

# Her Majesty's Chief Inspector of Fire Services for Scotland

Report for  
2001-2002



SCOTTISH EXECUTIVE

Making it work together

Scottish Executive Justice Department

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



Report for 2001-2002

Laid before the Scottish Parliament by the Scottish Ministers  
December 2002

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

## **ANNUAL REPORT OF DENNIS DAVIS OBE QFSM CEng CIMgt FIFireE (Life) MInstE**

Her Majesty's Chief Inspector of Fire Services for Scotland for the year 2001-2002.

To: Jim Wallace  
Deputy First Minister and Minister for Justice

Sir

I have the honour to present my Annual Report upon the 8 fire brigades in Scotland for the financial year ended 2001-2002.

### **Introductory Remarks**



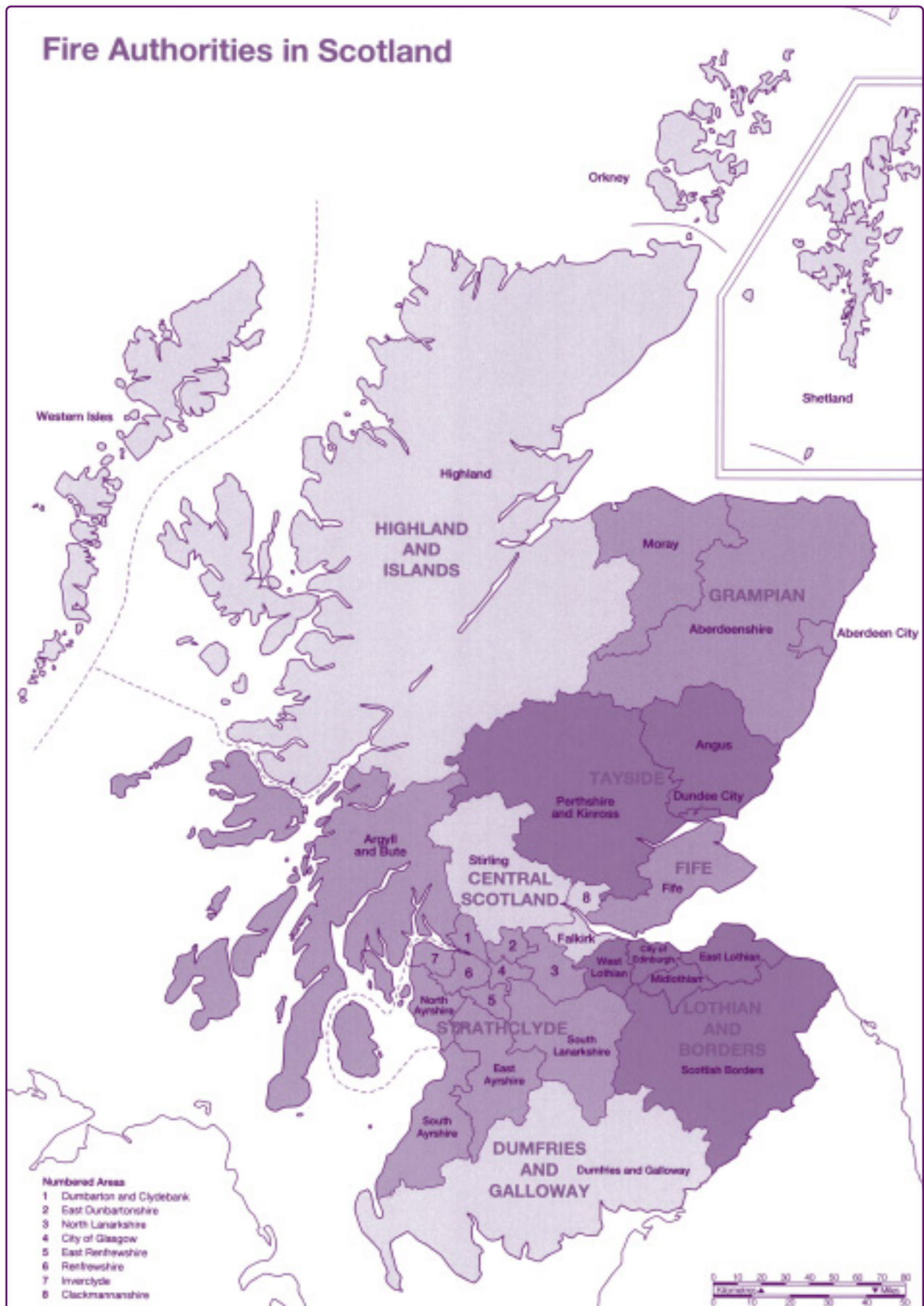
1. Without doubt the reporting period of this report was dominated by the acts of terror which occurred in America. The impact of that fateful day has affected the global community and impinged upon fire services who have undertaken urgent reviews. These reviews are focussed upon the need to be better prepared and in Scotland, as this report makes clear, there is no complacency. Action is being taken to improve the fire service's capability still further.
2. In addition, this report also indicates that progress continues in a very wide range of service areas. Notably there is to be a serious debate on the future of the fire service within a Scottish context. HM Fire Service Inspectorate has contributed, and will continue to contribute, extensively to this debate which can only conclude in some years time with new legislative and cultural foundations.
3. The work to date, however, in seeking improvement has been progressive. Local and national initiatives have combined to produce a series of positive steps forward, each reported upon in some detail, and each making a change to the overall shape of service delivery.
4. This report also highlights existing challenges and areas for investigation. The value of the change in the inspection process, which

includes self-assessment by brigades and greater information gathering, is now bearing fruit. Individually and collectively brigades are continuing to improve in areas as diverse as reducing incidents from fire-raising to finding better ways to procure goods. All this whilst maintaining the existing emergency service and continuing to introduce fire safety education and control programmes.

5. It is therefore with some optimism that I report that progress has continued, including getting closer to reaching a consensus on the imminent debate on the future of the fire service, which I reported upon last year. This progress is all the more welcome given the unplanned efforts that had to be made to meet impacts from the new terrorist dimension.
6. The fire service in Scotland is performing within trends which show:
  - Deaths from fire were below the 10 year average (84 this year against an average of 98.5 for the period).
  - Operational activity increased by 2.3% with brigades attending 2,762 more incidents than in the previous year.
  - Following re-appraisal of the inspection process and the introduction of a more risk-based approach, fire safety inspections decreased by 13.7%.
  - More women are joining the fire service. In 2001-2002 there were 271 female operational firefighters working in Scottish fire brigades. This figure has increased from 248 in 2000-2001 and 207 in 1999-2000.
  - Allowing for changes in accounting, revenue costs were up 3.6%.

