

Staffordshire Fire and Rescue Service

Public Performance Meeting

November 2021

Protective Marking: **Official**



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Staffordshire
Fire and Rescue Service
preventing • protecting • responding

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Current Areas of Priority

1.1 Covid-19 (Coronavirus) Activity Update

6,500 Vaccines provided (Approximately)

4,000 people tested (Approximately)

As the National picture has changed and we have moved from a position of Lockdowns and increased restrictions, the service has amended its stance from a reactive position with national agreements around PPE, Food parcel deliveries etc. We have now moved to a more proactive position supporting the NHS with the delivery of the vaccine and testing of the public within communities to control and reduce the spread of the virus.

During the last quarter we have been supporting the Vaccine equality working group to establish inequalities in the delivery and uptake of the vaccine within the county. This work has taken on many supporting element which includes:

- Movement of NHS equipment.
- Delivery of the vaccine to harder to engage communities such as fruit farm workers, Traveller communities, the homeless and the Afghanistan evacuee community.
- Establishing medical facilities at short notice, including the vaccination events at Leek, Moorlands hospital and the medical centre at the Afghanistan evacuee hotel.
- Surge testing within outbreak areas of the county.
- Use of fire service premises to deliver the vaccine to our communities.
- Delivery of the vaccine to schools to support the schools vaccination programme.
- Support with the winter flu vaccine rollout for school children and our own staff.
- Use of the targeted vaccination team to support the booster vaccine uptake and rollout.
- Increased partnership working with Staffordshire County Council, Stoke City Council and the NHS to establish the targeted vaccination trailer pictured below.

So far the work we have been involved in has delivered approximately 6500 vaccines (jabs in arms), tested around 4000 people and aligned ourselves to the heart of the response to the pandemic and restoration/recovery phase for our communities. This work continues as partnerships grow in strength.

From an internal viewpoint we continue to run our own internal test and trace to protect and maintain availability of all emergency staff. Policies and procedure have maintained a fluid approach and moved within Government guidance to ensure the safety of all our staff. We are working towards winter plans A & B as set out by the government. Lateral flow testing of staff remains a priority to stopping the spread of the virus in the workplace.



1.2 Supporting the Strategic Coordination Committee regarding 'Walleys Quarry'

The Service have been heavily involved in supporting the multi-agency response to the issues that have been ongoing within the Silverdale area of Newcastle under Lyme related to 'Walleys Quarry'. The service have provided a vice chair to the strategic coordination committee and have chaired a number of public meetings related to the issues that are ongoing. By working with key stakeholders the Service has also agreed to house one of the air quality monitoring units at Newcastle fire station due to its close proximity to the site.



2.0 Providing a Flexible & Responsive Service

2.1 Total Number of Incidents Attended

- The Service attended a total of **4537** incidents in 2021 between April and September 2021.
- In the same 6 month period Staffordshire Fire and Rescue Service attended **4552** incidents in 2020 and **4601** incidents in 2019.
- There is a small decrease in the total number of attended incidents from the same period in 2019 and 2020.

Figure 1: Yearly Comparison of Total Incidents Attended April to September with breakdown of incident type

2019/2021 (Pre Covid-19) Comparison Apr-Sep

Attendance Type	Total Number of incidents APR-SEP 2019	Total Number of incidents APR-SEP 2021	% Change 2019-2021
01.Primary Fire	782	685	↓ -14.16%
02.Secondary Fire	976	1089	↑ 10.38%
03.Special Service Call	679	722	↑ 5.96%
04.Road Traffic Collision	367	342	↓ -7.31%
05.Chimney Dwelling	13	21	↑ 38.10%
06.Chimney Other	0	0	0.00%
07.False Alarm: Equipment	820	817	↓ -0.37%
08.False Alarm: Good Intent	894	786	↓ -13.74%
09.False Alarm: Malicious	70	75	↑ 6.67%
Total	4601	4537	↓ -1.41%

2020/2021 Comparison Apr-Sep

Attendance Type	Total Number of incidents APR-SEP 2020	Total Number of incidents APR-SEP 2021	% Change 2020-2021
01.Primary Fire	675	685	↑ 1.46%
02.Secondary Fire	1239	1089	↓ -13.77%
03.Special Service Call	596	722	↑ 17.45%
04.Road Traffic Collision	264	342	↑ 22.81%
05.Chimney Dwelling	23	21	↓ -9.52%
06.Chimney Other	0	0	0.00%
07.False Alarm: Equipment	717	817	↑ 12.24%
08.False Alarm: Good Intent	982	786	↓ -24.94%
09.False Alarm: Malicious	56	75	↑ 25.33%
Total	4552	4537	↓ -0.33%

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.

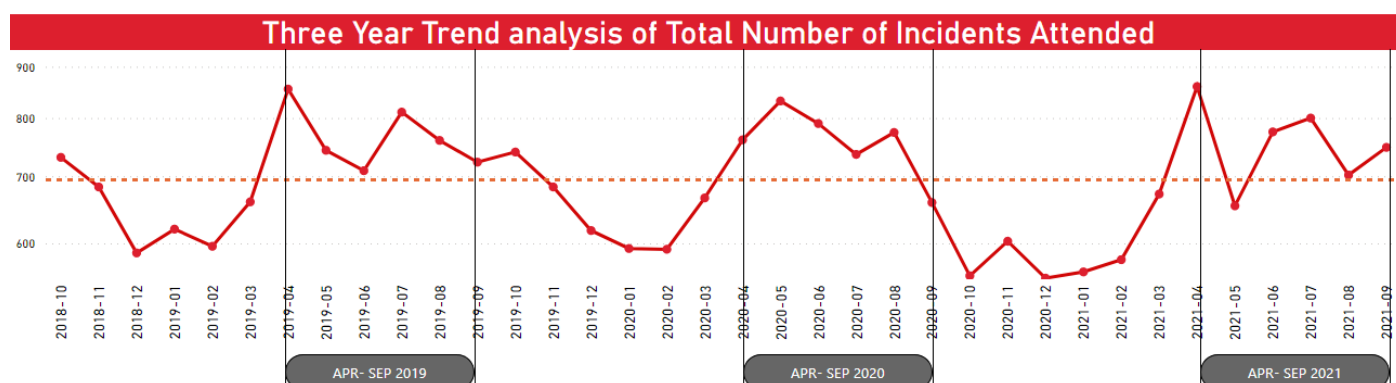
Special Service Calls are defined as any incident which falls outside the scope of the function of fire attendance. These incidents include both emergency and non-emergency response.

