

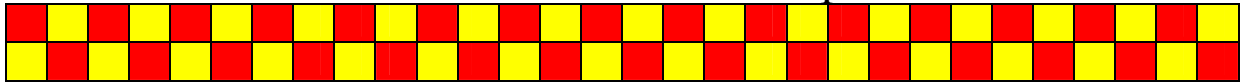


Her Majesty's Chief
Inspector
of Fire and Rescue
Services



Annual Report 2005 – 2006

Scottish Executive Justice Department



HER MAJESTY'S CHIEF INSPECTOR OF FIRE SERVICES FOR SCOTLAND



Report for 2005 – 2006

Laid before the Scottish Parliament by the Scottish Ministers
December 2006

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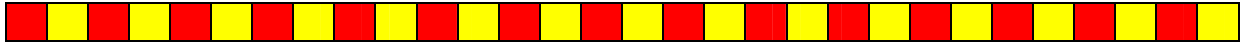


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INTRODUCTION

ANNUAL REPORT OF JEFF ORD
CBE, OStJ, QFSM, GFireE, JP

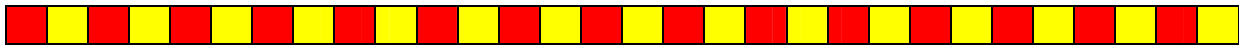
Her Majesty's Chief Inspector of Fire and Rescue Services

To: Cathy Jamieson
Minister for Justice



Madam

I have the honour to present my Annual Report upon the eight Fire and Rescue Services in Scotland for the financial year 01 April 2005 to 31 March 2006.



INTRODUCTORY REMARKS

1. I am pleased to report that, during this period, there is sustained evidence that the majority of stakeholders within the Scottish Fire and Rescue Services continue to demonstrate a commitment and an appetite to reform the Service with an emphasis upon a risk based approach to prevention and intervention. Whilst there will always be pockets of indifference towards change the majority of staff within the Service are engaged in the culture shift of balancing prevention with intervention through partnership and innovative working, much of which is already making our communities safer.
2. This continuous and inclusive method of service delivery is very much user focussed and personalised to the needs of individual communities and, therefore, fully compliant with the fundamental elements of the Scottish Executive's policy of transforming Public Services (further information available on:

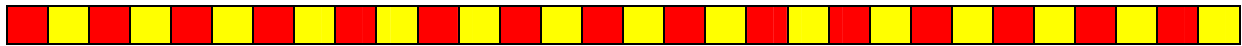
www.scotland.gov.uk/publications/2006/06/15110925/0)

LEGISLATIVE AND POLICY CHANGES

3. The Scottish Executive continued to play its part in providing Fire and Rescue Authorities and their staff with greater freedoms and flexibility in determining how resources should be utilised. This has been achieved through new legislation, removal of statutory instruments and the introduction of the risk based approach to all aspects of service delivery which is embedded within each Fire and Rescue Authorities' Integrated Risk Management Plans (IRMP's). The Services are no longer required to have a Ministerially approved Establishment Scheme detailing the number of staff resources etc. Most importantly, the funding mechanisms which historically were inextricably linked to the Establishment Scheme have now been relaxed to provide Fire and Rescue Authorities' greater flexibilities within their budgets, whilst still maintaining utilisation of effective accountability. Once again, this is in keeping with the fundamental elements of transforming public services.
4. The removal of the Fire Service Discipline Regulations and the subsequent move to the Arbitration, Conciliation and Advisory Service (ACAS) codes on employment issues is further evidence of the Scottish Executive's intent to assist the Services in the reform agenda. This particular move also enhances the equality of staff employment rights as all staff employed by Fire and Rescue Authority's are now encompassed by the ACAS code.

TRANSFORMING PUBLIC SERVICES

5. The Scottish Executive published the 'Fire and Rescue Framework for Scotland 2005' in September, setting out priorities, objectives and guidance to Fire and Rescue Authorities in carrying out their functions under the Fire (Scotland) Act 2005. This is the first such framework for the Scottish Fire and Rescues Services and is a key building block in the reform of the Service, ensuring that it is fit for the challenges of the 21st Century. It sets out what Ministers, on behalf of the people of Scotland, expect the Service to deliver, and the support that central government will provide to help the Service achieve these goals. This framework document is in keeping with the Scottish Executive's Vision on ensuring




that our Public Services are amongst the most successful, effective and innovative in the world.

6. The replacement of the Scottish Central Fire Brigades Advisory Council has been agreed during this reporting period. The new structure ensures that Ministers are provided with the widest views of all stakeholders in the Service and from impartial advisors. This is achieved through the following structures;
 - A Strategic Advisory Forum, Chaired by a Convention Of Scottish Local Authorities (COSLA) nominee;
 - A Service Delivery Forum ,Chaired by a Chief Fire Officers Association (CFOA) nominee;
7. The Chairs of both of these Forums sit on the Ministerial Advisory Forum which also includes other Service stakeholders and non Fire and Rescue Service advisors.

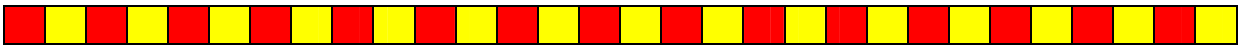


8. While these new arrangements are in their infancy, the environment of the first meetings is encouraging. The structure will be reviewed as necessary to ensure that the fundamental elements of the public service reform agenda progresses at an efficient and effective rate.
9. This reporting period covers the first year of Fire and Rescue Authorities introducing IRMP, and although this will be the subject of further sections of this report, it is worthy of note that, even during this first year, there have been a number of improvements in efficiency and productivity created through the flexibilities that IRMP allows. An



example of this is the risk based approach when responding to automatic fire alarms. Scottish Fire and Rescue Services are adopting CFOA good practice when responding to such alarms (the majority of these alarms are caused by system defects). This has resulted in a reduction in such calls and in fire appliance movements, thus reducing the potential for accidents occurring under 'Blue light' driving. Most importantly, this allows vital life saving resources to be kept available, serving the communities more effectively whilst still ensuring that automatic fire alarm calls receive the appropriate risk assessed response. Once again, this approach is in keeping with the fundamental elements of the public service reform agenda.

10. A major platform of the reforms has been the National Joint Council (NJC) for Conditions of Service in Local Authority Fire and Rescue Services' decision to implement a 'Role Based System' into the Service. This sees the previously 'Rank and Hierarchical' based system being replaced by a functionally related role system with fewer tiers of management. Whilst this system has been agreed at national level it still requires local implementation. During this reporting period some of the Scottish Fire and Rescue Services completed this transition. Due to some protracted local negotiations there are still a number yet to finalise this move. This, coupled with the removal of the Ministerially approved Establishment Scheme and the fact that the 'Rank to Role' Agreement is not a simple 'like for like' numbers matrix, does mean that several of this year's statistical charts, reported upon later, may not yet be complete. In any event, they cannot form a direct comparison or benchmark with previous annual reports. Wherever possible, in order to ensure the appropriate monitoring of overall staff numbers and resources, this report will utilise the last Ministerially Approved Establishment Scheme (as at 31 March 2005) as a comparator.
11. The remainder of this report will cover in a great deal more detail the above areas and also other areas worthy of note during this reporting period. I reported last year that there were many reasons to be positive regarding the future of the Service and further improvements to the safety of Scotland's communities. I have been further encouraged by the evidence collated during this reporting period that the majority of those involved in implementing the change agenda are, more than ever, committed to delivering the reforms in this valued public service. There will always be some high profile issues which can create a somewhat different impression, but these must be considered in context and balanced against the wider progress.
12. The Service is to be congratulated for its performance during the first year of IRMP and in particular for the record low number of fire deaths and injuries recorded in this year. Undoubtedly, the positive manner in which the Service has embraced the move to balancing intervention with prevention has contributed to this achievement.
13. The same positive attitude and innovation will need to be extended into other vital areas of the Service over the coming months. In particular, the continuing failure to achieve a more diverse workforce is disappointing. Lessons must be learned from other organisations and other 'Blue Light Services' who are achieving much greater diversity across their workforce. The findings of the recently undertaken cultural audit of the Service should assist in identifying underlying issues within Fire and Rescue Services. This will provide evidence about the culture within Fire and Rescue Service and whether it is a major factor affecting the Services ability to attract and secure a more diverse workforce.



14. In addition, Services will need to apply a positive and innovative approach to using the extensive resources available to them in a much more flexible manner. Several Services have already begun to consider this. They are considering good practice identified through the Inspectorate. However, little is actually changing on the ground. The challenge will be to utilise resources even more effectively thus releasing capacity to address the challenges the Services will face in the future.
15. I remain confident that with encouragement, support and good leadership the Service will rise to the challenges ahead. The Inspectorate, along with the Scottish Executive, will continue the joint working approach to ensure that Scotland has Fire and Rescue Services which we will know to be amongst the most successful, effective and innovative in the world.

JEFF ORD

Her Majesty's Chief Inspector of Fire Services for Scotland



FIREMASTERS AND FIRE AUTHORITIES

16. During the reporting period the following Chief Officers were in post:

Central Scotland	John Early AFSM BSc MIFiree MIOSH Steven Torrie QFSM BSc (from February 2006)
Dumfries and Galloway	David Wynne QFSM MBA DMS MIFireE
Fife	Michael Bitcon QFSM DMS MIFireE Daniel O'Donnell QFSM MA MSc (from June 2005)
Grampian	David Daziel QFSM MA
Highlands and Islands	Brian Murray QFSM BA (Hons) MA MIFireE
Lothian and Borders	Brian Allaway QFSM MIFireE
Strathclyde	Brian Sweeney QFSM MADip.E.FEng MIFireE
Tayside	Stephen Hunter QFSM BSc MCGI MIFireE

17. I wish to record my thanks to Chief Officers and their staff for the co-operation and assistance given to members of Her Majesty's Fire Service Inspectorate during their visits and for the valuable contributions to the many discussions held throughout the year.

HONOURS AND AWARDS

18. The following persons received awards in the Queen's Honours List in the year under review:

Birthday Honours 2005

Queen's Fire Service Medal (QFSM)

David Wynne	Firemaster, Dumfries and Galloway Fire and Rescue Service
Philip Robinson	Deputy Firemaster, Strathclyde Fire and Rescue (Retired)
Brian Whyte	Station Officer, Grampian Fire and Rescue Service

New Years Honours 2006

Queen's Fire Service Medal (QFSM)

Andrew Harrison	Assistant Inspector, Her Majesty's Fire Service Inspectorate
Norman Burns	Retained Sub Officer, Dumfries and Galloway Fire and Rescue Service



Long Service and Good Conduct Medal

19. The Fire Brigade Long Service and Good Conduct Medal was awarded to **211** members of the Scottish Fire and Rescue service between 01 April 2005 and 31 March 2006.

I offer my sincere congratulations to all those whose work within the Scottish Fire and Rescue Service who have been so justly recognised.



