

Her Majesty's Chief Inspector of Fire Services for Scotland



Report for
1999-2000



SCOTTISH EXECUTIVE

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Scottish Executive Justice Department

**HER MAJESTY'S CHIEF INSPECTOR
OF FIRE SERVICES FOR SCOTLAND**



Report for 1999-2000

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HER MAJESTY'S CHIEF INSPECTOR
OF FIRE SERVICES FOR SCOTLAND

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I N T R O D U C T I O N

Annual Report of Dennis Davis OBE OStJ QFSM CEng CIMgt FIFireE MinstE

Her Majesty's Chief Inspector of Fire Services for Scotland for the year 1999-2000

To: Jim Wallace
Deputy First Minister and Minister for Justice

Sir

I have the honour to present my Annual Report upon the 8 fire brigades in Scotland for the financial year ended 1999-2000.

Introductory Remarks



1. Operationally the fire service continued to experience growth in the range and volume of incidents. Fire safety activities in support of public safety also expanded in the number of initiatives undertaken whilst there remained continuing vigilant enforcement of fire safety law. There was, as with all public bodies, activity in pursuit of improved financial and service performance, notably through the implementation of the concepts of *Best Value*. Deep concern remained during 1999 of the likely failure of technology arising from the millennium date changeover and this added substantially to preplanning work, both within and outwith the service. There remained high commitment to achieving an inclusive workforce, highlighting career opportunities within the service, and an inclusive and safe society, with participation in many local community support or improvement activities. It is to the credit of the service that it was able to meet all these challenges in a satisfactory way without a significant change in resources.
2. Some key indicators of the reviewed operating environment in the Report are:
 - deaths from fire were above the 10 year average (111 this year as against an average of 100 for the period);
 - total incidents increased by 8.2%;

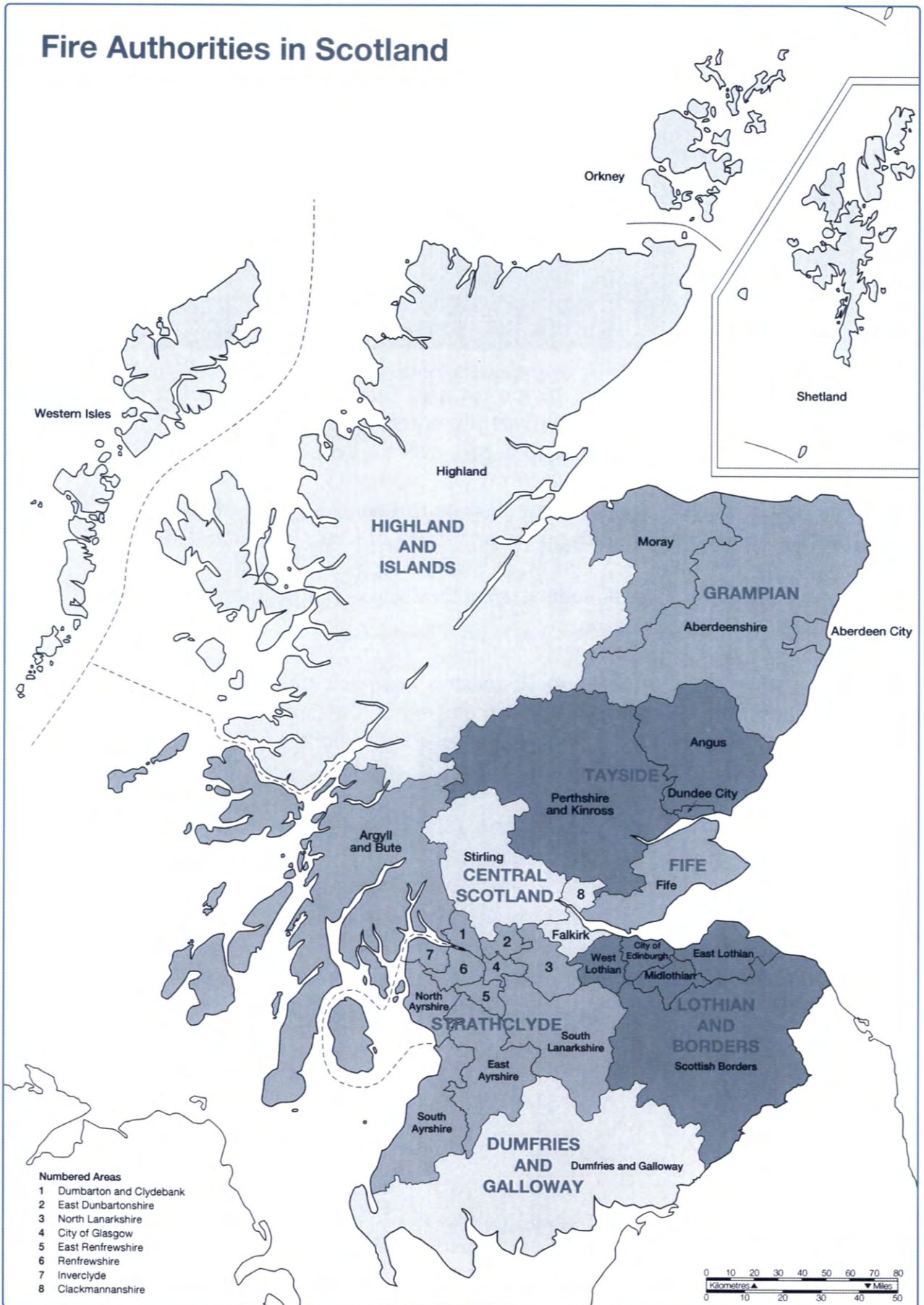
- routine fire safety enforcement continued, albeit at a lower level;
 - still greater emphasis was placed upon issues of fairness and equality within the workplace and encouragement to all with the necessary attributes to join the service;
 - extensive development of community fire safety continued with a stronger interest in domestic sprinklers;
 - the fire service, together with many other public bodies, was well prepared for the Millennium change.
3. The Report also highlights in a different way to previous Reports the challenges and opportunities now presented to the service. It is suggested, for example, that the fire service should continue to use information technology in a more comprehensive way, recognising there are capital costs involved in the provision of such equipment. Likewise the need to determine how skills for fire brigade personnel are to continue to be delivered, given the continuing pressures on the Scottish Executive's and brigades' training budgets, has received attention.
4. The Report, in raising these matters, seeks to prompt still further awareness of what is happening and could happen within and beyond the fire service in Scotland. Real opportunities exist to ensure not just continued quality but improvement and *Best Value* and I hope my general comments contained in this Report help stimulate further debate on these important matters.

Devolution

5. During the period of the report the milestone of establishing the Scottish Parliament was achieved. The increased Ministerial interest and reorganisation of the Scottish Executive business process has already begun to place a framework in existence which will help find new solutions to Scotland's distinct problems. Already the Scottish Executive has sought to create a modern system of government that will deliver high quality public services and place equity firmly within a social justice agenda. This very clear strategy helps establish for the whole fire service its own series of objectives. The demand to be open, accountable and, inclusive requires changes within the current practices. A fresh look at how the service is performing against this new agenda may suggest further actions to enable new priorities to be secured.



Fire Authorities in Scotland



Firemasters and Fire Authorities

6. At the end of the reporting period the following Firemasters were in post:

Central Scotland Fire Brigade	Firemaster I S T Adam OBE QFSM;
Dumfries and Galloway Fire Brigade	Firemaster L I Ibbotson MSc MIFireE FIMgt FIPD;
Fife Fire and Rescue Service	Firemaster N H Champion QFSM MIFireE;
Grampian Fire Brigade	Firemaster J Williams QFSM BSc MIFireE;
Highland and Islands Fire Brigade	Firemaster M B Murray BA(Hons) MA MIFireE;
Lothian and Borders Fire Brigade	Firemaster C Cranston QFSM GIFireE;
Strathclyde Fire Brigade	Firemaster J Ord OSTJ QFSM GIFireE; and
Tayside Fire Brigade	Firemaster D S Marr OBE QFSM FIFireE.



7. There have been 3 changes to the ranks of Firemaster since the last report. Firstly Mr L I Ibbotson was promoted from Senior Divisional Officer in Strathclyde Fire Brigade to take over the post of Firemaster in Dumfries and Galloway; Mr B Murray was promoted from the Deputy Firemaster of Fife Fire and Rescue Service to take over the Firemaster post in Highland and Islands on the retirement of Mr R Gordon and Mr J Ord, former Chief Fire Officer of South Yorkshire Fire and Rescue Service, has taken over as Firemaster of Strathclyde Fire Brigade on the retirement of Mr J Jameson.
8. I wish to record my thanks to Firemasters and their staff for the co-operation and assistance given to members of the Fire Inspectorate during their visits and for the valuable contributions to the many discussions held throughout the year.

Honours and Awards

9. The following officers have received awards in the Queen's Honours Lists in the year under review:

Officer of the Most Excellent Order of the British Empire

Derek Shepherd Marr QFSM, Firemaster, Tayside Fire Brigade

Member of the Most Excellent Order of the British Empire

Forbes Ferguson, Lately Retained Sub-Officer, Strathclyde Fire Brigade

Thomas William Smith Mann, Assistant Divisional Officer, Central Scotland Fire Brigade

John Norman MacDonald, Retained Station Officer, Highland and Islands Fire Brigade

William Neish McMartin, Sub Officer, Central Scotland Fire Brigade, services to fire service and to International Rescue Corps

Alistair James Stewart, Grampian Fire Brigade

Queen's Fire Service Medal (QFSM)

Hugh Alastair Anderson, Retained Sub-Officer, Fife Fire and Rescue Service

Gordon George Kennedy, Assistant Firemaster, Grampian Fire Brigade

Angus Alexander Ferrier, Retained Sub-Officer, Fife Fire and Rescue Service

John Stewart, Assistant Firemaster, Strathclyde Fire Brigade

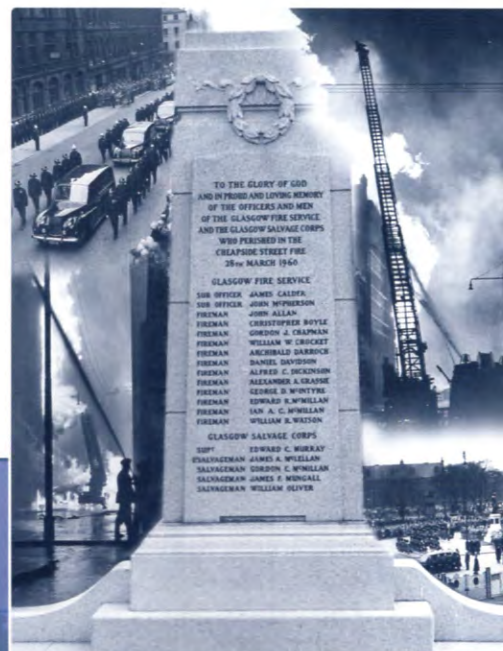
John Williams, Firemaster, Grampian Fire Brigade

The Fire Brigade Long Service and Good Conduct Medal

10. This medal was awarded to 309 members of the Scottish Fire Service.
11. I offer my sincere congratulations to all of those whose work within the Scottish Fire Service has been so justly recognised.

40th Anniversary

12. It is worth remembering why the fire service places people so high in its priorities. Forty years ago in Glasgow a serious fire occurred within a bonded whisky warehouse in Cheapside that cost the lives of 19 salvage men and firefighters. The 40th anniversary of this fire, on 28 March 2000, was marked as a remembrance dedication to those who died and as a testimony of the continuing commitment to the community by the now reformed Strathclyde Fire Brigade.



Central Fire Brigades Advisory Council and Scottish Central Fire Brigades Advisory Council

13. During 1999 the Home Office instituted a review through a Strategic Overview Task Group into the working arrangements of the Central Fire Brigades Advisory Council (CFBAC). This Council and its counterpart in Scotland, the Scottish Central Fire Brigades Advisory Council (SCFBAC), provide direct advice from invited members to the responsible Home Office and Scottish Ministers on all fire service matters except pay, conditions of service and discipline.
14. The Central Fire Brigades Advisory Councils (CFBACs) were established under sections 29 and 36(18) of the Fire Services Act 1947.
15. The following flowchart shows the structure of the Councils' Joint Committees and their sub-groups prior to the review.