*... real  
progress has  
continued...*







## Firemasters and Fire Authorities

7. During the reporting period the following Firemasters were in post:

|                              |   |
|------------------------------|---|
| Central Scotland             | John Early QFSM BSc MIFireE MIOSH   |
| Dumfries and Galloway        | Dick Ibbotson MSc MIFireE FCIPD FIMgt and<br>D.Wynne MBA DMS MIFireE            |
| Fife Fire and Rescue Service | Alastair Wyse MBA FIFireE MIIRSM RSP (Acting) and<br>Michael Bitcon DMS FIFireE |
| Grampian                     | John Williams QFSM BSc MIFireE  |
| Highland and Islands         | Brian Murray BA (Hons) MA GFireE  |
| Lothian and Borders          | Colin Cranston QFSM GFireE  |
| Strathclyde                  | Jeff Ord Ost.J QFSM GFireE  |
| Tayside                      | Derek Marr QFSM FIFireE and<br>Stephen Hunter BSc MCGI FIFireE                  |



8. Derek Marr retired from Tayside Fire Brigade after 34 years' service, all within Tayside, the last 10 years as Firemaster. Acting Firemaster Stephen Hunter was appointed Firemaster following Mr Marr's retirement. Michael Bitcon, formerly Deputy Firemaster of Dumfries and Galloway Fire Brigade, moved to Fife Fire and Rescue Service appointed as Firemaster replacing Alastair Wyse, who had been acting in that role following the retirement of Nigel Champion last year. Finally, Dick Ibbotson retired from Dumfries and Galloway Fire Brigade after 3 years as Firemaster. During his 30 years service, which began in Yorkshire's old West Riding County Fire Service, later to become part of North Yorkshire Fire Brigade, Mr Ibbotson also served in Strathclyde Fire Brigade between 1995 and 1999. His successor, David Wynne, was previously Deputy Chief Fire Officer in North Yorkshire Fire and Rescue Service.
9. I wish to record my thanks to Firemasters and their staff for the co-operation and assistance given to members of the Fire Service Inspectorate during their visits and for the valuable contributions to the many discussions held throughout the year.

## Honours and Awards

10. The following persons received awards in the Queens Honours Lists in the year under review:

### Birthday Honours 2001

OBE Ian Alexander Snedden. Head, Fire Services and Emergency Planning Division, Scottish Executive.



Members of Strathclyde Fire Brigade with their awards.

MBE Duncan Herman Berndt. Divisional Officer, Strathclyde Fire Brigade.

QFSM John Anderson. Retained Station Officer, Grampian Fire Brigade.

Alan Campbell. Retired Scottish Regional Chair, Fire Brigades Union.

Leon Ian Ibbotson. Firemaster, Dumfries and Galloway Fire Brigade.

### **New Year Honours 2002**

QFSM Charles George Newcombe Stewart. Senior Assistant Inspector of Fire Services.

Alastair MacDonald Wyse. Acting Firemaster, Fife Fire and Rescue Service.

### **Long Service and Good Conduct Medal**

The Fire Brigade Long Service and Good Conduct Medal was awarded to 172 members of the Scottish fire service between 1 April 2001 and 31 March 2002.



12. I offer my sincere congratulations to all those whose work within the Scottish fire service has been so justly recognised.

## Senior Scottish Executive Staff

13. During the reporting period one notable change of staff occurred within the Scottish Executive Fire Services Branch with the retirement of Head of Branch, Bill Giles. Bill was extremely well known throughout the fire service and Executive, having joined the Civil Service in 1964. Bill is succeeded by Jill Nicholson, formerly Head of Administration Services for Lothian and Borders Police Force.
14. Assistant Inspector Duncan Carrick retired in April 2001 after some 4 years with the Inspectorate. I thank him for his contribution to this work in the west of Scotland and wish him well in his retirement. In his place John Milligan joined the Inspectorate in August 2001 from Strathclyde Fire Brigade.

## 11 September 2001

### Deep Sadness

15. The unprecedented acts of terrorism which befell the United States of America on 11 September 2001 had a profound impact world-wide. The scale of loss of life and destruction of property was frankly numbing. For the fire service there was and remains great compassion for the 343 firefighters of the New York City Fire Department (FDNY) and all those other emergency workers and citizens killed, injured or left trying to cope in the aftermath.
16. This compassion was publicly demonstrated, both at a UK level, when a service of remembrance was held at St Paul's Cathedral, City of London, on 11 October 2001, attended by hundreds of firefighters and representatives of fire authorities and other services, and in Scotland. The Deputy First Minister, Jim Wallace QC MSP, who is responsible to Parliament for the fire service in Scotland, led representatives from all Scotland's fire brigades and authorities in an act of commemoration in Glasgow on 23 October 2001.
17. These very public demonstrations were followed a month later by the symbolic act of planting a tree in the Botanic Gardens, again in Glasgow, by members of the Fire Brigades Union Scottish Region, with firefighters from the FDNY in attendance, in the presence of the Deputy Minister for Justice. The hope, encapsulated in planting an indigenous North American Liquid Amber tree, is that those losses will both be remembered and that the world will improve. Future commemorative

## In memory of those firefighters lost in New York

Joseph Agnello  
 Brian Ahearn  
 Eric Allen  
 Richard Allen  
 Joseph Angelini  
 James Amato  
 Calixto Anaya Jr  
 Joseph Angelina Jr  
 Faustino Apostol Jr  
 David Arce  
 Louis Arena  
 Carl Asaro  
 Gregg Atlas  
 Gerald Atwood  
 Gerard Baptiste  
 Gerard Barbara  
 Matthew Barnes  
 Arthur Barry  
 Steven Bates  
 Carl Bedigian  
 Stephen Belson  
 John Bergin  
 Paul Beyer  
 Peter Bielfeld  
 Brian Bilcher  
 Carl Bini  
 Christopher Blackwell  
 Michael Bocchino  
 Frank Bonomo  
 Gary Box  
 Michael Boyle  
 Kevin Bracken  
 Michael Brennan  
 Peter Brennan  
 Daniel Brethel  
 Patrick Brown  
 Andrew Brunn  
 Vincent Brunton  
 Ronald Bucca  
 Greg Buck  
 William Burke Jr  
 Donald Burns  
 John Burnside  
 Thomas Butler  
 Patrick Byrne  
 George Cain  
 Salvatore Calabro  
 Frank Callahan  
 Michael Cammarata  
 Brian Cannizzaro  
 Dennis Carey  
 Michael Carlo  
 Michael Carroll  
 Peter Carroll  
 Thomas Casoria  
 Michael Crowley  
 Vernon Cherry  
 Nicholas Chiofalo  
 John Chipura  
 Michael Clarke  
 Steven Coakley  
 Tarel Coleman  
 John Collins  
 Robert Cordice  
 Ruben Correa  
 James Coyle  
 Robert Crawford  
 John Crisci  
 Dennis Cross  
 Thomas Cullen III  
 Robert Curatolo  
 Edward Datri  
 Michael D'Auria  
 Scott Davidson  
 Edward Day  
 Thomas DeAngelis  
 Manuel Delvalle  
 Martin DeMeo  
 David DeRubbio  
 Andrew Desperito  
 Dennis Devlin  
 Gerard Dewan  
 George DiPasquale  
 Kevin Donnelly  
 Kevin Dowdell  
 Raymond Downey  
 Gerard Duffy  
 Martin Egan Jr  
 Michael Elferis  
 Michael Esposito  
 Francis Esposito  
 Robert Evans  
 John Fanning  
 Thomas Farino  
 Terrence Farrell  
 Joseph Farrelly  
 William Feehan