FIRE AUTHORITIES IN SCOTLAND





THE INSPECTORATE TEAM AND THEIR ROLE



Jeff Ord



Brendan McCaffrey



Andy Harrison



Graham Goodall



John Milligan



Angela Webb



Ian Stocks



Brian McKenzie



Andy Wilson



Glyn French



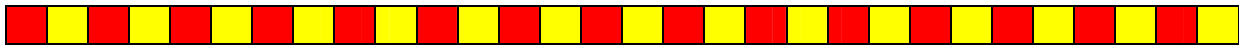
Trudi Packman



Dorothy Edwardson



Lynn Murray



OVERVIEW OF INSPECTIONS

20. I reported last year that the Inspectorate had undertaken principal inspections of all eight Fire and Rescue Services in Scotland. The Inspectorate during this reporting period carried out 8 follow up Inspections which concentrated on the progress made against the original recommendations.
21. I am pleased to report that progress has been very good with the majority of the recommendations already implemented. Details of each Authority's progress are available at www.scotland.gov.uk/hmifs.
22. During this period the Accounts Commission announced that Audit Scotland would undertake a Performance Management Review of all Scottish Fire and Rescue Services and their Authorities during 2006. Following this announcement the Inspectorate took the view that the previously reported good progress the Service was making coupled with the need to ensure that public services are not unreasonably burdened with inspections/audits etc., would allow for a period of relaxation in terms of normal inspection processes of the Services. This decision enabled discussions to take place with Audit Scotland about the possibility of a Joint Review. Whilst this was not entirely possible due to the necessary independent stance of Audit Scotland, the Inspectorate was successful in seconding two members of the Inspectorate team onto Audit Scotland's review team. This joint working has ensured service sector specific knowledge is available to Audit Scotland. It has also ensured continuity in terms of the cycle of Inspections and Audit, the progress the Service is making against recommendations and Public Service Reforms. The benefits to the Inspectorate are staff returning to the Inspection process with a wider knowledge and experience of audit and investigation processes.
23. In addition to the above, a great deal of work has been underway in order to prepare for an Operational Assessment of the Services which has been requested by a number of Chief Officers. This assessment will require a period of consultation with stakeholders and will draw from the learning outcomes of a similar assessment process currently underway in England. The target is to undertake this assessment during 2007/08. The results of this will compliment the outcomes of Audit Scotland's Performance Management Review (which does not look specifically at operations) and therefore assist the Services and their Authorities in producing their IRMP Annual Action Plans in 2008/09, along with other associated service plans.
24. The Inspectorate has continued to provide assistance to the Services in several vital areas. In particular, Inspectorate staff have committed time to working alongside Fire and Rescue Services on issues as broad as Equality Legislation, Mass Decontamination and Urban Search and Rescue.
25. During the reporting period Inspectorate staff have continued to work with the Scottish Executive's Fire and Civil Resilience Branch in order to ensure that elements of new legislation, i.e. The Civil Contingencies Act 2004 and the Fire (Scotland) Act 2005 with all the associated guidance etc. has been embedded into the Services. The requirements of part 3 of the 2005 Act, which are due to be introduced this year, have placed extensive demands on Inspectorate's staff time. However, this necessary investment should yield significant benefits once part 3 of the 2005 Act is implemented.



26. As with the majority of public services, and especially the emergency services, the Inspectorate team were closely involved in the planning and contingency arrangements for the G8 Summit at Gleneagles. In particular, staff were available to assist those Fire and Rescue Services involved across Scotland. The Service played a somewhat minor role in the overall event. Nevertheless, the planning commitment for potential scenarios was considerable.
27. In conclusion, there are many reasons to be confident that the work of the Inspection teams and the joint working approach with Audit Scotland is providing added value to the Service and their Authorities. In addition, this approach is assisting them in achieving the vision and values of the Scottish Executives Public Service Reform agenda.

CROWN PREMISES

28. Fire inspectors attached to the Inspectorate have responsibility for the enforcement of fire safety legislation in premises owned or occupied by the Crown. There are more than 1,000 Crown premises in Scotland and two Assistant Inspectors are engaged in this work. Inspectors undertake a risk based programme of inspections as well as responding to specific enquiries and design proposals submitted at the planning stage. In addition to the traditional range of government offices the portfolio includes a diverse range of other types of building including prisons, courts, vehicle test stations, driving test centres, research facilities, coastguard buildings and ancient monuments.
29. A total of 591 contacts were recorded during the year. These included 61 initial surveys, 168 programmed inspections, and dealing with a further 188 consultations regarding specific fire safety issues. There were 139 sets of plans examined during the year concerning proposed new works or alterations.
30. There continues to be a high turn over of Crown occupation. Inspectors dealt with 43 new premises during the year and 46 were returned to the private sector or demolished. In July 2005 fire inspectors gained read-only access to the Government's Electronic Property Information and Mapping Service (e-PIMS). This database was developed by the Office of Government Commerce in response to the Modernising Government initiative in order to create a central record of core civil estate data. Departments and public bodies are progressively being required to record their land and property holdings using this system. Whilst still not entirely definitive in Scotland the system does provide fire inspectors with an additional tool to track changes to the Government's civil estate portfolio.
31. There continues to be major capital investment in the Scottish Prison Service (SPS) estate. Current developments include the construction of new house blocks providing cell accommodation at Glenochil, Perth and Polmont prisons. Deliberate ignition in cells continues to be the predominant cause of fires in SPS establishments with 44 incidents being recorded within the current reporting year. The latest generation of house blocks are being fitted with a water mist type fire suppression system within cells. It is hoped that this, together with a package of other fire safety measures, will help to deter such

fires and to provide a fast, safe and consistent response to such incidents when they do occur.




Seaforth Hotel, Arbroath

SCOTLAND'S FIRE SERVICE PREPAREDNESS AND RESILIENCE ARRANGEMENTS

32. During the reporting year 2005/2006, the new dimension (ND) programme continued to develop and support the Scottish Fire and Rescue Service, capability to meet the challenges of a changing and diverse range of emergency activities. This programme also underpins the Scottish Executives support to the delivery of the outcomes emanating from the Fire (Scotland) Act 2005, in particular the Additional Functions Order which sets out a number of specific duties for Scottish Fire and Rescue Services.
33. The programme, which is managed in partnership with the key stakeholders through the auspices of the Scottish ND Forum, has been expanded to support the Services capability to meet the challenges of a number of wider resilience issues. These include the more frequent severe weather events such as flooding and wildfire. The programme also provides support to a variety of potentially damaging environmental incidents.

Mass Decontamination

34. Following on from the review undertaken last year of Scotland's Mass Decontamination (MD) capability and resilience, the additional demountable MD Modules identified in the programme for Dumfries & Galloway, Highlands & Islands and Tayside Fire and Rescue



Services, are currently under construction. Once operational, this will complete the roll out of this particular part of the programme.


35. These demountable MD Modules are scheduled to become operational on a phased basis throughout the latter part of 2006. This will form part of a flexible deployment capability utilising prime mover vehicles that will supplement exiting deployment arrangements in those Fire and Rescue Services that did not receive vehicles in the initial ND programme.
36. Following extensive evaluation and testing, work has been completed through the UK Mass Decontamination Group which involves all stakeholders, to deliver an enhanced respiratory protection system for warm zone operations. These new Powered Respirator Chemical Protection suits (PRPS) will substantially improve working conditions and increase the capability of Service personnel operating in the decontamination warm zone compared to that currently available utilising standard Breathing Apparatus.
37. These new PRPS suits will be introduced into operational service to support warm zone working as part of a complete package that includes standard operating procedures, risk assessments and a dedicated training programme. It is anticipated that these suits will be issued to all MD units in Fire and Rescue Services during the forthcoming year.

Monitoring & Detection

38. Extensive work continues at a National level to identify the most appropriate Detection, Identification and Monitoring equipment that will be able to support operations at any potential Chemical, Biological, Radiological or Nuclear (CBRN) incident. However, key to the provision of any additional capability in this critical area of work is the availability of suitably robust scientific advice to interpret and validate analysis of any potential CBRN substance and consequently advise on the likely hazards present at an incident.
39. During the reporting year additional Hazmat ID detection and identification equipment has been delivered to enhance this capability in the major population areas across Scotland and the respective Fire and Rescue Services delivering this capability are currently developing robust scientific advisor arrangements that will fully support a multi-agency response to these types of incidents.
40. Work also continues through CFOA (Scotland), supported by other key stakeholders, to develop a Scottish scientific advice arrangement that will provide a common approach to all hazmat incidents across the eight Fire and Rescue Service areas. This arrangement is predicated on drawing on a central resources of expertise through the formation of a Scottish Hazmat Centre around the existing Strathclyde Technical Support Team arrangements.

Specialist Search and Rescue

41. As indicated in last years report, the programme identified the need to develop additional deployment capacity within a number of our Fire and Rescue Services to deliver a more robust and resilient Scottish Urban Search And Rescue (USAR) capability, which would also support the original project concept of enhancing the Fire and Rescue Services capability to respond to the more frequently occurring type of specialist rescue incidents.
42. To that end, the programme has purchased an initial three 6 X 4 vehicles that provide a hook lift capability to deliver a range of demountable modules that are currently under



construction. The USAR/Heavy Rescue modules are scheduled for delivery in the autumn of 2006 to Dumfries & Galloway, Fife and Highlands & Islands Fire and Rescue Services. These USAR modules will provide a standard deployment capability, carrying the full range of equipment that has been designed to support both USAR and other types of heavy rescue operations.


43. On the USAR equipment front, the Research and Development group which supports the ND Forum had previously identified a number of additional items of specialist equipment, such as Petrogen Hot Cutting, and Core Cutting Drills that would provide an enhanced level of capability. All of these have now been purchased and will be delivered to all eight Fire and Rescue Services on the completion of the appropriate training.
44. From the lessons learned from the Stockline incident in Glasgow in 2004, which highlighted the need for more suitable working attire for this type of operation, a joint initiative, led by CFOA through the ND Forum, resulted in the development of a common specification working rig that can be used for a variety of non structural firefighting operational activities as well as USAR type incidents. Subject to the completion of the formal procurement process being led by Strathclyde Fire and Rescue, it is intended to provide this working rig to all USAR qualified personnel as part of the programme.

Major Flooding and Wildland Fires

45. As part of the future review covered in last years report, a number of additional strands of work relating to the impact of climatic change have now been adopted into the programme plan. To support the planning and resources necessary to deliver these capabilities, the programme received an addition capital allocation based on joint business cases submitted through CFOA and the ND Forum.
46. This funding has enabled the programme to provide an additional four 6X 4 Hook Lift Prime Movers that will support the deployment of the 4 High Volume Pump (HVP) units and double Hose Box modules that will be delivered to the respective Scottish Fire and Rescue Services later in 2006.
47. These HVP's and Hose Box modules are to the same specifications as those currently being delivered across the rest of the UK Fire and Rescue Services. The HVP can pump 8000 litres of water every minute and is capable of lifting water from a depth of 60 metres. These units will form part of an enhanced operational capacity to deal with major flooding incidents and are also ideally suited to provide an improved firefighting capacity at a variety of incidents such as serious wildland fires and at major industrial complexes.