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.

During the first period of lockdown in 2020 there was an increase in the number of incidents involving secondary fires notably the burning of household waste. There was a direct link between the closing down of recycling centres and the ceasing of household garden collections via the local authorities.

Following a direct request from the Service through the Strategic Coordination Group established by the Staffordshire Local Resilience Forum to manage the C19 response locally, a change was introduced which resulted in waste centres being re-opened and household garden waste collections were re-instigated.

Figure 2: Three year trend of Total Incidents Attended



2.2 Response Standards

Figure 3: Yearly Comparison of Response Standards Performance between April to September

Response Standard Met Apr-Sep		
83.92%	86.13%	83.82%
APR-SEP 2019	APR-SEP 2020	APR-SEP 2021

- The graphic above displays the services performance against the defined response standard for both fire related and special service calls over the 6 month period from April to September 2021; and also the performance figures from the same 6 month period in 2019 and 2020.
- 83.82%** of the time the service has met the response standard between April and September 2021. This is a decrease to the figures from 2020, but remains consistent with the figure from 2019.

Staffordshire fire and Rescue Service are committed to monitoring Response Standards based upon our knowledge of risk within the county. It also helps us to plan where we need our people and assets, including estates, fire engines and more specialist resources.

Response standards are based on achieving arrival at an incident within a given time as detailed below:

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*



2.3 Availability (Over a 12-month period)

Figure 4: Whole Time and On Call Availability over the previous 12 months Sep 2020 – Sep 2021

Whole Time Availability Sep 2020 - Sep 2021		On Call Availability Sep 2020 - Sep 2021	
99.13%	0.87%	68.33%	31.67%
Available	Unavailable	Available	Unavailable
Breakdown of Unavailability		Breakdown of Unavailability	
Crew Numbers / Qualifications		Crew Numbers / Qualifications	
0.27%		31.09%	
Defective Equipment		Defective Equipment	
0.26%		0.11%	
Other		Other	
0.34%		0.47%	

The graphic above displays the services availability performance over the last 12 month period to September 2021 for 'Whole Time' and 'On Call' operating models.

- Over the last 12 month period Whole Time availability has been maintained at **99.13%**, with assets being unavailable to deploy for **0.87%** of the time on station.
- Over the last 12 months On Call availability has been maintained at **68.33%**, with assets being unavailable to deploy for **31.67%** of the time on station.
- The largest impact factor on availability within the 'On Call' operating model is insufficient crewing, which relates to **31.09%** of the total unavailability time.

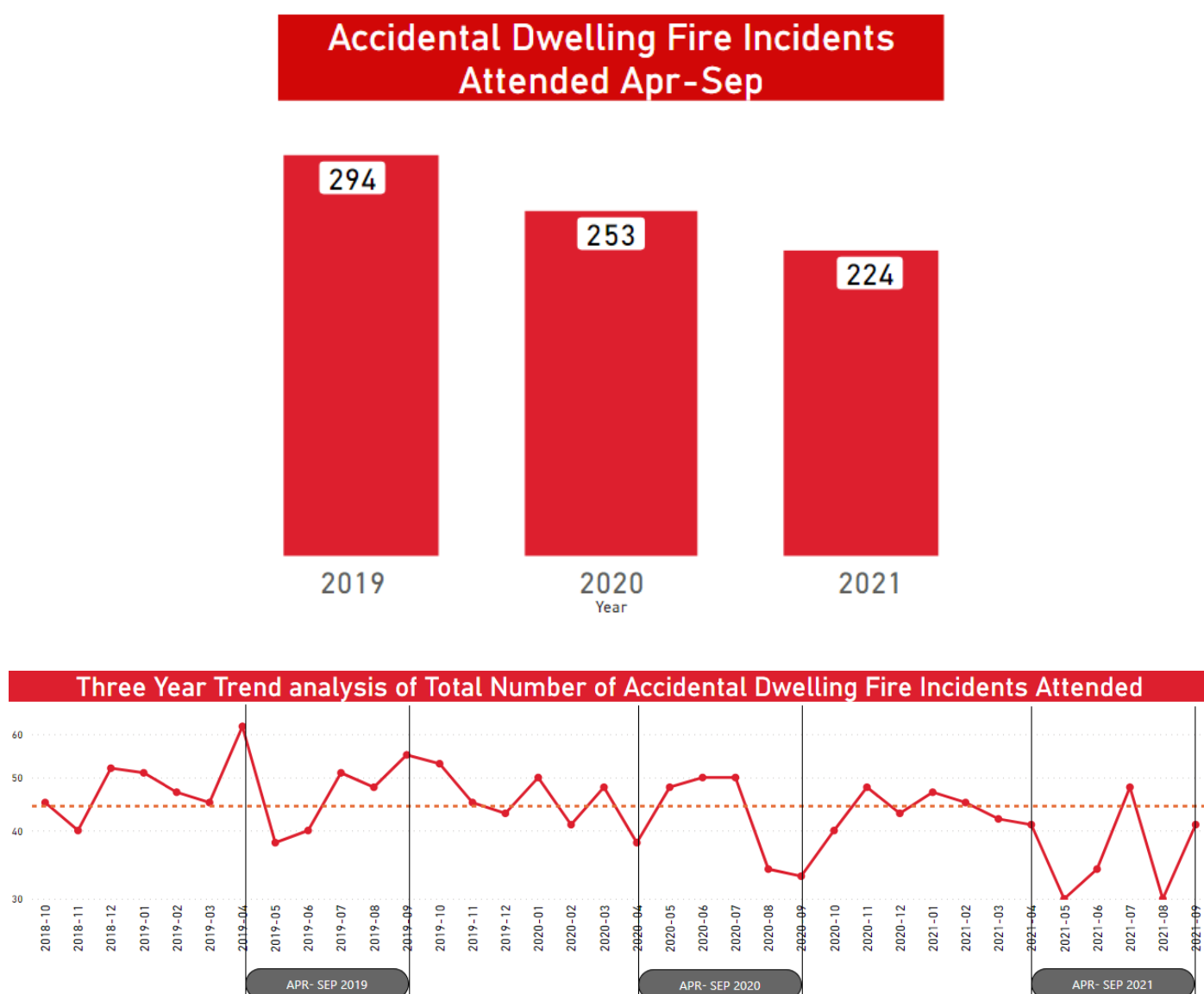
Insufficient crewing relates to having the correct number of fire fighters available at the time of responding with the correct and in date qualifications to allow a deployment. Crewing issues are much more prevalent in the 'On Call' model as on call firefighters often hold other commitments such as other employment.

