison fires in the South Staffs area which we find it difficult to meet the 10min target time, and further work is ongoing around this. There are also some rural locations which will, in some cases, take longer to attend due to reduced road infrastructure and access issues.

The period of June to August 2022 was noted as a time of SPATE conditions nationally, with fire services receiving high levels of demand for attendance at secondary outdoor fires in particular during the period.



3.0 Protecting People and Places

3.1 Fire Safety Audits & Building Regulation Activity

Protection Activity

The Service completes a number of Protection activity types;

- **Fire Safety Audits**

A Fire Safety Audit is an examination of a premises and relevant documents to ascertain how the premises are being managed regarding fire safety to ensure compliance with the Regulatory Reform (Fire Safety) Order 2005. Audits are generally targeted to those premises where the occupants could be deemed at most risk should a fire occur.

- **Licensing Consultations**

Under the Licensing Act 2003 and Regulatory Reform (Fire Safety) Order 2005, the licensing authority is required to consult and give Staffordshire Fire and Rescue Service the opportunity to make representation with regards to public safety (fire safety), before issuing the licence.

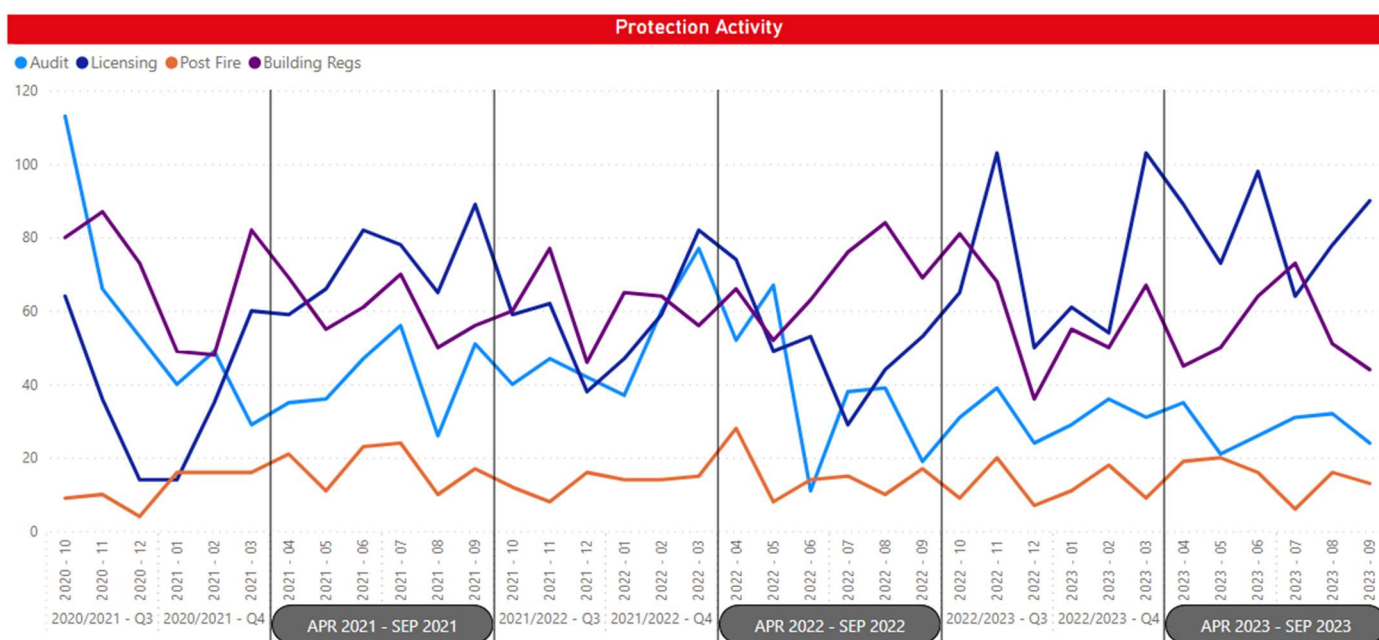
- **Building Regulation Consultations**

Staffordshire Fire and Rescue Service is a statutory consultee as part of the Building Regulations process. Whenever a new building is to be built or alterations are proposed to an existing building then Building Regulations approval will be required. Proposed plans for new premises and those undergoing alterations are usually sent for approval to either the local Authority Building Control department or an Approved Inspector. The proposed plans will then be passed to the local Fire and Rescue Service as a statutory for consultation where they will be checked to ensure occupants will have a suitable means of escape and that fire appliances can access the premises should they need to.

- **Post Fire Inspections**

When a fire has occurred, it may indicate a failing of some elements of fire safety within that premises. Therefore, a post fire inspection will be carried to ascertain the details of the fire, work with the business to ensure business continuity arrangements are in place, and in some cases carry out a full fire safety audit so measures can be put into place to prevent reoccurrence and ensure future compliance with the Regulatory Reform (Fire Safety) Order 2005.

Figure 7: Three-year trend of protection activity



The number of Fire safety Audits completed has reduced slightly through the period of April to September 2023. This can be attributed to a notable increase in reactive demand for building regulation and licensing consultations.

Licensing consultations in particular are shown to be at their highest level in the previous 3 years. This is an area of increased incoming demand for the Service.

Between April to September 2023, a total of **169** fire safety audits were carried out, **327** building regulation consultations; and **492** licensing consultations were also completed.

Between April and September 2022, a total of **226** fire safety audits were carried out, **410** building regulation consultations; and **302** licensing consultations were also completed.

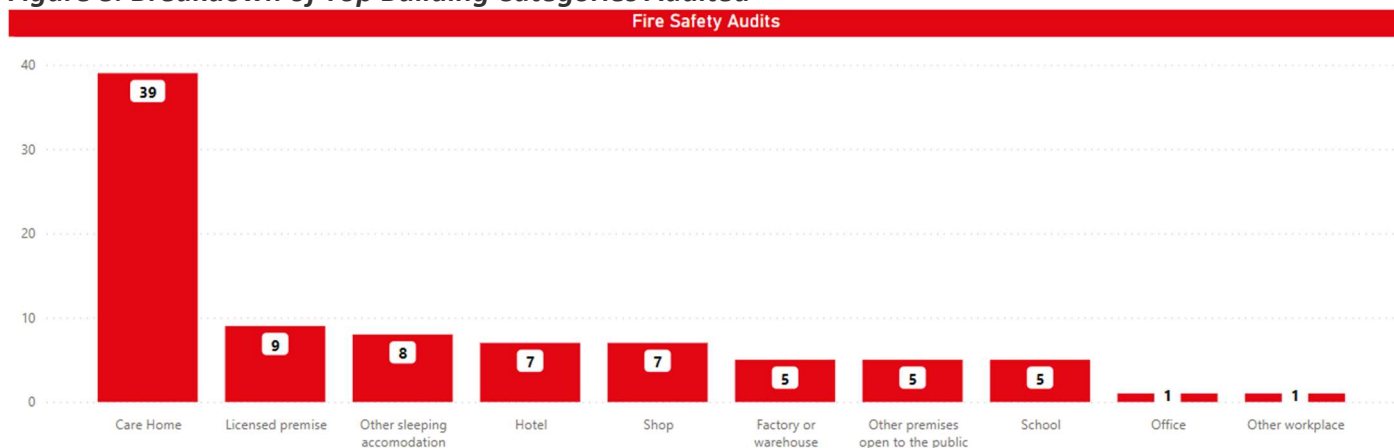
For the same time period in 2021 there were **251** fire safety audits carried out, **361** building regulation consultations; and **439** licensing consultations were also completed.

Fire Safety Audits

Of the Fire Safety Audits carried out over the period, there remains a focus on ensuring that the most vulnerable people within Staffordshire communities are receiving support and assurance. Care homes and sheltered accommodation remain the most prevalent areas where Fire Safety Audits have been conducted. This is due to having limited access to these property types and the potential risk involved to vulnerable residents through fire.

The Service currently has 7 members of Protection staff undergoing training towards their Level 4 Diploma in Fire Safety, 1 of which has also started a degree in Fire Engineering at the University of Central Lancashire which in time will increase the number of fire safety audits carried out.