Environmental Protection

48. The potential impact of fires, chemical spillages and road traffic accidents on the wider environment has long been recognised in the Fire and Rescue Services. As part of our arrangements to mitigate Fire and Rescue Service operations on the environment and to work in collaboration with the Scottish Environmental Protection Agency (SEPA), funding has been provided within the ND programme to provide a dedicated Environmental Protection Unit (EPU) in each of the eight Fire and Rescue Service in Scotland. This new development will further support the Fire and Rescue Service's role in protecting the environment from pollution at emergency incidents. These demountable



EPU modules are currently being built and will form part of a flexible deployment capability alongside the Prime Mover vehicles.

Training

49. As in previous years, training has rightly continued to develop, not only to support the introduction of the new equipment and procedures into the Fire and Rescue Service, but to provide the necessary continuation training for personnel to maintain these new skills.
50. The ND programme continues to provide and, where appropriate, fund a range of central training support for all eight Scottish Fire and Rescue Services and the following update provides an insight to this very important area of work.

Mass Decontamination

51. To support the introduction of the Mass Decontamination Units into Fire and Rescue Services, specific nationally designed Instructor and Operator courses were provided to deliver this capability into each of the Fire and Rescue Services to support ongoing refresher training to maintain these skills. This facility is still in place to support any additional demand from the Fire and Rescue Services.
52. However, with the forthcoming introduction of the new PRPS suits for warm zone operations, an additional Instructor course has been developed at the National CBRN Centre, Winterbourne Gunner, to deliver this into the UK Fire and Rescue Services. Arrangements are presently being made to deliver this training at the Scottish Fire Service College for all eight Scottish Fire and Rescue Services.
53. As part of our joint collaboration with the Scottish Ambulance Service, reciprocal arrangements have now been in place for some time, whereby personnel from both Services undertake joint training to support the mass decontamination arrangements set out in the current Scottish multi-agency guidance.
54. With the introduction of additional equipment into the Fire and Rescue Services, where appropriate, specialist maintenance and testing courses have been provided by manufacturers using approved trainers to support the long term capability of the equipment.

CBRN Command and Control Training

55. The original Strategic (Gold) and Tactical (Silver) Commander multi-agency command and control awareness training for CBRN incidents, delivered at the National CBRN Centre has recently been reviewed. The new programme has just completed a full evaluation exercise. It is expected that the training programme for 2005/2006 will be promulgated shortly. We will continue to bid for sufficient places to support Scottish Fire and Rescue Services demands in this important area of multi agency command and control.



USAR Training

56. The specialist search and rescue enhanced operator training, designed to support those personnel who are likely to form the initial response to an incident of this type, continues to be provided at the Scottish Fire Service College. This training presently remains the minimum entry level for progression onto the approved Federal Emergency Management Agency (FEMA) USAR Technician training delivered at A. and M. University in Texas, USA.
57. As part of the Fire and Rescue Service's multi-agency preparations for the G8 conference held in Scotland during July 2005, and taking into consideration the lessons learned from the Stockline incident in 2004, a further 48 FRS personnel from Scotland, supported by 7 experienced Scottish USAR instructors, attended a FEMA USAR Technicians course at A. and M. University in Texas. This additional training was funded through the Scottish Executive to enable Scotland to quickly increase the number of USAR technicians available to establish a robust and sustainable USAR capability. This is in line with the CFOA business case that resulted from the lessons learned from the Stockline incident and national planning assumptions.
58. The initial training initiative, developed last year with Mines Rescue at Crossgates in Fife, has now been extended to provide additional realistic live scenario refresher training for all of our USAR operatives and technicians. This excellent facility provides Fire and Rescue Service personnel with a unique opportunity to validate existing USAR skills and to learn new techniques in a demanding and realistic training environment.
59. As in previous years, the cost of this specialist training is currently being supported and funded from within the new dimension programme to enable our Fire and Rescue Services to continue to deliver each of the specialist capabilities that have been developed through the ND programme. This will support the specialist USAR arrangements and considerably enhance the skills and competency of our Fire and Rescue Service personnel to undertake a variety of differing specialist rescue operations.

Future

60. As reported previously, the work of the ND programme, following the original implementation programme, continues to evolve and broaden its objectives. This supports a number of additional strands of work that recognises the role of our Fire and Rescue Services in delivering a capability to support those activities identified in the Fire (Scotland) Act 2005 and the subsequent Additional Functions Order.
61. These additional priorities, such as wildland fires and major flooding incidents, are currently being further considered within the programme to identify the necessary resources and training requirements that will enable the Fire and Rescue Services to deliver an appropriate level of capability.
62. The original programme also identified the need for robust mobile Command and Control facilities to support logistics, etc. at major incidents. Currently, this area of work is being assessed against the likely change to our wider emergency communications networks and the work of the Office of the Deputy Prime Minister (ODPM) programme. As part of this work, CFOA is leading on the development of a Scottish resources system which will

dynamically record and update all of our vehicles, equipment and specialist personnel. This part of the work is presently well advanced and full implementation is targeted for completion during early 2007.

63. The Inspectorate continue to work closely with CFOA through the New Dimension Forum, to deliver the work streams of the ND programme and provide an appropriate and sustainable level of capability in Scotland, that also fits appropriately into national capability arrangements.

INTEGRATED PERSONAL DEVELOPMENT SYSTEM (IPDS)

THE SCOTTISH FIRE SERVICE COLLEGE

64. The Scottish Fire Services College (SFSC) has continued to evolve in a central supporting role to the Scottish Fire and Rescue Services (SFRS). A request from the Chief Fire Officers Association (Scotland) for the College to extend it's role into areas of Quality Assurance is an acknowledgment of the valuable partnership arrangement that have been developed with the Service for the delivery of Learning and Development opportunities. This is highlighted by the delivery of the Crew and Watch Management Programme via the Further Education Sector lead partnership arrangements with Fife College and their extended arrangements with a further seven colleges across Scotland. The initial programme has been subjected to a rigorous review and a second programme is scheduled for delivery in 2006/07.
65. With emphasis continuing to be placed on giving due recognition of personal achievement, the SFSC have added the Firefighter Foundation Programme to their portfolio of accreditation by having the programme levelled on the Scottish Credit and Qualifications Framework.



Working at Heights Training



Firefighter Foundation Programme

66. The Firefighter Foundation Programme (FFP) is delivered on a residential basis at the SFSC. It equips new entrants to the Service with basic knowledge, skills and understanding to enable them to undergo further on-station 'acquisition and application' training and development.
67. The programme was subject to a formal review and redesign during 2004 and early 2005 including the modernisation of the programme to facilitate parity in the training and development opportunities for both whole time and retained duty system firefighters. In addition, the review's purpose was to ensure that the FFP was directly linked to the National Occupational Standards and to review the programme content and the teaching, learning, assessment and recording methodologies. This resulted in a revised eight module FFP curriculum which is delivered over a 12 week period.
68. A successful application was made to the Scottish Qualifications Authority to have the programme 'Credit Rated' and 'Levelled' on the Scottish Credit and Qualifications Framework (SCQF). This unique achievement in Scottish Public Service provision has allowed the SFSC to build on good practice in the assessment of learning and to benchmark internal practices against recognised national standards. The inclusion of the programme on the SCQF is an essential driver for setting the standards and processes and ensuring the maintenance of the quality of the development programme.
69. The SFSC wish to submit further programmes for Credit Rating and Levelling in the future, in particular those Fire Specific Modules on the Supervisory Management Programme.

Supervisory Manager Programme

70. The pilot Crew and Watch Management Programme (now known as the Supervisory Manager Programme) that has been running in Scotland over previous months has now concluded. Crew and Watch students who have successfully completed the programme will be awarded with either a Professional Development Award (PDA) for Crew Managers or a Higher National Certificate (HNC) for Watch Managers.
71. A comprehensive review of the pilot programme is currently ongoing with a target date of August 2006 for the start of the next programme. The review process involves the Service, SFSC and further education college partners to ensure that the revised programme fully meets the requirement of the Service in Scotland. The revised programme will build on the generic management component delivered during the pilot programme and will now include a managing incidents module.
72. The revised programme will have two start dates in the coming year to accommodate the high demand for places on the programme with the generic management component being delivered at further education colleges and the managing incidents module being delivered from the SFSC.
73. The revised development will be aligned to the National Occupational Standards (NOS) applicable to Crew and Watch Managers.



Firefighter Familiarisation Training

Fire Safety Programmes

74. The Fire Safety Development Programme provides essential training for personnel who are in, or have been identified as suitable for, a fire safety role in the future. The programme consists of 9 weeks of training and is designed to meet the requirements of the NOS for a Fire Safety Adviser/Officer and provide a link to the Fire Safety Manager/Engineer.
75. The new programme incorporates changes that will be brought about by Part 3 of the Fire (Scotland) Act 2005 and will also include Fire Risk Assessment training as well as establishing partnerships with other related organisations, most notably the Scottish Building Standards Agency, Historic Scotland and the Scottish Prison Service.

Community Planning and Community Safety Partnership Working Programme

76. The first Scottish funded 5 day Development Programme in 'Community Planning and Community Safety Partnership Working (CP and CSPW) was delivered in February 2006. It was designed for Group Managers and newly appointed Area Managers from the Service, Strategic Managers in partner organisations and staff who are directly involved in supporting community Planning and Community Safety Partnerships.
77. The programme engaged experts from the Scottish Executive, Local Authorities, the Service and other partner organisations. They presented four perspectives of CP and CSPW.

Virtual College and e-Evolution

78. The SFSC Virtual College has been significantly developed and will shortly become the 'one-stop shop' for information relating to learning and development. The Service will soon have access to additional browser based facilities.



79. In addition, the SFSC is developing a browser based College Management System (CMS) that will enable the Service to allocate students to development programmes. The CMS will also allocate resources to development programmes and provide an 'at a glance' facility for the SFSC management team to be able to more effectively manage Service facilities.

Assessment and Development Centre

80. Following the appointment of a Learning and Development (L & D) Manager in a redefined role from that carried out under the title of IPDS Manager, a review of the support team arrangements was carried out. It was agreed that more emphasis should be placed on the wider L. and D. support to the Service and in particular to the development of personnel in Assessor and Verifier roles. Members of the now re-titled L. and D. Support Team manage the Approved Centre for the awarding of vocational qualifications. Since its inception in December 2003, the Centre has enrolled 645 candidates for Operations in the Community and, in partnership with Strathclyde's own Centre, a total of 408 personnel are either Assessor or Verifier registered.

Assessment and Development Centre Criteria

81. The L. and D. Manager from the SFSC has been assisting CFOA's 'Task to Finish' groups with the drafting of Model Policy for Workplace Appraisal and Assessment and Development Centres (ADC's). The Appraisal process will apply to all evidence that is produced and offered up as proof of competence by a member of staff not on an SVQ programme. This may include assessment of competence for crew to Service managers. The SFSC have agreed to, and are responding to, CFOA's request to provide a system of Quality Assurance for the process. Similarly, a draft model for the standard application of an ADC process for Scotland has been developed. Once agreed to by all eight Services, the SFSC will provide the third part Occupational Assessment by way of expert bodies or suitably qualified individuals.