The asset unavailability does not mean a deployment has not taken place, but indicates a possible delay in deployment, which in turn can have a significant impact on the ability to meet the defined response standard.

2.4 Accidental Dwelling Fires

- Between April and September 2021 the service has attended **224** Accidental Dwelling Fires. This is a decrease compared to the same period in 2019 and 2020.
- The top causes of these fires remain the same as the previous years; cooking related and faulty equipment and the impact of these factors can be seen to be relatively static in trend.

Figure 5: Yearly Comparison of Total Accidental Dwelling Fires attended between April to September and Three Year Trend.



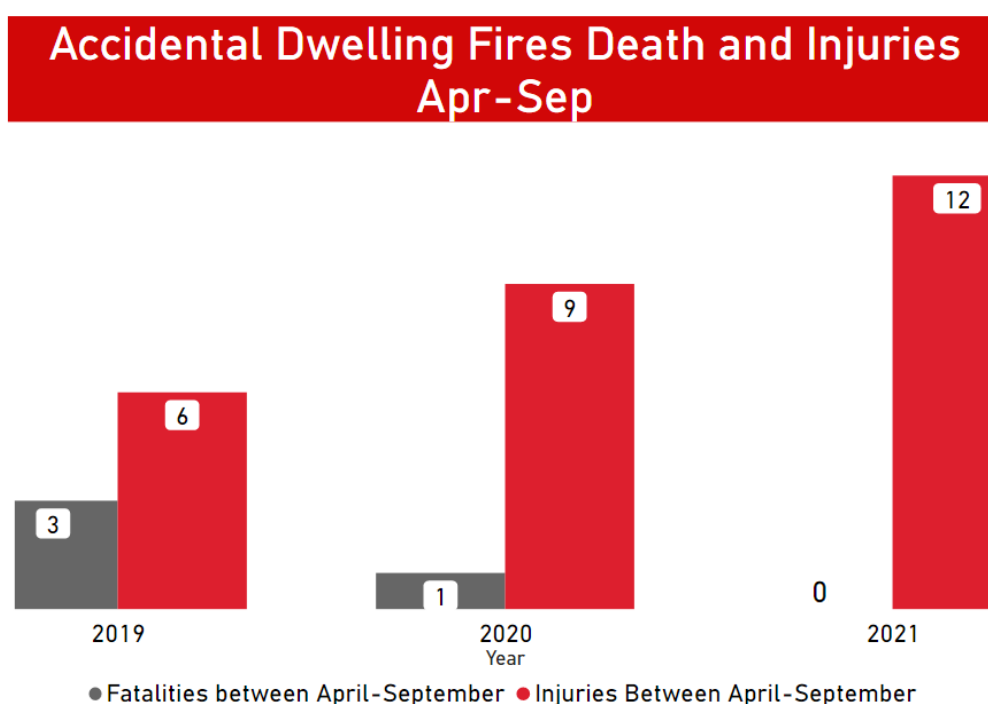
2.5 Accidental Dwelling Fire Deaths and Injuries

- Between April and September 2021 there has been a reduction in the number of Accidental Dwelling Fire fatalities from the same period in the previous 2 years; with **0** fatalities having been recorded for 2021.
- The total number of injuries caused by Accidental Dwelling Fires has increased from the same period in 2019 and 2020, with **12** injuries recorded in 2021.
- A total of **5** fatalities and **33** injuries in total have been recorded in the 3 year period between 2019 and 2021 due to Accidental Dwelling Fires.

It is important to recognise that in the majority of the incidents that resulted in an injury or a fatality the individuals concerned presented with one or more of the SAME factors; (Smoking/Alcohol/Mobility Issues/Elderly).

Fortunately as the statistics indicate there are relatively small numbers experienced within this measure however a single incident can have a significant impact on the statistics on an annual basis.

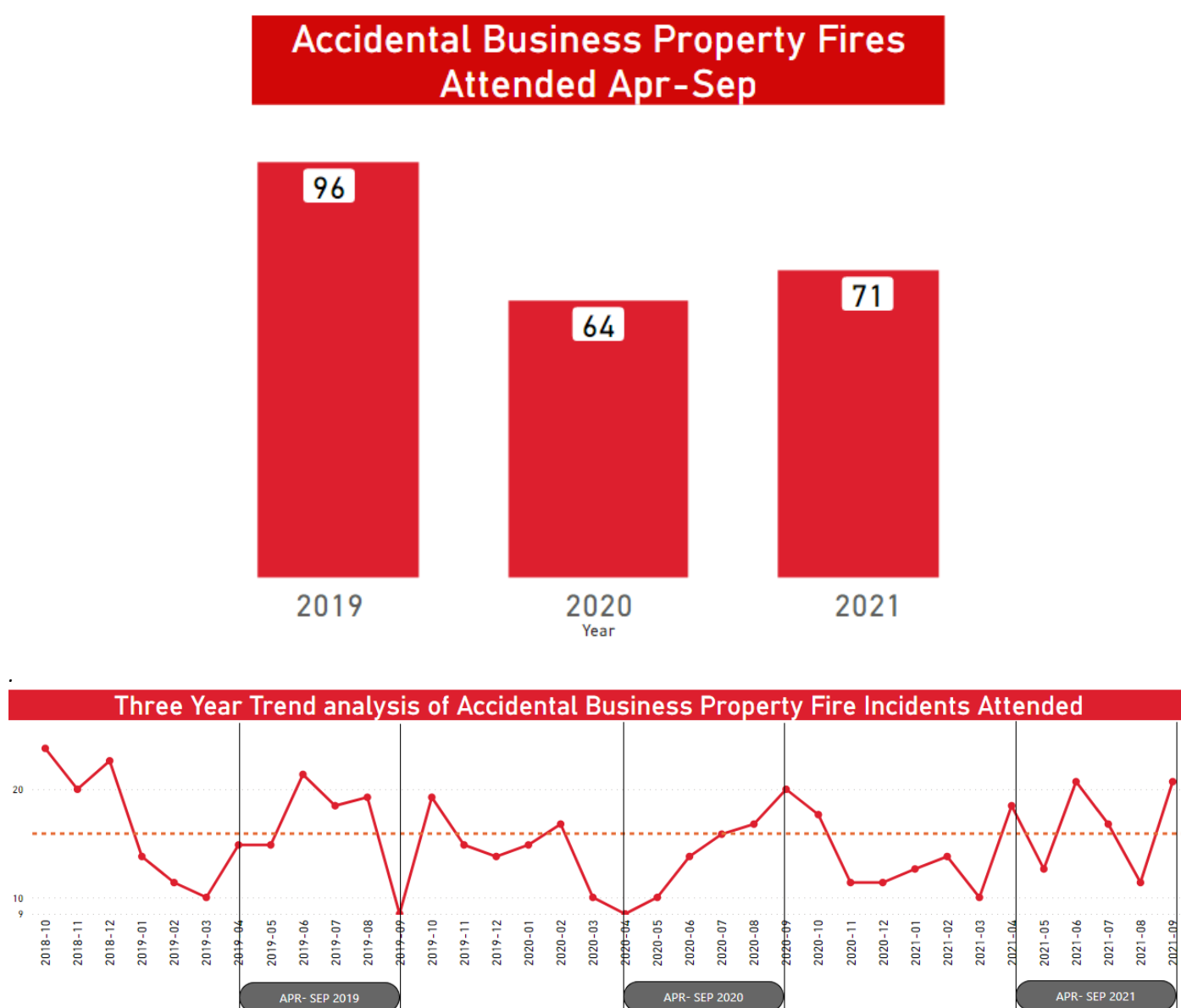
Figure 6: Yearly Comparison of Deaths & Injuries in Accidental Dwelling Fires between April to September