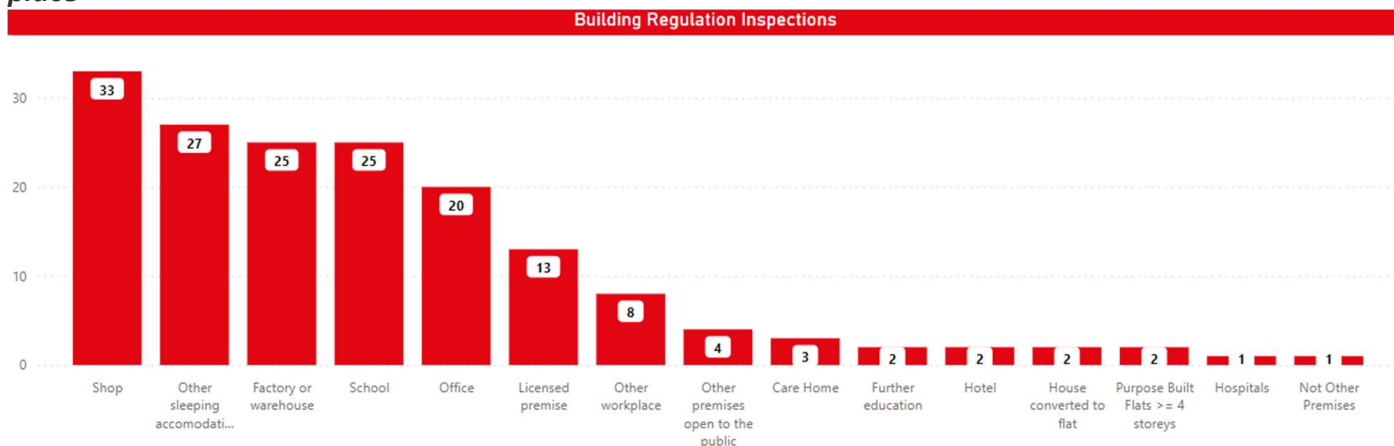
Figure 8: Breakdown of Top Building Categories Audited



Building Regulation Consultations Completed

Of the Building Regulation consultations carried out over the period, commercial and business premises remain the largest areas of demand.

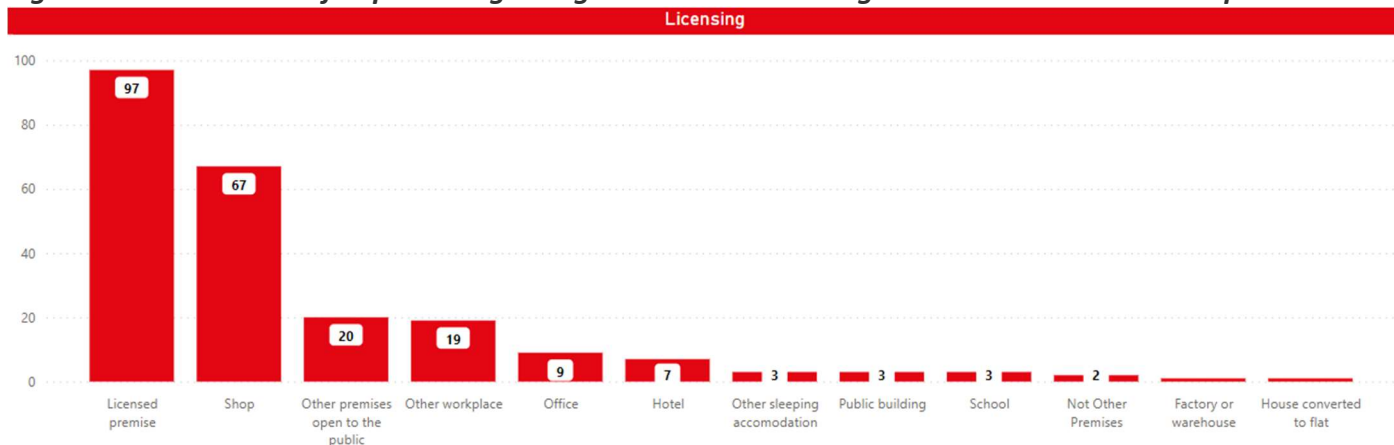
Figure 9: Breakdown of Top Building Categories where Building Regulation Consultations have taken place



Licensing Consultations Completed

Of the licensing consultations carried out over the period there are large areas of demand from licensed premises, and other commercial premises.

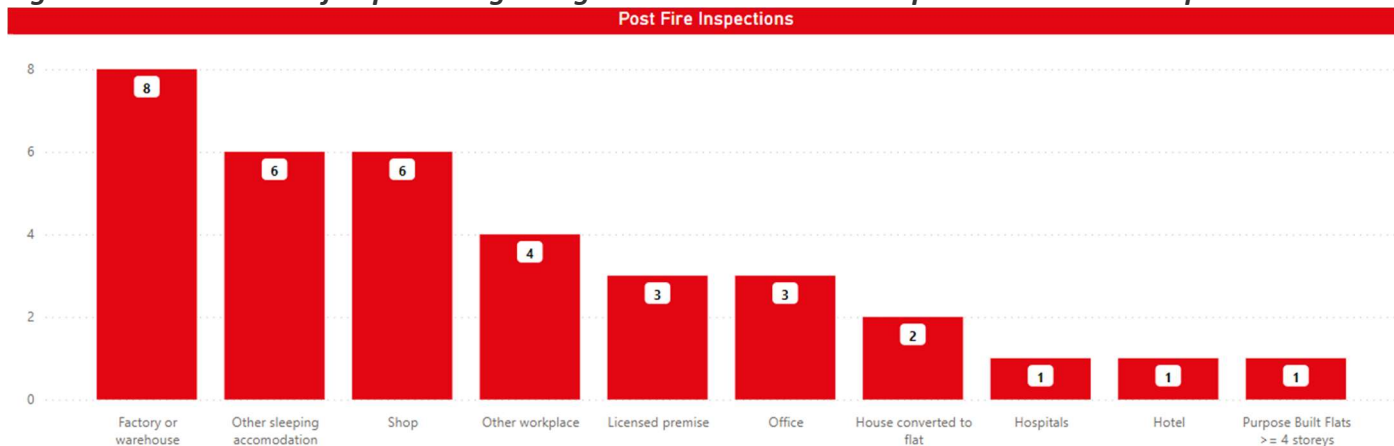
Figure 10: Breakdown of Top Building Categories where Licensing Consultations have taken place



Post Fire Inspections Completed

During the time period **98%** of business fires also received a post fire inspection. Which is an increase of **18%** from the previous 6-month period. Most fires were seen in shops, pubs and factories. It should be noted that the majority of these fires were minor in nature and require little firefighting intervention.

Figure 11: Breakdown of Top Building Categories where Post Fire Inspections have taken place



Fire Safety (England) Regulations

The Fire Safety (England) Regulations listed below have now been fully adopted by the Service. A number of plans and external wall reports for tall buildings have already been received from members of the public that manage or are responsible for high rise buildings within Staffordshire. The Service has also been receiving and actioning any faults with regards to fixed installations within tall buildings through our Fire Protection teams.

To date the service has received plans from **70%** of its tall building stock with further work ongoing with housing providers to ensure that suitable plans are sent to the Service. A total of **47** faults have been reported since the introduction of the regulations, of which **27** have subsequently been reported as rectified.

For some context, please see below how this compares to the national average:

	National Average	Staffordshire		National Average	Staffordshire
% of HRRB's which have submitted both plans and external wall reports	11%	60%	% of HRRB's reporting faults since Jan '23	8%	53%
% of HRRB's that FRS has received plans for	22%	70%	% of plans perceived suitable for immediate use	91%	87%
% of HRRB's that FRS have received external wall reports for	20%	60%	% of external wall reports perceived suitable for use	98%	100%

A new Risk Based Inspection Programme has been out for formal consultation during Q2, therefore this document which follows updated national guidance will go live in Q3, further focussing our Protection Teams to audit those premises that have the potential to cause the highest risk to occupants.



3.2 Community Sprinkler Project

19 out of **42** identified blocks of flats over 5 storeys have now been fitted with sprinkler systems.

In 2017, Staffordshire Fire and Rescue Service identified 42 blocks of flats over 5 storeys within the county that would benefit from sprinkler systems being fitted. It was the aim of the Service to get these systems in place within a 10-year period. By September of this year work on 19 of those buildings has been completed.

Stoke on Trent City Council are continuing their commitment to the programme of retrofitting sprinklers in all their remaining high-rise blocks of flats, with 2 installations due to go to tender in the early part of next year with completion slated for the end of 2024.

They also have a new build programme in place which is building sprinklers in to new 3 storey developments such as Rialto, Beardsmore and Sutherland Courts, providing a level of fire safety over and above that provided by developments adhering to the minimum legal requirements.

However, like many housing providers, they are re-assessing their housing stock and, in particular, the provision of high-rise buildings that are soon to require either substantial refurbishment or demolition. After a period of consultation, they are now moving forward with a demolition programme for 7 of their high-rise buildings and the re-provision of non-high-rise housing. This will reduce the outstanding number of high-rise buildings requiring retro-fit sprinklers to 16.

Financial constraints continue to limit the opportunities to expand the participation of other housing providers, and the most enthusiastic have already participated and gained the advantages that sprinklers bring, but Staffordshire Fire and Rescue Service are currently engaged with a previous partner and are exploring the possibilities of further collaboration.

Using our fire engineer, we are also exploring the possibility of working with a provider of more specialised care who experiences greater fire safety challenges, but which also lies outside the original remit of the project. However, the returns in terms of risk mitigation would be substantial for some of the more vulnerable members of our society.