Lee Fehling  
 Alan Feinberg  
 Michael Fiore  
 John Fischer  
 Andre Fletcher  
 John Florio  
 Michael Fodor  
 Thomas Foley  
 David Fontana  
 Robert Foti  
 Andrew Fredericks  
 Peter Freund  
 Thomas Gambino Jr  
 Peter Ganci Jr

Joseph Grzelak  
 Jose Guadalupe  
 Geoffrey Guja  
 Joseph Gullickson  
 David Halderman  
 Vincent Halloran  
 Robert Hamilton  
 Sean Hanley  
 Thomas Hannafin  
 Dana Hannon  
 Daniel Harlin  
 Harvey Harrell  
 Stephen Harrell  
 Thomas Haskell Jr

Frederick III Jr  
 William Johnston  
 Andrew Jordan  
 Karl Joseph  
 Anthony Jovic  
 Angel Jearbe Jr  
 Mychal Judge  
 Vincent Kane  
 Charles Kasper  
 Paul Keating  
 Richard Kelly Jr  
 Thomas Kelly  
 Thomas W Kelly  
 Thomas Kennedy

Michael Lynch  
 Michael Lynch  
 Michael Lyons  
 Patrick Lyons  
 Joseph Maffeo  
 William Mahoney  
 Joseph Maloney  
 Joseph Marchbanks  
 Charles Margiotta  
 Kenneth Marino  
 John Marshall  
 Peter Martin  
 Paul Martini  
 Joseph Mascali

Douglas Miller  
 Henry Miller  
 Robert Minara  
 Thomas Mingione  
 Paul Mitchell  
 Louis Modafferi  
 Dennis Mojica  
 Manuel Mojica  
 Carl Molinaro  
 Michael Montesi  
 Thomas Moody  
 John Moran  
 Vincent Morello  
 Christopher Mozzillo

Eric Olsen  
 Jeffrey Olsen  
 Steven Olson  
 Kevin O'Rourke  
 Michael Otten  
 Robert Linnane  
 Jeffrey Palazzo  
 Orio Palmer  
 Frank Palombo  
 Paul Pansini  
 John Paolillo  
 James Pappageorge  
 Robert Parro  
 Durrell Pearsall  
 Glenn Perry  
 Philip Petti  
 Kevin Pfeifer  
 Kenneth Phelan  
 Christopher Pickford  
 Shawn Powell  
 Vincent Princiotta  
 Kevin Prior  
 Richard Prunty  
 Lincoln Quappe  
 Michael Quilty  
 Ricardo Quinn  
 Leonard Ragaglia  
 Michael Ragusa  
 Edward Rall  
 Adam Rand  
 Donald Regan  
 Robert Regan  
 Christian Regenhard  
 Kevin Reilly  
 Vernon Richard  
 James Riches  
 Joseph Rivelli Jr  
 Michael Roberts  
 Michael Roberts  
 Anthony Rodriguez  
 Matthew Rogan  
 Nicholas Rossomando  
 Paul Ruback  
 Stephen Russell  
 Michael Russo  
 Matthew Ryan  
 Thomas Sabella  
 Christopher Santora  
 John Santore  
 Gregory Saucedo  
 Dennis Scauso  
 John Schardt  
 Fred Scheffold  
 Thomas Schoales  
 Gerard Schrang  
 Gregory Sikorsky  
 Stephen Siller  
 Stanley Smagala Jr  
 Kevin Smith  
 Leon Smith Jr  
 Robert Spear Jr  
 Joseph Spor  
 Lawrence Stack  
 Timothy Stackpole  
 Gregory Stajk  
 Jeffrey Stark  
 Benjamin Suarez  
 Daniel Suhr  
 Christopher Sullivan  
 Brian Sweeney  
 Sean Tallon  
 Allan Tarasiewicz  
 Paul Tegtmeier  
 John Tierney  
 Peter Nelson  
 Gerard Nevins  
 Dennis O'Berg  
 Daniel O'Callaghan  
 Douglas Oleschlager  
 Joseph Ogren  
 Thomas O'Hagan  
 Samuel Oitice  
 Patrick O'Keefe  
 William O'Keefe



Charles Garbarini  
 Thomas Gardner  
 Matthew Garvey  
 Bruce Gary  
 Gary Geidel  
 Edward Geraghty  
 Denis Germain  
 Vincent Giammona  
 James Giberson  
 Ronnie Gies  
 Paul Gill  
 John Ginley  
 Jeffrey Giordano  
 John Giordano  
 Keith Glasgoe  
 James Gray

Timothy Haskell  
 Terence Hatton  
 Michael Haub  
 Michael Healey  
 John Heffernan  
 Ronnie Henderson  
 Joseph Henry  
 William Henry  
 Thomas Hetzel  
 Brian Hickey  
 Timothy Higgins  
 Jonathan Hohmann  
 Thomas Holohan  
 Joseph Hunter  
 Walter Hynes  
 Jonathan Ielpi

Ronald Kerwin  
 Michael Kiefer  
 Robert King Jr  
 Scott Kopytko  
 William Krukowski  
 Kenneth Kumpel  
 Thomas Kuveikis  
 David LaForge  
 William Lake  
 Robert Lane  
 Peter Langone  
 Scott Larsen  
 Joseph Leavy  
 Neil Leavy  
 Daniel Libretti  
 Carlos Lillo

Keithroy Maynard  
 Brian McAleese  
 John McAvoy  
 Thomas McCann  
 William McGinn  
 William McGovern  
 Dennis McHugh  
 Robert McMahan  
 Robert McPadden  
 Terence McShane  
 Timothy McSweeney  
 Martin McWilliams  
 Raymond  
 Meisenheimer  
 Charles Mendez  
 Steve Mercado

Richard Muldowney  
 Michael Mullan  
 Dennis Mulligan  
 Raymond Murphy  
 Robert Nagel  
 John Napolitano  
 Peter Nelson  
 Gerard Nevins  
 Dennis O'Berg  
 Daniel O'Callaghan  
 Douglas Oleschlager  
 Joseph Ogren  
 Thomas O'Hagan  
 Samuel Oitice  
 Patrick O'Keefe  
 William O'Keefe

Lawrence Veling  
 John Vigiano II  
 Sergio Villaneuva  
 Lawrence Virgilio  
 Robert Wallace  
 Jeffrey Walz  
 Michael Warholu  
 Patrick Waters  
 Kenneth Watson  
 Michael Weinberg  
 David Weiss  
 Timothy Welty  
 Eugene Whelan  
 Edward White  
 Mark Whitford  
 Glenn Wilkinson  
 John Williamson  
 David Wooley  
 Raymond York

acts are also planned for later in 2002 at Thornhill, the Headquarters of Fife Fire and Rescue Service, and Lauriston Place, Edinburgh, the Headquarters of Lothian and Borders Fire Brigade.