2.6 Accidental Business Property Fires

- The Service attended **71** Accidental Business property fires between April and September 2021.
- This is a marginal increase from the number of those attended in the same period in 2020 and a reduction from the 2019 figures.
- The below data does not include Prison Fires of which there were **2** incidents between April and September 2021.

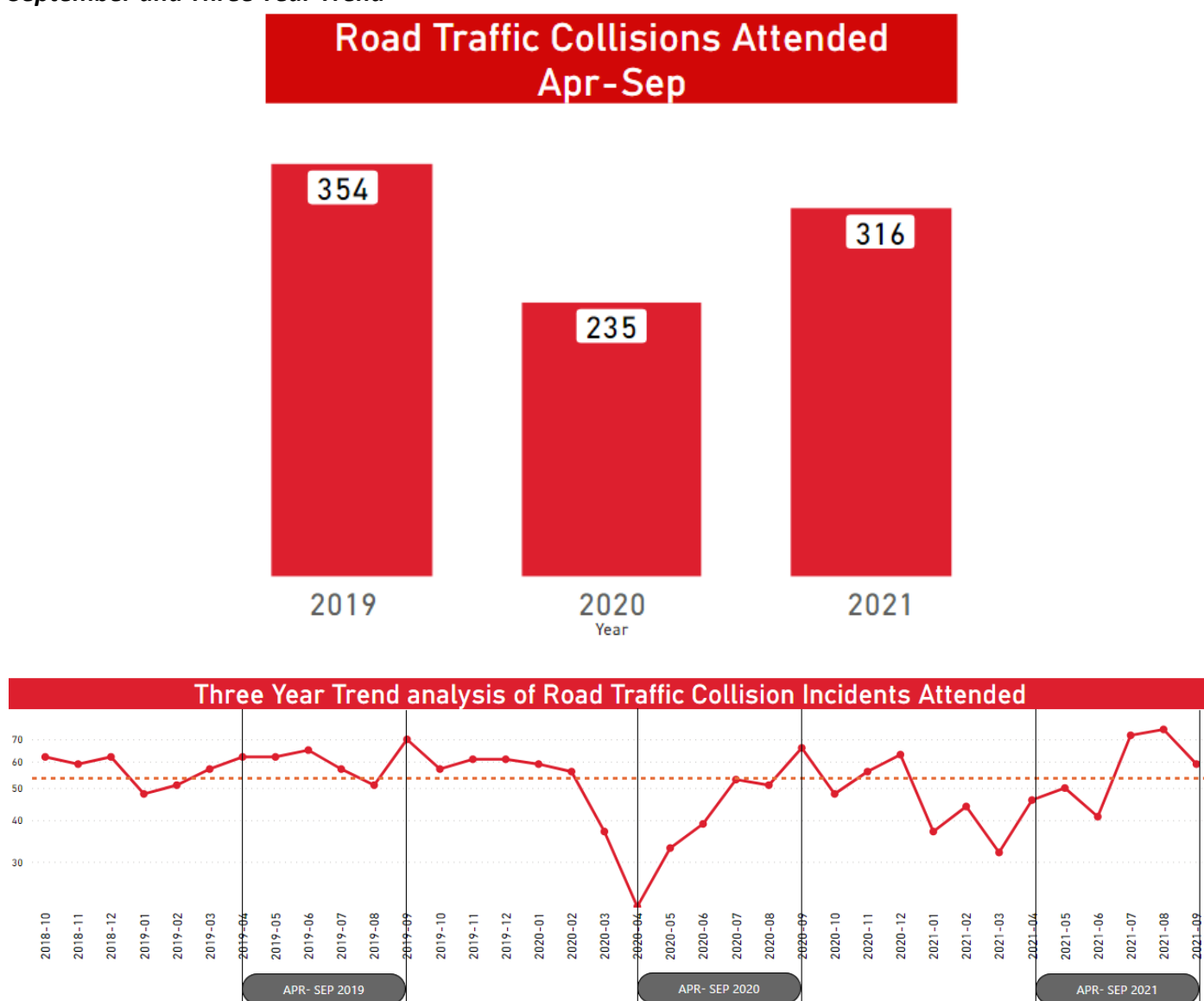
Figure 7: Yearly Comparison of Total Accidental Business Property Fires attended between April to September and Three Year Trend



2.7 Road Traffic Collisions

- The Service attended **316** Road Traffic Collisions between April and September 2021.
- This is an increase from the number attended in the same period in 2020 and a reduction from the 2019 figures.
- The increase in RTC attendance is a national trend. As Covid-19 restrictions are relaxed, more people return to the workplace, educational establishments and social venues, with an associated increase in driving and general travel being observed.