3.3 Fire Hydrants

Hydrant testing / inspection continues across Staffordshire. All testing feedback is being closely monitored by the Hydrant Management Team to establish a process for repeat testing going forward and to resolve any foreseeable queries with forward planning.

8,706 adopted fire hydrants have now undergone statutory testing and inspection in accordance with the requirements the Fire Services Act 2004. These hydrants are subject to an ongoing testing programme.

5,402 of these adopted fire hydrants have been tested and inspected by two service Hydrant Technicians.

3,134 of these inspections have been completed by the ten operational whole-time stations within the county leaving **170** inspections completed by the four on call stations in the west of the county Wombourne, Codsall, Brewood and Kinver as part of the Roving Resources Project.

Figure 12: Hydrant Risk Categories and Inspection Schedule

Risk Category	Inspection Schedule	Risk Factor / Property Type
Very High	12 months	Risk Area Very High / Identified High Silt areas.
High	36 months	Residential – High Risk Area Semi / Detached / Terrace / Mobile / Flat / Apartment / Maisonette Village Halls / Places of Public Entertainment / Sports Grounds / Community Facilities / Shopping Complexes / Primary Schools / Secondary Schools / Colleges / Universities / Nurseries / Farms / Agricultural / Animal Boarding Kennels / Animal Rescue Centres / Industrial Parks / Warehouses / Laboratories / Office Buildings / Multi Storey Car Parks / Service Stations / Transport Stations Hospitals / Care Homes
Medium	60 months	Residential - Low Risk Area Semi / Detached / Terrace
Low	84 months	Rural Areas non-residential

4.0 Helping people most at risk from Fire

4.1 Safe and Well Visits

Figure 13: Three-year trend of Safe and Well Visits



6,939 Safe and Well visits have been completed between 1st April and 30th September 2023.

During this period, there has been an increase in the number of Safe and Well visits completed by the Service in comparison to the same period in 2022 (**6,048**) and in 2021 (**3,399**) In Q1 of 2023, there was a trial of a new Prevention recording system whereby a proportion of prevent activity recording was completed elsewhere.

Operational Crews continue to complete their daily prevention activity, working on a combination of their risk profile lists (targeted Safe and Well visits to vulnerable members of our communities, over the age of 80; data which has been collated by our Risk Planning Team) and pre-booked appointments, received through the Contact Centre.

The Contact Centre continue to manage our Safe and Well booking procedures, with Business Support Teams supporting in some areas. In Q1 2023 the team were involved in trialling a new Prevention recording system, which required staff to work on separate booking systems whilst maintaining business as usual.

Safe and Well technicians continue to deliver COVID-19 anti-viral medication to members of the community, when requested through our Contact Centre. The Service are also assisting Staffordshire County Council with a 'Winter Warmth' project; working with the Government to help people manage their utility bills. As well as completing a Safe and Well visit for the vulnerable person, the Service can then refer them on for a Household Support Grant to support their energy usage.

The falls prevention team are now also involved with carrying out Safe and Well visits alongside their duties in assisting those most vulnerable.



4.2 Falls Prevention Team

Falls and related injuries are increasingly common and a driver for demand for urgent and emergency care. With the demand for ambulances and the increased wait times, innovative ways to alleviate pressure on our health partners needed to be developed.

Falls can negatively affect functional independence and when left for a significant amount of time, is associated with serious injuries, admission to hospital and moves into long term care. Not all falls result in serious injury and can be responded to by community-based response services. A significant aspect of having a fall is the "long lie", a term coined for when a person has fallen and spends a prolonged period of time on the floor because they are unable to get up. This being a contributor to the fact that significant mortality and morbidity are associated with falls in general. It is linked to frailty and social isolation. By having a team available to attend these types of incident reduces the likelihood of hospital admission as a result of illness from an otherwise minor fall.

In October 2022 a collaboration formed between, the Staffordshire and Stoke on Trent Integrated Care Board (ICB), the Midlands Partnership Foundation Trust, the University Hospital North Midlands, the University Hospital of Derby and Burton, the Royal Wolverhampton Trust and Staffordshire Fire and Rescue Service (SFRS). The partnership went on to develop a 2 hour falls response service for patients who have fallen and been triaged as having no known injuries and simply require assistance to get back up.

SFRS recruited a team to carry out this work and provided a high standard of falls response training. The Unscheduled Care Coordination Centre would draw suitable calls from the ambulance service 'stack' and mobilise the SFRS Falls Response Team to assist patients. The service went live on the 7th December 2022, providing the service from 8am – 8pm, 7 days a week. Following the initial success, the scheme was quickly extended to provide support in all areas of the county.

Since the Service commenced, Staffordshire Fire and Rescue Service have been mobilised to a total of **620** people, with over **85%** of patients being assisted with no further medical intervention required. This is not only beneficial for the patient but has also reducing demand for the ambulance service and reduced potential hospital admissions caused by 'long lies'. SFRS has an average response time of **38 minutes** and an average resolution time of **31 minutes**, meaning an overall average completion time of **69 minutes** from mobilisation to resolution.

Between April and September 2023 **417** patients were assisted through this service.

Most patients are elderly and vulnerable and as such SFRS takes the opportunity to carry out a Safe and Well visit whilst they are in attendance, including the fitting of smoke alarms.

The Service has brought great benefit to the community and has received glowing feedback from patients, with such comments as "Brilliant help when I needed it", "Caring and Helpful", "Excellent service. Thank you all involved." "Thank you for creating this wonderful service".



4.3 Prince's Trust Activity

93 young people have been supported by Staffordshire Fire and Rescue Service through our Prince's Trust Programmes 'Team' 'Get Started' and 'Explore' in the last six-month period.

During this period there has been significant staff shortage, due to both recruitment, maternity and unforeseen long-term sickness, although both Team Cannock and Stafford ran, this was reflected in the ability to recruitment young individuals on our Team programmes to full capacity.

Maternity cover is now in place for the Team Leader Cannock, with full training alongside support being provided from experienced staff.

Our partners and SFRS service remain engaging and supportive in a multitude of ways.

We continue to explore the potential of a seconded police officer working alongside our Princes Trust, although through a change in Staffordshire Police's ACC this is now a new process.

Our existing partners that includes Special Educational Needs (SEN) Schools, the Probation Services, Further Education Schools and Colleges continue to actively seek our programmes and are supportive throughout.

The Princes Trust made the decision in to stop delivery of Explore in the south of the county in March, 2023, 'Explore' is a program we delivered on the Princes Trust behalf.

Our final 'Explore' program was completed in April, 2023. This decision had a negative impact on our recruitment to Team for the June / July programmes. We are now seeking alternative methods for recruitment to bridge this gap through our existing and new partnership opportunities.

Below is a full list of the completed and future programmes we have delivered/ planned:

TEAM: Cannock 2023 Apr - Sep

- **TEAM 15:** March to June 2023, 9 young people
- **TEAM 16:** July to September 2023, 9 young people
- **TEAM 17:** due to start 13th November 2023, currently recruiting.

GET STARTED: 2023 Apr - Sep

- Get Started with Bush craft, May, 2023, 9 young people
- Get Started with Games Production, July, 2023, 18 young people
- Get Started with Animal Care, August, 2023, 17 young people
- Get Started with Creative Theatre, Oct, 2023 – Cancelled due to long term sickness
- Get Started with Music, Feb, 2024

TEAM: Stafford 2023 Apr - Sep

- **TEAM 21:** March to June 2023, 16 young people
- **TEAM 22:** July to October 2023, 6 young people
- **TEAM 23:** due to start 13th November 2023, currently recruiting.

EXPLORE 2023 Apr - Sep

- **Explore 12:** March to April 2023, 9 young people

Staffordshire Fire and Rescue Service, Princes Trust will run a minimum of 12 programmes throughout the next twelve months in conjunction with the Prince's Trust, reaching an estimated **150** young people who will be supported through our programmes.

- **Stafford Community Fire Station – Prince's Trust 'Team'**, 3 times a year with an approximate 14 young people on each programme
- **Cannock Community Fire Station – Prince's Trust 'Team'**, 3 times a year with an approximate 14 young people on each programme
- **Get Started** – 6 programmes per year, with an approximate 10 young people on each programme



4.4 Education Update

Safe+Sound

Safe+Sound aims to support communities to make informed and positive lifestyle choices, improving their health, safety and wellbeing.

Each weekly programme is broadcast live at 10am on a Wednesday (term time only) and is then available on demand.

Between April and September 2023;

- **165,817** total devices viewed the programmes.
- The highest week was 12th July with **12,425** devices, of which **4,496 (36.1%)** were based in Staffordshire.

In July 2023 we delivered a face to face **Water Safety Safe+Sound** at the Bescurra Family Hubb (Port Vale Football Club) to **120** Year 5 and Year 6 children. The event was to reinforce water safety messages in memory of Ryan Evans who drowned at Westport Lake 5 years ago – Ryan’s dad attended the event. A selection of lifejackets and buoyancy aids were donated to the attending schools by Specialist Group International to be loaned out to children and families when visiting or undertaking outdoor activities by or in water.