18. A message of condolence on behalf of the whole fire service in Scotland was passed to the Commissioner of the FDNY by myself and it is evident that the Fire Department gained some strength from these messages from colleagues at a very difficult time.

### Visit to Strathclyde Fire Brigade by Her Majesty the Queen

19. On 5 July 2001 Strathclyde Fire Brigade had the pleasure of welcoming Her Majesty the Queen and His Royal Highness the Duke of Edinburgh to perform the Royal Opening of the Brigade's new Command and Control Centre in Johnstone. The Centre represents technological advancement and ensures that control staff who manage over 60,000 emergency calls a year now have the most up-to-date tools to enable them to provide a more effective and efficient response to all emergencies.

*... the most up-to-date tools enable a more effective response to all emergencies.*



Her Majesty the Queen at Strathclyde Fire Brigade's new Command and Control Centre.

## New Fire Station at Elgin

20. On 28 September 2001 the Deputy First Minister opened the new fire station at Elgin. The original fire station was built around 1953 and was designed to operate as a retained station with only 12 personnel. The station, which accommodates more than 4 times that number of staff, now benefits from modern new facilities. The station's training ground incorporates number of features, including a realistic gas-fired fire behaviour unit, which will also be used by the 12 other fire stations in Morayshire.
21. During his visit, the Deputy First Minister had the opportunity to meet some of the Moray Fire Cadets. When established this was the first Fire Cadet scheme in Scotland. Grampian Fire Brigade's aim was to contribute to young people's development using the positive culture of the fire service to develop good citizenship skills. The Cadets were able to speak with the Minister about the basic fire-fighting skills they learn and the various other activities, such as outward bound and camping, which are part of the scheme.



The Deputy First Minister meets Fire Cadets at Elgin.

# THE WORK OF THE INSPECTORATE

22. The Inspectors in post were:

**HM Chief Inspector of Fire Services**

**Dennis Davis OBE QFSM CEng CIMgt FIFireE (Life) MInstE**

Appointed: 1 June 1999

Formerly: Chief Fire Officer  
Cheshire Fire Brigade, 1986-1999



**HM Inspector of Fire Services**

**Allan Whitton QFSM GIFireE**

Appointed: 29 April 1996

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



**Senior Assistant Inspector of Fire Services**

**Charles Stewart QFSM**

Appointed: 6 March 1995

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



**Assistant Inspector of Fire Services**

**Mark Jones**

Seconded: 1 August 2001

Senior Divisional Officer  
Grampian Fire Brigade



**Assistant Inspector of Fire Services (Crown Inspection)**

**Graham Goodall BSc MIFireE**

Appointed: 9 May 1994

Formerly: Station Officer  
Mersyside Fire Brigade, 1987-1994

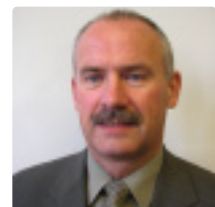


**Assistant Inspector of Fire Services (Crown Inspection)**

**John Milligan**

Appointed: 5 November 2001 (seconded August to November 2001)

Formerly: Assistant Divisional Officer  
Strathclyde Fire Brigade, 1993 -2001



## Principal Inspections

### Central Scotland Fire Brigade

23. The cycle of new-style Principal Inspections continued with the inspection of Central Scotland Fire Brigade between 2 and 5 July 2001. The Inspectorate felt that following a recent management restructure within the Brigade, there was a need to consolidate management accountabilities, define responsibilities and assess performance. This process would allow the consolidation and better co-ordination of Brigade activities.
24. The inspection also revealed considerable achievements in many areas. The award of Investors in People status to the Brigade was noted as were the collaborations with other brigades on training and procurement issues. Another area of good practice was the Brigade's commitment to Community Fire Safety, including the development of successful youth schemes.

*... considerable achievements in many areas...*

### Grampian Fire Brigade

25. The Principal Inspection of Grampian Fire Brigade was conducted between 5 and 8 November 2001. The Brigade was seen to have made considerable progress since its last Performance Monitoring Inspection, undertaken during 27 and 28 November 2000. The Inspectorate considered that the Brigade was an organisation with sound planning processes developed across a wide range of activities. Information management was a key consideration across a wide range of functional activities. The Inspectorate indicated that there was much to be gained by the improvement of data communications between all stations and sections within the Brigade but recognised that developing the existing isolated systems into one comprehensive management network was a considerable undertaking.

*... an organisation with sound planning processes across a wide range of activities...*

## Performance Monitoring Inspections

26. In addition to the two Principal Inspections, routine monitoring of performance was conducted at the remaining 5 other brigades. A Performance Monitoring Inspection originally scheduled for Fife Fire and Rescue Service was removed from the programme to allow for the appointment of the new Firemaster to take effect. Performance was generally found to be satisfactory in meeting the primary duty of providing an effective fire service with various suggestions offered to



aid improvement. The Inspections occurred as follows:

|                                    |                        |
|------------------------------------|------------------------|
| Lothian and Borders Fire Brigade   | 04 – 05 June 2001      |
| Tayside Fire Brigade               | 18 – 21 September 2001 |
| Highland and Islands Fire Brigade  | 09 – 10 October 2001   |
| Strathclyde Fire Brigade           | 23 – 26 October 2001   |
| Dumfries and Galloway Fire Brigade | 04 – 05 February 2002  |

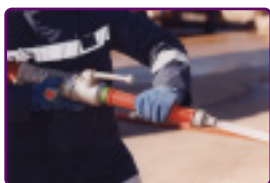
27. The concept of Best Value, discussed at more length later in this report, was found to be established, and many of the challenges posed by the Best Value Review process, noted in last year's report, have been resolved. Best Value Reviews of all relevant sectors of each brigade have, for the most part, either been completed or are underway.
28. It is pleasing to note the increasing number of examples of collaborative working between brigades. By working together in areas such as procurement, brigades can often achieve economies of scale when purchasing services and equipment. Progress in developing suitable collaborative partnerships sits firmly within the Best Value framework and is to be commended.
29. All of the Scottish fire brigades showed a continued commitment to improve community safety. In many cases, comprehensive re-structuring of community and fire safety departments had taken or was taking place. The aim of these re-structuring exercises is to allow brigades to match the unquestioned enthusiasm and innovation of staff with a more strategic, focussed approach to this area of work.