Figure 8: Yearly Comparison of Total Number of Road Traffic Collisions Attended between April to September and Three Year Trend



3.0 Protecting People and Places

3.1 Fire Safety Audits & Building Regulation Activity 2021

372 Fire Safety audits have been completed

538 Building Regulation Consultations have been completed

153 Post Fire Inspections have been completed

548 Licensing Consultations have been completed

Enforcement & Criminal Prosecutions Activity

8 Enforcement notices have been issued

3 Prohibition notices have been issued

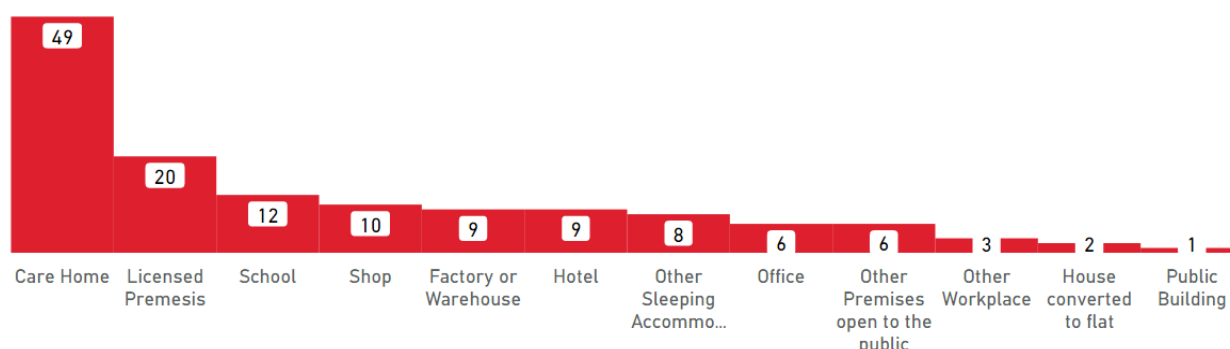
1 Criminal Prosecution has been successfully finalised with another awaiting sentencing.

Fire Safety Audits

The service continues to carry out full Safety Audits in-person as part of the High Risk Inspection Programme. However, due to the necessity to take into consideration the risks and restrictions created by the Covid-19 pandemic, in September 2020 telephone audits were introduced as an alternative method of engagement in order to ensure members of the public were protected and to fulfil our regulatory responsibilities to the communities of Staffordshire.

The proportion of fully attended property audits has been rising steadily over the past few months as Covid-19 restrictions are relaxed. The upward trajectory is likely to continue into 2021/22 as activity returns to pre-pandemic levels with a focus upon ensuring increased risk properties such as care homes receive regular audits to ensure the safety of residents.

Figure 9: Breakdown of Business Types Audited



Building Regulation Inspections

175 Building Regulations inspections have been completed between July and September 2021 within the 15 day target period.

4 Consultations took longer than the 15 day target period.

High Rise Buildings Inspection Programme Activity

50 High rise buildings inspected

As part of the High Rise Inspection Programme (also known as the Building Risk Review Programme), the Ministry of Housing Communities and Local Government (MHCLG) identified 50 premises for inspection within the county.

Although the deadline for inspecting all our high rise residential building as set by the Ministry of Housing Communities and Local Government (MHCLG) was December 2021, following the fire at Ridware House in Lichfield last November, the Service prioritised this piece of work and audits of all 50 high rises identified were completed last year.

3.2 Community Sprinkler Project

16 out of **42 identified blocks of flats over 5 storeys** are on track to be fitted with sprinkler systems by the end of 2021.

8 Buildings across the West Midlands identified as a part of collaborative partnership working with Midland Heart are on track to be fitted with sprinkler systems by the end of 2021.

In 2017, Staffordshire Fire and Rescue Service identified 42 blocks of flats over 5 storeys within the county that required sprinkler systems to be fitted. It was the aim of the Service to get these systems in place within a 10 year period. By the end of this year work on 16 of those buildings are to be completed meaning the Service is well on track to meet that objective.

In late 2020 Staffordshire Fire and Rescue Service also entered into collaboration with Midland Heart to provide sprinklers in a number of their properties. What started as an idea to retrofit sprinklers in a single block of flats in Staffordshire as now turned in a much bigger project to provide sprinklers in 8 different buildings across the wider West Midlands area. Amongst these buildings are Charnwood House in Lichfield and School Court in Hednesford which are currently scheduled to be completed by the end of year.

At the same time, Stoke on Trent City Council have continued their own programme of retrofitting sprinklers in all their high rise blocks of flats with 4 systems put in place over the past year and a further 2 installations already underway.



Over the past 12 months, the Service has continued to promote the inclusion of sprinkler systems in residential buildings; both in retrofitting existing properties and highlighting the importance of these devices in new-builds. In September 2021 representatives from the Fire Safety and Rescue All Party Parliamentary Group visited Staffordshire to learn about our Community Sprinkler Project and its successes.

3.3 Fire Hydrants

1003 Hydrants have undergone statutory testing in accordance with the requirements of the Provision of Operational Risk Information System (PORIS) during 2021.

384 Hydrants have been inspected on new housing developments. This can be in the region of 200 schemes each year.

97 Hydrants have been checked after repairs were carried out by the water undertaker. The work is checked by Staffordshire Fire and Rescue Service before payment is made.

67 Location Plates have been installed. This includes the fitting and maintenance of plates and the marking of the location of hydrants to ensure fire crews can find the hydrant when required.

122 Inspections have been completed for hydrants reported as defective. Assessment is completed before repairs are requested from the water undertaker.

Access to working hydrants is essential for fire fighters to utilise water sources for the purposes of fighting fire and protecting the public. Since the start of the year the Water Team at Staffordshire Fire and Rescue Service have been focused on getting the final statutory testing processes set into a workable program for hydrant technicians and operational crews.

There are currently **39,000** fire hydrants within the county of Staffordshire of which **1,003** have undergone statutory testing since the start of 2021 with activity planned to increase into 2022.

Further projects have also been completed; including the creation of a detailed Hydrant Policy, and ensuring that new technicians receive all necessary training to perform statutory testing of the very high rated hydrants around the county.

Currently statutory inspections account for **15%** of the technician's working time but it is important to recognise that the technician will carry out a full test of any hydrant when attending for repairs, maintenance and when attending all reports of defective hydrants.

A whole time statutory testing trial at Lichfield Station will be underway by the end of November 2021 which will allow us to troubleshoot any issues highlighted; with the aim of extending this out to the rest of Staffordshire within the future. The development of PPHMS (Prevent, Protect, and Hydrant Management System) is also in progress which will improve the ability to align this data to risk in the coming year.



