

Lancashire Fire and Rescue Service aims to provide as much information as possible about our Service and its employees, in order to promote a spirit of openness and accessibility. The information below is specifically about our employees, and is taken from the period 1 January - 31 December 2015.

### OVERALL PROFILE OF LANCASHIRE FIRE & RESCUE SERVICE 2015

Staff Category	Male	Female	Total	Ethnic Minority	Disabled	% of females	% of bme
Wholetime	608	27	635	10	8	4.25	1.57
RDS	380	22	402	15	5	5.47	3.73
Control	1	1	2	0	0	50.00	0.00
Service Delivery (CFS)	23	19	42	3	0	45.24	7.14
Support Staff	72	92	164	6	1	56.10	3.66
<b>TOTAL</b>	<b>1084</b>	<b>161</b>	<b>1245</b>	<b>34</b>	<b>14</b>		

### RECRUITMENT DURING 2015

Staff Category	Male	Female	Total	Ethnic Minority	Disabled	% of females	% of bme
Wholetime	0	0	0	0	0	0.00	0.00
RDS	64	4	68	4	1	5.88	5.88
Control	0	0	0	0	0	0.00	0.00
Service Delivery (CFS)	0	0	0	0	0	0.00	0.00
Support Staff	11	18	29	3	0	62.07	10.34
<b>TOTAL</b>	<b>75</b>	<b>22</b>	<b>97</b>	<b>7</b>	<b>1</b>		

### DURING 2015 THE FOLLOWING NUMBERS LEFT THE SERVICE - ALL REASONS (RETIREMENT, DISMISSAL, TERMINATION OF CONTRACT (INCLUDING TEMPORARY CONTRACTS) OR VOLUNTARY RESIGNATION)

Staff Category	Male	Female	Total	Ethnic Minority	Disabled	% of females	% of bme
Wholetime	38	0	38	1	0	0.00	2.63
RDS	63	1	64	4	0	1.56	6.25
Control	0	0	0	0	0	0.00	0.00

Service Delivery (CFS)	0	0	0	0	0	0.00	0.00
Support Staff	9	23	32	1	0	71.88	3.13
<b>TOTAL</b>	<b>110</b>	<b>24</b>	<b>134</b>	<b>6</b>	<b>0</b>		

### FULL TIME EQUIVALENTS

Staff Category	Number of staff	Full time Equivalent in contracted hours worked
Wholetime	635	635
RDS	402	270
Control	2	2
Service Delivery (CFS)	42	41
Support Staff	164	150
<b>TOTAL</b>	<b>1245</b>	<b>1098</b>

### AGE PROFILE

Staff Category	Age	Age	Age	Age	Age	Age
	17-24	25-35	36-45	46-55	56-65	66+
Wholetime	3	71	249	304	8	0
RDS	46	162	96	83	15	0
Control	0	0	2	0	0	0
Service Delivery (CFS)	0	8	10	15	9	0
Support Staff	7	27	43	63	34	0
<b>TOTAL</b>	<b>56</b>	<b>268</b>	<b>400</b>	<b>465</b>	<b>66</b>	<b>0</b>

### TOP 5% EARNERS

Staff Category	Male	Female	Total	Ethnic Minority	Disabled	% females	% bme
Wholetime	47	1	48	0	0	2.08	0.00
RDS	0	0	0	0	0	0.00	0.00
Control	0	0	0	0	0	0.00	0.00
Service Delivery (CFS)	0	0	0	0	0	0.00	0.00
Support Staff	8	4	12	0	0	25.00	0.00

<b>TOTAL</b>	<b>55</b>	<b>5</b>	<b>60</b>	<b>0</b>	<b>0</b>
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### STAFF SUBJECT TO DISCIPLINARY PROCEDURES DURING 2015

Staff Category	Male	Female	Total	Ethnic Minority	Disabled	% of females	% of bme
Wholetime	6	1	7	0	0	14.20	0.00
RDS	2	0	2	0	0	0.00	0.00
Service Delivery (CFS)	0	0	0	0	0	0.00	0.00
Support Staff	4	2	6	0	0	33.30	0.00
<b>TOTAL</b>	<b>12</b>	<b>3</b>	<b>15</b>	<b>0</b>	<b>0</b>		

### STAFF TAKING UP GRIEVANCE PROCEDURE DURING 2015

Staff Category	Male	Female	Total	Ethnic Minority	Disabled	% females	% bme
Wholetime	2	0	2	0	0	0.00	0.00
RDS	1	0	1	0	0	0.00	0.00
Service Delivery (CFS)	0	2	2	0	0	100.00	0.00
Support Staff	0	0	0	0	0	0.00	0.00
<b>TOTAL</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>		

### APPLICATIONS FOR PROMOTION/EMPLOYMENT DURING 2015

Staff Category	Applied	BME applicants	Tested	Reached interview	Selected	Disabled appointed	BME appointed
Wholetime	387 male 43 female	14	282 male 29 female	164 male 10 female	83 male 8 female	0	2
RDS							
Control							
Service Delivery (CFS)	96 male 106 female	12	42 male 38 female	42 male 38 female	9 male 11 female	1	1
Support Staff							
<b>TOTAL</b>	<b>632</b>	<b>26</b>	<b>391</b>	<b>254</b>	<b>111</b>		

The above shows applicants for both employment and promotion in uniformed and non-uniformed roles. The high proportion of non-BME and male applicants is representative of existing staff applying for new roles or promotions as the freeze on recruitment prevented the Service from recruiting externally .

### **General Information**

Total Disabled throughout the Service = 14 - 1.09%

4 Career breaks requested, 2 accepted

4 flexible working applications received, 3 accepted.

100% return to work following Maternity Leave

25 Paternity Leave applications received, 25 accepted.