The workshops were;

- **Coastal Water Safety** – Royal National Lifeboat Institution
- **Water Safety** – Canal and River Trust
- **Water Safety and the use of buoyancy aids** – Specialist Group International
- **First aid by Water** – Staffordshire Fire and Rescue Service
- **Water Rescue** – Staffordshire Fire and Rescue Service

In August 2023 we delivered at the Cauldwell Children International Centre a **Safe+Sound for families with children with disabilities**. Over **60** children and parents/carers attended the event where families were encouraged and supported to attend.

The workshops were;

- **Water safety** - Canal & River Trust
- **Personal safety** - Staffordshire Police
- **Stepping Out (The Green Cross Code)** - Staffordshire Safer Roads Partnership (SSRP)
- **Seatbelt Safety** - Staffordshire Safer Roads Partnership
- **Fire Safety in the home (The Pod)** - Staffordshire Fire and Rescue Service
- **The Fire Appliance** - Staffordshire Fire and Rescue Service
- **What to do in an emergency** - Staffordshire Fire and Rescue Service

In September 2023 we started our face to face **Safe+Sound delivery programme** to Key Stage 2 (Year 5) children across the County. These events were held in Stone and Lichfield and focussed upon some of the following areas amongst others.

The workshops were;

- **Rail Safety** – Network Rail
- **Being a Good Citizen** - Staffordshire Police
- **Smart Money** - HSBC
- **Fire Safety in the home (The Pod)** - Staffordshire Fire and Rescue Service
- **Coastal Water Safety** – Royal National Lifeboat Institution
- **The Fire Appliance** - Staffordshire Fire and Rescue Service



Volunteers

We currently have **41** volunteers Service wide.

Between April and September 2023 our volunteers contributed a total of **2,938.5** hours to various activities across the service.

Our volunteer teams have attended many events and taken part in activities including:

- County show
- Pathfinder Young Driver Initiative
- Community Speed watch Support
- Fire station open days
- Charity Car Wash
- Memorial garden
- Chaplains have continued to support across the service
- L&D – Drama Queens
- 3 -5 pump exercises local stations
- Safe+Sound events
- Cubs, Brownies, Beavers Station Visits
- Canteen (SHQ) support
- Gardening/ green Peace projects

Month	ESDG- Hours	NSDG-Hours	WSDG-Hours
April	104.5	170	210
May	151.5	123.5	204
June	127.5	119.5	182.5
July	208.5	169	215.5
August	86.5	108	209
September	102	186	261
Total	789.5	876	1,282

Business Support

Business Support Lead (BSL) attended the Enterprise and Education Conference in October 2023 the culmination of the work delivered in supporting schools with the education of school leavers getting ready to enter the world of work. BSL is the appointed Enterprise Advisor for Endon High School.

BSL continues to support the Chamber Rural Forum (Staffs Chamber Initiative) all things economic and educational for the rural commercial community.

BSL continues to support the local and wider economy, through Chamber of Commerce events, initiatives and training activities, BSL remains as a board member, although following two elected terms (6 years) will be subject to re-election in 2023.

BSL provides induction and training for volunteers joining the FSRS volunteer team

Various training and support courses delivered to the commercial and voluntary sector, Staffordshire Police; Fire Safety, Health and Safety, Business continuity etc. Colleague training delivered across various SFRS departments / volunteers (FA Mental Health, Fire Safety, First Aid,)

BSL introduced EDSS to Staffordshire Fire and Rescue Service, project to be run through Emergency Response Team (ERT) this initiative is intended to aid home owners and businesses post incident.

EDSS' post incident support service is available **24 hours a day, 7 days a week.**

Following instruction from the fire service, our expert advisers offer immediate and ongoing practical advice after a fire or other property related disaster. Our aim is to support people through the distressing first hours and days, helping them feel safe, secure and in control.



OFSTED Inspection Programme – Firefighter Apprenticeships

When delivering government funded learning programmes, all learning providers are required to create a self-assessment review and quality improvement plan. These are then submitted to OFSTED annually. The Service's plan is signed off by a member of the senior management team who's reference and responsibility is Learning and Development.

The plan's aim is to address areas that the Service has identified that require improvement and to maintain the high standards required to deliver a good apprenticeship programme. Progress is monitored through bi-monthly Internal Quality Assessor Standardisation Meetings where the plan sits as a standing agenda item.

The Service currently has **40** Firefighters on the Operational Firefighter Apprenticeship programme, **17** of which have undergone an external end-point-assessment in March.

A further **16** will pass through internal gateway checks in the Autumn before being recommended for end-point-assessment in November.

A third cohort of **7** will progress similarly towards end point assessment in June 2024.

The Apprenticeship Programme runs for approximately 2 years and the learners receive structured training, coaching and development to equip them for the role of a competent operational firefighter at Level 3.

The Service has undergone a full Inspection regarding our Operational Firefighter Apprenticeship provision in May 2022

The results of this inspection have now been published and the Service has been awarded an overall judgement of 'Good' for apprenticeships, with some 'Outstanding' areas of note within the Education Inspection Framework for 'Behaviour and Attitudes' and 'Personal Development'.

Overall Effectiveness	Good
The Quality of Education	Good
Behaviour and Attitudes	Outstanding
Personal Development	Outstanding
Leadership and Management	Good
Apprenticeships	Good



5.0 A Fire & Rescue Service for Tomorrow

5.1 Climate Change Environmental Protection Strategy

Staffordshire Fire and Rescue Service stay solid in our commitment to reaching the UK Government's Net Zero goal by 2050. Our learning and knowledge are continually expanding and we have been leading the way by contributing to national projects.

These projects are organised by NFCC and EESG and focus on workstreams such as emissions reporting, streamlining within emergency services, emissions reduction strategies and ideas sharing.

The annual carbon footprint reduced this year in 2023 in comparison to emissions in 2021/22 and through the Service's Environmental working group, we aim to drive this down year on year.

The total carbon footprint for SFRS has reduced by 51 metric tonnes since 2021/22.

- Business Miles have increased, producing **1 tonne CO2e more** than 2021/22.
- Electricity Usage has decreased, producing **20 tonnes less CO2e** than in 2021/22.
- Purchased diesel has increased, producing **37 tonnes CO2e more** than 2021/22.
- Gas usage has decreased, producing **69 tonnes less CO2e** than 2021/22.

Here's a quick update on recent activities:

Culture, Hearts and Minds

- Culture, Hearts and Minds is the environmental subgroup that is focussed on culture change within the service. The added benefit to this subgroup is that more sustainable living practices often lead to healthier environments and improved wellbeing for our own staff.
- Plastic free week was held in July 2023 and promoted service wide. During this week the canteen launched their reusable salad box loyalty scheme and removed single use plastic cups.
- In August we saw the creation of a wildflower area at Stone Fire station, this was to promote environmental diversity and improve staff wellbeing.
- This December we are holding our first sustainable craft fair at Headquarters, ready for the service's first environmentally friendly Christmas shopping experience.
- The idea of 'greening up our work spaces' has been discussed within the environmental strategy meetings due to its benefits for both the environment and our staff.
- Some staff members are due to be attending a workshop called 'Rooted in Nature'. The purpose of the group is to show staff how to use our natural environment as a root to good mental health and wellbeing.

Fleet Electrification

- The UK Government has set a limit on the sale of internal combustion engine (ICE) sales by 2035 and SFRS are planning for this change by moving towards fleet electrification.
- In September 2023 a paper was agreed at strategic level to lease three electric vehicles. The plan is to lease three electric vans for a two-year trial period in which we will monitor the success.



- The service is also set to purchase four electric vehicle charging points which will be located at HQ, JETS and Sandyford Fire Station.
- The EV trial will work closely with the performance and assurance team to monitor progress and benefits of this initiative.

Carbon Accounting and Measures

- The service now holds ISO 14064:1 certification via CSA, giving us the tools to report our emissions to these standards. We have some distance to go with regards to reporting due to its complexities but we are getting well prepared for the potential future requirements of mandatory reporting (as presently in Wales and Scotland).
- In July 2023 Staffordshire Fire and Rescue became part of the Emergency Services Environment and Sustainability Group's Carbon Accounting Subgroup. This group consists of a handful of staff from across the country who are working together to streamline emissions reporting for emergency services in England. The purpose of this is to ensure emissions are accurately reported and to aid in benchmarking activities.
- Plastics waste is a KPI under the SFRS Environmental Strategy and progress was made towards the way in which we process this within the service. July held the plastic free week campaign and in conjunction with this we received more defined recycling bins within our buildings. Whilst this does not drive down the plastic usage, it goes a long way in reducing the emissions surrounding this measure as the plastics will be recycled rather than going to general waste.