*All of the Scottish fire brigades showed a continued commitment to improve community safety.*

### Crown Premises

30. Fire inspectors attached to HM Inspectorate also have responsibility for the enforcement of fire safety legislation in premises owned or occupied by the Crown. Two Assistant Inspectors are engaged in this work which covers some 950 Government buildings throughout Scotland. The work includes the issue of fire certificates where required under the Fire Precautions Act 1971 and the inspection of premises to assess compliance with the relevant legislation. A total of 387 inspections of various types were carried out during the year.
31. A statement of the Inspectorate's enforcement policy in relation to Crown premises has now been completed. This gives guidance to





Crown employers on the way in which the Inspectorate undertakes fire safety inspections and the range of actions they may take to secure compliance with the relevant legislation. The methodology used is intended to be broadly similar to that employed by fire brigades despite the fact that the Inspectorate do not have recourse to the full range of statutory enforcement options.

32. Government projects form a significant element of the current level of construction activity across Scotland. Whilst the Holyrood Parliament Building continues to attract particular media attention, the Inspectorate have an ongoing involvement with a wide range of construction and refurbishment projects.
33. Major projects completed during the year have included the refurbishment of the Scottish Executive's building, St Andrew's House in Edinburgh and an extension to Arbroath Sheriff Court. Work has continued on upgrading facilities at the Marine Laboratory in Aberdeen and a new visitor centre has been built for Historic Scotland at Urquhart Castle on Loch Ness. Long term projects are also underway at the Palace of Holyroodhouse, General Register House on Princes Street and the Supreme Courts complex in Parliament Square, Edinburgh and the enhancement of fire safety arrangements in these important historic buildings is a major objective in these particular projects.

### **The Scottish Fire Service of the Future**

34. In its programme for Government, *Working Together for Scotland*, the Scottish Executive stated its commitment towards building a "Safer Scotland". This year has seen the continued development of an agenda for modernising the fire service in Scotland, building on the many existing strengths and seeking to further improve in order to meet the demands which will be placed upon it in coming years.
35. Staff at the Inspectorate have been heavily involved, along with members of the fire service and civil service, in drafting a consultation paper, *The Scottish Fire Service of the Future*. Due for publication in April 2002, this document will set out the position of the fire service and make recommendations as to the ways to best deliver a modern effective and professional service.
36. There is a real desire by all stakeholders, from firefighters through to Ministers, that the proposals made do not simply remain abstract ideas

but materialise as real policies and actions. To this end one of the major themes of the document will be 'Delivering the Vision'. Four key subject areas will be examined in detail:

- Fire prevention - working with local communities to reduce the risk of fires starting in the first place.
- Intervention - the way in which brigades respond to emergencies of all kinds
- The workforce - the way in which brigades as organisations are structured, from the leadership provided by senior officers to the training given to firefighters and the diversity of the service as a whole.
- Performance – how the fire service can continually improve to deliver Best Value.

37. The Inspectorate looks forward to the publication of *The Scottish Fire Service of the Future* and the valuable contribution that it will undoubtedly make to the process of positioning the fire service to meet essential service changes and the challenges facing society in the 21<sup>st</sup> century.



### Fire: Raising the Standard

38. During 2001 and 2002 HM Inspectorate of Constabulary in Scotland (HMIC) and the Inspectorate conducted the first ever joint thematic review into the subject of fire-raising in Scotland. The project was led for the Inspectorate by Charles Stewart assisted by David Mallin of Lothian and Borders Fire Brigade. The background to the review was the increasing trend in fire-raising (the correct Scots Law term for the more common term of arson) incidents reported by brigades which, in 2000-2001, saw deliberately started fires accounting for more than 70% of all fire brigade responses in Scotland. Conversely, over the last decade, police fire-raising statistics have shown a steady downward trend.



A malicious fire which cost the victims approximately £1m.

*... the true scale of criminal fire-raising in Scotland is unclear...*

39. The report explored the complex reasons for this disparity and the differences between fire and police recording conventions. It found, for example, that although more than 4,000 motor vehicles were set alight in 2000-2001, most of these would have been recorded by police as theft or malicious mischief rather than fire-raising incidents. These differences create difficulties in interpretation and record comparison between fire-raising incidents and other crimes. As a result, the true scale of criminal fire-raising in Scotland is unclear and it is therefore difficult to assess whether it is afforded the appropriate level of priority.
40. The joint Inspectorate's recommendation is that the Scottish Executive, via the Scottish Criminal Statistics Sub-Group and CACFOA, engage in a thorough review of current recording practices, counting conventions and terminology. Such a review would aim to standardise language, encourage clarity and ultimately lead to a more accurate picture of the fire-raising problem.
41. Despite recognition of the devastation fire-raising causes to lives and property its actual cost is very hard to establish and as a result most estimates are subjective. The report examined two models that have been used to attribute costs to fire. The first, used by the Department for Transport (formerly DTLR), weighs the cost of taking remedial action against the cost associated with accidents. Using this method the costs are then attributed to injuries. Those identified were:

|                  |            |
|------------------|------------|
| ● Death          | £1,144,890 |
| ● Serious Injury | £128,650   |
| ● Minor Injury   | £9,920     |

42. This approach enables cost-benefit assessments to be made. Whilst they take account of factors such as loss of earnings, ambulance costs, cost of hospital treatment, loss of output due to injury, etc. the model does not account for the costs of damage to property and as a result cannot therefore provide a reliable cost-benefit valuation for the prevention of fire-raising incidents.
43. The second model, developed in earlier work by the Home Office, provides a breakdown of fire costs attributable to certain types of property. Unlike the Department for Transport figures, these are not cost-benefit values that could be obtained through prevention but costs associated with “anticipation, consequence and response”. Using this model and extrapolation of one brigade’s losses it is estimated that fire-raising cost the Scottish economy almost £188 million in 2000-2001. The fire service alone incurred over £70 million in costs responding to deliberately set fires, 35% of the entire revenue budget.
44. The review team found little evidence of brigades or police forces costing fire-raising. As any long-term prevention strategy would require funding, it is vital that work starts to develop a suitable costing mechanism. Although the models detailed above offer some insight into the cost of fire, it is essential that they be developed into a more appropriate and credible tool for costing deliberate fires in Scotland.
45. The review did find evidence of close co-operation between forensic scientists, fire investigators and detectives in most force and brigade areas. Often there were joint-training courses to share good practice and discuss issues of mutual interest. Similarly, although there is no definitive model of how a fire investigation “team” should be comprised, experience has led brigades to the develop recognised call-out procedures and lines of communication. Many brigades and forces were found to have begun the process of drafting memoranda of





Fire Investigation Unit.

understanding that focus on further improving the joint investigation of fire-raising. These memoranda are a positive step forward in this joint working and they are testimony to the commitment shown by all concerned.