16. The outcome of the CFBAC review, which was occasioned by the shared concern of many Council members that the Council was inefficient, was the removal of the Joint Committee process. The Joint Committees had provided the initial and subsequent review and promotion of guidance and advice.
17. The removal of these committees has been designed to improve the strategic focus of both the CFBAC and SCFBAC and speed up the process of producing advice and implementing change. The new working arrangements are to be introduced during 2000 and will be reported upon in subsequent reports.

Charter Mark

18. The Charter Mark Award was introduced in 1993 by the UK Government of the time to recognise a level of excellence in service delivery to the community by public sector organisations. The award, once gained, remains valid for a 3 year period.
19. To date only 2 brigades in the British Isles have achieved the award on 3 consecutive occasions (1993, 1996 and 1999) and I am pleased to record that one is from Scotland.
20. Dumfries and Galloway Fire Brigade received their award in London in February 2000 and were later congratulated by the then Finance Minister, Jack McConnell MSP, at a special ceremony held in Glasgow in April 2000.



THE WORK OF THE INSPECTORATE

21. The Inspectors in post were:

HM Chief Inspector of Fire Services
Dennis T Davis OBE OStJ QFSM CEng CIMgt FIFireE MinstE

Appointed: 1 June 1999
Formerly: Chief Fire Officer
Cheshire Fire Brigade, 1986-1999



HM Inspector of Fire Services
Allan Smith Whitton QFSM GIFireE

Appointed: 29 April 1996
Formerly: Deputy Firemaster
Central Scotland Fire Brigade, 1984-1996



Senior Assistant Inspector of Fire Services
Charles George Newcombe Stewart

Appointed: 6 March 1995
Formerly: Senior Divisional Officer
Strathclyde Fire Brigade, 1992-1995



Assistant Inspector of Fire Services (Crown Inspection)
Graham Donald Goodall BSc MIFireE

Appointed: 9 May 1994
Formerly: Station Officer
Merseyside Fire Brigade, 1987-1994



Assistant Inspector of Fire Services (Crown Inspection)
Duncan Carrick

Appointed: 28 April 1997
Formerly: Divisional Officer II
Dumfries and Galloway Fire Brigade, 1991-1994



Work of the Inspectorate

22. HM Inspectorate of Fire Services is charged with examining and improving the efficiency, effectiveness and standards of the fire service in Scotland, and the ways in which it provides a service to the public. The aim of our team is to promote a high quality of service and value for money objectives which take full account of public expectations, in accordance with the principles set out in the Citizen's Charter, and inspire public confidence.
23. HM Inspectorate of Fire Services reports are published in line with our commitment to openness. They aim to:

- i. inform the public;
- ii. draw brigade achievements and good practice to notice;
- iii. identify publicly the scope for improvement;
- iv. help accelerate improved value for money in the fire service; and
- v. promote greater public awareness of the Inspectorate's role and function.



24. Information gathering begins each year with the receipt from brigades of statistics covering many aspects of their performance, operations and administrative matters. This includes staffing, recruitment, training, equal opportunities, buildings, vehicles and fire safety and the arrangements in place for dealing with complaints from the public.
25. The normal inspection of brigades during the reporting year was suspended to enable a formal review of the process to be undertaken. This review has resulted in revised arrangements which are being introduced during the current 2000-2001 year.
26. The changes made to the inspection process were consulted upon extensively in a document referred to as 'Measuring Up' produced by HM Inspectorate in October 1999 and the outcomes subsequently notified in a document entitled 'Measuring Up - The Next Steps' published in March 2000 and subsequently reported to the Scottish Central Fire Brigades Advisory Council.
27. A leaflet entitled 'The Role of HM Inspectorate of Fire Services', which gives further background to the principles and job of the Inspectorate, is available from the Fire Service Inspectorate. Further information is also available on the Internet site (www.scotland.gov.uk/publications).

28. The establishment of the Fire Service Inspectorate in the reporting year was as follows:

Her Majesty's Chief Inspector of Fire Services	1;
Her Majesty's Inspector of Fire Services	1;
Senior Assistant Inspector of Fire Services	1;
Assistant Inspector of Fire Services	2;
Administration Manager	1;
CAD Operator	1;
Personal Secretary	1; and
Typist	1.



Inspecting the Inspectorate

29. Given the considerable change identified during 1999 HM Fire Service Inspectorate began to consider its own operations and the value of its contribution to the overall improvement of the fire service in Scotland. One might say a case of ensuring that those who are likely to comment on the need for others to change ought at least to check that their own house was in order. The Inspectorate had for many years attempted to use a high quality evidential base to provide a national viewpoint of the service in Scotland. Its statutory duty, derived from the principal Fire Services Act of 1947, requires it to obtain information as to how fire authorities, and that essentially means their brigades or fire services, perform their required functions, essentially to ensure there are efficient firefighting and rescue services.
30. The organisational position is that the Inspectorate sits within the Scottish Executive Justice Department and provides wholly independent advice to Scottish executive Ministers and officials who in turn are answerable to the Scottish Parliament. It also, through its inspection process and work with Scottish fire authorities and the Scottish Fire Service Training School, helps to communicate Best Practice and commend good work, whilst also suggesting areas for improvement.
31. Triggers for reviewing its contribution were not least the Devolution process and the impact of the Scottish Parliament. In addition the current UK Government initiatives of Modernising Government, in particular the promotion of Best Value within the public services, linked

to the Government's 1998 Comprehensive Spending Review, were also significant factors. These changes, linked to many other internal pressures within the fire service, gave a clear reason as to why the Inspectorate should seek to ensure that it was itself contributing to fire service development.

32. Following publication of a consultative document entitled 'Measuring Up' it was concluded that the Fire Service Inspectorate was indeed right to question whether it should change. In the consultation document proposals had been made for a number of significant new approaches. Significantly the objective of inspections was changed from being purely mechanical to one in which, at a 3-yearly inspection frequency using evidence based material, a detailed scrutiny and assessment of brigades could be made which would assist senior managers in developing further improvements. The 3-yearly inspection regime was therefore intended to be systematic as well as supportive. The overall objective in aiding management was to create a mutually acceptable but rigorous scrutiny that retained the elements of public reporting linked to an acceptable improvement action plan.
33. Outside this 3-year frequency progress would be assessed through a one-day performance-monitoring visit, where discussion around general improvements and awareness of current issues could be continued. In support of this overall inspection regime it was also confirmed that thematic inspections would be undertaken which would help provide a national overview to elements of concern to the fire service throughout Scotland. Publication of these thematic reviews would likewise be widespread, so helping advance general improvement.
34. A further step was to engage in joint working with other Inspectorates. This should help release the burden falling upon those being inspected, whilst improving the quality of the overall inspection process. In support of these activities the Inspectorate is to develop its own code of conduct and charter, together with effective complaints and reporting procedures. These conclusions were subsequently reported to the Scottish Central Fire Brigades Advisory Council and are to be progressively implemented during the year 2000.

Responding to the Millennium

35. A significant Inspectorate activity during the year related to assessing whether the fire service was fully capable of responding to emergencies over the Millennium period.

36. The assessment process consisted of the analysis of self-assessment questionnaires that brigades had completed providing information on equipment compliance, budget, staff resources and contingency planning. This was followed up by initial site visits during March and April 1999, consisting of a two-day visit to each brigade utilising the Action 2000 handbook and also a detailed assessment of the replies to the questionnaires. Follow-up assessments of each brigade were carried out during August and September. These concentrated on the compliance work requested in the previous report along with consideration of Business Continuity Plans, Contingency Plans and Millennium Operating Regimes proposed by the brigade.
37. At the end of this assessment period the state of preparedness of the brigades enabled a 'Blue' rating to be awarded. This was in accordance with the Action 2000 Independent Assessment Benchmarking – 'Traffic Light' classification, which introduced 4 colour codes to indicate preparedness. These codes were; 'White'-insufficient information to enable assessment; 'Blue'-assessment indicated no risks of material disruption; 'Amber'-some risk of material disruption but agreed containment plan to rectify shortcomings; and 'Red'-severe risk of material disruption were timely rectification might not be possible. These assessments also confirmed that all contingency plans and regimes were in place and had been tested and verified, that close links were being maintained with other 'Blue Light' services and major utility providers and confidence was high that they were fully prepared.
38. During the period 1800 hours on 31 December 1999 until 0200 hours on 1 January 2000 the fire service operated a Millennium Operating Regime (MOR). The MOR had envisaged a much longer operating period in support of the Scottish Executive's Scottish Information Liaison Centre (SILC), established to co-ordinate the country's response.
39. In the event the MOR was not required due to satisfactory performance of fire service systems pre-planned to cater for electronic disruption, satisfactory operational procedures designed to meet exceptional failures in other public support activities and an overall low incident level. Generally all brigades introduced special fire cover procedures placing retained and volunteer firefighters at a higher state of readiness to avoid any communication failures. In addition some brigades, notably Lothian and Borders, had to extend their operational capabilities to meet possible demands arising from celebration Millennium events, such as the Princes Street Hogmanay street party.



40. The MOR had required all Scottish brigades to advise a specially established Fire Service Information Centre, located at Lothian and Borders Fire Brigade Headquarters, Edinburgh, of availability at stated periods. The first report at 1800 hours on 31 December 1999 report confirmed 487 pumping appliances were available throughout Scotland with actual resources that were uncommitted to any incidents being in excess of 75%. Seventy-three special appliances were also available and 783 wholtime personnel. In addition over 1,278 retained and 159 volunteers reported available.
41. At 2230 hours this general situation had not materially changed with high levels of availability remaining and call rates at or below 13 calls per hour. The critical midnight time passed without serious disruption and reports at 0100 hours confirmed continued high levels of availability and low call rates. One or 2 brigades did comment upon the very high level of use of both terrestrial and mobile telephone networks with the concern that this might disrupt emergency calls. It was apparent, however, that once this high use had occurred no increased call rates emerged. No brigade reported any other difficulty with its communications or operating systems.
42. As a consequence of this smooth transition the Fire Service Information Centre was able to stand down at 0200 hours on 1 January 2000. Lothian and Borders Fire Control maintained contact throughout the fire service until 0800 hours in case of any sudden change in the general situation. However no further difficulties or increased activities emerged and at 0800 hours on 1 January the fire service MOR was suspended. The Millennium has passed off safely for everyone; the fire service included, with call rates only slightly increased during the night from any normal day.

Specific Inspection

43. During 1999 the Inspectorate conducted its first Specific Inspection. This related to the efficiency of Tayside Fire Brigade, following criticism of some of the working practices used by its personnel at a fire that occurred on the 26 November 1997.
44. The inspection identified some areas for improvement whilst acknowledging that progress had been made in a number of other areas, especially those related to training. The inspection concluded that the personnel, skills and equipment available were sufficient to meet normal tenement fires and this was demonstrated at a verification exercise.

Review of Community Firefighting

45. During December 1999 an inspection was conducted in Highland and Islands Fire Brigade to consider their unique and peculiar problems relating to the provision of fire cover in an exceptionally large rural and remote area. A significant proportion of this area's fire cover is provided by volunteers.
46. Since 1996 the Fire Board and Brigade have been working hard to improve fire cover so that it better reflected to-day's requirements. The approach was to adopt a new service level of fire cover with firefighters called Auxiliary firefighters. The Auxiliary, whilst remaining substantially a volunteer, receives more training than hitherto which, together with improvements in equipment, enhance firefighting and rescue effectiveness. With financial support provided by the Scottish Executive, the Fire Authority has, since 1997, been proactive in this approach which will ensure that by 1 April 2000 there will be in place 1 wholetime, 34 retained and 22 auxiliary units.
47. The purpose of the inspection was to review the current approach and to consider how best to take this forward in the future. It was proposed to the Fire Authority that it consolidated and took stock of what has already been achieved before continuing the upgrading programme, the objective being to help confirm whether previous planning assumptions were correct and to test the ongoing process against the requirement of Best Value and sustainability.
48. It is clearly recognised by the Inspectorate that work of this kind constitutes a major activity for the Brigade. The results will, however, be vital in providing the community with confidence that the fire cover patterns now being established for the future are the right ones.

