

Scrutiny Review 07 November 2022 - Written Evidence – Other FRS Models

Fire Service name	Description of industrial action approach	Any further comments/notes
South Wales Fire & Rescue Service	<p>External Contingency Workforce trained by service</p> <p>Very strong Union membership in South Wales - during the last period of industrial action only one member of operational staff worked (excluding the Principal Officers). Therefore, all planning does not rely upon crewing any appliances with either wholetime or on call staff.</p> <p>Due to these circumstances, decided to train and maintain cadre of Auxiliary Firefighters. They were used and deployed successfully during the last industrial action led by Military Serco Fire Officers.</p> <p>Auxiliary Cadre - which currently stands at 80 - has received ongoing maintenance of competence training since the last period of industrial action, the only difference being that they will be managed by Securitas Officers going forward.</p> <p>To achieve this, SW contract the services of 16 Securitas Officers. A number of which would be deployed as riding ICs in the eight appliances available, one would be mobile in a car as a support officer and one would be alongside a Principal Officer in the Control/Command room.</p> <p>In the situation where Fire Control staff were also undertaking industrial action, SW are in the fortunate position where they share a Joint Services Control Room with the Police and they would take calls.</p>	<p>Aim for 80 Auxiliary FFs but currently the number is less than that, we have a course running next week (24/10/22) and a fresh recruitment campaign ongoing.</p> <p>There are several issues with this method – It is not clear how many Auxiliaries will turn in when needed due to primary work commitments, holidays, and other commitments (although this is managed to a degree by an Auxiliary manager), and the attrition rate is quite high, hence ongoing recruitment campaigns.</p> <p>They need to provide pre-deployment training which puts a burden onto training school along with initial courses – this can be managed but does increase training school workload.</p>
Lincolnshire Fire & Rescue	<p>Using existing retained staff and a degradation model</p> <p>Lincolnshire has 38 Stations, 29 of which are operated wholly by On Call Firefighters. Current Plan is based on core planning assumptions founded on best available information and previous experience of IA, it identifies the level of fire cover that could be provided based on these assumptions and describes, in principle, how assets will be deployed to meet our statutory obligations. In summary LFR's current approach to any IA is to instigate a fire</p>	<p>Current working group being established to look at IA – and review plan.</p>

	cover degradation plan based on current risk and number of staff available. The risk associated with assuming numbers of staff available has previously been accepted as reasonable within the 'Lincolnshire' context.	
Leicestershire Fire & Rescue Service	<p>External Contractor A contract is in place with a third-party provider to supply resilience contingency crews</p>	
Humberside Fire & Rescue Service	<p>Resilience Fire Crew Existing IA arrangements are focussed on the provision of Resilience Fire Crew as the primary emergency response capability augmented by available non FBU or non-strike full time/on-call personnel. The number of available RFC personnel has reduced significantly since the 2013 dispute to the position where a review of the arrangements is currently being carried out. RFC are employed on zero hours contracts & paid appropriate remuneration for training & operational commitment.</p> <p>IA plans provide a framework that will enable the Fire Authority to discharge its statutory duties through the provision of:</p> <ul style="list-style-type: none"> • An effective Control Room and Communications infrastructure • Proportionate Command & Control arrangements • An appropriate disposition of resources relative to the risk profile of the Service area • Appropriate and sufficient equipment, procedures and personnel to implement safe systems of work commensurate with operations undertaken with minimal resource availability • A supporting infrastructure to support front-line operations <p>Emergency call handling & dispatch will continue from the primary control room with the option to relocate to a fall-back location or Police control should there be need.</p>	<p>Service is currently in process of recruiting for additional RFC staff to sustain a single & two shift option in the event of protracted IA periods.</p> <p>Medical & fitness testing will be conducted (in-line with that of on-call recruitment) for all applicants to a 42 Voc standard appropriate to BA wearer.</p> <p>Firefighting training courses will be provided to cover Core skills – 4 day BA Wearer – 5 day RTC – 2 day IEC – 1 day</p>

	<p>Command & control arrangements are provided by a Fire Silver (fire control) responsible for confirming mobilising decisions & resource levels appropriate to incident type, supported by Fire Bronze(s) who responsible for managing response resources in 2 command areas. IA core emergency response resilience fire engines are crewed in the main with RFC supervised by non-strike service managers as appliance OIC. Additional fire appliances above the core capability are crewed by available non-strike full-time personnel & on-call personnel operating in their own communities.</p> <p>Emergency response is provided from risk based strategically sited locations – predominantly MoD Barracks, rather than use of full-time stations. Where crewing available On-Call response is maintained from local station unless this is a dual full time/on-call site.</p> <p>Reserve fleet & driver training fire engines are used in the first instance for IA purposes with the withdrawal of specified front-line fire engines as available non-strike personnel permit.</p> <p>Revised Mobilising & PDA’s are enacted with an emphasis on ‘threat to life’ & statutory duties. Some incident types may be suspended from normal attendance or passed to another agency – dependent on the availability of operational personnel.</p>	
<p>South Yorkshire Fire & Rescue</p>	<p>Combination Contingency Crews and External Providers Contingency crews in place (made up of operatives and drivers) and a contract with an external provider for operational incident commanders (OICs).</p> <p>Contingency crews are required to attend maintenance of skills sessions throughout the year (minimum of four sessions) with 10 days of consolidation training leading up to a period of industrial action.</p>	