4.0 Helping people most at risk from Fire

4.1 Safe and Well Visits

3392 Safe and Well visits completed in 2021 so far with a further increase in engagement planned.

Between April and September 2021 there has been a substantial increase in the number of Safe and Well visits completed by the Service from the previous year.

Due to the impact of Covid-19 there was a significant decrease in the number of physical Safe and Well visits completed throughout 2020 due to the required social distancing measures.

In order to adapt during this period of uncertainty, a process was put into practice to assess and conduct 'non-contact' engagements via telephone to ensure service was maintained. This method of contact is not fully captured and reflected in the figures provided.

We continue to assess all requests for Safe and Well visits by initial telephone contact, through the Contact Centre. Occupiers who are at life risk from fire, or those who are extremely vulnerable receive a visit under strict Covid-19 policies and procedures. Telephone advice and guidance is given and equipment provided where appropriate. Operational crews are now able to deliver Safe and Well visits, in line with the Service COVID roadmap and local prevent teams continue to complete extended and joint agency visits, to those most vulnerable members of the community. Follow up work includes letters and repeat calls to those that are not immediately contactable. Those who do not qualify for a visit continue to be sent safety information packs.

Work continues to be progressed on the new PPHMS (Prevent, Protect, and Hydrant Management System). The PPHMS will provide one integrated location and database for fire safety audits, enforcement, home fire safety visits and hydrant information and risk profile maps are being developed in order to target those who are most vulnerable.

4.2 Prince's Trust Activity

Staffordshire Fire and Rescue Service are actively engaged with **The Prince's Trust**, which is a youth charity that helps young people aged 11 to 30 get into jobs, education and training.

29 Young people have been recruited and each student has completed their course and been retained; resulting in a positive outcome whether this is employment, college, volunteering or progression on to the Team Programme.

- Between Jan – April, programmes were not running due to the impact of covid-19 and this time was used instead to develop new content and refresh lesson plans.
- From May onwards, staff started preparing for the 'return to' programmes and began recruiting and reaching out to young people.



- In October, 2021 staff began working out of the fire stations in line with Covid-19 regulations, which has meant limited numbers for the teams.
- A permanent change of location has taken place from September 2021 from Stafford to Stone Fire Station.
- Since April 2021, Explore has delivered 4 programmes at Rugeley with a total of 29 young people, each student has been retained and has completed their course. With every young person on the courses resulting in a positive outcome whether this is employment, college, volunteering or progressing on to the Team Programme.
- A variety of Get Started programmes have been hosted, these included Animal Care, Fashion, Film and Wellbeing. A total of 44 young people have completed these courses all resulting in a positive conclusion, with another being arranged for December. During this time Covid-19 restrictions were a factor, as from April to June we were unable to run any courses.

Staffordshire Fire and Rescue Service run a total of **17 programmes** in conjunction with the Prince's Trust, with an average of 200 young people being supported annually.

- Stone Community Fire Station – **'Prince's Trust Team'**, 3 times a year with an approximate 15 young people on each programme
- Cannock Community Fire Station – **'Prince's Trust Team'**, 3 times a year with an approximate 15 young people on each programme
- **'Explore'** – 5 programmes per year, with 10 young people on each programme
- **'Get Started'** – 6 programmes per year, with 10 young people on each programme

4.3 Education Update

Staffordshire Fire and Rescue service is committed to supporting schools and communities to make informed and positive lifestyle choices, improving their health, safety and wellbeing through direct engagement via **'Safe+Sound'** workshops and partnership working.

88,593 devices tuned in to the various live weekly broadcast programmes in academic year 20/21 including Specials and on demand views.

1,946 devices tuned in to the Key Stage 1 programme which included the following;

- | | |
|-----------------------------|------------------------------------|
| ○ Fire Safety Part 1 - SFRS | ○ Fire Safety Part 2 – SFRS |
| ○ Road Safety – SSRP | ○ Rail Safety – Network Rail |
| ○ Lookout Lion – Police | ○ Introduction to Welephant - SFRS |

2,094 devices tuned in to the Key Stage 3 programme which included the following;

- | | |
|--|---------------------------------|
| ○ Are you listening – Police | ○ Railway Safety – Network Rail |
| ○ Distractions – SSRP | ○ Escape Plans – SFRS |
| ○ Wellbeing (Body Scan) – Sporting Communities CIC | ○ Ditch the Blade – Police |
| ○ Cycle Safety – SSRP | |



1,241 devices tuned into the Water Safety Special programme which included the following;

- Water Safety – Canal and River Trust
- Be Safe at the Beach – RNLI
- Poolside Safety – Stoke City Council
- Ryan’s Story – Police
- Jet and Water Safety – Cambridgeshire Fire & Rescue Service
- How to Float - RNLI

130 devices tuned into the Winter Driving Special programme aimed at adults which included the following;

- Winter Safety Checks – SFRS and Highways England
- Eyesight and Driving – Police
- Driving in Challenging Weather Conditions – SFRS and SSRP
- Approaching Level Crossings – Network Rail
- Blue Light Aware – SSRP

Due to Covid-19 restrictions and social distancing the delivery of the ‘Safe+Sound’ programme from fire stations was not possible between March and July 2020.

Online delivery of this service to support families and children educated at home was implemented in order for the service to adapt and maintain the educational programmes available to the communities of Staffordshire. The workshops follow a similar format to on station delivery, with partners also contributing to ensure vital safety messages were still communicated and that schools and pupils were able to remain engaged.

The ‘Safe+Sound’ brand was widely communicated during this time and it was noted that members of the public both inside and outside the county were attending the events. Weekly online programmes during term time continued into September 2021, and will run through to July 2022.



5.0 A Fire & Rescue Service for Tomorrow

5.1 Climate Change Environmental Protection Strategy

We are pleased to announce that we will be launching our Environment strategy in January 2022 which will follow on from previous work completed in 2011. Over the last ten years the need for action has intensified, with what was a drive for climate change, now being referred to as a 'climate emergency'.

The early strategy set out a strong foundation for environment awareness and made a clear case for change. It is now essential we as a Service accelerate this work and continue to generate and implement solutions to reduce our carbon footprint and to better protect our environment in any way we can. We will assess what needs to be done and set out key measures to allow us to monitor areas that affect our environmental action plans. These will enable us to identify areas of concern and reduce our waste, emissions and improve air quality but also support a positive culture of change to enable all staff to increase their knowledge and actively participate in being part of the solution to protect our environment.