5.2 Enhanced Rescue Pumps (ERP's)

Staffordshire Fire & Rescue Service took the decision to procure two new Enhanced Rescue Pumps (ERP's) as part of the replacement program for existing vehicles. This was based upon a decision made through the transformation work to remove the current Rescue Tender from Longton. The concept is to have a pump rescue ladder with enhanced rescue capability – hence the 'Enhanced Rescue Pump'. These new vehicles will be located at Stafford and Longton fire stations.

To enable the service to provide a resilient operational response for incidents requiring technical rescue capabilities the requirement for Enhanced Rescue Pumps has been based on current and foreseeable risk within Staffordshire. An analysis of previous incidents and incident types attended has also been conducted.

The Enhanced Rescue Pump project has made good progress over the past 12 months. A consultation exercise with operational crews has been carried out and a detailed specification written, considering the feedback, which led to a robust tender process being conducted.

The chassis order for both appliances was placed August 2022. The chassis have now arrived and shortly we will commence the body build which we anticipate to last 20 weeks. Delivery to Staffordshire is still anticipated around April 2024. The appliances will be the latest version of the Advanced Technology (AT) and will include features which surpass any front-line appliance currently in the Service.

Cabs and lockers will incorporate features helping the move towards a 'Clean Cab concept' in Staffordshire. These include:

- The removal of Breathing Apparatus (BA) sets and other equipment, which could bring contaminants from the fire ground, from the crew cab area. These will be stored within an easily accessible locker
- Easily cleanable and contaminant reducing surfaces and materials in the crew cab design
- Filtered air-conditioning within all areas of the vehicle cab

A Pre-market Engagement Day as part of the project for purchasing a 'Battery Powered Hydraulic Rescue Tool' has taken place. Three suppliers attended and discussed the features and innovations available.

A collaborative tendering process is due to take place with West Midlands, and Staffordshire to reduce costs by sharing resources on the practical evaluations and potentially gain a better deal through purchasing in greater quantities. The Emergency Response Teams (ERT) and commercial services are working together to purchase four sets of Heavy Rescue hydraulic equipment (one medium and one heavy set per ERP). This selection will be through a number of criteria but a practical crew engagement exercise will be carried out to ensure there are no unforeseen issues before placing the order.

An evaluation has recently been completed on improved high-pressure airbags with 3 suppliers providing demonstration sets and a practical demonstration at an International Road Rescue & Trauma Consultancy (IRRTC) event for crews to fully utilise equipment on large vehicles and provide feedback. Evaluation data has now been collated, quotes submitted and there is work being done in conjunction with commercial services to purchase two sets.



Trials of a number of models of battery powered positive Pressure Ventilation fans have been carried out. The best performing fan has been identified and quotes have been sought. Two battery PPV fans will be purchased within the period.

Rosenbauer UK visited Longton community fire Station to view the current Rescue Tender. Whilst there they met station leads from Stafford and Longton to discuss ideas and concerns around BA being stored in vehicle lockers. A preliminary stowage exercise has been undertaken, and through extensive work between Rosenbauer UK, ERT, Stafford fire station, and Longton fire station we have now confirmed all equipment will fit onto the vehicle.

Relocating the BA sets has meant hose reels will be in the rear lockers. This has caused a slight cost increase in cost as wheel arch steps now need to be fitted so that middle lockers can be used.

Heavy Vehicle supports/lifting/shoring will be the next high value procurement exercise for the ERP's. The ongoing equipment evaluation and procurement ensures the ERP's will be capable of attending technical rescue incidents. In addition to the current capability crews will have specialist training, and will be better equipped, to carry out rescues from heavy goods vehicles, train carriages or similar incident types.

5.3 Collaborative Shared Estates

Staffordshire Fire & Rescue Service has a building portfolio consisting of **35** premises. The portfolio consists of **21** Private Finance Initiative (PFI) buildings and **14** residual buildings. The PFI buildings are split across 2 outsourced contracts which are managed from within the Estates Team; one contract consists of 10 buildings, whilst the other PFI contract is made up of 11 buildings. The remaining 14 residual buildings are maintained by an in-house facilities management team within the Estates Team.

Following the successful refurbishment of Abbots Bromley Fire Station refurbishment, we will also complete the refurbishment of Brewood Fire station. In addition, following a review of the joint estate in Stafford by the Commissioner's office an investment programme to refurbish the Stafford Fire station in Hydrant way is currently being prepared.

Last financial year saw the Estates Team deliver circa **£0.7m** worth of investment to many Fire Residual sites across various project streams, this financial year (24/25) the team are aiming on delivering circa **£1.3m** worth of investment within the Fire Residual Estate.

Staffordshire Fire Service and the Estates team are committed to further reducing their carbon footprint in particular within the building portfolio, Electric Vehicle charging points have been installed to a number of sites including Pirehill to enable an electrical vehicle pilot to be undertaken. The intention is to learn from the data we receive from the Pilot to then review the scalability of such a project across the wider estate.

The Estates Team are working closely with the Staffordshire Commissioners office to build upon the current successful collaborative building projects recently undertaken at to create a new police post at Chase Terrace, 23/24 saw schemes agreed for Uttoxeter, Kidsgrove, Stone, Kinver and Penkridge stations.

The Estates Team are committed to utilising the building portfolio to explore further collaborative opportunities between both Fire and Police as well as other public body organisations.



6.0 Emerging Issues

6.1 Climate Change and Extreme Weather Conditions

Globally, the summer months of 2023 have been one of record temperature highs and characterised by extreme heatwaves, flooding, hurricanes and wildfires.

The cooler, wetter weather in Staffordshire has meant a large decrease in demand for secondary fires when compared to 2022. **August 2022 had 446 secondary fires in comparison to August 2023 which had 180.** It is hard to predict if there will be more extreme weather in the coming months but the Met Office reports that weather will be more chaotic and unpredictable as a result of climate change and that we should be prepared for it.

Most recently in 2023 Staffordshire has been affected by Storm Babet. Over 100 incidents of flooding, fallen trees and debris were reported across the county and parts of the region were submerged after the Met Office issued a yellow weather warning on 20th October. Over this recent period there was increased demand for the Service in assisting stricken motorists and to recover stuck vehicles.

NFCC Data Conference April 2023

In April 2023 SFRS attended the NFCC Data Conference where guest speaker, Dr Rowena Hill, Professor of Resilience, Emergencies and Disaster Science, talked about climate change within the UK. The information that she provided was both worrying and hopeful at the same time. Dr Hill stated that climate change is happening now and the effects are already being seen.

Climate change will continue to happen, but the future projections of impact will largely depend on the action that is taken now and our preparedness for the future. These actions can serve to reduce the magnitude of the emissions and thus environmental consequences via our Net Zero Strategy.

Current Climate Change Risks

Climate change projections for the UK are summarised below. These aspects require forward thinking mitigation and risk planning for emergency response demand.

- Higher maximum temperatures such as heat waves – projected 3-fold increase in related deaths
- Longer dry spells meaning more drought and increasing the risk of fire.
- Milder winters and increasing disease harbouring potentially increasing demand in other areas such as providing vaccines within communities.
- More complex wind events – longer, stronger and more frequent storms increasing special service call demand for rescue.
- Sea level rises – circa 40cm in London and 60cm in Cardiff potentially increasing emergency support assistance for other areas of the country.
- More rainfall on the wettest days leading to more flooding – estimated that 2.6 – 3.3 million people in the UK will be at risk.



7.0 HR Performance Update

7.1 Recruitment Activity

Between April 2023 and September 2023, the following activity has taken place:

10 Support roles have been filled

10 Operational roles have been filled

2 Individuals are currently at Pre-Employment/Offer stage

8 Roles are currently out for advertisement

13 Firefighters commenced within On-Call on the 20-week training plan (With 26 more On-Call Firefighters joining us in November)

FTE Headcount Report

FTE Headcount Summary as at 30th September 2023

	Last Month At 31 August 2023	This Month At 30 September 2023	Actual Movement in Period	Budget 2023-24	Budget Variance 2023-24	Last year At 30 September 2022	Actual Movement last 12 Months
Management Team	14.0	14.0		12.0	(2.0)	12.0	2.0
Station Managers	22.0	22.0		21.0	(1.0)	23.0	(1.0)
Watch Managers	60.0	61.0	1.0	60.0	(1.0)	61.0	
Crew Managers	49.0	48.0	(1.0)	47.0	(1.0)	42.0	6.0
Wholetime FF	149.0	150.0	1.0	157.0	7.0	163.1	(13.1)
Wholetime FF - Casual Contracts	11.0	11.0			(11.0)	1.0	10.0
	305.0	306.0	1.0	297.0	(9.0)	302.1	3.9
On-Call FF	260.8	262.5	1.7	387.0	124.5	257.6	4.8
Support Staff	124.3	123.6	(0.7)	145.0	21.4	125.0	(1.5)
Secondments / Funded Posts	13.6	13.6		7.4	(6.2)	6.6	7.0
TOTAL HEADCOUNT	703.7	705.6	1.9	836.4	130.7	691.4	14.3

