

## County Council – 19 July 2019

### Item 7(c) - Notice of Motion by Mr Jones

#### Fire and Rescue Service Inspection Rating - Briefing Note

This briefing provides data related to matters raised in the motion including an overview of the budget and current performance of West Sussex Fire and Rescue Service (WSFRS). It includes a summary of the improvement work being carried out in response to the inspection report of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

#### Station closures – 4 in total since 2011

Horley downgraded to one engine	FireRedesign2 2013
Horley closed as a fire station	December 2015
Bosham one engine station closed	FireRedesign1 2011
Findon one engine station closed	FireRedesign1 2011
Keymer one engine station closed	FireRedesign1 2011

#### Appliance removal - 11 fire engines removed since 2011

Crawley 3 <sup>rd</sup> engine removed	2015/16 Future F&R phase2 (FFR2)
Midhurst second engine removed	2015/16 (FFR2)
Petworth second engine removed	2015/16 (FFR2)
Storrington second engine removed	2015/16 (FFR2)
Lancing second engine removed	FireRedesign1 2011/12
East Preston 2nd engine removed	FireRedesign1 2011/12

#### Response times

The 14 minutes response time refers to low risk areas only. The target response time for each incident depends on the risk category area in which it is geographically located. Target response times to each category are:

Category	1 <sup>st</sup> appliance response	2 <sup>nd</sup> appliance response
Very high	8 minutes	11 minutes
High	10	13
Medium	12	15
Low	14	17

The WSFRS performance target is to meet the above risk related response time in 89% of incidents for the first appliance at critical fires, 83% of incidents for the second appliance at critical fires and 80% of incidents for the first appliance at critical Special Service. Actual performance for critical fires is:

Year	1 <sup>st</sup> appliance	2 <sup>nd</sup> appliance
2013/14	88.7%	84.5%
2014/15	87.6%	79.2%
2015/16	87.5%	80.2%
2016/17	84.3%	79.3%
2017/18	88.5%	82.1%
2018/19	88.0%	80.4%

## Average 1<sup>st</sup> Appliance response time to critical fires hr:mm:ss)

Year	Risk Category of incident				
	Very High target 8 mins	High target 10 mins	Medium target 12 mins	Low target 14 mins	All incidents
2013/14	00:06:43	00:07:51	00:07:40	00:09:43	00:08:33
2014/15	00:06:34	00:07:29	00:08:12	00:10:25	00:09:00
2015/16	00:05:12	00:07:12	00:08:22	00:09:24	00:08:45
2016/17	00:06:39	00:07:48	00:08:50	00:09:30	00:08:57
2017/18	-	00:06:45	00:08:04	00:09:42	00:08:46
2018/19	-	00:06:52	00:08:26	00:09:21	00:08:53

### Staffing removed

FINAL REMOVED 2011 - 2018 2019 to be added	Grey Book posts (FTE)		Management	Green Book posts (FTE)	Total People Actual	Vehicles	Fire Stations	Misc
	W/T	RDS						
	117	52	10.6	32.85	233	44	4	1

### West Sussex Fire & Rescue Service: Budget 2016-20

Financial Year	2019/20 £	2018/19 £	2017/18 £	2016/17 £
FRS Budget	25,847,000	25,344,000	24,710,000	24,254,000
Annual Change	+503,000	+634,000	+456,000	-31,000

There was an increase in the Fire and Rescue Service budget in 2017/218, 2018/19 and in 2019/20. This is an increase of 6.4% since 2016/17. There are no new savings proposals from WSFRS as part of 2020/21 budget planning as recently agreed by the Cabinet.

Since 2016/2017, £4.7m has been invested in the Fire and Rescue Service from the capital programme, with £2.3m invested last year. This investment has enabled WSFRS to provide new fire appliances and state of the art equipment. It is planned to settle the annual budget requirements for WSFRS for future years early in each year to ensure budget transparency, and to facilitate investments in collaborative partnerships with other blue light services to deliver new collaborative work and drive efficiency and effectiveness.

The Leader has written to the Minister of State for Policing and the Fire Service, Nick Hurd, regarding the historic and ongoing underfunding of WSFRS and called for recent funding cuts to be reversed.