We have now started to shape the direction of travel to ensure we take action and focus on reducing our carbon footprint. We will review areas of our organisation which can make substantial change but also engage with our workforce to generate ideas to support the environment such as creating green spaces, which will also support staff wellbeing. The action plan will be monitored, scrutinised and measured to ensure that protecting our environment remains as a main focus for the organisation.

Our work moving forward will need to ensure our ways of working are sustainable, in terms of being maintained and in terms of the environment to influence the following three areas:

- Environmental – eliminating the use of climate change contributing pollutants
- Social impact – safe working environments air quality impacts
- Economic – cost saving resulting in reduction of carbon footprint

Over the next 5 years, we will prioritise the following improvements:

- Waste reduction
- Energy usage
- Air quality improvement
- Operational incidents (tactics and prevention)
- Green space generation

We will look wider at our business and focus on the following areas:

- Buildings and infrastructure (waste disposal and utilities)
- Vehicles and travel (fuel & mileage)
- Incident prevention /mitigation (wild fires & building fires)
- Culture (taking ownership, implementing schemes such as green spaces)



5.2 Enhanced Rescue Pumps (ERP's)

Staffordshire Fire & Rescue Service took the decision to procure two new Enhanced Rescue Pumps (ERPs) as part of the replacement program for existing ageing vehicles and, from a decision made originating from the transformation workstream, the removal from service of the current Rescue Tender from Longton. In essence, the new concept was combining a pump rescue ladder with a rescue tender, to form an enhanced rescue pump. The new vehicles will be located at Stafford and Longton.

So the service can continue 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 and the analysis of previous incidents attended.

Following extensive consultation with JETS, operational crews and commercial services, the technical specification and tender documents are now complete and due to be sent out to potential suppliers in the next few days. The tender will be open for six weeks and it is planned that the evaluation of the responses will be done just before Christmas and, following procurement procedures, award contract mid-January 2022.

A confirmed delivery date will be given following the award of the contract from the successful manufacturer; advice from suppliers currently states that, from recent orders, it is estimated that there is a 12 month lead time for the chassis to arrive in the UK. Following this the vehicle build and commissioning will begin therefore it is estimated that the appliances will arrive in Service mid-2023; the chassis build period will give time to continue to evaluate and finalise the equipment list and stowage preferences prior to the body build phase

Following discussions with Learning and Development, operational crews, other Fire and Rescue Services and industry experts, the Emergency Response Team have been arranging station trials of equipment to assist in deciding on types of equipment best suited to dealing with technical rescue type incidents. New hydraulic rescue tools have been trialled along with an extensive list of new equipment:

- Lighting – portable and personal.
- Battery powered positive pressure ventilation fans
- High lift/High pressure airbags and cribbing
- Hydraulic and Pneumatic supports and shoring/lifting equipment.
- Mechanical rescue jack.
- Stronger battery powered hydraulic tools and also a smaller combi tool.
- A grab bag for rescues that includes small tools and equipment.
- Use of appliance mounted winches and vehicle relocation equipment.
- Packex protection film to assist glass management

The ERP's will be capable of attending all types of technical rescue incidents but additional to the current capability, crews will have specialist training and will be better equipped to carry out rescues from heavy goods vehicles and train carriages.



5.3 Collaborative Shared Estates

Staffordshire Fire Service has a building portfolio consisting of **35** premises. The portfolio consists of **21** Private Financed Initiative buildings and **14** residual buildings. The privately funded buildings are split across 2 outsourced contracts which are managed from within the Estates Team; one contract consists of 10 buildings and is maintained by Equans Facilities Management, whilst the other PFI contract is made up of 11 buildings and is maintained by Kier Facilities Management. The remaining 14 residual buildings are maintained by an in house Facilities Management Team within the Estates Team.

At present the Estates team are involved in planning and delivering the major refurbishment programme, which initially will see major refurbishment works carried out at Stafford Fire Station and Abbots Bromley Fire station, then following shortly after refurbishment works to Brewood Fire Station and Tutbury Fire Station, with the intention of completing the entire programme by **2024**. In line with the major refurbishment programme there are a number of investment programmes being carried out across all residual fire stations to ensure buildings are continually maintained to a standard and facilities are fit for purpose.

Staffordshire Fire Service and the Estates team are committed to further reducing their carbon footprint in particular within the building portfolio. Over the coming years the Estates team will be looking at investing heavily within sustainable and renewable building technologies to help further reduce the carbon footprint of the Fire Service and help the government meet their 'net zero' carbon 2050 targets.

The Estates Team are working closely with the Staffordshire Commissioners office to build upon the current successful collaborative building projects recently undertaken at Hanley Fire&Police Station and Tamworth Fire&Police Station which sees Staffordshire Fire and Staffordshire Police working together and co-locating within the same building. 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.

During the initial Covid-19 outbreak and continuing through pandemic restrictions, the Estates Team has played a pivotal role in ensuring the Fire Service can still undertake their core business activities within the building provided for them, and remain committed and focused on service delivery through difficult and challenging times.

6.0 Emerging Issues

6.1 Illicit Waste Site Fires

Staffordshire Fire and Rescue Service is highly engaged in the NFCC Waste and Recycling Group and is a lead for the training of NFCC Waste Fire Tactical Advisors which can be requested and mobilised to support with waste incidents. Waste Fire advisors have an increased knowledge of waste, environment agency procedures and extinguishing techniques and also support in the pre planning of waste site risks. In Staffordshire, waste fire Tactical Advisors have been involved with the risk assessment to our most significant waste sites and have supported neighbouring fire and rescue services with waste fire incidents.

Our work within the NFCC Waste and Recycling Group puts us at the forefront of identifying and understanding emerging risks such as BESS (Battery Energy Storage Systems) which are starting to appear within our communities and the risks from Li-ion batteries. We are actively involved with partners such as the Environment Agency and the Joint Unit for Waste Crime to actively monitor changes within the waste sector and to fight waste crime within our communities.