46. The review acknowledged that fire-raising is most common in those communities already suffering from poor housing, high unemployment and social deprivation. Strategies to reduce fire-raising and other similar crimes should ideally include education, intervention and diversionary

initiatives and it was recognised that these cannot be delivered by one organisation in isolation.

47. Previous research identified local authorities, police, fire and health services as “key players” within community safety partnerships and the report recommended that brigades ensure that they are represented on *all* appropriate community safety fora at all levels. Importantly, brigades should be in a position to engage with the practitioners within their area.
48. Developing a strategy to reduce fire-raising will depend, to a large extent, on the nature and scale of the problem in each community. In the short to medium term, practical solutions, like improving the security of buildings, removing abandoned vehicles and combustible household items can have a significant impact in reducing the number of fire-raising incidents. Changing attitudes, particularly amongst young people, on the destructive and damaging effect fire-raising has on their communities is a more difficult and long-term task.
49. The Inspectorate have recommend the establishment of a national forum, which can provide leadership and organisation to all parties concerned, to reduce the level of fire-raising in Scotland.

# STRATEGIC ISSUES FOR THE FIRE SERVICE

## Terrorism

50. The events of 11 September 2001 seriously affected two United States of America fire departments. FDNY in its response to the World Trade Centre, New York City, New York State and Arlington County Fire Department in the State of Virginia, at the US Military facility, The Pentagon. Arlington County is the smallest county in the United States with a population of around 190,000 people of which The Pentagon workforce alone is more than 23,000. Arlington County is located across the Potomac River from Washington, District of Columbia. It was vitally important to fire services throughout the world that these experiences be reviewed so that any practical lessons could be learnt.

## The Pentagon

51. The attack cost 189 lives. American Airlines Flight 77 crashed into The Pentagon at 9.38am and the Arlington County Fire Department (ACFD) responded to what eventually became a 10-day operation.
52. The construction of The Pentagon somewhat ironically commenced on 11 September 1941. A five sided design was chosen primarily because of the existing road layout and the building is essentially of a reinforced concrete construction having a floor area of 7 million square feet. The accommodation consists of 5 continuous rings of offices each 5 storeys high. Contingency planning for the site resists with the Commanding General of the Military District of Washington.
53. Flight 77, a Boeing 757 aircraft with 58 passengers and a crew of 6, left Washington Dulles International Airport at 8.10 am. It crashed into



Impact site at The Pentagon.

the Pentagon's west side at an estimated speed of 400 miles per hour, with a mass of 270,000 pounds, and entered three of the five rings of the of 5 storey offices.

54. Lessons observed to have shown benefit included a well understood incident command system, fully integrated mutual aid arrangements, a comprehensive emergency management plan bringing together many agencies, employee support programmes to help individuals cope with critical stress and regular practical exercises to meet the impact of using weapons of mass destruction.
55. Other areas worthy of improvement were found to be better control of those individuals or organisations who respond on their own initiative to an incident, improved physical facilities to harden and better equip control and communication centres to handle emergencies; better interoperability in field communications, stronger and more organised logistics management; and improved co-ordination in managing health related issues, including emergency medical services and receiving hospitals.

### World Trade Centre

56. This catastrophic event caused the death of 2,830 people. The first aircraft, American Airlines Flight 11, hit Tower 1 of the World Trade Centre at 8.46 am and the second aircraft, United Airlines Flight 175, hit Tower 2 at 9.03am. At 9.59am Tower 2 collapsed, Tower 1 followed at 10.29 am. The collapse of Tower 2 destroyed the Incident Command Post established in West Street forcing officers to find alternative command location and the Tower 1 collapse destroyed the Operations Post for that tower. The collapse of Tower 1 killed amongst other officers the Chief of Department who was the Incident Commander and it was not until 11.28 am that he was replaced. The loss of so many firefighters, emergency medical service personnel and police officers had a profound effect upon operations to evacuate and rescue the thousands of workers already in the World Trade Centre.



Impact site at the World Trade Centre, New York.



57. The World Trade Centre was a complex of major buildings of which the twin towers, 110 storeys high, were a prominent feature. There was partial or total collapse of 10 buildings within the complex which resulted in one million tons of material falling on a relatively contained site.
58. That these structures didn't collapse immediately despite the thrust damage and fire load damage created by the two Boeing 757 aircraft is in itself remarkable and probably enabled significant numbers to evacuate. The design nature of the twin towers, with the steel frames and central cores of utility areas, suffered extensively from the fuel fires which followed the aircraft impacts. The impact damage is believed to have included weakening of installed passive fire protection on the steelwork, which was then subjected to severe heat. The progressive failure of the steel frame part way up each tower subsequently resulted in the collapse as the considerable unsupported structural weight of each tower overcame the residual strength remaining in the unaffected parts of the towers. The speed of the final collapse gave little hope for those trapped inside either below or above the floors directly affected by both aircraft initial impacts. Fuller studies are being conducted in the USA and elsewhere into the important features of building collapse and evacuation. These studies will provide important information to designers, civil and fire engineers.
59. The scale of the subsequent rescue operation was unprecedented in a modern urban environment. A recall of all off-duty firefighters linked to local and government responses made as part of the established mutual aid system and the Federal Emergency Management Agency scheme was only one part of this operation. This operation subsequently became a recovery and criminal investigation of enormous proportions which will continue into 2002. A visit to the site in March 2002 indicated that the FDNY were still recovering their lost colleagues on a regular basis in a most dignified and appropriate way whilst simultaneously rebuilding their fire department and meeting the emergency service needs of New Yorkers.
60. In addition, and as a result of the attacks, the United States Government has created a new strategy for homeland security. President George W Bush stated in Executive Order 13228, Section 2, October 8, 2001 that "The Mission of the Office (of Homeland Security) shall be to develop and co-ordinate the implementation of a comprehensive national strategy to secure the United States from terrorist threats of attacks."

*The scale of the rescue operation was unprecedented in a modern urban environment.*

61. A key element of the strategy is to support the first responder community. That community includes over one million firefighters of which approximately 750,000 are volunteers. Other parts of the strategy relate to defence against biological terrorism, securing America's borders; using the defence capability of technology improving aviation security; and other security based initiatives.

62. Since the event there has been a considerable amount of information published, although authoritative reports from organisations like the



Impact site at the World Trade Centre, New York.