An additional investment of £1.8m has been identified to support the Improvement Plan for the Fire & Rescue Service as presented to the Select Committee on 10 July 2019. This will be the subject of future cabinet member decisions in line with the Improvement Plan.

### HMICFRS – Report

Following the initial inspection in November 2018 concerns were raised by HMICFRS in January 2019. An additional investment of £380,000 was made to support the initial improvement programme against the Efficiency, Effectiveness and People

inspection pillars. This has started the required improvement process in the following key areas:

<b>Inspection Theme and HMICFRS Judgement</b>	<b>Issue</b>	<b>Update</b>
<b>EFFECTIVENESS (Requires Improvement)</b>	Backlog of over 500 high risk safe and well visits	Backlog cleared, 3 new Safe and Well Visit Advisers recruited to ensure a new backlog does not build
	Risk based inspection programme methodology differs from nationally recognised guidance	Re-aligned the methodology for our risk-based inspection programme (RBIP) based on nationally recognised guidance
<b>EFFICIENCY (Requires Improvement)</b>	Out of date and inefficient IT system	Business case and funding for new IT solution for prevention and protection approved as part of the Fire Control 2020 programme, programme management structures, disciplines and resources in place to manage the implementation
<b>PEOPLE (Inadequate)</b>	Education and training regarding bullying and harassment	Recruited a new Equalities and Inclusion Officer. Employers' Network for Equality and Inclusion has carried out two pilot workshops as a prelude to an extensive engagement programme with all FRS staff
	Staff engagement – minority groups	

Following the publication of the full HMICFRS report on WSFRS on 20 June 2019 a detailed draft improvement plan has been developed with a proposed resourcing plan. These plans were presented to the Environment, Communities and Fire Select Committee 10 July 2019 for scrutiny and supported by the Committee. The Cabinet Member is now making the decision to approve the Improvement Plan and the Resource Strategy to ensure this plan can be delivered at pace to address the recommendations contained in the inspection report.

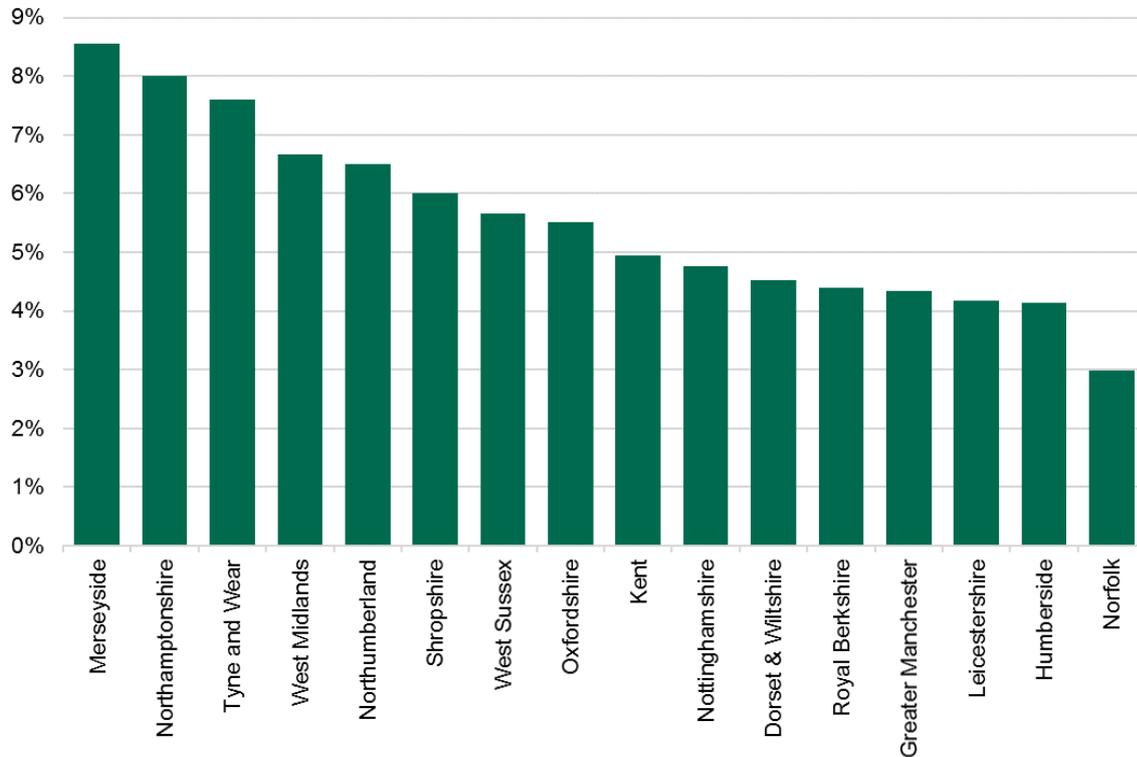
**Technology** - As part of the joint Fire Control 2020 project with Surrey Fire and Rescue Service (SFRS), agreed by WSCC in January 2019, the required new technology to ensure WSFRS has modern IT systems in place for the Protection and Prevention teams in WSFRS are progressing. They are planned to come online December 2019 and be embedded with FRS teams by March 2020.