Staffordshire Fire and Rescue Service hosts a multi-agency group to discuss illicit waste sites and put plans in place to reduce the risk from fires through discussing joint enforcement options and also ensuring operational plans are in place and up to date. This group is made up of representatives from the **Environment Agency, Local Authorities, Civil Contingencies Unit, Water Authorities, Police, DVSA and CMPG.**

Each site is risk assessed and then action is taken to mitigate the risk as far as possible to ensure that all possible actions have been considered to reduce the risk posed to communities, properties and the environment. The group also provides a shared awareness to partners to allow a safe resolution should an incident occur.

The objectives of the group are as follows:

- To work together to promote collaborative and innovate working to protect people, property and the environment.
- To identify high risk waste sites and determine suitable options and response measures to reduce the risk of fire, including where appropriate multi-Agency fire response plans.
- To share good practice and information and support each other in our regulatory and enforcement roles where appropriate.
- To work together to deliver campaigns to raise awareness of waste sites and fire risk.

Since inception of the group in 2016 some **13** waste sites deemed 'high risk' have either had their risk vastly reduced or waste completely removed from sites; ensuring communities, properties, and the local environment are not adversely affected by fires on these sites. The group continues to work collaboratively to prepare and reduce risk at further sites across the county to ensure Staffordshire and Stoke-On-Trent is proactive in tackling the issue of waste crime.



6.2 Alternative Fuel Systems

As our communities start to engage further with green energy and better ways to reduce our impact on our environment we will start to see an expansion of solar panels and Battery Energy Storage Systems within domestic settings. This will increase fire risks to local housing stocks and the spread of fire between premises whilst also providing a greater risk to Firefighters responding. We will also see a greater proportion of electric vehicles on our roads with battery systems making extinguishing of vehicle fires more difficult.

6.3 HS2

The new high-speed rail network within Staffordshire includes two phases; HS2, and the requirement for a number of structures, such as tunnels and viaducts to be designed and implemented to minimise the overall impact of the project across the county.

With further public infrastructure planned such as below surface structures and tunnels, the Service will need to review and potentially adapt rescue techniques and the provision of specialist assets to meet any further requirements and challenges that HS2 may bring.

Phase One of HS2, between London and the West Midlands, was approved by Parliament in 2017 and is under construction, while plans for Phase 2a, from the West Midlands to Crewe were approved by Parliament in 2021 and initial preparatory works will gather pace over coming months.

The Phase One route enters Staffordshire in the Drayton Bassett area, before passing through a number of rural parishes including Hints, Weeford, Swinfen and Packington, and Whittington. It continues north, to the east of Lichfield, after which the main line of Phase One merges into Phase 2a in the Fradley area. A spur of the route continues North West to a junction at Handsacre, which will eventually connect the route to the existing west coast main line – enabling HS2 trains to stop at existing stations, including Stafford in future.

The Phase 2a route through Staffordshire covers a distance of 51.3km, running north from Fradley to Madeley.



7.0 HR and Finance Update

7.1 Recruitment Activity

5 Support roles have been filled

4 Operational roles have been filled

9 Individuals currently at Pre-Employment/Offer stage

6 Roles currently out for advert including Watch Manager and On Call Crew Manager positions

Figure 10: Establishment Data provided by HR at as 30th September 2021*

Role	Budget 20/21	As at 30/09/2021	Variance
Management Team	12	12	0
Station Managers	21	22	1
Watch Managers	61	60	-1
Crew Managers	40	40	0
WT Firefighters	162	167.3	5.3
Casual Contracts		21	21
On Call Firefighters	387	266.8	-120.2
Support	146	131	-15
Seconded/Funded Posts	17.6	16.8	-0.8
Totals	846.6	736.8	-109.8

*This report shows headcount as FTE (Full Time Equivalent) WT Firefighters refers to Whole-Time Firefighters.

The Substantive Whole-time Transfer process closed on the 1st August 2021 a total of **132** applications were received including;

- **6% BAME** – 8 individuals
- **12% Female** – 16 individuals
- **6% Declared Disability** – 8 individuals
- **13% LGBT** – 17 individuals

A total of 10 individuals have been offered positions; including, **20% Female, 10% Declared Disability and 10% LGBT.**

The substantive Whole-time Watch manager process closed on the 3rd October 2021 we had a total of **21** applications;

- **4% Female** – 1 individuals
- **4% Declared disability** – 1 individual
- **4% LGBT** – 1 individual

On call recruitment is still ongoing and there is a total of **9** individuals going through the Pre-Employment process for a Jan 22 start date.



7.2 Finance Update

The revenue budget was approved in February 2021 by the Staffordshire Commissioner at **£42m** and incorporated the roll-over single year settlement issued by the Home Office and the Commissioner approved a council tax increase of **1.99%**. The current Band D Council tax is **£78.78**.

The total revenue spend as at end of quarter 2 was **£21.2m** and overall showed a positive position being **£0.3m** favourable to budget. Pay costs continue to be broadly in line with budget at **£13.8m** with savings from support staff vacancies and on-call compensating for some minor additional whole-time costs being incurred to date.

Non-pay costs remain slightly favourable **£0.3m** with Community Fire Safety Spend remaining lower than budget at this time due to some restrictions still in place on home visits as prevention activity has been continued to be targeted during the year.

The Capital Programme for 2021/22 was approved at **£6.0m** and **£0.4m** has been carried over from last year. The programme includes the refurbishment work at both Abbots Bromley and Stafford. The Capital Programme spend to date is lower than expected for this time of year and a reforecasting exercise has now be undertaken resulting in a revised programme of **£5m** for the year. The Stafford Fire Station project has now gone out to tender with construction work estimated to start later in the year. The Cash position at 30 September 2021 was **£20m** and is cumulatively **£3.3m** higher than budget, this is largely driven by the timing of capital spend and the timing of receipts of grants and income, including compensation grants for the reduction in Council Tax base.

The Service is now preparing for the next Comprehensive Spending Review (CSR21) expected in December 2021 which will importantly include a three year settlement. The Chancellor has already announced a referendum Limit on Council Tax **2%** which is currently below the rate of inflation and there will be no Council tax flexibility for the Fire and Rescue Sector.

The Service has been preparing a number of transformation options that have been presented to the Staffordshire Commissioner ready for implementation as the Service and Authority prepare for the financial challenges ahead.

The budget process for next year has now commenced within the Service and the funding gap into the medium term will become clearer following the receipt of CSR21, the level of pay award expected, the impact on pension costs, as well as the ongoing impact of the pandemic on Council Tax and Business Rates collection rates.

An updated Medium Term Financial Strategy will be presented to the Police Fire and Crime Panel in December.