Personal Development Records

82. The L and D Support Team have been instrumental in the development and roll out of the Personal Development Record System for the whole of the Fire Service. Developed and programmed for rigorous testing in 2005, the bespoke system is now being imbedded into the IT systems of all eight Services. Populated with the roles Firefighter, Crew Manager and Watch Manager and with access rights afforded to Station Manager, future development of the system will be driven by nationally agreed protocols on issues such as ADC's and Workplace Appraisal.

Learning and Development Strategy Review

83. The Director of Fire Service Training, Principal of the SFSC and the L. and D. Manager continue to work in close accord with the Department for Communities and Local Government (DCLG) on the objectives identified within the Scottish and English L. and D. Strategies. The Scottish Strategy was first published in October 2003 followed by the English document in September 2005. A joint review of the Scottish document is

currently being carried out by the SFSC and CFOA (Scotland) with the final publication of a revised strategy being anticipated in late 2006.

Leadership and Management Consultation

84. Published for consultation by the Director of Fire Service Training, the paper on Leadership and Development in the Fire Service followed the themes of the paper circulated to the rest of the UK but with some questions specifically designed to seek Scottish solutions. The proposals dealt with leadership throughout the Service and made recommendations for a new approach which embraces the principles of fair and open selection and develops leaders capable of meeting the new challenges for the Service. It is intended to complement the IPDS and other aspects of the modernisation agenda. The consultation paper was issued to local authorities, the Service, CFOA(S), Conveners of Fire Boards, CoSLA and a range of Fire and Rescue Service stakeholders and disability and equality groups. To support the process, the Scottish Fire Services College hosted a leadership seminar on 22 February 2006. With a closing date of April 2006, the Director intends to analyse the detail, determine Scottish based solutions and enter into further dialogue with the Fire Service's Centre for Leadership in England.



Working at Heights Training



Simulated Chip Pan Fire



THE SCOTTISH FIRE AND RESCUE SERVICE REFORM STRATEGY

INTEGRATED RISK MANAGEMENT

85. This reporting period witnessed the introduction of IRMP across the Services along with the accompanying annual action plans. Whilst each individual Service and their authorities are at slightly different stages of development, I can nevertheless report good progress in this area. The emphasis is now shared between prevention and response with the risk based approach at the heart of each authority's plans. Without doubt this approach is allowing much greater flexibility in terms of resource deployment be it for community fire safety or operational response. The outputs, in terms of significantly increased Home Fire Safety Assessments and engagements with groups at risk from fire, are most encouraging for the first year and are undoubtedly contributing to fewer fire deaths and injuries.

LOCAL GOVERNMENT (SCOTLAND) ACT 2003

86. Fire and Rescue Services across Scotland are now well embedded in their local community planning groups and continue to make significant contributions to making communities safer. In addition to this, the appointment of a Scottish Community Fire Safety coordinator funded by the Scottish Executive has now matured into an extremely effective resource. The post holder works with CFOA and the Scottish Fire and Rescue Services. This has led to a wider appreciation of the contribution Fire and Rescue Services can bring to community planning groups and the wider community safety agendas.

FIRE (SCOTLAND) ACT 2005

87. The Act commenced in July 2005 and, as with IRMP, has given Fire and Rescue Authorities much greater flexibilities in terms of how they can deliver the service. In conjunction with the removal of historic prescriptive regulations which had been imposed upon the Service for decades, this Act is already having a positive impact upon the Service. It better recognises the modern role of the Service in the 21st Century. The statutory duty placed upon Fire and Rescue Authorities to deliver Community Fire Safety and to attend road traffic collisions has been a most welcome and positive step. Complimenting the Act is the first ever National Framework document which is effectively a contract between the Services and the Scottish Executive. It identifies what the public expectations of the Service are and what support the Scottish Executive will provide to assist Fire and Rescue Authorities in meeting these expectations.

AUDIT SCOTLAND'S PERFORMANCE MANAGEMENT REVIEW

88. As stated earlier in this report, this review is an excellent example of joint working between Audit Scotland and the Inspectorate. By October/November 2006 all eight Services and their Authorities will have been reviewed. The findings will be reported upon individually, enabling each Service to take appropriate action where necessary. A Scottish wide report will also be published, providing an overview of the



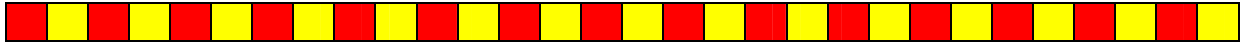
Service's performance. This will form the basis of future Inspections in order to ensure consistency of issues being highlighted and continuous improvement. The findings of this review will be particularly useful in assisting Fire and Rescue Authorities in producing their year three action plans within IRMP.



Working in the Community (Dumfries and Galloway)



Visit to Strathclyde FRS HQ



FIRE SERVICE CONTROL ROOMS

89. During this reporting period Ministers have considered the response provided by officials to the further stakeholder consultation that took place during 2005. This issue is now part of the major review of Scotland's Emergency Services preparedness for dealing with simultaneous major emergencies with the report available at:


www.scotland.gov.uk/publications/2006/05/18155521

RADIO REPLACEMENT (FIRELINK)

90. The Firelink project to replace the current wide area radio system is now entering the final stages of the procurement phase. In last years report it was intimated that two potential suppliers had been requested to provide their 'Best and Final Offers' in March 2005. These offers were received, but required clarification in several areas. This led to a request to both potential suppliers to resubmit a 'Revised Final Offer' by 31 August 2005.
91. Following further re-evaluation it was announced by ODPM (now DCLG) in November 2005 that their preferred supplier would be 02 Airwave. At this stage there were still some Scottish specific issues outstanding which required further clarification, therefore there was no commitment by the Scottish Executive at this stage.
92. On 29th March 2006, ODPM announced that they had formally signed a contract with 02 Airwave to provide the replacement radio system for the Fire and Rescue Service in England. It is anticipated that Scotland will also formally commit to the 02 Airwave contract in the near future once outstanding inter governmental arrangements are finalised (June 2006) increase.
93. In order to supplement the resources on the Firelink Team the Telecommunications Manager of Lothian and Borders Fire and Rescue Service was seconded as an Assistant Inspector and joined the Team in June 2005.
94. The operational continuity of the current radio systems until the Firelink system is installed is also part of the Firelink and Inspectorate responsibility. In order to identify whether current systems could be sustained until the new system becomes operational, work to identify the current position and any subsequent requirements was commissioned in 2005. This work was undertaken by the Firelink project consultants Mott McDonald Ltd., in partnership with the Firelink team. A report detailing the findings will be published in early April 2006.

SCOTTISH WILDFIRE FORUM

95. This multi-agency forum continues to make excellent progress in terms of trying to prevent and reduce the number of wildfires which are occurring across Scotland. In particular, their work is directed at a future's programme where, owing to climatic changes, the forecast is that wildfires will be more likely to occur and could be more severe.
96. A recent development within the forum was an agreement to promote a 'Fire Danger Rating System' whereby software run by the Meteorological Office in terms of weather



prediction can be combined with research work undertaken by Edinburgh University to produce a Fire Danger Rating System in the future. This will assist those people who manage the land for public access, burning of crops etc. This will also assist the Fire and Rescue Services in better predicting where wildfires may be most likely to occur.

97. The Fire Danger Rating System project is in two phases and phase one is being jointly funded by the Scottish Executive (Justice Department) and Scottish National Heritage. The funding for phase 2 of the project, estimated to commence in Spring 2007, is a challenge which still faces the forum and one which all members are addressing at this time. Ongoing work for this forum includes:

- Promotion of the forum to other possible partners;
- Developing the forum's aims and objectives;
- Training, learning and development programmes for Fire Service personnel and partners;
- Awareness of international developments;
- Establishing Wildfire Forums across the eight Fire and Rescue Service areas of Scotland. Currently there are only 2 such groups in Grampian and Highlands and Islands Fire and Rescue Service). The Scottish Executive and the Fire Service Inspectorate have agreed to assist in promoting the establishment of the remaining six groups.

SIMULTANEOUS TERRORIST ATTACKS

98. In early 2006 the Minister for Justice Cathy Jameson MSP, announced that she wished all emergency responders to review their capability to plan for, and respond to, simultaneous terrorist attacks similar to those experienced on July 7 2005 in London. The outcome of the Fire and Rescue Services' ability to respond was subject to a report which is available at:

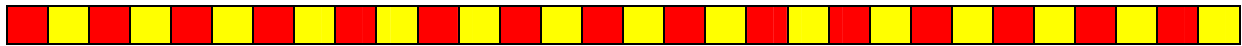
www.scotland.gov.uk/publications/2006/05/18155955.

99. Having received the report (which is applicable only to simultaneous terrorist attacks) Ministers are now considering the wider implications beyond just the Fire and Rescue Services. This issue is now part of the major review of Scotland's Emergency Services preparedness for dealing with simultaneous major emergencies with the report available at:

www.scotland.gov.uk/publications/2006/05/18155521

CIVIL CONTINGENCIES ACT 2004

100. As anticipated, the designation in this Act placing a category one responder status upon the Fire and Rescue Services is now firmly embedded in each Fire and Rescue Authorities IRMP. This has been further complimented by the joint working involving the Scottish Executive, The Inspectorate and CFOA (Scotland) in relation to the New Dimensions programme and Resilience issues. This forms a separate chapter later in this report. However, the overall progress is very good and is an excellent example of being user focussed accompanied by joined up planning and delivery of service. The partners



are continuing to ensure that the resources necessary, and training for the staff involved, is of the highest standard.

SUMMARY

101. The Service is to be congratulated for its performance during the first year of IRMP and in particular for the record low number of fire deaths and injuries recorded in this year. Undoubtedly, the positive manner in which the Service has embraced the move to balancing intervention with prevention has contributed to this achievement.
102. However, the same positive attitude and innovation will need to be extended into other vital areas of the Service over the coming months. In particular, the continuing failure to achieve a more diverse workforce is disappointing. Lessons must be learned from other organisations and other 'Blue Light Services' who are achieving much greater diversity across their workforce.
103. Services will need to apply a positive and innovative approach to using the extensive resources available to them in a much more flexible manner. At the present time, little is actually changing on the ground. The challenge will be to utilise resources even more effectively thus releasing capacity to address issues the Service will face in the future.
104. The reform agenda is continuing at a sensible, yet effective pace. This has allowed incremental 'bedding in' of new holistic legislation accompanied by only minimum prescription. It has also allowed the opportunity for Fire and Rescue Authorities to exercise much greater flexibility in how they allocate resources, thus ensuring our communities become even safer.