Inspection of Central Training

49. During May 1999 members of HM Fire Service Inspectorate for Scotland carried out an in-depth review and audit of the Scottish Fire Training School, situated at Gullane, in East Lothian. The School has been delivering training to members of the Scottish Fire Service since October 1953 and is unique in that it is the only centrally funded fire service training centre operating in Scotland, primarily catering for recruit firefighter training.
50. The School is an integral part of the Scottish Executive Justice Department with responsibility resting within the Fire Service and



Emergency Planning Division. It operates under the control of a Commandant assisted by a Deputy Commandant, Director of Administration, 17 instructional staff and 11 support staff.

51. The School has gone from strength to strength over the years, providing training for over a thousand students in the last fiscal year. The inspection team was impressed by the more recent additions to the facilities available for training, including the provision of a Real Fire and Confined Space training facility and the refurbishment, both internally and externally, of residential accommodation in Henderson House. The team also made comment on the good morale of the staff, demonstrated through an obvious desire to provide a high quality service.
52. The inspection, whilst recording the achievements of the School and dedication of its staff, also identified areas for improvement or revision. These included Health and Safety arrangements; refurbishment and replacement of parts of the School; the preparation of a 3-year Business Plan identifying future training needs of brigades; a review of the IT systems and strategy; and a review of Transport operations. Based upon the findings of the inspection an Action Plan has been produced incorporating short, medium and long-term objectives. Progress with the plan will be monitored and reported on during subsequent inspections.

STRATEGIC ISSUES FOR THE FIRE SERVICE

A Modern Fire Service

53. Entering the new millennium the fire service finds, like many organisations, it is considering great change, a change which demands new approaches to an old problem - fire.
54. We all desire prosperity and safety but fire will continue to wreak its havoc unless the quite extensive skills and resources available to the fire service and community are used in new ways to stop fires happening in the first place. The fire service must continue to fight fire in new ways.
55. The fire service has recognised this fact and throughout Scotland innovation and initiative abound. Timely though all these initiatives are, ultimate success requires a thoroughly modern fire service. By looking afresh, at what it is doing and how effective it has been, the service can search for new comprehensive solutions, not on its own but through inclusion of the all within the service and the wider community.
56. This modern agenda, emphasising prevention, must however build upon existing strengths if it is to enjoy the confidence of firefighters and the community. The creation of any new agenda is not easy. Within this report many matters are touched upon which illustrate the work already being done and some of the thinking now underway about the future. The public rightly expect a high quality emergency response service. Prevention is, however, without doubt the key to future safety and prosperity. Fire authorities working through the fire service are the right public bodies to lead that activity. The fire service is also right to be cautious about any new approach, since no one will thank it for getting this fundamental change wrong. But caution in planning and shifting resources and people from intervention to prevention should not become a shield or prevent change.
57. Scotland wants to excel. It has within the fire service a series of unique characteristics and a geographic dispersal of staff, equipment and facilities, which should enable the service to move rapidly forward if it so wishes. My view is that it should not waste the opportunity.

Developing a Challenging Agenda

58. Looking at opportunities it can be helpful to make comparisons. Scotland has 8 brigades, London one. Scale and population density are very different but are there any similarities? The London Fire Brigade employ some 7,200 staff of whom 5,900 are operational firefighters. They respond to 160,000 calls each year. All these calls are managed from one control room, the Command and Mobilising Centre at Lambeth. Using 112 fire stations the Brigade protects 1,587 square kilometres, occupied by nearly 12 million people. With a budget of over £300m and approvals to borrow capital of £6.3m¹ a great deal of rationalisation and streamlining has occurred. Deaths in London remain at around 90 each year with over 1,000 injuries. The Brigade has set its own agenda to reduce expenditure, so improving efficiency by 2% over each year. The democratic process involves 33 councils and a detailed agenda for change. Significant amongst those changes are targets to reduce fires, fire deaths, fire injuries and false alarm calls, all by 20% over a 5-year period. How do they intend to do this? By adopting a risk-based approach that relies heavily on fire cover assessment and fire prevention, rather than intervention.
59. Quite simply I draw attention to London for one purpose. Scotland, whilst having a much larger geographic area of 78,188 square kilometres, protects a population of 5,120,000 with close to 8,800 staff working from 389 fire stations. Last year there were 96 deaths and 1,616 injuries. The fire service national expenditure is around £200m with a £16m approved capital borrowing. There were 104,000 calls. Whilst no one would ever wish or contemplate direct comparison between London and Scotland, there could be similarities in setting a safety and efficiency agenda. An agenda that highlights realistic targets and methods by which it is believed the service will improve its quality and efficiency and reduce deaths and injuries from fire. Looking across Scotland there may be a need to centralise some activities, not to concentrate power or reduce local innovation or control, but in order to make the whole fire service more efficient.

Change the Structure

60. In 1998 the then Secretary of State for Scotland announced that the structure and operation of the police service in Scotland would be reviewed in order to place informed proposals before the Scottish Parliament. Subsequently it was announced that the structure of fire brigades would also be reviewed. As a consequence, and following rejection of an earlier proposal that a consultancy be appointed to carry



¹ Budget for year 1999-2000

through this work, in March 1999 a Steering Group of interested parties was established to take the review forward. The Steering Group formed 2 separate sub-groups, one to concentrate on police and the other on fire service matters.

61. The Fire Service Sub-group itself included representatives of the Fire Service and Emergency Planning Division of the Scottish Executive Justice Department, the Chief and Assistant Chief Fire Officers' Association, the Fire Brigades Union, the Retained Firefighters' Union, the Convention of Scottish Local Authorities, the Institution of Fire Engineers, HM Inspectorate of Fire Services and representatives of the Central Research Unit of the Scottish Executive. Two serving fire service officers were seconded to the Group from the Lothian and Borders and Strathclyde Brigades to act as a Research Co-ordination Team.
62. The main objective of the Sub Group was to review, having regard to the principles of Best Value, ways to maintain and possibly improve the quality of service provided by the fire service in Scotland. This required that they carry out a review into all options for delivering the service in the future, including existing central functions, and their control. They were to do this whilst considering the costs and benefits of the current arrangements and other options for the fire service, together with possible changes in technology which might affect the way the service would be delivered. Maintaining local accountability was to underpin any proposal.
63. The Research Co-ordination Team carried out the significant element of the work under the watchful eye of the Sub-Group. The two uniformed officers mentioned commenced their review by gathering considerable information relating to a variety of matters such as special services, management structures, command systems, training, finance, collaborative sharing and co-operating activities and the role of Fire Committees and Joint Fire Boards.
64. Their work produced a considerable schedule of information, which was considered at various times by the Fire Service Sub-Group. Initially the Steering Group was asked to report to the Scottish Executive by March 2000, identifying possible options of change for the structure of the service, together with an assessment of the implications of those options. In the end, however, following concerns expressed by Sub-Group members and as agreed at the Steering Group, it was determined that definitive conclusions should not be expressed and rather that emerging findings only should be reported at an interim stage, so identifying areas in which further research or consultancy could be undertaken.



65. The value of the work conducted in the early stage of review was significant and, although it cannot be regarded as definitive, it does help provide a foundation for future detailed work. What is of fundamental importance is that the fire service should prepare itself to meet the future. A future in which the population of Scotland might decline, with shifts within age groups that see the proportion of people of retirement age increase rapidly after 2010. These increased numbers of older, retired or approaching retirement people may also create population movements, between urban and rural Scotland. Such movement may increase commuting traffic; other changes may well see households continue to increase in number, albeit that the size of the household may very well decline. Demographic features of this kind can have a marked impact upon fire service.
66. Recognising these and other changes, such as polarisation between those at work and those unable to work, creates a backcloth of challenges. Clearly there is still considerable distance to go with this work. What has already been identified is that some brigades do have difficulty in meeting the considerable resource requirements now needed to take forward initiatives and service planning. Since these pressures are set to intensify in the near future and, whilst structure is less important than the overall process of meeting these challenges, it is evident that the fire service will need to embrace new methods of achieving progress.
67. It may well be that the most economic and efficient approach will be greater collaboration or combination in activities between various brigades. In this way local democratic control would remain, but the efficiencies desired would still be able to be realised. How the service confronts and meets these new challenges will say a great deal about its capacity to engage with wider expectations from the community.

Fire Safety Legislation

68. It is the intention of the United Kingdom Government to amend the Fire Precautions (Workplace) Regulations 1997 (the Fire Regulations) which give effect in Great Britain to the specific fire safety requirements of 2 European Council Directives adopted in 1989. The Government proposals for amending the Regulations were set out in a consultation document issued in August 1998 and were primarily in response to the European Commission's recent expression of concern about the adequacy of the text of the Fire Regulations to implement the Directive requirements in full. In addition there was a need to justify the exceptions made from the application of the Regulations in the UK.

69. The main reason in deciding to amend the Regulations is that the European Commission has pursued a detailed examination of Member States' transposition of the Framework and Workplace Directives, focusing on differences between the text of the Directives and that of national laws. The Commission's main concern is that the text of our existing legislation applying to excepted workplaces from the Fire Regulations, including premises presently certified under the Fire Precautions Act 1971, do not implement the requirements of the Directives in full by applying those requirements directly on all employers. There is also concern that the duties placed on the employers by the Regulations should fully reflect the unconditional nature of the responsibilities and obligations imposed by the Framework Directive.
70. As a result of the Commission's approach a written Parliamentary answer on 8 April 1998 announced that the United Kingdom Government would take the necessary steps to address the Commission's concerns about meeting the terms of the Framework Directive in full. This involves making changes to the Fire Regulations and removing most of the exceptions from the Regulations. Therefore the risk assessments made by employers who have control of workplaces no longer excepted from the Regulations will need, explicitly for the first time, to address the requirements in Part II of the Fire Regulations. This part of the Regulations deals, amongst other things, with the need to safeguard the safety of employees in case of fire and record the significant findings of the assessment where appropriate.

Community Fire Safety - A Scottish Agenda

71. As the relative importance of health, security and safety become firmly established the question emerges as to whether Scotland should have a Public Fire Safety Board. There certainly appears to be growing influence and partnership between fire and other public services, linked to community representatives. Public safety is also linked in part to awareness and education.
72. Elsewhere in this report I touch upon local training and the role of the Scottish Fire Service Training School. Thought needs to be given as to whether benefit might be derived, in this area of wider public safety, if a series of 'approved' public courses were created. Many brigades already deliver local community training in fire safety, whether it is how to use a fire extinguisher safely or conduct fire risk management.

73. Scotland could, through the series of initiatives now underway, adopt a series of national criteria to ensure quality and completeness in what is a growing public safety culture. Such an arrangement, if overseen for those elements relating to fire and allied emergencies by the service itself, would also enable business to successfully identify continuous improvement.
74. It is with broad aims and specific targets that the fire service in Scotland has begun a renewed and refocused approach towards fire prevention, now termed fire safety, within the community.
75. Improving community safety, of which Community Fire Safety (CFS) is an integral part, is about creating safer places for people to live, work and enjoy their recreational time. Given the range of stakeholders in community safety, effective partnerships have been recognised as a central mechanism for improving safety and reducing risk in communities. During 1999 the Scottish Executive published a document 'Safer Communities in Scotland' containing detailed guidance for community safety partnerships on tackling community safety problems effectively. In 2000 the Accounts Commission published through Audit Scotland their 'Safe and Sound' document detailing the findings from their study of community safety partnerships in Scotland
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76. Taking into account the published information and the enormous amount of national and local work that is being carried out it was becoming evident to the fire service in Scotland that a strategic overview was required. In addition a formal link was required with the newly formed National Community Fire Safety Centre and the CFS working group designed to progress such work in England and Wales. The proposition was for a new group to be formed, not only to formulate CFS strategies but to also raise the profile and impact of CFS by offering a national forum for the many local and individual CFS initiatives running throughout Scotland.

77. Following detailed discussion with Scottish Executive Fire Branch colleagues it was decided that the existing Fire Safety Media Publicity Group would be disbanded and subsumed into a new committee known as the Scottish Community Fire Safety Strategy Group (SCFSSG). The Group held its inaugural meeting in May 1999, chaired by the Head of Fire Branch. The membership, terms of reference and operational arrangements were agreed with a full agenda of specific CFS topics being worked on. Subsequently the SCFBAC were invited to note this new forum for dealing with CFS strategy. The main purpose being to co-ordinate and capitalise on the activities of the Scottish Executive Justice Department and the brigades in promoting public awareness, taking account of other safety initiatives happening both locally and nationally.



