

Lancashire Fire and Rescue Service

Performance Report and Action Plan - (PR&AP) 2011



A summary of the consultation findings and decisions made

In August 2011, we published our annual Performance Report and Action Plan 2011 which included proposals for changes to:

- The number of specialist Aerial Ladder Platform (ALP) appliances in the Service.
- Our Prevention and Protection structure.
- The plan also asked for comment on our approach to business continuity arrangements.

Information about the proposals, and electronic copies of the plan were distributed to staff, members of the public and other stakeholders inviting comment during a twelve week consultation. The plan and proposals were also featured on our website and an independently facilitated public forum was held to discuss and gather opinion on all the proposals.

Nearly 30 written responses were received and we learnt much from discussions with members of the public, partners, elected representatives, our staff and their trade unions. At the end of the consultation, we made changes to reflect suggested improvements or to address concerns and we are grateful to all who took part in the exercise.

Consultation findings were reported to the Combined Fire Authority Planning Committee in November 2011 and agreed by the full Combined Fire Authority in December 2011. This leaflet summarises the decisions taken by the Authority and sets out what will happen next. The full consultation report can be found on our website. Please [click here](#) and see agenda item 4 on the page that opens in your browser.

Action Area	Proposal	Fire Authority Decision	Implementation
Aerial Appliances (ALP)	<p>The proposal advocated that the aerial ladder platform (ALP) based at Preston fire station and which is due for renewal be removed from service during April 2012. The remaining three aerial appliances would stay at their current locations of Blackpool, Hyndburn and Morecambe. In addition, it was proposed that, for aerial appliance purposes, the retained duty system (RDS) establishment at Morecambe be increased by 120 hours per week.</p> <p>Following consultation, an alternative proposal offering improved operational resilience – whilst still realising annual revenue savings of £148,000 – has been advocated.</p>	<p>Whilst the option to remove the ALP remains a viable proposition, an alternative proposal has been agreed as a result of the consultation process.</p> <ul style="list-style-type: none"> • The lease on the ALP at Preston is extended to allow a wider strategic review of the Service's aerial capability to be conducted. • Remove four firefighter posts from Preston with the ALP staffed by 'switch crewing'. Utilise the opportunity to utilise 'switch crewing' at other ALP stations. • The number of ALP operators at Preston to be increased to aid resilience. • Remove the proposed increase in hours of cover to crew the ALP at Morecambe whilst current crewing arrangements are reviewed. 	Early 2012

Action Area	Proposal	Fire Authority Decision	Implementation
Prevention and Protection structure	<p>This proposal advocated a number of changes to the prevention and protection functions as follows:</p> <p>Protection structure</p> <ul style="list-style-type: none"> Reduce the overall number of Fire Safety Enforcement (FSE) staff from 49 to 42. Introduced a tiered delivery framework consisting of 5 roles: Further consider the opportunity to expand the use of non-operational staff within the function. <p>Prevention structure</p> <ul style="list-style-type: none"> Reduce the overall number of staff from 60 to 54 and re-configure the CFS structure. Redefine the role of Community Safety Practitioner to that of Community Fire Safety Advocate. Develop and introduce a re-defined 'Prevention Performance Framework'. <p>Following consultation, alternative proposals realising annual revenue savings of £474,000 were advocated.</p>	<p>Protection structure</p> <ul style="list-style-type: none"> Reduce the overall number of staff from 49 to 45. Consolidate on one Fire Safety Enforcement Officer (FSEO) role: FSEO roles to comprise of a combination of Grey book staff (at Watch Manager A level or equivalent) and Green Book staff (Scale 6). Further consider the opportunity to expand the use of non-operational staff within the function. <p>Prevention structure</p> <ul style="list-style-type: none"> Reduce the overall number of staff from 60 to 54 and re-configure the structure to provide for 6 CFS Team leaders, 30 CFS Advocates and 18 Home Fire Risk Assessors. Redefine the role of Community Safety Practitioner to that of Community Fire Safety Advocate. Review the peripatetic Retained Duty System element of existing CFS Practitioner posts as part of the Emergency Cover Review being undertaken in 2012, Develop and introduce a re-defined 'Prevention Performance Framework'. 	Beginning early 2012
Business Continuity	<p>This item contained no proposals for change but asked for comment on our approach to business continuity and whether we have identified all key issues in our business continuity arrangements.</p>	<p>As a result of the consultation process, no further key issues were identified and as a result it is felt that our current business continuity arrangements are suitable and sufficient.</p>	NA

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