National Institute of Standards and technology are still awaited. Components of these reviews will be considered in the UK as part of the overall learning exercise touched upon later. To date in discussion it is apparent that the efforts made by the FDNY and personal dedication of the individual firefighters present, many who did not survive, helped reduce the overall life loss. The difficulties faced at most major fire service operations relate inevitably to communications, incident command, management of resources, logistics and inter-agency working coupled with information

flow. At the initial firefighting and rescue operation the FDNY plans would have been severely tested and the structural collapse with the loss of so many firefighters created a situation of such enormity that any fire service would be overwhelmed. The effectiveness of the subsequent rescue and recovery operations are therefore testimony to the resilience and capacity of the Department. Since the preparation of this report a detailed survey report has been prepared by McKinsey and Company.<sup>1</sup>

### UK Government Response

63. The UK Government has since 11 September 2001 been active in reviewing a range of issues and has already committed extensive resources to mass public decontamination and is actively considering the funding requirements of new inter-agency radio communications. A range of Government committees are also reviewing learning outcomes from US studies and expert groups which have been established with the aim of transferring this knowledge into UK contingency planning approaches. The fire service is fully engaged in these arrangements at UK, Scotland, and local levels.

### Scotland's Fire Service Preparedness and Planning

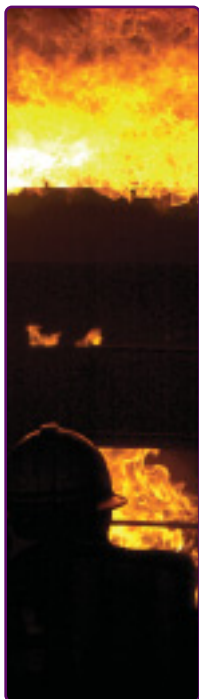
64. The scale and effects of the two US events placed the role and capability of the fire service into sharp focus and has raised a number

<sup>1</sup> The McKinsey report is available at [www.nyc.gov/html/fdny/html/mck\\_report/index.html](http://www.nyc.gov/html/fdny/html/mck_report/index.html)

of key issues. Meeting this new and previously unimaginable level of threat required a full reappraisal of all previous planning assumptions and levels of preparedness so that they might be measured against the potential posed by this “new dimension” in terrorism and its possible impact on the population and infrastructure of the UK.

65. Ensuring a strategic approach across the UK is being addressed through a New Dimension Group formed under the leadership of HM Fire Service Inspectorate(s), the Chief and Assistant Chief Fire Officers’ Association, local authorities, the Fire Brigades Union and other key organisations involved.
66. The New Dimension Group has established six functional teams to review the following areas of delivery:
  - Decontamination and hazardous substances.
  - Urban search and rescue.
  - Communications and mobilising.
  - Training and Personnel.
  - Mutual Aid.
  - Appliances, Equipment and Specifications.
67. In Scotland, the lead on these arrangements was taken by HM Fire Service Inspectorate, supported by the temporary secondment of Assistant Firemaster Andrew Harrison from Strathclyde Fire Brigade, who is the Scottish co-ordinator and planning liaison officer for the New Dimension project.
68. The first phase of this work consisted of an urgent review by all brigades in Scotland to identify and assess risks within their respective areas and consider these against possible planning scenarios arising from the new level of threat so that any gaps in capability and capacity might be determined.





69. On the completion of this review process a number of the key issues were identified and a project plan was developed to translate the outcome of this comprehensive review on planning and preparedness into a robust and sustainable state of operational readiness.

### Funding Arrangements

70. The key to this process was the identification of the specialist equipment and additional resources necessary to ensure that the fire service would be better prepared against any such attack, natural disaster or major accident on a scale previously unimagined. This work was progressed on behalf of all Scottish fire brigades by HM Fire Service Inspectorate and the Scottish Executive Justice Department, the latter submitting a funding bid to the Scottish Cabinet equivalent to a Scottish element of a UK bid made to HM Treasury under the Government Capital Modernisation Fund by England, Wales and Northern Ireland.
71. Expenditure approval was given by Scottish Ministers in February 2002 to provide £5 million funding for additional resources, to help save lives, minimise injury and so help create "A Scotland where people are safer and feel safer". These extra resources will provide the fire service in Scotland with an enhanced operational capacity and a greater level of resilience to safely:
- Undertake large scale search and rescue of people trapped in collapsed structures or fires.
  - Rescue persons exposed to chemical, biological or radiological materials.
  - Carry out mass decontamination of persons contaminated by chemical, biological or radiological materials in support of the Scottish Executive Health Department and Scottish Ambulance Service.
  - Sustain these operations over extended duration across the full range of climatic conditions likely to be encountered.

- Enhance the fire service's ability to deliver its services to the community when dealing with a wide variety of major incidents that occur more regularly, such as road traffic accidents involving heavy vehicles, chemical incidents/releases, gas explosions, collapsed structures and serious flooding.
- Examine alternative transport arrangements such as air support, for the rapid deployment of specialist personnel and equipment across the diverse geographical area of Scotland.

72. In addition to this service led initiative the Scottish Executive has established, under the chairmanship of the Head of the Justice Department, enhanced contingency planning arrangements, with the wider range of emergency and health services, to review the effectiveness of planning for such large-scale events. These essentially Scottish activities are also fully integrated at UK level into UK Government and other services and agencies planning.

### Implementation Arrangements

73. The fire service project is designed around providing for an increase in each individual brigade's capacity to make a sustained first response to a variety of incidents either in their own area or in support of another brigade by enhancing the existing provision of:
- Specialist search and rescue cameras and listening devices.
  - Hydraulic cutting, spreading, shoring and heavy lifting equipment.
  - Concrete breakers, stone cutters and specialist sawing equipment.
  - Decontamination and firefighter protection and detection.
  - Water related safety and rescue equipment.



74. These resources will be further enhanced by the deployment of three new Scottish Incident Support Vehicles, based in the Grampian, Lothian and Borders and Strathclyde fire areas, which will provide a flexible response option to include more specialist heavy rescue, decontamination, protective equipment and specialist shoring, lifting and cutting packs.
75. Overall procurement arrangements will be managed jointly by HM Fire Service Inspectorate and the Scottish Executive Procurement Division. Each brigade will be represented, both strategically on a project board and, for implementation purposes, on a working group responsible for the planning and development of the project plan.



Training with heavy cutting equipment.