This report shows headcount as FTE's (Full Time Equivalents)



7.2 Workforce Diversity

Diversity within Recruitment

The following information is taken from applicants applying for positions within the service:

499 Total applications received between **1st April 2023 – 30th October 2023**

6% Ethnic Minority and **1%** Prefer not to say/not stated

16% Female and **16%** Prefer not to say/not stated

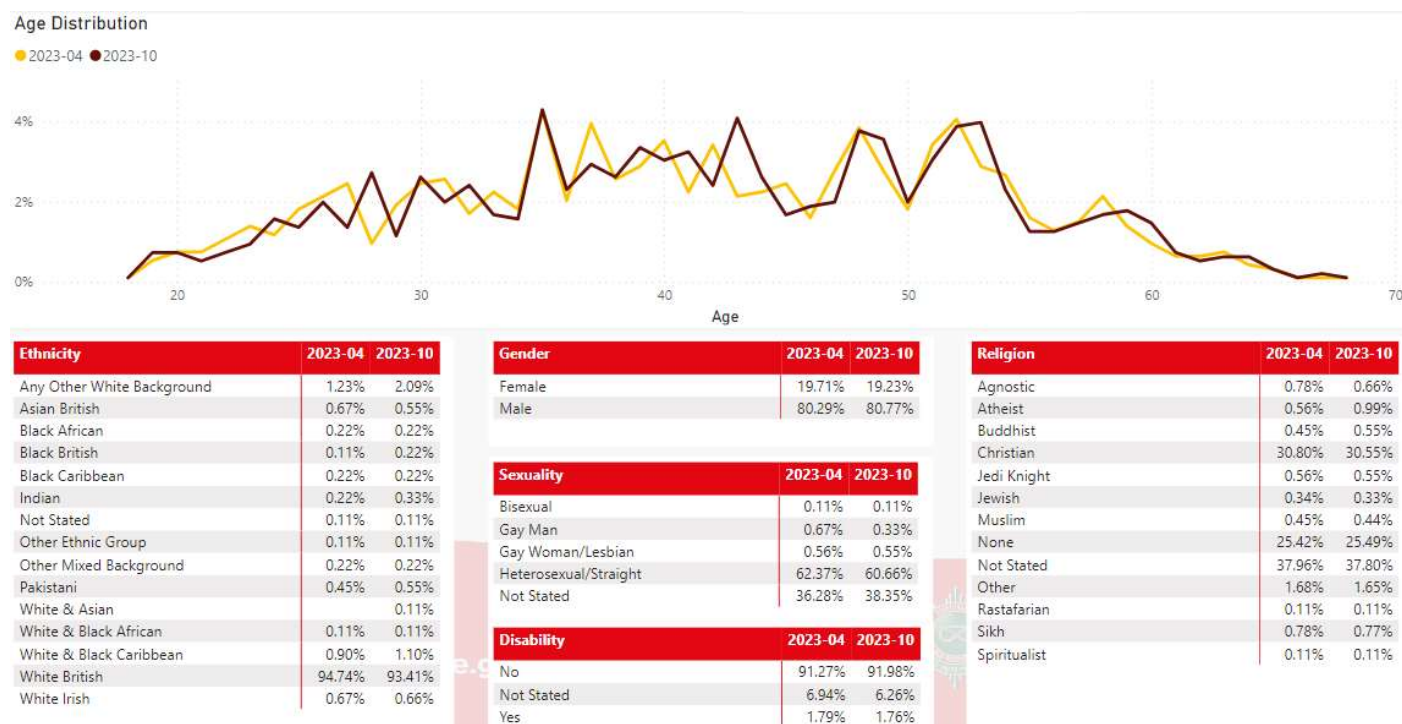
5% Declared disability and **12%** Prefer not to say/not stated

6% LGBTQ+ and **3%** Prefer not to say/not stated

Workforce Diversity Profile

The chart below displays the workforce diversity position as at 1st April 2023 and 1st October 2023 for all Whole Time, On Call, and Support staff including Principal Officers. These charts are based upon declared data collected during the recruitment and on boarding process. This data is provided voluntarily by individuals.

Figure 14: Workforce Diversity April 2023 – October 2023



Since September 2022, the percentage of Female employees across Whole-time, On-call and Support Staff and Principle Officers (collectively) did increase from **18.81%** in September 2022 rising to **19.71%** in April 2023. The percentage of Females within the whole workforce as at 1 October 2023 stood at **19.23%**. This margin of a decline does not represent a whole person and is due to the distribution of the way the data is presented and changes to the total size of the workforce.

Also, since September 2022, the percentage of persons with disabilities has remained static at around **1.80%** to April 2023. In October 2023 the number of persons identifying as having disabilities within the Service has remained the same.

In comparison to April 2023, the data from October 2023 shows a slight increase by ethnicity for Any Other White Background up by **0.86%**, Black British up by **0.12%**, Indian an increase by **0.11%**, Pakistani up by **0.10%** and White & Black Caribbean by **0.20%**. These increases relate to additional persons from these identified ethnicities joining the Service.

As an employer we have recruited a Positive Action Coordinator who is actively encouraging applications from underrepresented groups in the Staffordshire area, by visiting local schools and recruitment events we are starting to build up a database of people who are keen to work with us and to provide support where needed for applicants. This role is also working closely with the fitness advisors to look at how we can support individuals joining the Service. Fitness advisors are also active in supporting the setting up staff networking groups.

The Positive Action for the 2023 Whole-time Firefighter recruitment campaign has now ended, and we will be analysing trends in the attrition rates in order to understand and provide assurances against bias in our processes. We are yet to receive the breakdown of characteristics of applicant and will report these, as well as the attrition rates, at all stages of the process.

In addition:

- Regular Work Force Planning Boards are becoming pertinent to keeping positive engagement strategies on track. This includes looking at a review of the Facilities available at HQ, and this work has now commenced we will be including people with lived experiences to ensure a more diverse demographic have been included in the designs and feel welcomed in the Service.
- In celebration of Black History month, the Service identified a trainer who is running 4 online sessions that have been made available to all staff, staff have also had the opportunity to join other Services to take part in their celebration and recognition of the positive contribution made to Black diaspora. A firefighter of 23 years has been interviewed about his own history both before and in the Service. This will be shared across the organisation and beyond.
- The Neurodiversity Support Group continues to develop and a Watch Manager and Crew Manager have received training to identify traits of dyslexia and two more members of staff will be trained in the near future. The Service has 5 members of staff diagnosed as living with ADHD and the Service is engaged with professionals to ensure we are providing reasonable and appropriate support.