**People** - Following consultation with FRS staff and, working in conjunction with the Employers Network for Equality & Inclusion, an 'anti-bullying campaign' will take place in the autumn of 2019. A new policy is currently being consulted on with the representative bodies.

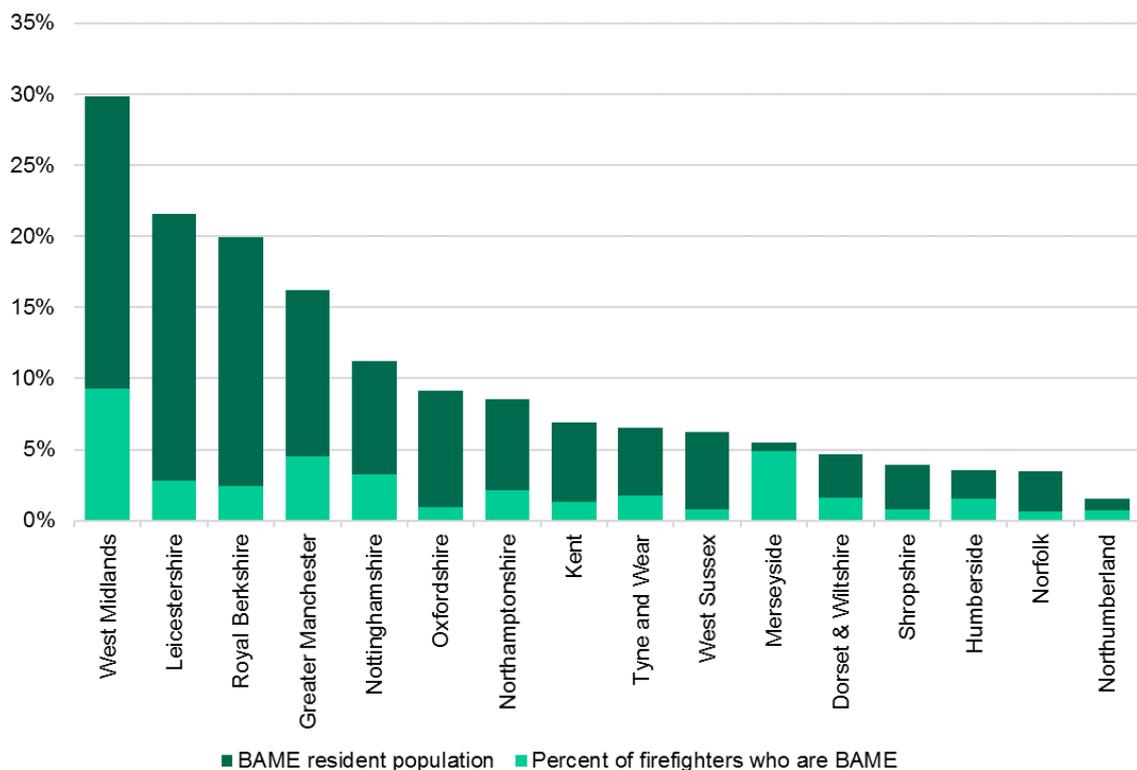
8.2% of WSFRS wholetime firefighters and officers are female compared to 5.5% nationally and 5.1% of Retained Duty System firefighters are female compared to 4.5% nationally. Ethnic minority groups make up 1.2% of our wholetime workforce and 0.4% of our Retained Duty System workforce, this compares to a national average of 4.1%. WSFRS have been actively recruiting new wholetime firefighters since 2016. 18% of new recruits have been female and 5% are BAME. For 2018/19 WSFRS recruited more Retained Duty System staff than left WSFRS. This is the first time in many years this has been achieved but it is still a very

challenging area for WSFRS in terms of recruitment in some areas of the county and retention of our retained duty staff.