78. The SCFSSG met in September 1999 and discussed:

- Community Fire Safety Course Syllabus.
- Co-ordination of all brigades in Scotland for Fire Safety Week.
- Programme of CFS activity for 1999/2000.
- Production of a general Scottish CFS strategy.

79. A major step during the year was the issue of a joint protocol between the Fire Brigades Union and CACFOA on community fire safety. Both organisations recognised the value of CFS and jointly support efforts by fire brigades to reduce the number of fires, fatalities and injuries through the adoption of CFS programmes and activities. They also recognised that all of the fire related problems within the community could not be solved in isolation and would require liaison with other groups and organisations.

80. A significant event was the launch of a Scottish Community Safety Strategy collectively prepared by all Scottish brigades and the adoption of a corporate phrase 'Making Communities Safer'. This challenging initiative by the fire service expresses commitment to reduce the distress and suffering caused to people and communities by fire and also seeks to reduce the number of calls for assistance presently being received. The key objectives of the strategy are the reduction of

fatalities and non-fatal casualties, accidental or malicious fires and unwanted fire calls.

81. The strategy recognises the long term nature of community safety work and envisages a 5 year rolling programme starting in April 2000 with constant evaluation. Through the adoption of this programme the incentive and opportunity is now there to fully integrate education and advice activity, legislative and technical fire safety roles and also the operational response by brigades to maximise the effectiveness of their service delivery.

The Residential Threat

82. In examining the range of solutions surrounding life safety from fire residential sprinklers have received prominence. It should be possible to measure and balance the installation cost of such systems against the expected benefit derived and carry out an examination of the practical opportunities that might exist in partnership with other organisations and industry.
83. Deaths from fire in Scotland average around 100 every year. That is the equivalent for Scotland of having an annual serious aircraft accident. Eighty-five people, or around 80% of the total number of fire fatalities, will die at home sometimes in multiple death situations but often whilst living alone. None of these deaths are likely to occur in industrial or commercial premises. Senior citizens account for over 49 or about half of those fatalities occurring in the home and in many cases some preventative action, like fitting a smoke alarm, will have been taken, even though at the fateful time that alarm was not working. Indeed out of 44 smoke alarms fitted in homes where there were fire fatalities only 6 were operative and 15 had no batteries. Fire investigators know the significant proportion of those deaths was avoidable, perhaps 39 of the 85, citing the absence of a working smoke detector or possible misuse of alcohol as a contributory factor. That suggests we need to find more robust and permanent features to improve prevention. Therefore the existing efforts in fire safety education and awareness needs to continue and expand.
84. On the simple point of awareness most Scots probably do not realise that the probability of fire is about the same as housebreaking. In 1997 in Scotland there were around 51,000 [50,467] total fires of all types and that year there were just over 55,000 [55,471] housebreaking incidents. It is fairly normal practice to take substantial precautions against housebreaking because the threat is seen as real

and the solutions are available over the counter. People need to see fire safety precautions in a similar balanced way with advice and practical solutions easily available.

85. Are sprinklers the answer? There can be little doubt that correctly specified, installed and maintained sprinklers will extinguish a very high proportion of significant fires within their reach. In domestic situations those fires tend to start in living rooms and kitchens. The evidence available from those commercial and industrial premises where sprinklers are used indicates effectiveness and reliability. However the majority of businesses do not fit them so challenging their value and cost effectiveness.
86. A number of fire brigades partnered by concerned local authorities and supported by the fire products industry, have therefore sought to meet this challenge by demonstrating the usefulness of sprinklers in the home. Central Scotland Fire Brigade and Stirling Council, Strathclyde Fire Brigade and Glasgow City Council, along with brigades south of the border such as Nottingham Fire and Rescue Service with Nottingham City Council and notably Wiltshire Fire Brigade at Studely Green, are all excellent examples. The trials thus far have shown the practicality of installation to a standard and exposed as myths the alleged unacceptability of sprinklers in the home for the aesthetic and reliability reasons.
87. Specification and cost remain key issues. Over specifying the sprinkler system required, so increasing the cost burden of installation and maintenance will work against and not for the industry and community. Similarly having to live with an aesthetically uncomfortable installation will be counter-productive. So there is further practical work to be done and the Inspectorate will continue to work with all those involved to find practical solutions.

Protecting Our Heritage

88. The protection of Scotland's extensive heritage is a matter that has for many years involved joint working between the fire service and those responsible for the ownership or stewardship of the hundreds of premises and monuments and thousands of articles that represent the Nation's cultural and historical heritage. Historic Scotland, the National Trust for Scotland and private owners alike all seek to find solutions to prevent fire attacking these national treasures. The devastation caused to the Royal residence of Windsor Castle, in the destruction of St George's Chapel and Hall, illustrate how difficult it is



to fight an established fire in a building designed to resist siege and modified over centuries. It also clearly shows how saving articles of incalculable value require well-structured rescue plans.

89. Grampian and Strathclyde Fire Brigades together with the Crown Premises inspectors of the Inspectorate have, because of this desire to protect the legacy of the past for the future, been working alongside those mentioned to find sensitive fire protection solutions and effective recovery arrangements. Pilot work led by the two brigades mentioned has also created a framework for a comprehensive recovery procedure designed to make sure that if a fire does occur then those valuable items at risk are identifiable and capable of rapid removal to a safe place under the watchful and caring eye of key staff. Extending this pilot work into a national system for adoption by all brigades is the next part of the task to be co-ordinated by Historic Scotland.

E-Fire Service

90. The development of the heritage database system is just one example of the requirement to enhance information system management within the Scottish Fire Service. Every brigade is routinely confronted by the demands to access accurate information on procedures, legislation, good practice, statistical comparison indicators and the like. All brigades have electronic information systems. Intercommunicating electronically will help improve further existing information networking. These demands are not dissimilar to those confronting other services who operate from outstations serviced by a central service headquarters.
91. There is also an underlying expectation that the fire service will work harder and smarter to achieve the higher level of community safety that is now envisaged. To make that achievement possible I believe it will be necessary to provide more interactive data bases and system software. Considerable data already exists but it is held in separate data forms across a range of users. In other services the Government is already beginning to realise the advantages of horizontally connecting services and e-government. People remain the key resource but in part their effectiveness does relate to individually accessing knowledge, and away from sole reliance upon central accessed information sources.
92. There is therefore every reason why the fire service should wish to apply information redistribution as it seeks to use culture and organisational change to improve the business processes. Indeed, as I have said, working horizontally is a key component of the future to avoiding the old vertical divisions which have on occasion served to work against initiatives designed to improve community safety.
93. A common national data base, which could include most of the considerable amount of nationally provided information, would also be of value to brigades as they seek to move information between devolved management levels and utilise centrally held information for business management. This will aid their attempts to satisfy localised demands with a high-quality service. Introducing an IT system, which incorporated a significant level of service and management information across the country's 8 brigades, could only lead to improvements.
94. Advantage would also be achieved if statistical data gathering was introduced service-wide on issues like the reporting of fires and other

incidents and for routine dissemination of important factual management performance. The electronic transmission of Form FDR1, reporting fire development in property fires, would for example reduce collation delays and could ultimately provide an interface to the front end supplier of that information, the firefighting commander and the policy and service planning managers. Already the Inspectorate encourages that returns, made annually on a range of service activities, be supplied electronically to facilitate data transfer with accuracy for collation and subsequent use. These are achievable goals now and could create further opportunities within the fire service to improve business practice.

95. There are also many areas now in which the public expect to be able to reach services, like the fire service, from any number of contact points, whether that is their local community council or through another service, such as building control. The fire service is already working hard to determine how best it should collaborate with other service providers. Collaboration can bring with it its own particular difficulties, some of which might be solved by using electronically integrated data bases with software operating systems which permit the rapid interchange of information.
96. With these thoughts in mind HM Fire Service Inspectorate commenced a series of preliminary discussions to identify whether or not the Scottish Executive sponsored work now ongoing in support of the Police might usefully be extended to enable a portal to be established for fire service use. Little progress has yet been achieved. The demand for a national electronic communication infrastructure to support the fire service will therefore remain, with the fire service attempting to operate at the high level now demanded of all public services, until a solution is achieved which creates a genuine e-fire service. The service itself may wish to consider if it should initiate, from a brigade level upwards, closer IT data integration using the experience of joint working already achieved through networks such as the Fire Information National Data Service.



PERSONNEL AND TRAINING ISSUES

Equality and Fairness in the Fire Service

97. During 1999 members of HM Fire Service Inspectorate for England and Wales, assisted by 3 specialist advisers, conducted a review of equality and fairness within brigades in England and Wales.
98. Their report, published in September 1999, was widely noted as having revealed after inspection of 10 brigades across England and Wales, highly critical comments concerning the management of these important personnel related matters.
99. A total of 23 recommendations were made, many reaching far beyond the then fire service perception of how the activity of recruitment and employment of a truly inclusive workforce might be undertaken.
100. In addition, Home Office Ministers, in recognition of the Report's uncompromising stance on how the matter should be improved, have made it imperative in every brigade within their locus to set targets to improve recruitment and employment.
101. Whilst the report related to a situation outside Scotland the importance of the ongoing matters of equity and diversity have a resonance within Scotland.

Fresh Start

102. The fire service in Scotland likewise during the year made a significant advance to promote further diversity and fairness. In mid-1999, following my suggestion, the Scottish Central Fire Brigades Advisory Council (SCFBAC), the umbrella body for providing advice to Government on fire service matters in Scotland, agreed to the setting up of a Scottish Fire Service Inspectorate Equal Opportunities working group. Members were volunteered from brigades, unions and other interested parties such as the Equal Opportunities Commission and the Commission for Racial Equality to help produce a new framework for activities to encourage fairness and diversity. The working group supervised efforts by staff from Lothian and Borders Fire Brigade,

Strathclyde Fire Brigade and the Inspectorate to produce comprehensive guidance on fairness and diversity for the use by all Scotland's brigades as a 'Best Practice' document.



103. The draft guidance was presented to a seminar, organised in November of that year to inform and consult the widest range of interested people about the guidance. The seminar, which was attended by approximately 100 delegates, was hosted by the Scottish Executive at Victoria Quay, Edinburgh. One of the initiatives suggested was the value of a Concordat document specifically relating to the Scottish Fire Service and supported by the Scottish Executive, the Convention of Scottish Local Authorities (COSLA), the Chief and Assistant Chief Fire Officers' Association (CACFOA) and the Fire Brigades' Union (FBU). Both the Concordat and Framework document have now been completed and will be issued towards the end of 2000.
104. As a result of a further proposal to the SCFBAC, the Scottish Fire Service Inspectorate Equal Opportunities Working Group was replaced by a permanent Scottish Fire Service Fairness and Diversity Forum which was due to meet for the first time in August 2000 with COSLA taking the chair.
105. Other initiatives within Scottish brigades have included:
- Training where employees, both uniformed and support staff, have received advice on equality and fairness issues. In many instances this training has been delivered with the assistance of external facilitators.
 - Partnerships between the fire service and national and local groups representing women and ethnic minorities. Such partnerships have led to support and guidance in recruitment and selection campaigns, and advice on best practice in relation to harassment and bullying policies.
 - A request by CACFOA for a full survey of all fire service premises in relation to facilities for women firefighters.

Skilled Firefighters

106. Over the year the fire service throughout Scotland has been actively committing a great deal of time and resources to preparing for a move

to 'Training for Competence', a phrase denoting the identification of role, knowledge, skills and application by individuals. As well as the work being carried out by brigades, individual members of the service have sat on UK working groups covering areas such as the recruit firefighter course and implementation plans.