7.3 Workforce Sickness

Figure 15: Total Lost Days of Sickness by Type April - September 2023

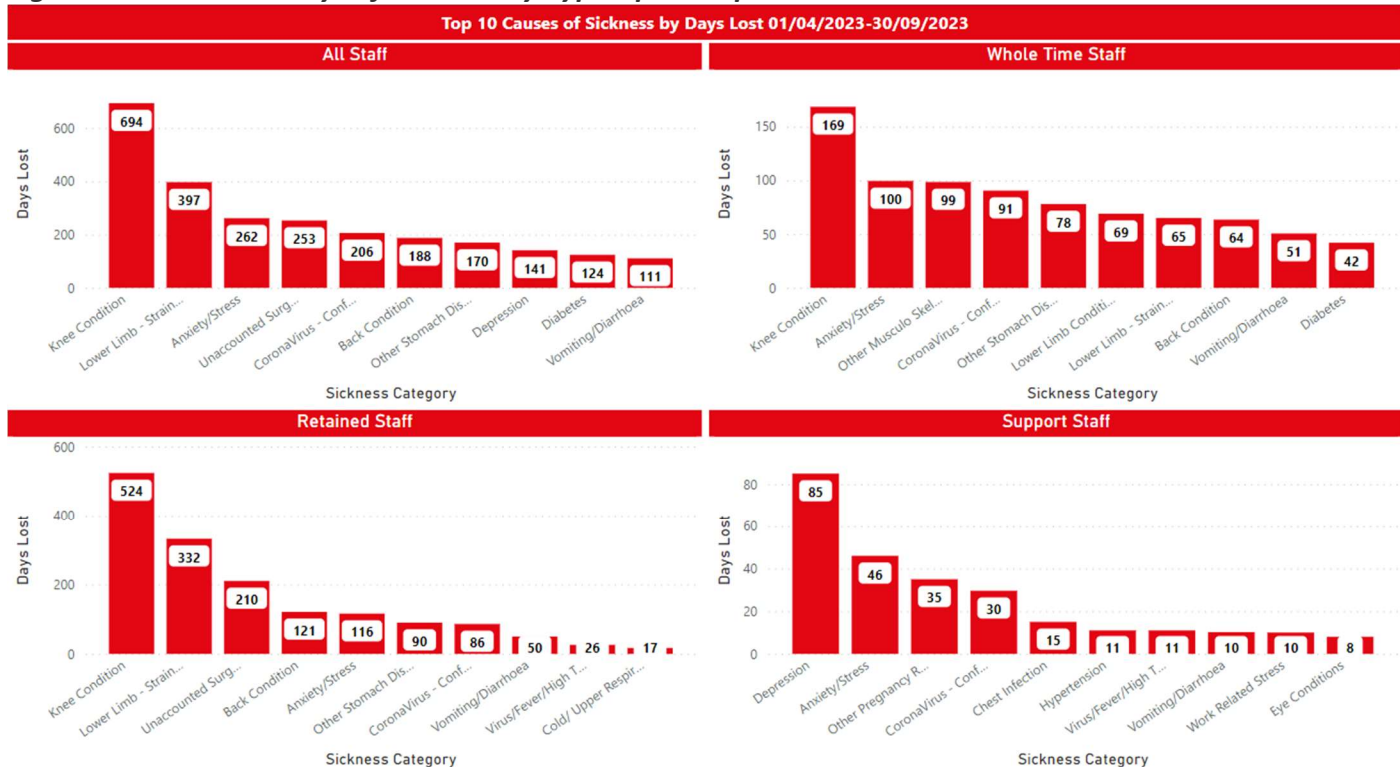
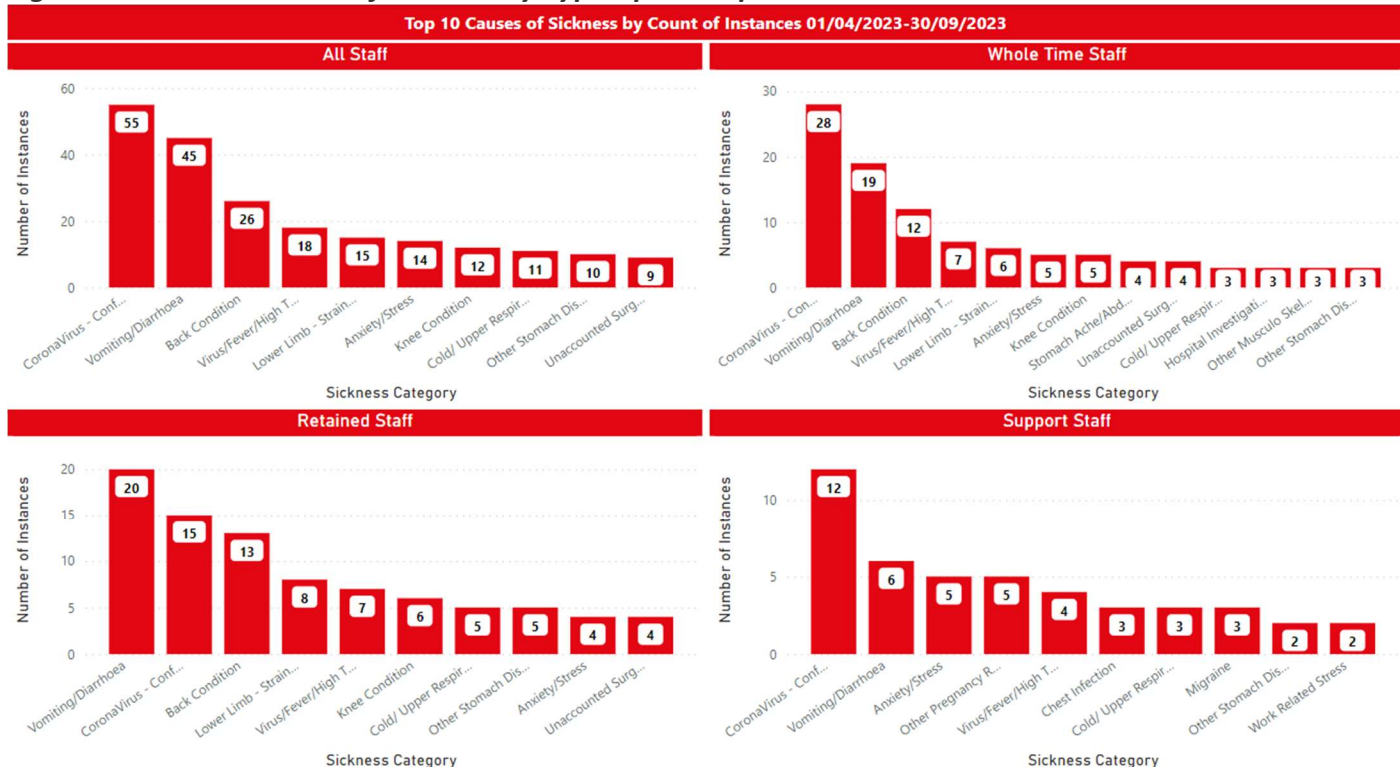


Figure 16: Total Instances of Sickness by Type April – September 2023



Workforce Sickness

- Between April 2023 and September 2023 Sickness Absence has continued to reduce across the board from the previous six-month period.
- Knee Conditions have become the main cause for Days lost with Wholetime accounting for **6.6%** lost days/shifts across all employees within the Service.
- Knee Conditions have also become the leading cause for days lost for On Call firefighters, accounting for **20.6%** lost days/shifts across all employees within the Service.
- Mental Health awareness and support remains a focus for the service with this being the leading reason for absence for support staff and accounts for **16.2%** of lost days for the service. Mental Health First Aider training has been provided to volunteers within the Service; those trained are able to provide initial mental health support in a similar concept to trained First Aiders for physical ailments.
- Areas where sickness days lost have decreased for Wholetime Firefighters from the previous 6 months are; Hospital Investigation/Tests (**98% decrease**), Acute Myocardial Infarction (**100% decrease**), Back Condition (**63% decrease**), Colitis (**100% decrease**), Coronavirus – Confirmed (**44% decrease**)
- Areas where sickness days lost have decreased for On Call Firefighters from the previous 6 months are; Anxiety/Stress (**73% decrease**), Upper Limb - Strain/Sprain (**100% decrease**) and Coronavirus – Confirmed (**62% decrease**)
- Areas where sickness days lost have decreased for support staff from the previous 6 months, is Lower Limb injury - Strain/Sprain (**97% decrease**) and Work-Related Stress (**72% decrease**)

Total Areas of decrease to highlight from previous 6-month period:

- Days lost for Coronavirus has reduced by **49%**
- Days lost for Back Condition has reduced by **47%**
- Days lost for Stress/Anxiety has reduced by **24%**

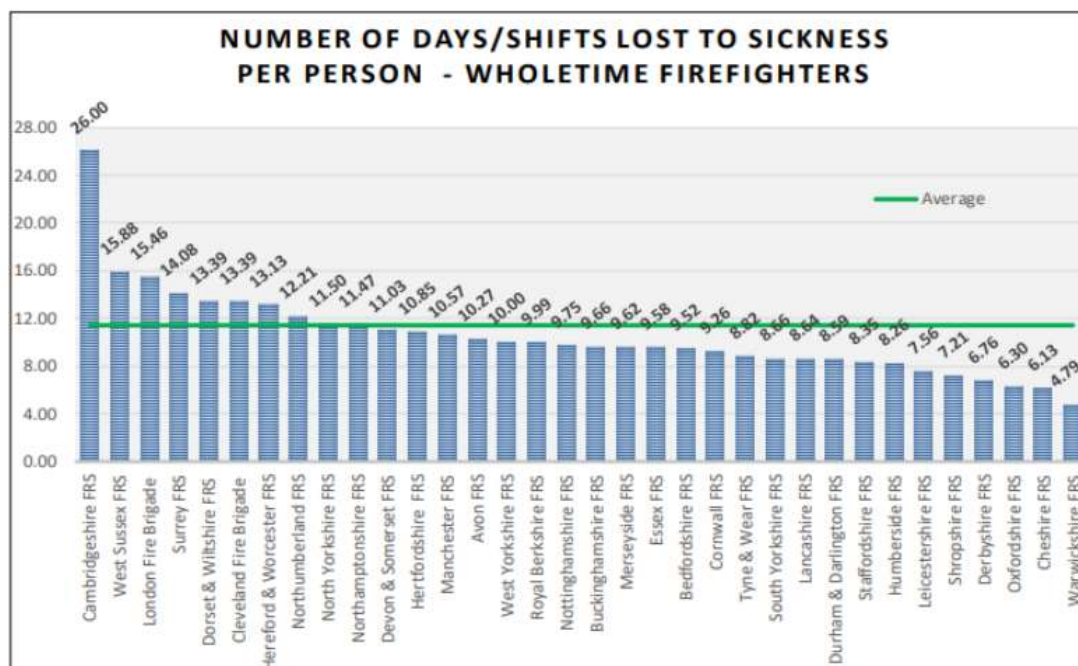
Areas of Increase to highlight from previous 6-month period:

- Days lost for Diabetes increased from **0** days lost to **124** days lost
- Days lost for Knee Condition increased by **129%**
- Days lost for Vomiting/Diarrhoea increased by **55%**



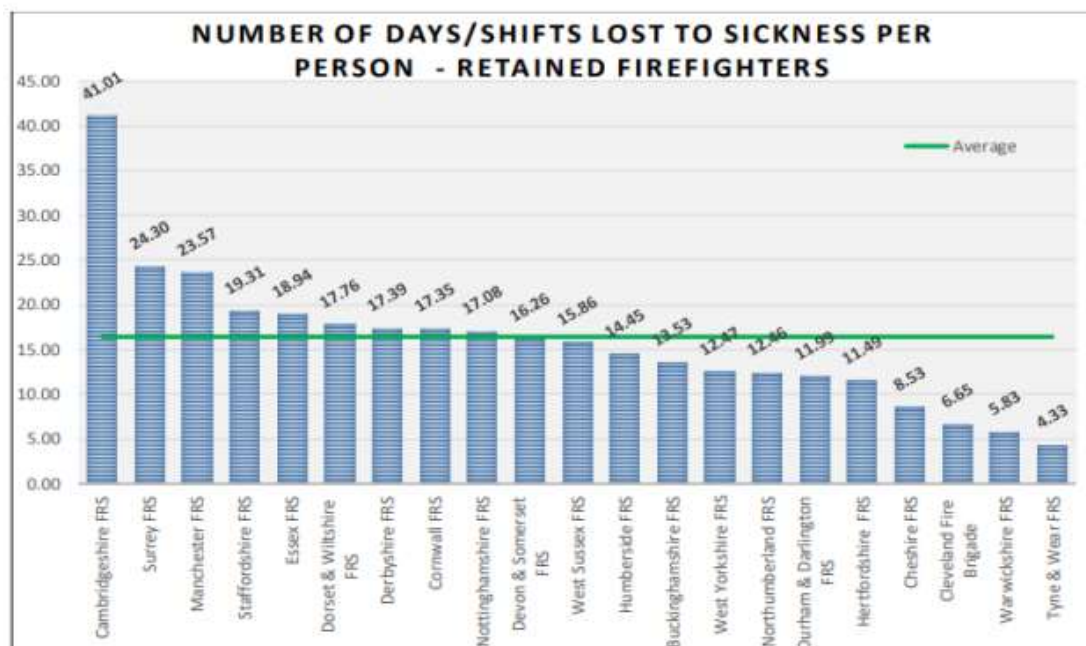
- Staffordshire Fire and Rescue rank **8th** out of all Fire Services reviewed nationally when comparing working days/shifts lost for Wholetime Firefighters with an average of **8.35** days lost per person where the average across the Fire Services is **10.45** days lost per person. (see below)

**This data is supplied via the National OH Performance Report which is compiled by Cleveland Fire Brigade (CFB). All fire and rescue services (FRS) are asked to supply data for the main categories of employees; WT, Control, RDS and Non-uniformed. The below extract is taken from the 2023 Q1 Report.*



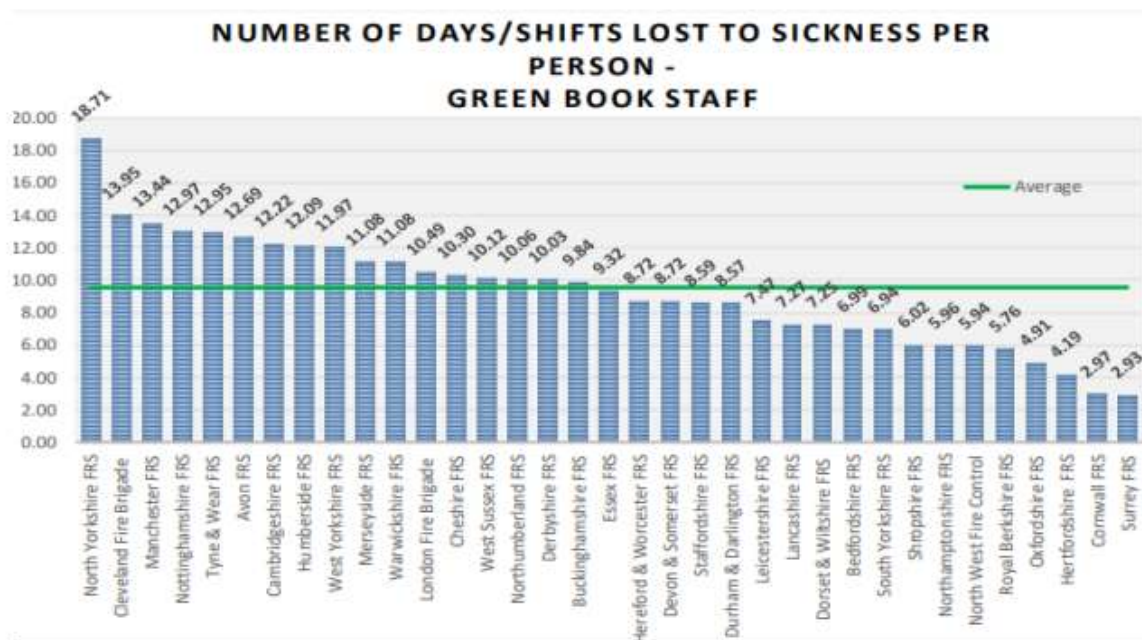
- Staffordshire Fire and Rescue rank **18th** out of all Fire Services reviewed nationally when comparing working days/shifts lost for On-Call Firefighters with an average of **19.31** days lost per person where the average across the Fire Services is **15.74** days lost per person. (see below).

This data is supplied via the National OH Performance Report which is compiled by Cleveland Fire Brigade (CFB). All fire and rescue services (FRS) are asked to supply data for the main categories of employees; WT, Control, RDS and Non-uniformed. The below extract is taken from the 2023 Q1 Report.



- Staffordshire Fire and Rescue Services Green book employees (support staff) rank **15th** out of all Fire Services reviewed nationally with an average of **8.59** days lost per person where the average across the Fire Services is **9.21** days lost per person. (see below)

**This data is supplied via the National OH Performance Report which is compiled by Cleveland Fire Brigade (CFB). All fire and rescue services (FRS) are asked to supply data for the main categories of employees; WT, Control, RDS and Non-uniformed. The below extract is taken from the 2023 Q1 Report.*



8.0 Finance Performance Update

This Finance Report covers the financial position for the Authority for the half year ending 30 September 2023. The revenue budget for the year 2023/24 was approved by the Staffordshire Commissioner at **£46.5m** in February 2023 which included a Band D council tax of **£84.25**, an increase of **4.85%** for the year (£3.90), which was below the £5 referendum limit set by the Home Office.

The total revenue spend for the year to date is slightly favourable to budget at £23m, and includes additional costs for Business Rates following the recent revaluation by the Valuation Office Agency (VOA) at £0.35m, which has been partly mitigated year to date by other property savings.

Pay spend at **£14.8m** is £0.6m (**3.9%**) less than budget and with an ongoing lower trend of activity and availability from on-call stations and support staff vacancies. Overall the on-call FTE has increased by 16 in the year to 262.5 and is 5 higher than 12 months ago which continues to be positive news. The new crewing trial which commenced on 1 June, allows a team of three to attend smaller incidents such as a bin fire or they can attend larger incidents providing they are supported by an engine with a full crew. This crewing trial is being evaluated with a number of focus group meetings planned to take place during November that will capture feedback from staff who have participated in this trial.

Support staff FTE is also 21.4 below budget with a number of vacancies held during the ongoing review of Prevention and Protection. In addition, a reduction of 3 FTE is due to a number of posts operating at below 1 FTE where staff have reduced hours of work.

Non-pay costs overall are showing an early adverse trend, mainly due to the additional costs for business rates. Costs for utilities remain under review with costs stabilising rather than increasing and are coming in better than budget. Invoices have now been received for Airwave charges in year which reflect the increase associated with and RPI increase which was higher than predicted. Income from grants and interest are ahead of budget helped with base interest rates delivering significantly better returns.

The trends for pay and non-pay have now been incorporated into an early view of the forecast for the year. Whilst overall the forecast is in line with budget the forecast savings with pay and additional income has allowed for a reduction in the expected use of reserves. The forecast will be updated during the budget challenge sessions with budget holders during November and December.

The latest Capital Programme forecast is c.**£7.3m**, with a commitment to date of **£3.5m** and is well on track. The regional contract for the replacement of breathing apparatus equipment has been finalised (**c.£1m**) and the two new Aerial Ladder Platforms (ALP's) have now been delivered into the Service (**c.£1.7m**).

The Cash position as at 30 September was **£22.9m** and is **£1.9m** better than budget, with lower cash outflow in the month. The budget for 2023/24 includes a cash utilisation of around **£5.5m** in the year which is supporting the capital investment requirements. Total borrowing remains unchanged with long term loans of **£16.8m**.