**Percentage of firefighters (excluding officers) who are women as at 31 March 2018 for Tranche 2 services**



**Percentage of BAME firefighters as at 31 March 2018 for Tranche 2 services compared with the BAME service resident population**



## West Sussex Fire & Rescue Service: Performance (graphs below)

West Sussex FRS performance 2018/2019, according to Home Office data and comparison with our Fire & Rescue Services nationally:

### Note:

- **'Primary'** fires include all fires in buildings, vehicles and outdoor structures or any fire involving casualties, rescues, or fires attended by five or more appliances.
- **'Secondary'** fires are the majority of outdoor fires including grassland and refuse fires unless they involve casualties or rescues, property loss or five or more appliances attend. They include fires in single derelict buildings.
- The graph is showing under each indicator shows how many occur per 100,000 of the population. This is then ranked from 1 to 44 (1 being the fewest primary fires per 100,000, 44 being the most primary fires per 100,000) and shown on the dotted line.

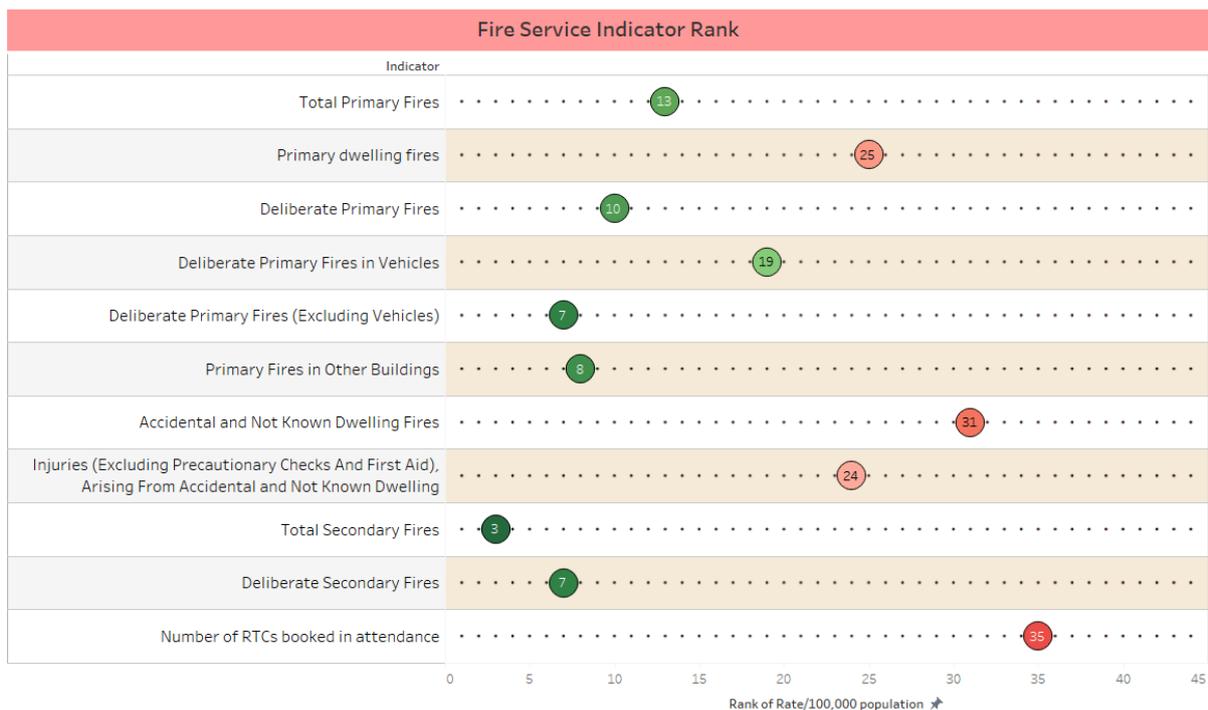


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Select Year  
2018/19

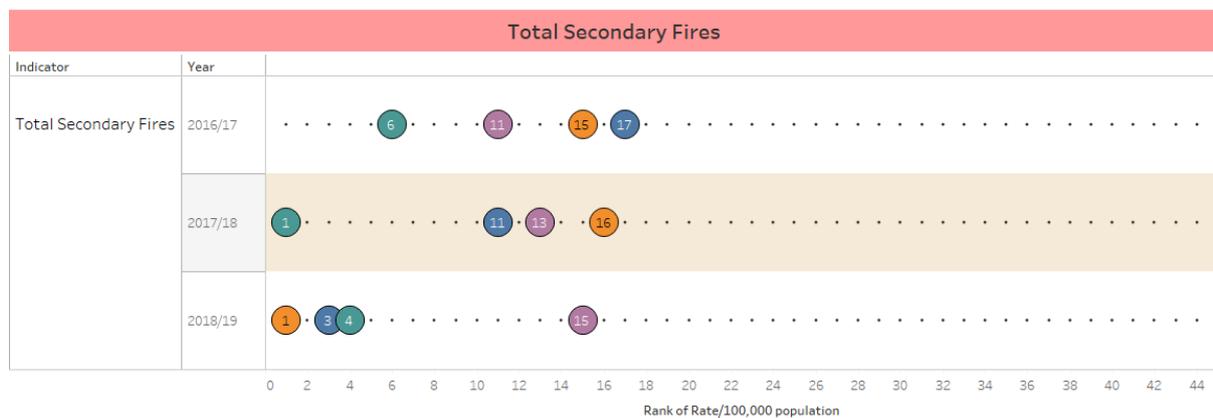
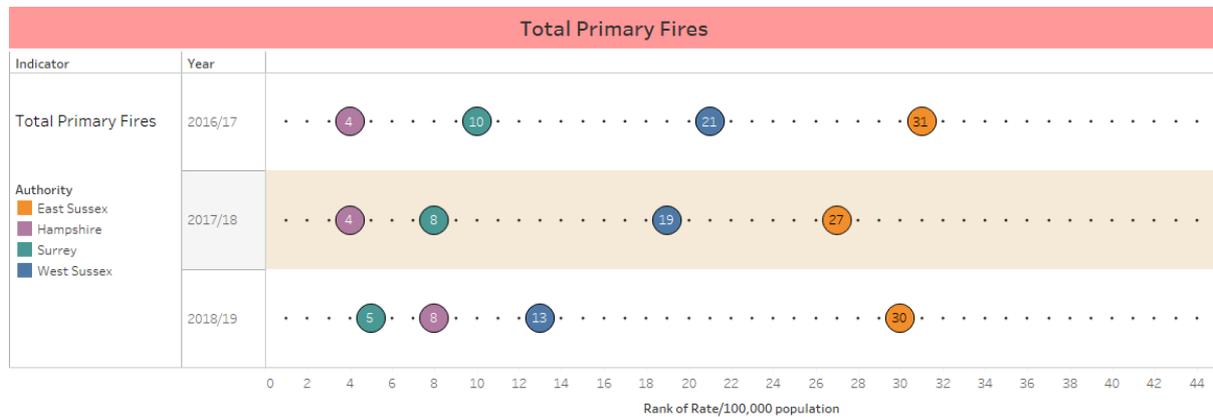


A comparison of West Sussex FRS performance against regional neighbours, comparing Home Office data follows on Primary and Secondary Fire performance:

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- Each graph shows 4 years' worth of data and how their rank has changed over the past 4 years. East Sussex (orange), Hampshire (purple), Surrey (green) and West Sussex (blue) are highlighted in each row.



## Governance

In June 2017 the Sussex Police and Crime Commissioner (PCC) decided to not submit a proposal to take on the governance for Fire & Rescue Services in Sussex at that time. The PCC commissioned an independent report, in the form of a Local Business Case, to assess police and fire collaboration governance options in Sussex.

The fire authorities have given the public a renewed commitment to embrace collaboration. Sussex Police also supports closer working between the two fire services. The PCC decided to focus on supporting the transformation without disruptive governance changes and further costs.

In their June re-visit letter, where HMICFRS checked progress, they found that 'appropriate governance structures to oversee the completion of the action plan have been put in place. These include within the service and in the County Council.

## Neil Stocker

Acting Chief Fire Officer