STRATEGIC ISSUES OF THE FIRE AND RESCUE SERVICES

ATTACKS ON FIRE SERVICE PERSONNEL

105. Last years annual statistics in relation to attacks on fire crews showed a significant decrease in the numbers of such attacks. Unfortunately, this year has shown a major increase from 226 in 2004/05 to 324 in this reporting year.
106. During late 2005, HMFSI engaged ‘Space Unlimited’ to assist in identifying reasons why young people attack fire crews and to find ways of improving this disgraceful behaviour. Space Unlimited is a new initiative that has been developed by Scottish Enterprise and has a track record for innovative approaches to many of today’s societal challenges. They act as co-ordinators to groups of young people who are tasked to identify causes of problems and methods of improvement.
107. Space Unlimited engaged volunteers from the 2nd and 6th years of Govan High School and St Paul’s High School in Strathclyde along with the Fire and Rescue Service in that area who were experiencing a high number of attacks. These young people spoke to all stakeholders, in particular peer groups, in some cases perpetrators themselves, in addition to Firefighters, the Chief Officer, Social Services, Teachers, Police, family and friends. Their work has now been concluded resulting in a report which can be summarised as follows:
- General reason for taking part in an attack
- having a laugh;
 - boredom;
 - showing off;
 - don’t know, I just did it.
108. Whilst these reasons may appear shallow almost to the point of being dismissive, this is nevertheless what they found. The young people involved in the project have made a number of recommendations to assist in reducing the number of attacks on fire crews.
109. The results of this project have been made available to Scottish Fire and Rescue Services via a “Dear Chief Officer Letter” and it is for each individual Service to consider the outcomes. It is also extremely timely in that the Scottish Community Fire Safety Forum has launched its Youth Development Plan recently in which all of the findings and recommendations put forward by the young people in the Space Unlimited project are addressed.
110. To some extent the increase in the figures recorded for attacks on fire crews can be attributed to operational personnel having received encouragement to report incidents from HMFSI, Fire Services and Trade Unions. There is an anticipation that these figures may reduce in future as a result of the introduction of the Fire (Scotland) Act 2005 and the Emergency Workers (Scotland) Act 2005.



Attacks on Fire Service Personnel 2005 - 06

Fire and Rescue Service	Verbal	Physical (Armed)	Physical (Unarmed)	Missile	Other	TOTAL
Central Scotland	4	1	0	8	0	13
Dumfries & Galloway	0	0	1	3	0	4
Fife	15	1	1	15	0	32
Grampian	7	2	2	3	0	14
Highlands & Islands	1	1	1	0	0	3
Lothian & Borders	31	6	5	36	5	83
Strathclyde	20	7	11	121	7	166
Tayside	4	0	0	5	0	9
TOTAL	82	18	21	191	12	324

Attacks of Fire Service Personnel 2003-04 to 2005-06

Year	Verbal	Physical (armed)	Physical (unarmed)	Missile	Other	TOTAL
2003-04	109	12	21	189	58	389
2004-05	48	4	5	157	12	226
2005-06	82	18	21	191	12	324



FAIRNESS, DIVERSITY, EQUALITY AND CULTURAL POSITION OF THE FIRE SERVICE

111. The Scottish Fire and Rescue Service's have undertaken a cultural audit of staff over the previous year. The results are now available and some of the Services are taking forward their own solutions. For instance, Strathclyde FRS has developed a staff focus group to look more deeply at some of their results and other Services are taking similar initiatives.
112. One of the reasons for undertaking the audit was to produce a benchmarking report of all Scottish results. This has now been completed and work has begun to consider solutions through the Scottish Service Delivery Advisory Forum. The completed cultural audit report is available at www.scotland.gov.uk/hmifs
113. Scottish Fire and Rescue services continue to improve their systems in relation to the requirements of the Race Relations (Amendment) Act 2000. All services have produced a Race Equality Scheme and action plan and are developing better systems for monitoring. The Services are able to produce the required statistics but some systems are not joined up. Through the CFOA Equality and Diversity Business Stream group work continues to improve on these systems. Currently the Service is doing quite well in relation to the new duties and this has provided the baseline for work to be undertaken on the new duty to promote disability being introduced later this year. CFOA Equality and Diversity Business Stream partners continue to work towards the development of a single equality duty which should be complete early next year.
114. The Scottish Fire and Rescue Service continues to make limited progress in the field of equality and diversity. The introduction of the new recruitment and selection point of entry tests and the development of the Assessment and Development Centres (ADC's) for assessing promotions are continuing to assist in this agenda. The Services continue to require all candidates for entry to answer questions on equality both at the application stage and at interview stage in the recruitment process. Equality and Diversity is also an area in the ADC process which must be passed in order to achieve success. This shows the continuing commitment to equality issues within the Services at all levels of entry and improvement. All Services continue to deliver equality training to their staff and are currently preparing for the new changes in legislation regarding age and disability.
115. Whilst the Service continues to make progress, the attraction of currently under-represented groups into the uniformed Service is still disappointing. The Service must look to the good practice, particularly in the other Blue Light Services, that exists throughout the UK in order to ensure that Scotland is served by a diverse workforce reflecting our communities. This vital area must be a priority for the recently established ministerial advisory forums.



BREAKDOWN OF SCOTTISH FIRE SERVICES EMPLOYMENT PROFILES

116. The Inspectorate monitor diversity and representation within the Fire Service through the annual statistical returns submitted from the Fire and Rescue Services during routine inspections.

Diversity Profile of Scottish Fire Services – all sectors 2000-01 to 2005-06

	Male White	Female White	Male Ethnic Minority	Female Ethnic Minority
2000-01	8186	921	13	5
2001-02	8361	933	12	3
2002-03	8263	966	18	4
2003-04	8353	921	22	4
2004-05	8185	966	18	4
2005-06	8197	1048	36	7

Diversity Profile of Scottish Fire Services by Sector 2005-06

	Male White	Female White	Male Ethnic Minority	Female Ethnic Minority
Wholetime	4426	110	26	1
Retained	2814	147	3	0
Volunteer	416	59	3	1
Control Room Staff	26	197	0	0
Support Staff	377	535	5	5



HEALTH AND SAFETY TRENDS

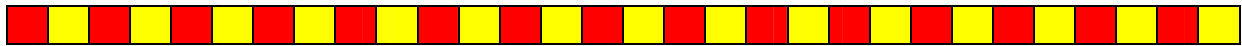
117. As was reported last year, the trend in both reported accidents and near misses continues to fall and this is reflected in the number of accidents reported which has fallen by approximately 25% from the 2004-05 figures.
118. The number of near misses also continues to show a gradual decline to 457, some 5% down on last year and 13% down from the high of 525 which was recorded during 2003-04, although that figure had to be tempered against an improved recording of near misses from previous years.
119. This downward trend is particularly encouraging as it is measured against an overall 3.5% increase in operational activity during the reporting period. This rise was mainly due to the increased number of secondary fires.

Accident Statistics in Scottish Fire Service 2000-01 to 2005-06

	Number of Accidents	Number of Near Misses
2000-01	915	250
2001-02	907	254
2002-03	*760	343
2003-04	884	525
2004-05	**803	480
2005-06	601	457

*The figures for 2002-03 are not directly comparable to the others, as service was withdrawn through industrial action for parts of this period

**This figure has been amended from 830 to 803 as was previously published in the 2004-05 report



MANAGING ATTENDANCE

120. The mean rates of absence for wholetime operational and control room employees in each Fire and Rescue Service, together with the overall rates of absence for Scotland, are given in the accompanying table. As noted in previous years, there are significant variations between Services in levels of absence. However, this reporting year's absence rates show a 24% decrease from the 2004/05 figures.

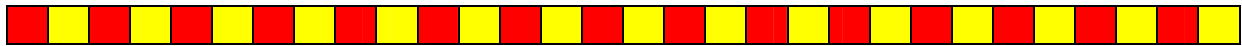
121. This significant improvement is mainly due to individual Fire and Rescue Services targeting this area of HR management specifically, as a result of poor figures and an increasing trend in previous years. Although this decrease is welcomed, there is still more room for improvement. Analysis of the results of those Services that have shown improvement in absence should allow examples of good practice in the management of this area to be identified and shared.

Average Absence per Employees 2005-06

	Wholetime Operational			Control Room		
	Number of Shifts/Days Lost	Strength	Shifts/Days Lost per Staff Member	Number of Shifts/Days Lost	Strength	Shifts/Days Lost per Staff Member
Central Scotland	3272	243	13.47	262	17	15.41
Dumfries & Galloway	743	107	6.94	150	17	8.82
Fife	3443	392	8.78	210	21	10.00
Grampian	2465	325	7.58	266	30	8.87
Highland & Islands	892	921	0.97	122	18	6.78
Lothian & Borders	5806	742	7.82	189	29	6.52
Strathclyde	20072	2211	9.08	266	69	3.86
Tayside	3381	410	8.25	217	22	9.86
SCOTLAND	40074	5351	7.49	1682	223	7.54

Average Absences per year


	Wholetime Operational				Control Room			
	Number of Shifts/Days Lost	Strength	Shifts/Days Lost per Staff Member	% increase/decrease from year to year	Number of Shifts/Days Lost	Strength	Shifts/Days Lost per Staff Member	% increase/decrease from year to year
2003-04	39144	4577	8.55		3203	224	14.30	
2004-05	44489	4527	9.83	15%	3037	205	14.81	4%
2005-06	40074	5351	7.49	-24%	1682	223	7.54	-49%



FIRE SAFETY

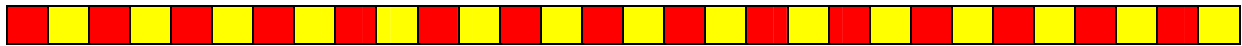
COMMUNITY FIRE SAFETY

122. There has been collective progress made by Scottish Fire and Rescue Services towards achieving the Community Fire Safety (CFS) priorities outlined within the Development Plan and the Framework Document. In particular, a substantial contribution is now being made to local authority community planning and partnership working and, as a result, increasing numbers of fire related projects are being supported through the Community Safety Award Programme. An intensive programme of community engagement has been undertaken aimed at forging better links between vulnerable communities and fire crews. The number of targeted home fire safety visits being undertaken has materially increased, raising awareness of fire safety in the home and increasing smoke detector ownership within high risk communities.
123. The quality of the Fire and Rescue Service's youth engagement work and the benefits to young people have been widely acknowledged within and outwith the Service. Fostering good relationships between fire crews and young people within high-risk communities is seen as an effective way of reducing both hostility toward operational crews and operational demand. A **National Youth Development Plan** that provides a framework and strategy for delivering improved services to young people is now nearing completion.
124. There has also been also increased involvement in accident and injury prevention work in conjunction with key partners such as Health Services, Rospa, the Scottish Accident Prevention Council and Road Safety Scotland.
125. A CFS Development Plan and a summary leaflet has been published and promulgated. Community Planning Guidance and a summary leaflet has also been published and promulgated. The "**Don't Give Fire a Home**" national fire campaign website has been developed and improved. Access to online public safety advice has been improved. Additional promotional/supporting materials have been provided to Services. Additional central funding has been provided to support Home Fire Safety Visits (HFSV's) and smoke alarms provision. Targeted HFSV's have been advertised and promoted. A "Blaze Aware" Fire Safety Schools Education portal has been provided.
www.infoscotland.com/blazeaware
126. The National CFS Media/Television Campaign has been progressed and developed. 'No Chance' television advertisements highlighting home fire safety complacency have been given repeat showings. A fire setting media awareness campaign has been undertaken highlighting fire setting and fire related antisocial behaviour. Fire and Alcohol media research focus group work has been completed.
127. Some notable achievements over the past year have been the increased access to community safety funding and increased participation in partnership working. There has also been increased participation in community planning and improved child protection measures have been put in place. An increased involvement in antisocial behaviour reduction coupled with improved community engagement and communication have been



achieved. Smoke alarm ownership and increased awareness of the benefits of sprinkler systems have also shown improvement in this year.