107. One such group was formed under the auspices of the then Chief and Assistant Chief Fire Officers' Association (CACFOA) Personnel and Training Committee for Scotland (No. 7), and the Northern Ireland Fire Brigade. Each of the nine constituent brigades were represented on the working group, whose remit was to produce an implementation model that could be adopted by brigades when introducing a 'Training for Competence' framework.
108. The principal aim of the model was to express how existing training activity on stations could be aligned to support training for competence, particularly in respect of refresher training. This was achieved by finding a common approach, based on best practice, to a number of issues like incident review and debrief methodology; recording methodology; organisational needs; currency of skills and frequency of assessment; and assessor training.
109. As a result of the work carried out by the working group a document entitled 'Training for Competence - A Model for Implementation' has been produced. The paper, which is still in its draft form, has the support of Firemasters throughout Scotland and is in the process of wider consultation by CACFOA.
110. It is anticipated the document will meet with a positive response from its readers, however one area of the document that will cause further discussion is in relation to currency of skills and frequency of assessment. During talks with brigades concern has been expressed over the many variables that will effect such decisions and the process of evaluation, which will need to be in place to allow such decisions. This is a particular area that will need to be closely monitored during future inspections.



Training - Local May Be Better

111. The fire service is of course a highly technical service, which has, as this report partially outlines, for several years been considering in some detail how best to identify and structure the delivery of training for all

firefighters, regardless of their location or hours of commitment. Currently there is little incentive to encourage a market amongst providers, whether they are individual fire brigades, the well organised and recognised in-service training schools operating in Scotland and England, or external service providers from the wider field of safety, education and management development.

112. There is a widespread and accepted understanding that finding optimum solutions to meet the variety of fire service learning requirements needs to advance quickly and be prioritised. Looking at these issues afresh it becomes apparent that little real advance will occur unless all service staff, and that particularly includes all those non-uniformed people providing essential support by undertaking a vast range of specialised activities, are able to locally access accredited training of high quality.
113. Those needs, for local access to a variety of learning requirements of high quality, demand urgent and serious consideration. I have the opinion that it is impractical and outside reasonable expectation to have individuals, especially from more remotely located fire stations, travel to central facilities, at the sort of frequency likely to be required for ensuring modern skills are continuously updated and assessed. Likewise I consider it is unnecessary for individuals to have to travel from Scotland to other education establishments or the central UK fire service training centre of the Fire Service College in Gloucester for every training input, when within Scotland there are so many opportunities for first class learning and educational experience.
114. The crux of these matters rests firmly on two points. The first is that firefighters in particular, because of the universal nature of the fire service in the UK, require a UK currency for their skills. Indeed promotional advancement in the service and consistency or equity in the skills expected is a foundation of the modern service. This equity of professional standards is likely to grow, not diminish into European standards. The second point is that locally delivered courses or even modules of 'approved' national courses require validation, with accreditation for those providing the training, to ensure parity of esteem and acceptable performance.



115. These two points can and should be addressed earlier rather than later. Essentially deliverable local learning could be assured if the missing link of a fire service accreditation or qualifications board existed. That one does not already exist owes more to excellence of training delivered by the Fire Service College than any lack of rigour to set high standards. There is, however, now an urgent need to reappraise the current situation.
116. Learning modules in many managerial areas do not require the extensive outdoor real situational facilities of the Fire Service College. In a similar way the delivery of updating modules on the procedural use of breathing apparatus do not require attendance at a training school, provided other methods of validation of the individuals' understanding of the underpinning knowledge and practical application of the knowledge exist. The use of interactive technology with supervisory assessment and monitoring at a distance exemplifies this approach.
117. There is also a further link between these two issues. Firstly locally delivered learning can be extremely local, that is into a firefighter's fire station or even home, if the concepts of an e-fire service are extended throughout Scotland with computer software programmes over the Internet or, perhaps in the future, a Scottish fire service Intranet. In the absence of such facilities and a central provider of material [This might be the National School and UK College] then better use could be made now of video, through the medium of television, which is the way many people already learn.
118. Secondly, if there is not to be a United Kingdom fire service accreditation body in the short term then there is no reason why Scotland should not begin the debate. This could proceed through discussion amongst existing providers and accrediting or awarding bodies. In Scotland the Scottish Vocational Qualifications Authority already exists and has links to the fire service. In addition the international body, the Institution of Fire Engineers, has accredited foundation training. The Institution also has a capability to assess and award at higher levels of attainment, including degree level fire engineering.
119. What is suggested is that building on its long tradition for learning Scotland would be well placed to lead such an initiative. Putting in place localised learning opportunities, properly supported through technology and centrally prepared training programmes, with a validated and fully integrated fire service education system, is both a challenge and realisable potential that requires the most careful consideration.

Brigade Command Course

120. It is also vitally important, especially given the single routes of entry into the service, that we prepare senior public safety practitioners at executive level. The Brigade Command Course is the senior course within the United Kingdom relating to the fire service progressive training programme. In England and Wales it is a requirement that before holding a Chief Fire Officer post [the equivalent of Firemaster in Scotland], the individual attends the Brigade Command Course. In Scotland this course has, for a number of years, raised issues of local accessibility. HM Inspectorate has therefore held background discussions with those responsible for the procedures operated to select attendance on the course, with the aim of ensuring that personnel from Scotland have the opportunity, in the first instance, for assessment by senior Scottish fire service staff. The aim of this initiative to improve accessibility is to ensure Scottish students continue to have a good chance of selection and so gain the benefit of this course.

Prior Options

121. In December 1999 an extensive review of the Fire Service College at Moreton-in-Marsh, Gloucester, entitled 'Prior Options - Review of the fire Service College' was published to form the basis of wider consultation.



122. The review, after outlining financial and operational performance difficulties, offered a series of options for improving this Government Agency. These ranged from abolition, through reconstruction, to private sector involvement, extension of contracting arrangements, a suggestion for greater synergy with other Government training organisations such as the Ministry of Defence and, finally, a return to full integration within the Home Office. The report's authors suggested that the greater synergy option was a preferred way forward and the Home Secretary invited views from wider stakeholder interests.
123. The value of the Fire Service College to the fire service, both at a domestic and international level, cannot be understated. Its facilities are extensive and provide an essential realistic and safe training environment. Indeed the physical training environment of ships, trains, planes and buildings of all types inevitably surprises first time visitors.
124. It is my view that Scotland, which is a major College customer, requires the best available training at sensible cost. Maintaining that ability to train the fire service is vital. However some learning does not require the extensive practical facilities offered by the College and other high quality options exist - obtaining managerial and technical skills are examples. The Scottish Executive will no doubt wish to judge the quality and cost of the training offered, by whatever option is chosen for the College, as it purchases courses for Scottish fire service students.

Improving Skills - The World Extrication Competition

125. In the summer of 2000 the Scottish Fire Service Training School is to host a major extrication competition. This competition, which has a world-wide following, is designed to increase the skills used by firefighters to rescue people trapped in car accidents. Unfortunately this is a growth area of fire service work and one that does demand high technical skills. The planning work already being undertaken by the School, supported by the Scottish Executive, is significant. Hosting the event is demanding and reflects great credit to Scotland and its fire service.



FINANCIAL AND PURCHASING ISSUES

Fire Service Funding

126. Invariably, during visits, inspections and discussions, the question of funding arises. The simple argument advanced is that efficiency is compromised by a limitation of finance and that improvement requires the Scottish Executive to improve the distribution of finance to the fire service through the Grant Aided Expenditure [GAE] mechanism.
127. The overall level of fire service GAE is determined by Ministers in the light of advice from the Department, COSLA, CACFOA and other interested commentators, and in the context also of Ministers' expenditure priorities generally. The distribution of fire service GAE is determined by a formula agreed through the Joint Working Party on Local Government Finance, which consists of representatives of both the Scottish Executive Development Department and COSLA. GAE is not a spending guideline and it is for fire authorities themselves to decide what budgets their brigades require, taking account of all relevant guidance on fire service functions.
128. There has already been mention of credit approvals - known as capital consent in Scotland - and the comparison between London and Scotland as a whole. Despite the current level of borrowing approval some brigades are experiencing difficulties in asset maintenance and procurement. Strathclyde has a backlog of premises requiring improvements and Lothian and Borders are experiencing difficulties in obtaining optimum fleet life for their operational fire fighting vehicles.
129. Conversely some brigades appear able to meet not only essential but desired capital requirements, such as a vehicle cleaning system at Central Scotland's Falkirk Fire Station. Current capital provisions with individual brigades reflect historical situations and this will require attention if those brigades playing catch-up and those well established are to achieve a better balance overall. The importance of finance is further emphasised through the *Best Value* regime where it would appear that the fire service, specifically in Scotland, is highly likely to find greater value for money through the provision of central or common services, training, procurement and communications,

provided matters of governance can be resolved between fire authorities, their brigades and the Scottish Executive.

130. I have a continuing concern arising from local discussions that GAE can become the determining feature for fire service budgeting, rather than being accepted as simply the proportional distribution of a national allocation. Fixation on GAE is not appropriate, masking as it can responsibility, for evaluation and decisions on spending priorities, at the local level. That is not to suggest that fire authorities and others are wrong to press for recognition of spending pressures by the Scottish Executive but rather that it is at a local level that decisions, founded on local needs, should be vigorously tested during budget planning.
131. Extension of financial planning into 3 yearly cycles with increased pressure upon finance generally will heighten this overall importance of having soundly determined budgets. Realistic appraisals of local needs linked to challenging exploration targets for improved performance and expanded options of choice are likely to be central to public expenditure and service provision for some time.

Best Value

132. *Best Value* is one clear new agenda item. During 1999 the Scottish Parliament confirmed its support for the achievement of *Best Value* throughout central and local government. The fire service, like all other public services, is expected to embrace the requirements of this regime. A regime that substantially secures for the public a commitment to ensuring that all expenditure is based upon concepts of value for



money and sound expenditure policies. The fire service, with guidance and direction from the Scottish Executive and the then Accounts Commission, had willingly begun to undertake serious and committed activities to bring into place a Best Value Implementation Plan for each brigade. The original plans were submitted by each brigade in 1998.

133. Given the importance of this particular policy HM Fire Service Inspectorate conducted a summary appraisal of the progress that had been achieved up to March 2000. The appraisal was designed to gather information and offer a level of understanding of how well the fire service had been able to embrace the concepts and practice of *Best Value*.
134. What was found was that there had been wide acceptance of the need to embrace the concepts of Best Value and that the progress made, although varied, was generally satisfactory. Good practice was emerging in areas such as strategic planning, local performance indicators and resource targeting, but further improvements were also needed. Many fire service senior officers wanted greater clarification given to the review frameworks, procedures and definitions to be used. Identifying continuous improvement methods and finding new ways of linking policy and financial planning together were also sought. Bureaucracy had managed to insert itself unhelpfully into the process so the burden of producing documentation, whilst recognising the continuing need to ensure there were sound audit trails, was judged to be excessive. An important step overall was simplification of the understanding and of the language, whilst also being given the tools and the skills needed.
135. A further weakness in the essential delivery of qualitative and quantitative targets was the disadvantage of low response levels in stakeholder and customer consultations and comparative performance analysis between brigades. Many brigades had found it difficult to access meaningful data. The pace and style used in pursuing Best Value reviews, as mentioned varied between brigades with considerable differences in the involvement of the fire authority within the whole process. It was found, for example, that some reluctance existed to measure the support services used by fire authorities and brigades. Specification of outputs and market evaluations are essential ingredients if real options for choice are to be given to managers and elected fire authority members. Reporting to the public was not particularly well defined and many within the fire service viewed the amount of resources being allocated to this work as excessive, given the likely returns. Some brigades, for example, had found it extremely

difficult to get meaningful responses; others had resorted to utilising existing systems provided by local authorities.

136. There is little doubt that, whilst brigades made a good start with *Best Value*, much more remains to be done. Internally the fire service had commenced a number of quite serious activities designed to help drive the whole policy process forward. A Benchmarking Club, for example, had been established and comparative data was being collected. Many new skills had to be learned and I do have concern that almost an industry was having to be created to enable individual managers to receive the sort of skilled support that they needed, which collective working and more specific central guidance might have helped.
137. In all a great deal still remains to be done, but it is pleasing to be able to report that the fire service has taken *Best Value* to heart. The spirit exists and there are real examples of practical implementation. The service now needs to place *Best Value* within its everyday business management context. *Best Value* will continue to need open minds and practical commitment if it is to achieve real improvement in fire service performance.

Purchasing Arrangements

138. Following a meeting between Firemasters and the Fire Service and Emergency Planning Division in March 1998 it was agreed that a Working Group should be established to review common purchasing arrangements as part of the then current Comprehensive Spending Review.
139. The terms of reference of the Group were to identify common purchasing arrangements within the Scottish Fire Service and to consider the Ministerial requirement that the Scottish Fire Service should progress opportunities to improve the overall effectiveness of the Service within resource constraints.
140. The Working Group is chaired by a member of the Inspectorate and comprises membership from the FSEPD, each brigade and the Scottish Fire Service Training School.
141. Initially, each brigade was allocated a task relating to a purchasing function and was required to investigate where and how improvements could be achieved.
142. In carrying out the review consideration was also given to the following aspects: -

- Were the existing structures and procedures for procurement within brigades efficient and effective
- Could savings be achieved by brigades adopting a collective approach to procurement functions
- Were brigades currently achieving savings by improved efficiency in procurement as was assumed in the Comprehensive Spending Review
- Did staff in brigades with responsibility for procurement arrangements have the appropriate skills required to carry out this function efficiently and effectively

143. It was also considered that the development of benchmarks or common performance measures and interim arrangements for obtaining such information would assist in achieving savings. There are currently no common systems across brigades for obtaining information on:

- Recording what is purchased, the associated prices and the sources of supply;
- Analysing the true costs of procurement transactions;
- Rating the capability and performance of suppliers;
- Targeting and measuring year on year value for money improvements from the procurement function.



144. In addition to the work being carried out by members of the Group, close liaison was also maintained with CACFOA Joint Purchasing Forum, Purchasing Consortiums in England and Wales, the National Personal Protective Equipment Forum and the Joint Emergency Services Procurement Group etc, to ensure that best practice could be included within the final report.

Future Radio Systems

145. It was recognised in 1992 that the Major Review of Radio Communications in England and Wales could have far reaching implications for Scotland, particularly in relation to frequency allocations, technologies and standards. This review later became known as the Public Safety Radio Communications Project (PSRCP).
146. As the PSRCP progressed, concern developed within the fire service over whether the solution that was emerging would be entirely appropriate.
147. As a result a Fire Service Radio Strategy Working Group (FSRSWG), led by HM Fire Service Inspectorate for England and Wales, was tasked with investigating the options for the fire service radio communications strategy. The Central Fire Brigades Advisory Council (CFBAC), the Scottish Central Fire Brigades Advisory Council (SCFBAC) and brigades were kept informed and involved in the development of the strategy.
148. The aim was to identify a solution that might be implemented by the fire service in the event that the PSRCP service did not go ahead, or was substantially delayed and to provide a comparator with the PSRCP.
149. The consultants Mott Ewbank Preece (now Mott MacDonald Communication and Controls Division) were appointed to develop a strategy for future radio communications for the Fire Service should it not commit itself to the PSRCP as a national solution.
150. The contract with the consultants was extended to include consideration of specific Scottish Fire Service requirements to:
- Review and update the current Scottish Fire Service User Requirement following a questionnaire survey of all Scottish brigades to establish any changes in circumstances which, have arisen since the previous survey in 1992.



- Provide the necessary degree of support to ensure that Scottish Fire Service requirements are fully represented in the global Fire Service 'major sharer' service level template for possible participation in the PSRCP outcome.
 - Include the requirements of the Scottish Fire Service in establishing costed alternative contingency solutions for comparison against any PSRCP service.
151. It was also agreed that a separate version of their report would be published which would consider those issues peculiar to Scotland. The main differentiating factors were seen as being:
- There is a much greater degree of co-ordination between police and fire communication systems in Scotland.
 - The fire service in Scotland has access to strong technical support departments (predominantly shared with the police). This factor will have a significant bearing on the best choice of solution.
 - The spectrum currently occupied by the fire service in Scotland is not subject to the restrictions in England and Wales caused by the current orientation of the bands.
 - The Scottish terrain, including very large areas with low population density, presents an obstacle to achieving adequate radio coverage at realistic cost. The poor coverage available from many of the public systems in Scotland also has an impact on the options available when compared with the services available to users in England and Wales.
 - Scottish brigades are not under pressure to replace systems in the timescales that apply to brigades in England and Wales.
152. The report from Mott MacDonald Communication and Controls Division will provide additional information to inform further debate on the future radio strategy for the Scottish Fire Service.
153. In the interests of 'Best Value' there is the opportunity to continue the co-ordination that exists between the Police and Fire Service in Scotland with further evaluation of a shared radio system that meets the requirements of both services. This should improve cost effectiveness

by benefiting from economies of scale, shared facilities, technical support, procurement costs and training whilst other added benefits would include unnecessary duplication of effort, interoperability, reduced radio interface requirements and fallback arrangements.

Public Service Agreements

154. The Public Service Agreements announced by the Home Office in relation to the fire service in England and Wales have provided a focus for improvements in service delivery. Whilst the former Scottish Office announced only one PSA fire service related item there appears to be some benefit to incorporating, within fire service working arrangements, similar performance characteristics, through a charter or similar memorandum of understanding . Developing such a charter for the fire service may further help enhance how the fire service is better meeting community safety expectations through demonstrated achievements.



GENERAL STATISTICS

Personnel

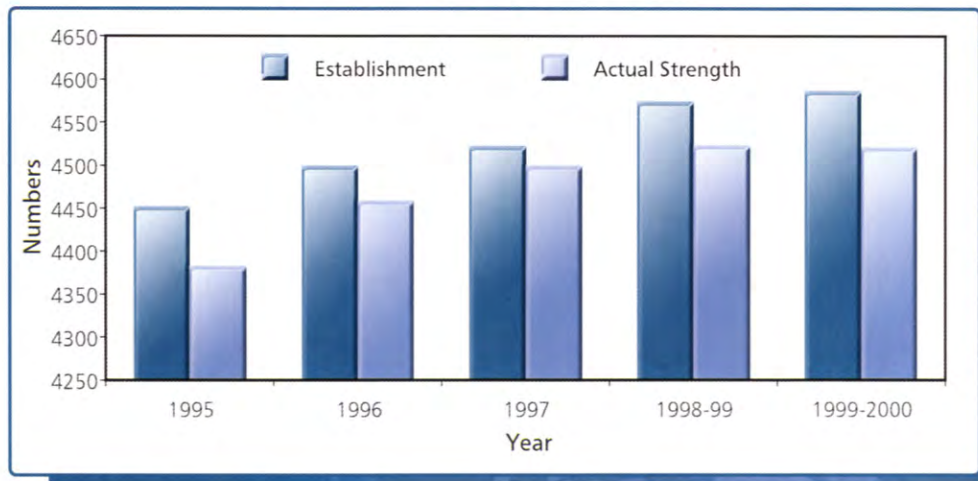
Establishments and Strengths

155. The establishments and actual strengths of Scottish fire brigades are given at Appendix 2 of this report.

Wholetime Personnel (Operational)

156. The total establishment of wholetime operational personnel of Scottish fire brigades at 31 March 2000 was 4,587, an increase of 13 on the previous year. The actual strength of Scottish fire brigades, as opposed to the authorised establishment, was 4,522, giving a shortfall between the establishment and the actual number employed of 65. Given that brigades normally have personnel ready to join the first recruit training course in the following year this understaffing does give some cause for concern. All brigades are staffed at or near their wholetime establishment figure and the overall pattern for both establishment and strength figures continues to remain broadly constant over the years.
157. As in previous years brigades experienced no problems in attracting suitable personnel to fill vacancies that arose during the year. However, as in the past the number of applications from women and members of ethnic minority groups to join the Fire Service in Scotland continues to be low although there was an increase of 2.3% in these categories from last year's figure. Out of a total of 1,934 applications processed by brigades in 1999-00 142(8.0%) were from females or ethnic minority groups. Despite this low response the number of women firefighters serving in brigades again rose from 41 to 45, while the number of members of an ethnic minority serving in the operational section of brigades remained at 4. Graph 1 shows the wholetime establishment and the actual strength of the Scottish Fire Service for the fiscal years 1995-96 to 1999-00.

Graph 1: Wholetime Establishment and Actual Strength 1995 to 1999-00

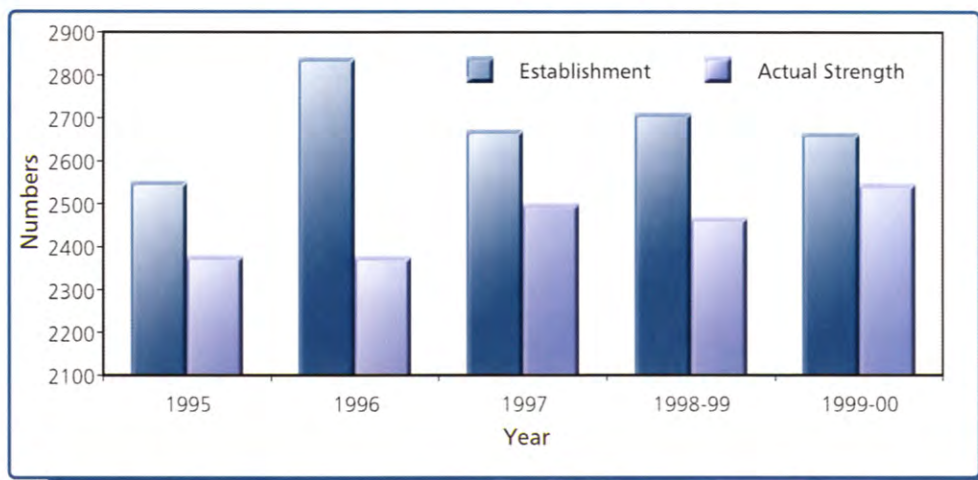


158. During the year 154 wholetime operational personnel left the Fire Service for various reasons. In contrast 140 firefighters joined the Fire Service in 1999-00, 1 less than in 1998-99. Details of the gains and losses of personnel in each brigade are shown in Appendix 3.
159. During 1999-00 there were 154 retrials from the Fire Service including amongst others 66 on medical grounds. This figure for medical retrials was 24 more than the previous year which in itself was a significant rise of 27 operational staff. The number of personnel who retired on ordinary pension during the year was 58 as against 37 in the previous year.

Retained Personnel

160. The figures relating to the establishment and the actual strength in the retained sector of brigades at 31 March for 1995 to 1999-00 are shown in Graph 2.

Graph 2: Retained Establishment and Actual Strength 1995 to 1999-00

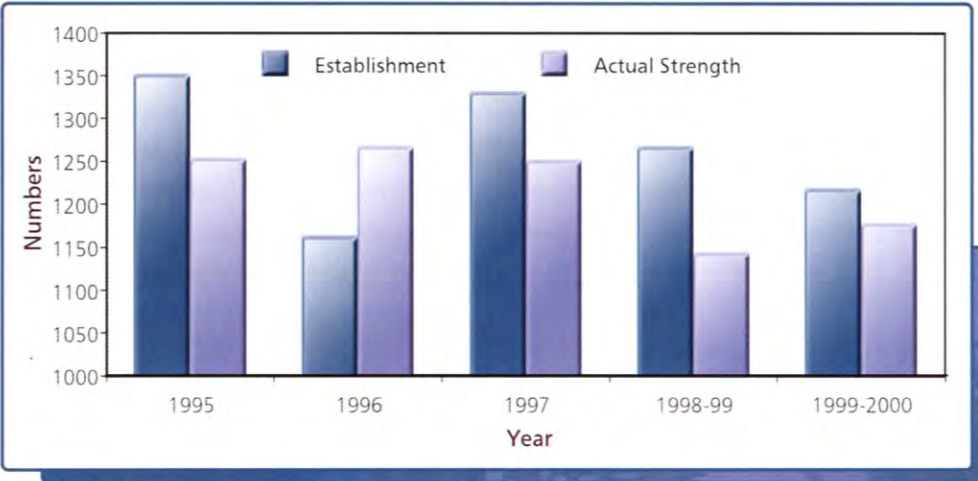


- 161. As can be seen from Graph 2 the retained establishment has decreased by 96 in 1999-00 when compared to those figures registered for the previous year. The actual number of retained personnel in post throughout Scotland in 1999-00 was 2590.
- 162. During the year 694 applications were received to join the retained sector of the Fire Service; from this total 228 persons were subsequently recruited as firefighters. While the number of personnel in post remains satisfactory, serious problems continue to be experienced in recruiting personnel who can provide operational cover during the working day.
- 163. The number of women firefighters in the retained service of Scottish brigades is 93 an increase of 14. Included in the total are 3 Leading Firefighters who are women.