128. Some strategic outcomes of the past year have been an increased organisational capacity to deliver CFS effectively. There has also been a substantial increase in public and partnerships awareness of fire and fire risk coupled with an increase in public and partnership awareness of Fire and Rescue Service roles and strategic objectives. This has led to improved community relations and, in some areas, reductions in operational demand.
129. Significant progress has been made towards achieving the strategic community safety outcomes within the Fire and Rescue Framework for Scotland. The Service now has clear National Community Safety aims and objectives together with an effective programme for delivery and development. The Community Fire Safety Development Plan has been supported and is endorsed by key stakeholders, Local Authorities and the Scottish Executive. Cost effective improvements in community fire safety and reductions in operational fire demand have been achieved evidenced by statistical data. Increased levels of assistance and support have been provided by Community Safety Partnerships.
130. Areas for future development or action include the need for increased national TV advertising. Funding for specialist training and capacity building to support sustainable delivery of core CFS services may be required. An action plan or strategy for improving the safety of older people requires to be developed. The implementation of suitable and sufficient child protection measures require to be effectively monitored by Fire and Rescue Authorities to ensure ongoing compliance with statutory requirements. Fire setting and fire related antisocial behaviour reduction requires to be formally embedded within the Scottish Executive antisocial behaviour agenda and fire related social research requires to be commissioned to inform future CFS/ IRMP decision-making.
131. After steady increases over time, due to the increased emphasis on prevention and effective demand reduction policies, there is now a notable downward trend in many categories of fires. Because of extremely high levels of deliberate fire setting and the associated costs involved, much preventative work has rightly focused upon reducing the problem of fire setting and fire related antisocial behaviour. Statistical evidence now points to significant reductions in deliberate fire setting, giving rise to substantial cost savings to communities. Prominence has also been given to reducing the high incidence of accidental fire in the home and to raising awareness of the risk and consequences of fire within high-risk communities.
132. Although we must not be complacent or reduce our efforts, there is some confirmation of a sustainable downward trend in serious fires and resultant casualties. This appears to be meaningful evidence that a focus on prevention and investment in CFS through community safety and other partnerships is working and is cost effective. The Service is now making a significant contribution to community planning and partnership working, helping Local Authorities to make a real difference to the safety and quality of life of people within communities.



BUILDING STANDARDS

133. A new building standards system as set out in the Building (Scotland) Act 2003 came into force on 1 May 2005. The system is enforced by local authorities, with the Scottish Building Standards Agency (an Executive Agency of the Scottish Executive), undertaking the national functions related to the new system.
134. The fire safety standards for new buildings and those existing buildings being altered, extended or converted are set out in the Building (Scotland) Regulations 2004. The standards are expressed as functional requirements and are supported by guidance contained in Technical Handbooks. The use of functional requirements permits innovation and greater flexibility in the design and construction of buildings. For this reason a mandatory requirement was introduced which requires the local authority to consult the Fire and Rescue Authority in certain cases, eg where buildings contain a sleeping risk such as hospitals, hotels and care homes.
135. One noteworthy technical change was the introduction of a mandatory requirement to install automatic life safety fire suppression systems such as sprinklers, in all new residential care buildings (including care homes), high rise housing over 18 metres and sheltered housing. This is an important extension of the use of residential and domestic sprinklers for the protection of life and was incorporated into Scottish Building Standards following research carried out by the Building Research Establishment.



GENERAL STATISTICS

PERSONNEL & OPERATIONS

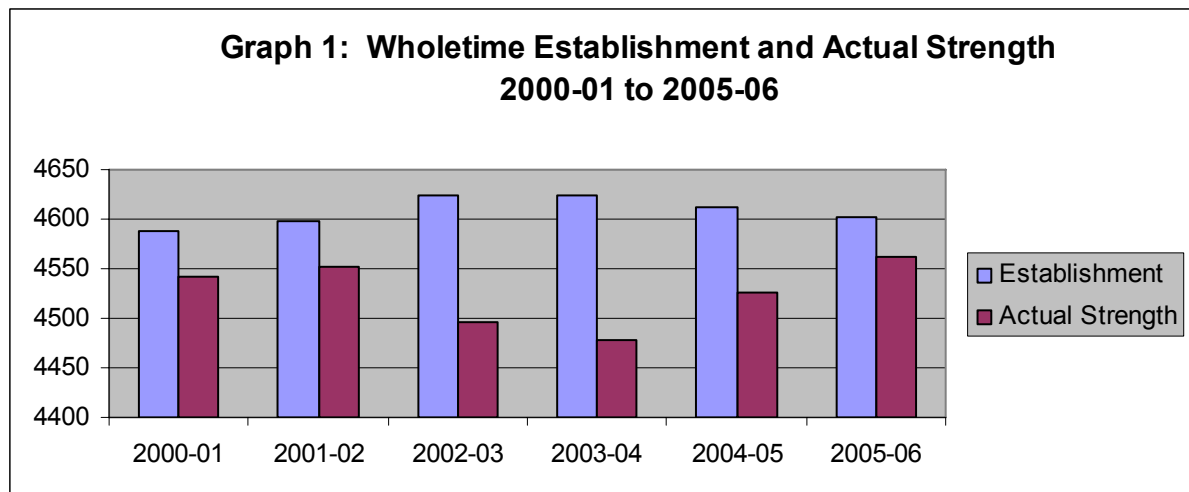
Establishments and Strengths

136. The establishments and actual strengths of the Scottish Fire and Rescue Services are given in Appendix 2 of this report.

Wholetime Personnel (Operational)

137. The total establishment of wholetime operational personnel of Scottish Fire and Rescue Services at 31 March 2006 was 4602. The actual strength of Scottish Fire and Rescue Services (ie the number of personnel actually in post) was 4563.

Wholetime Establishment and Actual Strength from 2000/01 to 2005/06



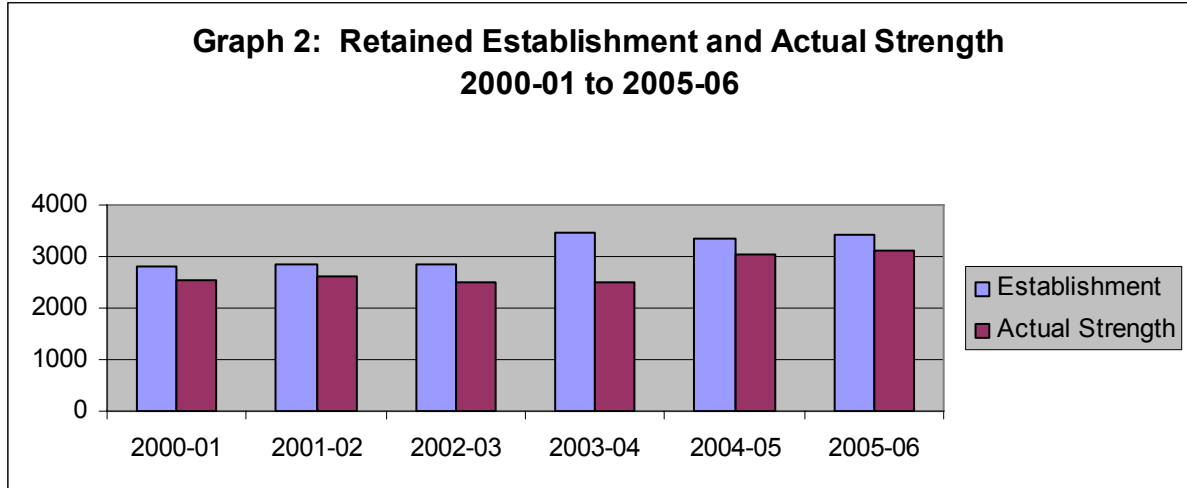
138. During the year 539 firefighters joined the Fire Service while 615 left for various reasons. This included 200 personnel who left under compulsory/voluntary retirement and 28 on medical grounds. Further details of the gains and losses of personnel in each Service is given in Appendix 3.



Retained Personnel

139. The figures relating to the establishment and actual strength in the retained sector of the Service for the years 2000/01 to 2005/06 is shown below.

Retained Establishment and Actual Strength from 2000/01 to 2005/06

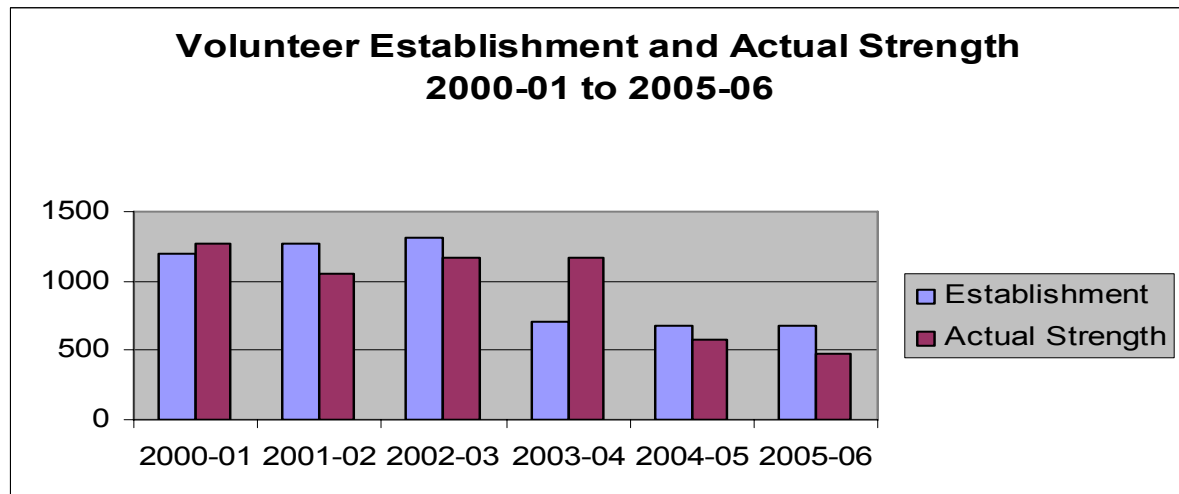


140. The actual number of retained personnel in post throughout Scotland during 2005/06 was 3103. This is an increase of 69 on the previous year. The establishment figure rose by 51, from 3359 to 3410.

Volunteer Personnel

141. Details of the establishment and actual strength of the volunteer sector of the Fire and Rescue Service between 2000/01 and 2005/06 are show below.

Volunteer Establishment and Actual Strength from 2000/01 to 2005/06



Please note the figure for retained staff for 2004-05 has been amended from 629 to 684

142. The total establishment of volunteer firefighters in 2005/06 was 682, a decrease from 684 in the previous year. The actual number of volunteers in post in Scotland has decreased from 572 to 479.