Volunteer Personnel

- 164. Details of the volunteer establishment and actual strength for the financial years 1995-96 to 1999-00 are shown in Graph 3.

Graph 3: Volunteer Establishment and Actual Strength 1995 to 1999-00



- 165. The total establishment of volunteer firefighters was 1159 in 1999-00, a decrease of 6.9% on 1998-99. The actual number of volunteers in post in Scotland has again fallen this year by some 27 to 1166. The number of personnel who left the Volunteer Service was 124, 10 of whom were female.
- 166. At the end of 1999-00 there were 82 women volunteer firefighters serving in brigades, 12 more than in the previous year.

Control Room Staff

167. In 1999-00 the number of Control Room staff in post was 218, 5 more than the figure recorded last year and some 10 above the authorised establishment for Scottish brigades. There were 185 women and 33 men. Only 2 personnel left Control Rooms in Scotland this year.
168. The percentage of the total number of working days lost to sickness affecting Control Room staff in 1998-99 was 8.0%, a 0.6% increase on the figure for 1997-98.

Non-Uniformed Staff

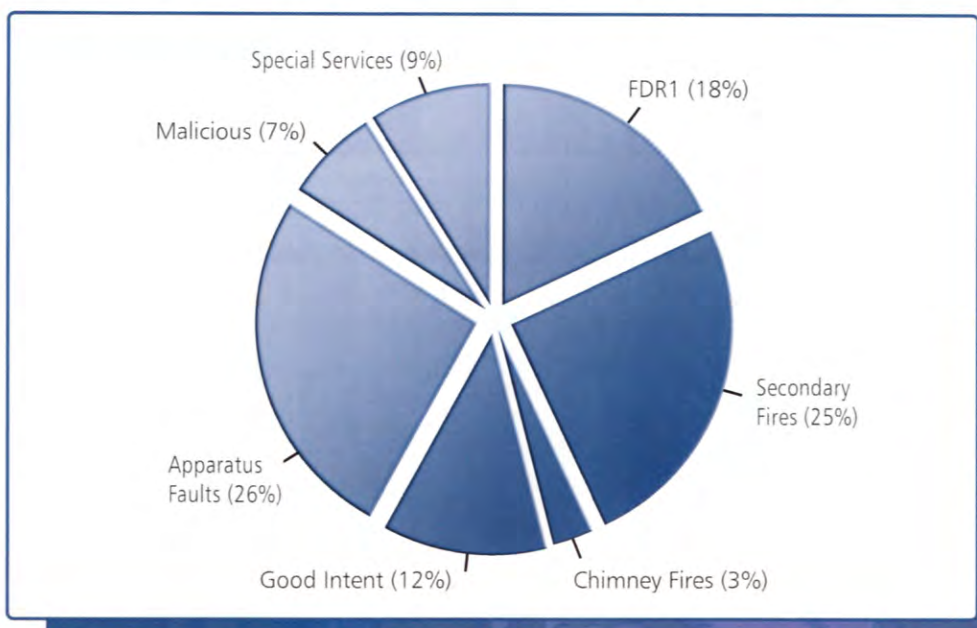
169. The total number of non-uniformed staff in 1999-00 was 809.5, 20.5 more than the previous year. There were 480.5 women and 329 men.

Discipline

170. During 1999-2000, 74 cases were investigated in Scotland of which 1 was dealt with by a summary hearing and 22 cases by a full hearing under the Fire Services (Discipline) (Scotland) Regulations 1985. Nineteen punishments were awarded and ranged from 3 personnel being dismissed from the service, 2 stoppage of pay, 5 reprimands and 9 cautions as to future conduct.

Operational Activity

171. Operational activity has shown an increase over the previous year with significant growth in secondary fires and some increase in property fires.



Appendix 4 details the actual activity recorded. The following chart indicates the relative distribution of this activity, by type, for the whole of brigades and illustrates the continuing concern, related to calls to malicious or faulty fire alarm systems. These calls account for 33% of all activity and their reduction is a key priority for all brigades.



172. In summary, the operational activity during 1999-2000 indicated that in terms of death and injury:

- 111 people died, 1,572 were injured and 1,272 were rescued from fire in Scotland last year.
- A further 1,690 were injured in incidents attended by the fire service other than fires.
- 26 died outwith the home environment (notably 6 as a result of a Cessna aircraft accident in September 1999). It is also worthy of note that no one died as a result of fire either in a commercial or industrial building.
- Seventy-six fires killed 85 people in their own homes compared to 80 last year.
- It is estimated that the combined cost to the community for all deaths and injuries at incidents attended by Scottish brigades was over £180m.
- Deaths and injuries in dwelling fires accounted for £109m of that total alone.
- Six separate house fires produced multiple fatalities, one of 4 deaths and five of 2 deaths each.

- Of the 53 men and 32 women who died in house fires 47 (55.29%) lived alone.
- 49 (57.64%) of the 85 people who died in house fires were over the age of 60 years; 24 (28.23%) were aged between age 30 and 60; and 12 (14.1%) were under the age of 30 years.
- In 44 cases smoke alarms were fitted in the home and only 6 were known to have operated properly. Of the other 38 cases 15 alarms did not have a battery and 3 alarms were found to be in a discharged state.
- Investigators have assessed that 39 deaths were potentially avoidable if smoke alarms had been fitted and in working order.
- 34 fatal fires started in the living-room, 21 in the bedroom and 13 in the kitchen of the affected dwellings.
- In 41 cases the misuse of alcohol was a major contributory factor. In 16 other cases some form of disability was a feature. Polyurethane foam filled furniture contributed to a further 14 fatal fires.
- By far the greatest cause of dwelling fires-39 (50.64%)- was the misuse or careless disposal of smokers' materials (cigarettes, matches and lighters). This is followed by radiated heat and cooking accidents which accounted for 15 (19.74%) of fires between them.

173. Operational activity by type of incident can be summarised as follows:

- There was an increase of 8.2% in total incidents compared to last year.
- FDR1s or fires in property requiring a fire report rose by 6.5%.
- Secondary fires rose by 28.4%.

Chimney fires were down by 17.9%.

- False alarms made with good intent increased slightly by 1.1%.
- Calls from faulty automatic fire alarm systems increased by 6.2%.
- Malicious calls increased by 3.6%.

Fire Safety Statistics

174. Fire authorities fulfil a range of statutory duties requiring the enforcement of fire safety standards and also undertake non-statutory activities to promote public safety and well being against fire. The activities undertaken to meet statutory requirements are shown in Appendix 7 and can be summarised as follows:

- Scottish fire brigades carried out a total of 54,201 inspections within the reporting period.
- Specialist Fire Safety Officers carried out 45,179 inspections and examined 2,432 plans of proposed new buildings and refurbishment work.
- Operational Personnel inspected a total of 9,022 premises.
- Of the 26,573 known premises falling within the Fire Precautions Act 1971 and requiring a Fire Certificate 24,586 are presently in force.
- Brigades carried out 12,109 routine fire safety inspections in 1999-2000.
- A total of 28,941 initial, routine, specific and follow-up inspections were completed and 1,069 plans were examined.
- Brigades carried out a total of 25,260 inspections falling within the Workplace Regulations and examined 1,363 plans of proposed fire safety work.

Equal Opportunities

175. Emphasis has continued to be placed on this important aspect of service inclusiveness with all brigades addressing the issue. The current establishment is reflected in the following 2 summary tables.



Fire Brigade Staff by Gender and Ethnicity

176. The chart shows the actual number of staff employed in the five areas of brigade activity. As can be seen from the chart, women and members of ethnic minority groups continue to be under represented in all areas of brigade operational activity, despite continued efforts by brigades to recruit from these groups. However white women are well represented in Control and support services.

	Men White	Women White	Men Ethnic	Women Ethnic
Wholetime	4492	45	4	0
Retained	2161	86	0	0
Volunteers	1078	76	1	0
Control	32	176	0	0
Support Staff	329	478.5	0	1



REVIEW OF STATISTICS APRIL 1999 TO MARCH 2000

Appendix 1 Scottish Fire Brigades 1999-00

Fire Brigade	Area		Population June 1998 (Estimated)		Uniformed Personnel 1999-00 Establishments				Fire Stations and Volunteer Units			Operational Fleet			
	Kilometres sq	% of Scotland	Thousands	% of Total	Wholetime	Control	Retained	Volunteer	Wholetime	Retained	Volunteer	Pumping Appliances	Aerial Appliances	Rescue/ Emergency enders	Other Special Appliances
Central Scotland	2,652	3.4	278	5.6	243	17	170	12	4	12	2	26	1	2	7
Dumfries and Galloway	6,396	8.2	148	2.9	99	2	193	10	1	14	1	21	1	2	1
Fife	1,308	1.7	345	6.7	382	21	112	0	6	8	0	21	2	1	3
Grampian	8,702	11.1	522	10.2	336	22	476	22	* 6	32	2	56	2		10
Highland and Islands	31,348	40.1	279	5.5	132	18	558	882	1	34	93	112	1	1	10
Lothian and Borders	6,430	8.2	870	17.0	764	30	311	0	13	22	0	49	4	2	3
Strathclyde	13,851	17.7	2,268	44.5	2,222	67	640	257	38	44	31	166	12	0	21
Tayside	7,501	9.6	390	7.6	409	18	276	36	**6	15	4	38	0	6	5
SCOTLAND	78,188	100	5,099	100	4,587	195	2,736	1,219	75	181	133	489	23	14	60

Appendix 2

Establishment and Strength of Fire Brigades as at 31 March 2000.

	Central Scotland			Dumfries & Galloway			Fife			Grampian		
	Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength	
		Male	Female		Male	Female		Male	Female		Male	Female
Wholetime Operational												
Firemasters	1	1		1	1		1	1		1	1	
Assistant Firemasters	2	2		1	1		1	1		2	1	
Senior Div. Officers										3	3	
Div. Officers I				1	1		2	2		0	1	
Div. Officers II	5	5		3	3		2	2		5	5	
Div. Officers III				1	1		3	3		0	2	
Asst. Div. Officers	11	11		9	9		9	9		16	12	
Station Officers	23	23		8	8		37	37		23	28	
Sub-Officers	28	28		10	11		29	29		41	29	
Leading Firefighters	25	24	1	13	13		64	63		46	37	
Firefighters	148	144	4	52	51	2	234	234	3	199	199	1
Totals	243	238	5	99	99	2	382	381	3	336	318	1
Control Room Staff												
PFC Officers												
GFC Officers	1	1										
FC Officers				1		1	1	1		1		1
SFC Operators	4	2	2	1		1	4	1	3	5		5
LFC Operators	4	1	3	4		4	8	2	6	4		4
FC Operators	8	2	6	9	1	8	8		8	12	2	10
Totals	17	6	11	15	1	14	21	4	17	22	2	20
Part-time Retained												
Station Officers							2	2		10	10	
Sub-Officers	12	12		16	16		8	7		36	36	
Leading Firefighters	22	22		20	20		10	10		82	70	
Firefighters	138	131	8	157	153	5	92	81	4	348	303	11
Totals	172	165	8	193	189	5	112	100	4	476	419	11
Part-time Volunteer												
Asst. Div. Officers												
Station Officers												
Sub-Officers										1	1	
Leading Firefighters				1	1					2	2	
Firefighters	10	6	1	9	8					19	11	10
Totals	10	6	1	10	9	0	0	0	0	22	14	10
Wholetime	243	238	5	99	99	2	382	381	3	336	318	1
Control Room Staff	17	6	11	15	1	14	21	4	17	22	2	20
Part-time Retained	172	165	8	193	189	5	112	100	4	476	419	11
Part-time Volunteer	10	6	1	10	9	0	0	0	0	22	14	10
GRAND TOTALS	442	415	25	317	298	21	515	485	24	856	753	42

Highland & Islands			Lothian & Borders			Strathclyde			Tayside			Scottish Total		
Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength	
	Male	Female		Male	Female		Male	Female		Male	Female		Male	Female
1	1		1	1		1	1		1	1		8	8	0
1	1		2	2		6	6		1	0		16	14	0
			4	4		9	8			0		16	15	0
1	1					6	6		5	5		15	16	0
5	5		12	12		7	7		1			40	39	0
2	2					14	13		8	7		28	28	0
16	16		20	19		49	40		13	11		143	127	0
15	15		59	53		198	194		37	35		400	393	0
12	11		74	69		225	224		36	36		455	437	0
23	16		95	90	1	229	237		44	47		539	527	2
56	63	1	497	476	18	1,478	1,452	6	263	254	8	2,927	2,873	43
132	131	1	764	726	19	2,222	2,188	6	409	396	8	4,587	4,477	45
						1	1					1	1	0
			1		1	1		1				3	1	2
1		1	5		5	5		5	1	1		15	2	13
5		5	4		4	8	3	5	4	1	3	35	7	28
4		4	4	1	3	8	2	5	4	2	2	40	8	31
8		9	16	2	14	44	6	45	9	1	11	114	14	111
18	0	19	30	3	27	67	12	61	18	5	16	208	33	185
13	13		4	4		9	9		7	7		45	45	0
66	34		26	26		53	50		17	17		234	198	0
100	63	1	38	37	1	87	83	1	36	35		395	340	3
399	367	19	243	230	13	529	464	20	216	185	10	2,122	1,914	90
578	477	20	311	297	14	678	606	21	276	244	10	2,796	2,497	93
6	3											6	3	0
												0	0	0
60	76	3										61	77	3
60	73	2							4	4		67	80	2
736	672	40				219	193	23	32	34	3	1,025	924	77
862	824	45	0	0	0	219	193	23	36	38	3	1,159	1,084	82
132	131	1	764	726	19	2,222	2,188	6	409	396	8	4,587	4,477	45
18	0	19	30	3	27	67	12	61	18	5	16	208	33	185
578	477	20	311	297	14	678	606	21	276	244	10	2,796	2,497	93
862	824	45	0	0	0	219	193	23	36	38	3	1,159	1,084	82
1,590	1,432	85	1,105	1,026	60	3,186	2,999	111	739	683	37	8,750	8,091	405

Appendix 3

Changes in Wholetime Strength as at 31 March 2000

	Operational Personnel															
	Central Scotland		Dumfries & Galloway		Fife		Grampian		Highland & Islands		Lothian & Borders		Strathclyde		Tayside	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
GAINS																
(i) By recruitment	13	1	3		29	1	5	8	7	1	23	3	23		10	2
(ii) By transfer from other brigades		1	1		3								4		2	
Total Gains	13	2	4	0	32	1	5	8	7	1	23	3	27	0	12	2
LOSSES																
Dismissal on Disciplinary Grounds											2					
Medical discharge due to harassment Or discrimination														0	0	
Medical discharge due to service injury.											1		3		2	
Medical discharge due to other injury or medical condition	4	0	1	1	11		10		4		2		21		6	
Resignation due to harassment or discrimination															0	0
Poor performance/ efficiency											2					
Resignation to take other employment							6				4	1	10		1	
Personal/ work commitments																
Moving away from catchment area															1	1
Hardship caused by DSS regulations																
Compulsory/ Voluntary age retirement	2	0	1	0	8				3	3	9		22		9	
Deceased on duty																
Deceased off duty													3			
Other reasons									1	1						
Harassment, bullying or discrimination was (or was believed to be) a factor.												0	0			
Total Losses	6	0	2	1	19	0	16	0	8	4	18	1	59	0	19	1

		Control Room Personnel																			
TOTALS		Central Scotland		Dumfries & Galloway		Fife		Grampian		Highland & Islands		Lothian & Borders		Strathclyde		Tayside		TOTALS			
M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
113	16								1		1							1	1	1	5
10	1							1												1	0
123	17	0	0	0	0	0	0	1	1	0	1	0	2	0	0	1	1	2	2	5	
2	0																				
6	0																				
59	1										1										1
2	0																				
21	1				1																1
0	0																				
1	1																				
0	0																				
54	3																				
0	0																				
3	0																				
1	1																				
147	7	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2

Appendix 4

Summary of Fires and Special Service Incidents Which Have Occurred in 1999-00

Fire Brigade	Total Fires	Classification of fires by number of pumps used for firefighting purposes:					
		(a) 1 pump	(b) 2 pump	(c) 3/5 pump	(d) 6/10 pump	(e) 11/15 pump	(f) Over 15
Central Scotland	795	755	30	8	2	0	0
Dumfries and Galloway	379	165	196	18	0	0	0
Fife	1,165	549	547	65	3	1	0
Grampian	1,828	1,611	102	111	4	0	0
Highland and Islands	711	616	83	10	2	0	0
Lothian and Borders	3,569	N/A	N/A	N/A	N/A	N/A	N/A
Strathclyde	10,649	3,344	5,712	1,583	8	2	0
Tayside	1,656	500	902	249	5	0	0
Totals	20,752	7,540	7,572	2,044	24	3	0

Appendix 5 Major Fires in 1999-00

REQUIRING AN ATTENDANCE OF 6 OR MORE PUMPING APPLIANCES

DATE	ADDRESS	TYPE	BRIGADE
1999			
May 25	32D Munches Street, Dumfries	Fire in flat - 2 fatalities. Male fatal murdered the female and set fire to the flat and was caught in the fire.	Dumfries and Galloway
June 11	26 Garnock Court, Irvine	Dwelling	Strathclyde
26	Mainstreet, Newmilins	Derelict Building	Strathclyde
July 11	Blantyre Industrial Estate, Blantyre	Factory	Strathclyde
17	Dawnfresh Seafoods, Bothwell Industrial Estate, Uddingston	Factory	Strathclyde
29	Heriot Row, Edinburgh	3 Storey Terraced Flats	Lothian and Borders
29	23 Tay Hotel, 2 Whitehall Crescent, Dundee	6 Storey Hotel. 27 rescued	Tayside
Aug 11	1 Clark Way, Bellshill	Factory	Strathclyde

	Chimney Fires	Secondary Fires	False Alarms			Special Services	Totals
			Good Intent	Apparatus Faulty	Malicious		
	93	1,119	1,294	820	488	455	5,064
	291	235	396	330	58	257	1,946
	160	1,760	498	2,033	628	618	6,862
	527	1,613	522	2,310	303	927	8,030
	1,003	574	764	910	279	457	4,698
	345	5,163	1,202	6,919	1,278	1,592	20,068
	506	16,082	8,057	12,842	4,266	4,490	56,892
	239	2,450	690	2,771	482	800	9,088
	3,164	28,996	13,423	28,935	7,782	9,596	109,079

Sept				
3	Glasgow Airport, Off Airfield at St James Interchange	Aircraft Accident		Strathclyde
10	12 Boghall Farm Cottages, Boghall Farm, Easter Howgate	Gas Explosion, Farm Cottage		Lothian and Borders
26	Heyder, Alexander Street, Dundee	Building of four floors. Paper storage, Snooker Club, Social Club.		Tayside
Oct				
6	13 Spottiswoode Street, Edinburgh	9 Casualties including 1 firefighter. 5 rescues - other occupants removed to temporary rest centre. Tenement Flats		Lothian and Borders
Nov				
7	Stane Primary School, Torbóthie Road, Shotts	School		Strathclyde
14	Jamaica Street, Glasgow	Shops and Offices		Strathclyde
29	Medical Sciences Institute, Millers Wynd Tayside	Fire in Lab area. Radiation, Biohazard and Chemical Hazards confirmed.		
2000				
Jan				
12	Tillyduke School House, Strathdon, Aberdeenshire	Dwelling		Grampian
Feb				
7	Burt Boulton & Haywood Ltd, Creosote Works, Kirkland, Leven	Creosote Works		Fife
16	Arthur's Seat Crag - Hunters Bog, Holyrood Park, Edinburgh	Line rescue, subsequent fatality		Lothian and Borders

Appendix 6

Fatalities at Fire Incidents Attended by Brigades During 1999-00

Fire Brigade	Age Groups							Location - Building Type, Etc.							
	Up to 5 Years	6 to 16 Years	17 to 40 Years	41 to 60 Years	61 to 75 Years	Over 75 Years	Total Fatalities	House	Flat in Block	Flat in Terrace	Hotel/Boarding House	Hospital/Home/Hostel	Caravan/Mobile Home	Vehicle	Industrial Premises Factory etc.
Central Scotland	1	0	1	0	1	0	3	3	0	0	0	0	0	0	0
Dumfries and Galloway	0	0	2	2	0	0	4	1	2	0	0	0	0	0	0
Fife	1	0	2	0	4	4	11	5	2	3	0	0	0	0	0
Grampian	2	0	1	2	3	1	9	3	3	0	0	1	1	1	0
Highland and Islands	0	0	1	0	1	0	2	1	0	0	0	0	0	1	0
Lothian and Borders	1	0	1	3	7	3	15	5	5	4	0	0	0	1	0
Strathclyde	2	2	21	13	11	11	60	21	20	3	0	0	0	7	0
Tayside	0	1	2	1	2	1	7	0	2	1	0	1	0	2	0
Totals	7	3	31	21	29	20	111	39	34	11	0	2	1	12	0

Appendix 7

Fire Safety Statistics

Fire Precautions Act 1971

	Total Certifiable Premises	Total Certificates Issued	Total Without Certificates	Premises Inspected	Certificates Issued in Year	Old Certificates in Force	Routine Inspections Carried Out		
							Fire Safety Staff	Operational Staff	Total in Year
Hotels	4,906	4,728	178	127	97	0	2,635	1,516	4,151
Factories	4,085	3,702	383	184	67	3	768	827	1,595
Offices	11,201	10,293	908	533	351	56	2,639	1,203	3,842
Shops	6,376	5,859	517	231	124	2	1,731	788	2,519
Railway Prem.	5	4	1	0	0	0	1	1	2
Total	26,573	24,586	1,987	1,075	639	61	7,774	4,335	12,109

						Monthly Summary												
Commercial Premises Shop etc.	Place of Public Entertainment	Outside Area	Miscellaneous	TOTAL	April	May	June	July	August	September	October	November	December	January	February	March	TOTAL	
0	0	0	0	3	0	2	0	0	0	0	0	0	1	0	0	0	3	
0	0	0	1	4	1	2	0	0	0	0	1	0	0	0	0	0	4	
0	0	0	1	11	2	1	0	0	2	0	1	0	1	2	0	2	11	
0	0	0	0	9	0	1	0	1	0	0	2	1	0	4	0	0	9	
0	0	0	0	2	0	0	0	0	0	0	0	1	0	1	0	0	2	
0	0	0	0	15	0	3	0	3	1	0	2	1	1	0	3	1	15	
0	0	0	9	60	3	3	2	5	3	10	1	7	11	5	4	6	60	
0	0	0	1	7	1	0	1	0	0	0	1	1	0	1	2	0	7	
0	0	0	12	111	7	12	3	9	6	10	8	11	14	13	9	9	111	

Fire Precautions Workplace Regulations (Amended) 1999

Premise Type	Fire Safety Staff	Operational Staff	Total	Plans
FOR	7,935	2,394	10,329	66
Residential	4,382	989	5,371	462
Non-residential	8,756	804	9,560	835

Scottish Total for All Inspections

Premise Type	Fire Safety Staff	Operational Staff	Total	Plans
FPA Certificated	24,106	4,835	28,941	1,069
Workplace	21,073	4,187	25,260	1,363
Totals	45,179	9,022	54,201	2,432

Appendix 8

Financial Returns 1999-00

Fire Brigade	Revenue £	Income £	Capital £
Central Scotland	11,732,000	925,000	1,497,000
Dumfries & Galloway	6,020,000	657,000	648,000
Fife	18,574,000	1,554,000	1,039,000
Grampian	19,297,000	1,262,000	1,777,000
Highland & Islands	11,344,000	745,000	2,427,000
Lothian & Borders	34,299,000	2,841,000	1,698,000
Strathclyde	98,717,000	7,087,000	5,478,000
Tayside	20,444,000	1,378,000	1,385,000
Total	220,427,000	16,449,000	15,949,000

NOTE

The above tables provides an indication of the financial position of each brigade obtained from estimates of expenditure.

They are unaudited and may vary in the methods used by individual brigades accountancy practice. They should be treated as general indicators only.

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