Control Room Staff

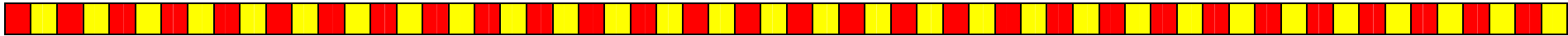
143. In 2005/06, the actual number of Control Room Staff in post was 223, an increase of 1 from the previous year.

Service Support Staff

144. The total number of service support staff in post in 2005/06 was 921.5, an increase of 26.5 on the previous year. This category covers a wide range of essential support duties such as administrative posts, stores, mechanics, IT and radio technicians, cooks, cleaners and driving staff. These employees make a major contribution to the success of the Scottish Fire and Rescue Services and without their efforts the Service could not operate in its current format.

Operational Activity

145. Operational activity increased this year with a 3.7% rise in the total of incidents attended by Scottish Fire and Rescue Services. This was mainly due to an increase in secondary fires and road traffic collisions (RTC's) whilst there has been a reduction in all other categories of incidents. There was a fall of 0.2% for fires involving property and an increase of 14.7% in the number of secondary fires. Appendix 4 provides an exact breakdown of incidents attended, and the following chart indicates the division of Service activity between categories across Scotland. The proportion of false alarms, 48% of the total incidents attended, represents a drop from 50% in 2004/05. This was due mainly to a decrease in malicious calls.

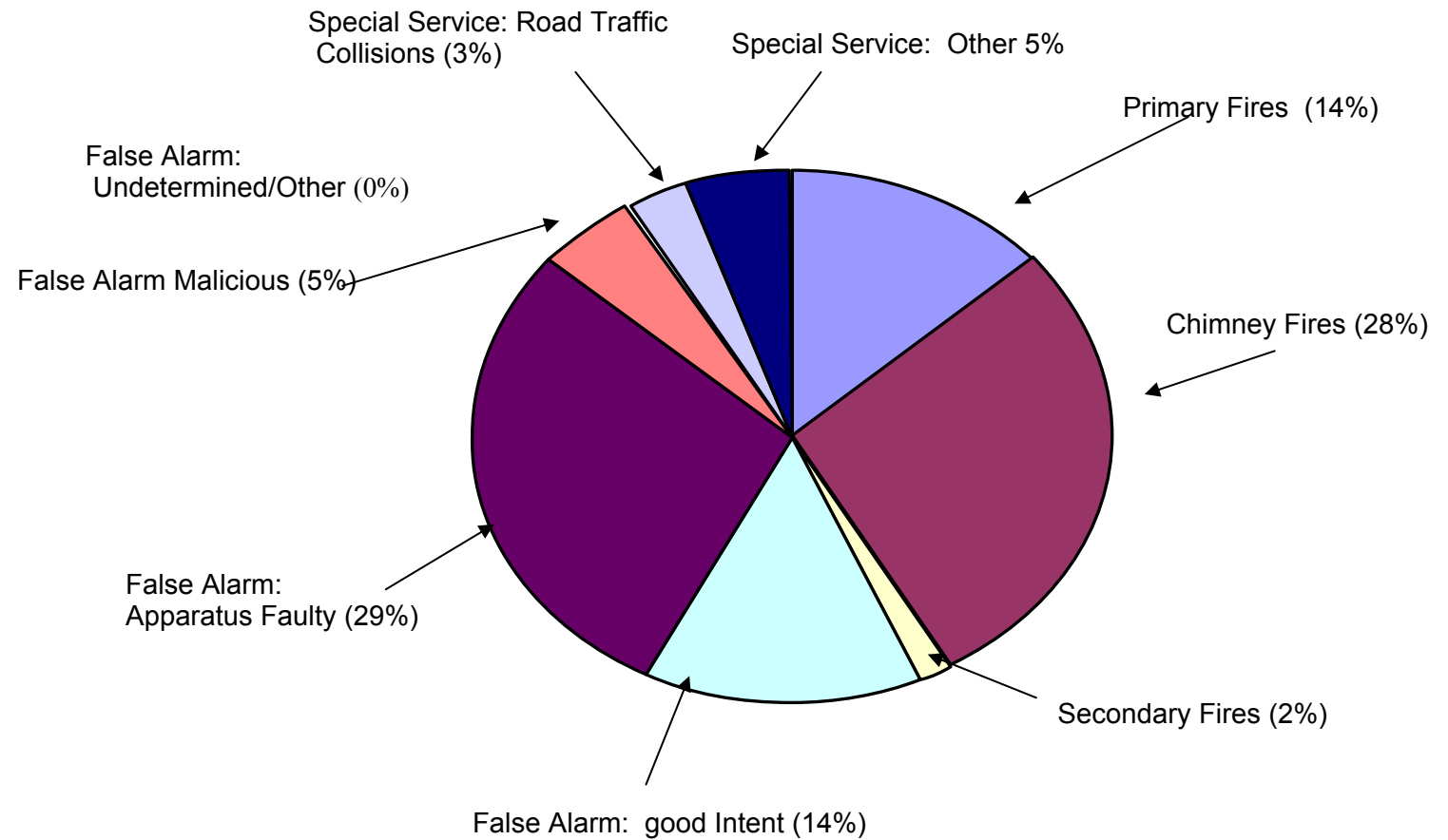


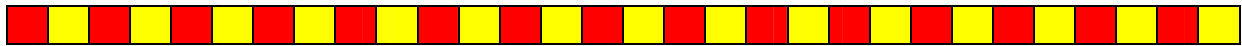
Incidents Attended by all Services 2005 - 2006

Primary Fires are reportable fires in caravans, vehicles, structures, agricultural and forestry property, or any fire involving casualties or where 5 or more appliances have attended.

Secondary Fires are reportable fires which were not in Primary fire locations, not chimney fires, did not involve casualties and had less than 5 appliances in attendance.

Chimney Fires are reportable fires in occupied buildings where fire was confirmed within a chimney structure, casualties were not involved and less than 5 appliances attended





Fatal Incidents: Summary

146. The accompanying tables summarise fatalities from fires in Scotland during 2005/06. Both tables include 2004/05 for comparison. The eight Scottish Fire and Rescue Services are working together to highlight and promote fire prevention with seminars, leaflets and working with the community. The success of this work is reflected in the fact that this years figure for total fatalities is the lowest ever recorded. However, 61 fire deaths in the reporting year still remains a tragedy and in many cases an avoidable human loss.

Summary of Fatalities

Category	2004-05		2005-06	
	Number of fatalities	Percentage of total	Number of fatalities	Percentage of total
Domestic Fires: Fatalities by Age Group				
Under 20	5	6.8%	1	1.9%
Between 20 and 59	40	54.1%	30	55.6%
60 or over	29	39.2%	23	42.6%
Total for domestic fires	74	100.0%	54	100.0%
Domestic Fires: Incidents With Multiple Fatalities				
Deaths at incidents of this type	10	13.5%	1	1.9%
Total for domestic fires	74	100.0%	54	100.0%
Domestic Fires: Potentially Avoidable Deaths				
Deaths assessed as potentially avoidable if working smoke alarms had been present	39	52.7%	24	44.4%
Total for domestic fires	74	100.0%	54	100.0%
Domestic Fires: Wilful Fire-Raising				
Deaths at incidents of this type	6	8.1%	11	20.4%
Total for domestic fires	74	100.0%	54	100.0%
Non-Domestic Fires				
Vehicle fires	1	14.3%	5	71.4%
Other	6	85.7%	2	28.6%
Total for non-domestic fires	7	100.0%	7	100.0%
Total fatalities in Scotland				
Domestic fires	74	91.4%	54	88.5%
Other non-domestic fires	7	8.6%	7	11.5%
TOTAL	81	100.0%	61	100.0%

Note 1: The number of domestic fires resulting in multiple fatalities was 4 in 2004-05 and 1 in 2005-06.

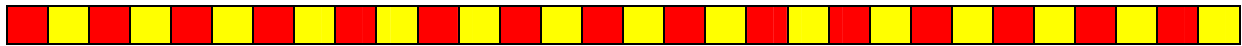
Note 2: All percentages are rounded to 1 decimal place.

Summary of Fatal Incidents in Domestic Dwellings: Comparison between 2004-05 and 2005-06

Category	2004-05		2005-06	
	Number of incidents	Percentage of total	Number of incidents	Percentage of total
Starting Locations of Fires				
Living room	22	29.7%	24	44%
Kitchen	18	24.3%	12	22%
Bedroom	19	25.7%	9	17%
Other / Unknown	15	20.3%	9	17%
TOTAL	74	100.0%	54	100%
Causes of Fires				
Smoking materials: Lighters, matches, cigarettes, etc.	32	43.2%	25	46.3%
Cooking incidents	13	17.6%	9	16.7%
Other / Unknown	29	39.2%	20	37.0%
TOTAL	74	100.0%	54	100.0%
Smoke Alarms				
Alarm operated properly	17	23.0%	19	35.2%
Alarm not functioning	19	25.7%	15	27.8%
Status of alarm unknown	19	25.7%	7	13.0%
No smoke alarm	19	25.7%	13	24.1%
TOTAL	74	100.0%	54	100.0%
Miscellaneous Statistics				
Deceased was living alone	51	68.9%	43	60.0%
Alcohol a direct contributory factor	27	36.5%	14	25.5%
Alcohol an indirect factor	5	6.8%	5	9.1%

Note 1: "Number of incidents" refers to the number of fires, not the number of fatalities.

Note 2: All percentages are rounded to 1 decimal place.



Injuries: Summary

147. The accompanying tables summarise significant non-fatal injuries at incidents attended by the Scottish Fire and Rescue Services during 2005-06. A 'significant injury' is defined as one requiring medical treatment other than first aid provided at the scene. It includes individuals who were advised to attend hospital or see a doctor, regardless of whether or not they subsequently did so.

Fire Injuries

	2004-05		2005-06	
	Number of injuries	Percentage of total	Number of injuries	Percentage of total
Buildings other than dwellings	70	4.3%	105	6.8%
Dwellings	1462	90.0%	1376	88.5%
Vehicles	55	3.4%	50	3.2%
Other locations (inc. open air)	34	2.3%	23	1.5%
TOTAL	1621	100.0%	1554	100.0%

Non-fire Injuries

	2004-05		2005-06	
	Number of injuries	Percentage of total	Number of injuries	Percentage of total
Buildings other than dwellings	163	5.3%	120	3.6%
Dwellings	186	6.1%	181	5.5%
Vehicles	2381	78.0%	2508	76.0%
Other locations (inc. open air)	321	10.5%	492	14.9%
TOTAL	3051	100.0%	3301	100.0%

Non fire injuries are those at incidents other than fires which were attended by Fire Service personnel – eg road traffic collisions

All percentages are rounded to 1 decimal place.

REVIEW OF STATISTICS

April 2005 – March 2006

APPENDIX 1 SCOTTISH FIRE SERVICES 2005-2006

Service	Area		Population: Estimate for 2005/06		Uniformed Personnel: 2005-06 Establishments				Fire Stations and Volunteer Units			Operational Fleet			
	Kilometers sq	% of Scotland	Thousands	% of total	Wholetime	Control	Retained	Volunteer	Wholetime	Retained	Volunteer	Pumping Appliances: Medium & Light	Aerial Appliances	Rescue / Emergency Tenders	Other Special Appliances
Central Scotland	2643	3%	272000	5.4%	243	17	170	16	4	11	2	27	2	0	8
Dumfries & Galloway	6426	8%	147200	2.9%	104	17	220	10	1	15	1	21	1	0	6
Fife	1325	2%	252000	5.0%	387	21	112	0	6	8	0	25	2	1	2
Grampian	8736	11%	523400	10.3%	352	23	478	20	6	33	1	56	2	0	10
Highlands & Islands	31187	40%	276400	5.5%	143	18	1244	310	80	1245	310	60	1	1	14
Lothian & Borders	6456	8%	888500	17.6%	747	29	310	0	13	23	0	56	5	0	5
Strathclyde	13625	17%	2203400	43.5%	2216	69	630	301	39	53	31	193	20	0	19
Tayside	7527	10%	386600	7.6%	410	22	246	25	6	15	3	44	3	4	5
TOTAL	77925	99%	4949500	98%	4602	216	3410	682	155	1403	348	482	36	6	69

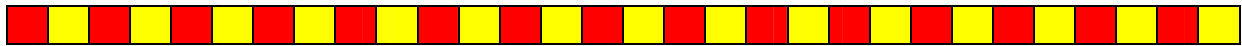
APPENDIX 3
Changes in Wholetime Strength as at 31 March 2006

	Operational Personnel																Control Room Personnel																			
	Central Scotland		Dumfries & Galloway		Fife		Grampian		Highlands & Islands		Lothian & Borders		Strathclyde		Tayside		Scotland Total		Central Scotland		Dumfries & Galloway		Fife		Grampian		Highlands & Islands		Lothian & Borders		Strathclyde		Tayside		Scotland Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
GAINS																																				
(i) By recruitment	7	1	12	2	24	1	73	9				81	4			71	3	195	20					1	1		2						2	1	5	
(ii) By transfer from other brigades																		0	0														0	0		
Total Gains	7	1	12	2	24	1	73	9	0	0	81	4	0	0	71	3	195	20	0	0	0	0	1	1	0	2	0	0	0	0	0	0	2	1	5	
LOSSES																	0	0															0	0		
Dismissal on disciplinary grounds										1		1		2			4	0															0	0		
Medical discharge due to harassment or discrimination	1												2				3	0															0	0		
Resignation due to harassment or discrimination																	0	0															0	0		
Medical discharge due to service injury							1						2				2	0															0	0		
Medical discharge for other reasons			2		1		2		6	1	3	1	7		5		24	2			1	1											1	1		
Poor performance/efficiency			1				1		2						1		4	0																0	0	
Resignation to take other employment	4				1		6				3		46	3			54	3			2								1	1		1	3			
Personal/work commitments			4		7		14		52	12					1		64	12				1			1								1	1		
Moving away from catchment area			4						25	3							29	3															0	0		
Hardship caused by DSS regulations	1																1	0															0	0		
Compulsory/voluntary age retirement	6		4		10		17	1	21	1	40		97		20		198	2															0	0		
Deceased On Duty					1												1	0															0	0		
Deceased Off Duty			1										4		1		6	0															0	0		
Other reasons	13						9	5		1	26	2	1	1	10	1	50	10										1	1			1	1			
Total Losses	25	0	16	0	20	0	50	6	107	18	73	3	161	4	38	1	440	32	0	0	0	3	2	0	0	1	0	0	0	0	0	0	4	6		

APPENDIX 4

Summary of Fires and Special Service Incidents Occurring during
2005-2006

Fire and Rescue Service	Total Primary Fires	Classification of primary fires by number of pumps used for firefighting purposes						Chimney Fires	Secondary Fires	False Alarms				Special Services		Totals
		1 pump	2 pump	3/5 pump	6/10 pump	11/15 pump	Over 15			Good Intent	Apparatus Faulty	Malicious	Undetermined / Other	Road Traffic Collisions	Other	
Central	666	628	29	8	1	0	0	42	1587	1180	456	309	315	170	271	4996
Dumfries & Galloway	356	170	167	19	0	0	0	125	441	180	522	35	0	154	93	1906
Fife	878	338	460	75	5	0	0	61	1972	526	2293	199	0	210	447	6586
Grampian	1485	1299	112	72	2	0	0	265	1633	612	2550	234	110	441	693	8023
Highlands & Islands	502	354	136	12	0	0	0	617	661	616	1787	200	0	302	588	5273
Lothian & Borders	2949	1099	1122	717	11	0	0	181	5143	1502	8670	1090	0	516	1088	21139
Strathclyde	7223	2301	3796	1115	7	4	0	275	18113	10731	12667	3250	42	1206	2823	56330
Tayside	1157	319	648	184	6	0	0	126	1931	732	3206	296	0	257	492	8197
TOTAL	15216	6508	6470	2202	32	4	0	1692	31481	16079	32151	5613	467	3256	6495	112450



APPENDIX 6

Fire Safety Statistics 2005 – 2006

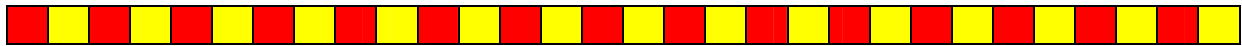
Location type	Total Certifiable Premises	Total Certificates Issued	Total Without Certificates	Premises Inspected	Certificates Issued in Year	Old Certificates in Force	Routine Inspections Carried Out		
							Fire Safety Staff	Operational Staff	Total in Year
Hotels	4608	4387	238	136	34	0	2166	693	2859
Factories	3672	3356	318	116	8	0	280	177	457
Offices	11760	10651	1111	549	66	0	428	449	877
Shops	6853	6258	596	391	29	0	528	318	846
Railway Premises	6	4	2	2	1	0	0	0	0
TOTAL	26899	24656	2265	1194	138	0	3402	1637	5039

Fire Precautions Workplace Regulations 1997 (Amended)

Location type	Fire Safety Staff	Operational Staff	Total	Plans
Factory/Office/Retail	703	206	909	312
Residential	1652	565	2217	570
Non-residential	1877	399	2276	657

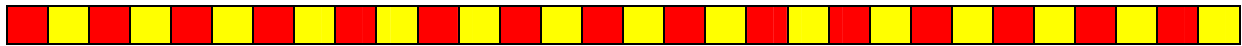
Scottish Total for All Inspections

Premise Type	Fire Safety Staff	Operational Staff	Total	Plans
FPA Certificated	8031	2081	10112	839
Workplace	20010	7934	27944	939
Totals	28041	10015	38056	1778



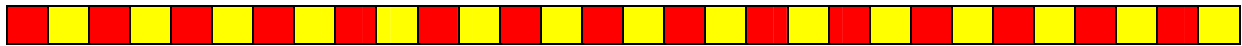
APPENDIX 7
Financial Returns 2005 – 2006

Fire Brigade	Revenue (£)	Income (£)	Capital (£)	Total (£)
Central	14,532,000	485,000	1,935,000	16,952,000
Dumfries & Galloway	8,744,000	126,000	1,276,000	10,146,000
Fife	20,871,000	752,000	1,790,000	23,413,000
Grampian	22,833,000	310,000	1,754,000	24,897,000
Highland & Islands	19,437,000	252,000	3,818,000	23,507,000
Lothian & Borders	43,101,000	1,467,000	3,123,000	47,691,000
Strathclyde	123,827,000	2,473,000	10,350,000	136,650,000
Tayside	23,815,000	403,000	2,477,000	26,695,000
TOTAL	277,160,000	6,268,000	26,523,000	309,951,000



ANNUAL REPORT ACRONYMS

ADC	Assessment and Development Centre
CBRN	Chemical, Biological, Radiological or Nuclear
CFOA	Chief Fire Officers Association
CFOA (S)	Chief Fire Officers Association for Scotland
CFS	Community Fire Safety
CMS	College Management System
CP & CSPW	Community Planning & Community Safety Partnership Working
DCLG	Department for Communities and Local Government
e-PIMS	Electronic Property Information and Mapping System
EPU	Environmental Protection Unit
FEMA	Federal Emergency Management Agency
FFP	Fire Fighter Programme
FRS	Fire and Rescue Service
HFSV	Home Fire Safety Visits
HMFSI	Her Majesty's Fire Service Inspectorate for Scotland
HNC	Higher National Certificate
HVP	High Volume Pump
ID	Identification
IPDS	Integrated Personal Development System
IRMP	Integrated Risk Management Planning
ISBN	International Standard Book Number
L & D	Learning & Development
MD	Mass Decontamination
MSP	Member of the Scottish Parliament
ND	New Dimension
NOS	National Occupational Standards
ODPM	Office of the Deputy Prime Minister
PDA	Professional Development Award
PRPS	Powered Respirator Protection Suit
SCQF	Scottish Credit and Qualifications Framework
SEPA	Scottish Environmental Protection Agency
SFSC	Scottish Fire Service College
SMP	Senior Management Programme
SPS	Scottish Prison Service
USAR	Urban Search and Rescue



GLOSSARY

Expressions or words used in the Fire and Rescue Services that may not be familiar in another context.

Best Value A guide developed by central government which refers to the use of resources, entrusted to all levels of government, to secure best value for money in the expenditure of taxpayers' money.

Integrated Risk Management The integration of the traditional Fire and Rescue Service practices of intervention and prevention together with the contributions of external partners. The rationale is to reduce risk in the most efficient ways possible.

Type of Inspection

Principal A comprehensive and detailed inspection held with each Fire and Rescue Service every 3 years.

Performance Monitoring (follow up) For the other 2 years the progress of specific issues raised at the Principal Inspection are reviewed.

Thematic An inspection which has a specific theme eg. fire raising.

Personnel

Establishment The ministerial approved number of employees if all positions were filled (removed as at 1 April 2006).

Actual Strength The actual number of employees in post during a given period.

Type of Firefighter

Wholetime Persons employed full time as fire fighters

Retained Persons who have agreed to be on call and are paid a fixed fee for this plus an hourly rate for actual service. They are also expected to train for three hours per week in fire fighting, rescue techniques and community safety.

Volunteer These fire fighters are normally found in more rural areas and are called on less often than Retained fire fighters. They will be paid expenses.

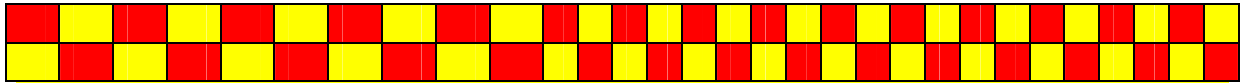


Control Room

Uniformed staff employed in call handling, dispatch of appliances and the co-ordination of emergency incidents.

Service Support Staff

Other staff who do not fall under the category of emergency uniformed personnel. These staff will be employed in a number of areas.



Child safety

Don't play with matches and lighters or candles.

Don't make hoax calls it can cost lives by taking firefighters away from a real fire.

Don't place toys nearer than 1 metre to anything hot.

Fire action plan

Make an escape plan for your home, you don't have to be an expert.

How would you get out at night?

Arrange a safe place for everyone to meet (so that you know everyone is out of the house).

Practise the plan so you want to know what to do if you had a real fire.



Scottish Executive

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