### Scottish Mutual Aid Agreement

76. Due to the potential magnitude of such an event as occurred in New York, robust support arrangements are likely to be required to enable an affected fire authority to deal with the consequences of the event, whilst still maintaining a minimum level of protection for the remainder of the community.
77. Whilst the fire brigades already have in place mutual aid agreements that provide assistance to each other under certain operational circumstances, the scale of the events being planned for is likely to require the deployment of resources over and above what is presently provided in the existing cross-border agreements. Consequently a Scottish 'mutual aid agreement' is presently being established on behalf of the collaborating fire authorities so that their resources may be deployed, beyond the normal area of operations to support another brigade(s) in dealing with incidents of this scale and dimension.
78. This agreement also considers the exceptional financial implications on an affected fire authority dealing with such a catastrophic event and work is progressing to establish the most effective and appropriate route within existing financial regulations for providing in such exceptional circumstances the necessary financial support to fire authorities.

## Mass Public Decontamination

79. In the light of the possible threat to the public following the events of 11 September 2001, and the numerous public concerns emanating thereafter, an inter-service group was established under the lead of the Scottish Executive Health Department. National guidance has now been produced for all the emergency services and agencies likely to be involved in an incident where casualties require decontaminating following exposure to chemical, biological, radiological and nuclear (CBRN) materials.
80. This guidance has been developed to provide a framework, which will underpin and support planning arrangements for any multi-agency approach to decontamination when dealing with an incident where people have been exposed to CBRN materials.
81. The additional funding provided by the Scottish Ministers will enable the fire service to provide additional specialist decontamination equipment, strategically located to support the Health Department and Scottish Ambulance Service in this work. Arrangements are well advanced to integrate these resources into local multi-agency operational planning so that the public can be reassured that irrespective of the causation of such an incident, the necessary equipment, expertise and trained personnel will be on hand to provide immediate and effective decontamination.

*... equipment, expertise and trained personnel will be on hand to provide immediate and effective decontamination.*

## Conclusion

82. The many strands of work presently being undertaken are all designed to enhance and support the routine daily responses made by Scottish fire brigades. Providing improvements in equipment and resources in this way will also help enable a timely, incremental and sustained response to deal more effectively with events on the scale of 11 September. This dual approach should importantly, through improving overall fire brigade response, also at the more frequently occurring incidents, positively affect the wellbeing and safety of the people and infrastructure of Scotland.
83. The work in Scotland is, as mentioned, inextricably linked to that of the UK New Dimension Group. Scotland is participating fully, by membership of the UK strategic group. This group and the various projects being undertaken, in participation with members from all facets of the service, professional, employer and employee organisations, have the single principal aim of developing a UK

framework and robust structure of resources and trained personnel to meet this new level of threat.

## Best Value

84. Best Value is a Government approach, commenced in 1997, designed to ensure that services are run cost effectively and with an eye to good quality. Previously, local authorities had been required to put all contracts through a Compulsory Competitive Tendering (CCT) process which was largely founded on “one way best”, namely least cost. Whilst it is widely accepted that cost counts so does quality and the ethos of Best Value is that organisations must find optimum solutions to their own particular circumstances. Initially applied to local councils, Best Value was extended to encompass fire authorities, and therefore apply to fire brigades themselves, in 1998. The Best Value regime has continued to evolve and represents a search for continuous improvement that puts the responsibility for achievement onto fire authorities whilst offering them scope to tailor their planning and management in light of their local conditions. Best Value is also not focussed solely on those services previously included in CCT but is an approach that covers all services.
85. Consequently, there can be no single definition of Best Value as the scheme is designed to be “descriptive rather than prescriptive”. However, an organisation delivering Best Value should be able to demonstrate:
- an established performance management framework to deliver continuous improvement for all services;
  - a clear commitment to the “4Cs”, i.e. Challenge, Compare, Consult, Compete;
  - a rigorous approach to analysing service delivery mechanisms/processes – this means demonstrating that the organisation has seriously considered innovative alternative ways of delivering each service; and
  - consistence with the 4 key principals of Best Value: accountability, transparency, continuous improvement, ownership.





86. One of the main tools to ensure that fire authorities and fire brigades are committed to delivering Best Value is the Performance Management and Planning (PMP) Audit. The first PMP Audits were developed by the Accounts Commission (now Audit Scotland) to assess councils. HM Fire Service Inspectorate has, in consultation with Audit Scotland, developed an integrated process that enables, within each brigade's Principal Inspection, the inclusion of the key elements of a PMP Audit to be encompassed.
87. It is important to note that HM Inspectorate does not act as the fire authority auditor and restricts its observations to those in which it has competency. If a brigade's inspection can be conducted jointly with the authority's auditor then any Inspectorate public report published afterwards may contain the auditor's comments.
88. A central part of the each fire brigade's implementation of the principals of Best Value is the process of Best Value Reviews (BVR) through continuous self-assessment. By regularly examining areas such as community fire safety and fairness and diversity for example, and asking questions such as:
- How do we know we are doing the right things?
  - How do we know we are doing things right (that is, getting the best cost/quality balance)?
  - How do we plan to improve?
  - How do we account for our performance?

brigades can gain a clear and honest picture of the service that they provide, and indications of how matters may be taken forward.

89. Prior to a Principal Inspection, brigades are required to complete an extensive PMP self assessment of all areas of their organisational structure and the service that they provide to their customers, i.e. the communities that they serve. This assessment is submitted to HM Inspectorate which then examines Strategic Management, Human



Resources, Operations and Fire Safety. Templates are issued covering features that relate to what might be expected in a 'best value organisation'. For each feature, brigades are asked to make an assessment of their approach, and the extent to which the approach is actually being used across the brigade.

90. The PMP assessment is evidence based. Brigades are able, if required, to provide evidence to support the claims made on the PMP templates. Inspectors do not require material to be supplied simply for the sake of an inspection but draw on evidence which it is felt reasonable to expect managers to have for their own purposes.
91. HM Inspectorate has been encouraged with the efforts made by brigades towards implementing the principals of Best Value. Considerable joint progress has been made in Scotland through a CACFOA Best Value Forum. The Forum has already helped identify suitable benchmarks, essential for comparative analysis, and good practice protocols. This is a most welcome approach enabling effort and benefits to be shared.
92. Legislation is planned for introduction in 2002-2003 to provide a statutory basis for Best Value. It is important, therefore, that brigades continue the progress and improvements that have been made in order to ensure they provide services which meet the needs of the public and provide value for money.

*... it is important that brigades continue the progress and improvements that have been made...*

### **Revised Structures for the Central Fire Brigades Advisory Council and Scottish Central Fire Brigades Advisory Council**

93. In 2001, a notable change within the UK fire service was the abolition of the 3 joint strategic committees, and the formation of a new advisory structure to the Central Fire Brigades Advisory Council. 5 new advisory boards were formed, with agreement being reached that key Scottish stakeholders would be represented on each of them.
94. The proposed new structure is designed to bring together related areas of work in five key subject areas – fire safety, risk management, integrated personnel development, equal opportunities and health and safety. Four of the boards were formed, the Fire Safety Advisory Board already coming into existence in 2000.

95. The boards are:

- 
- The Fire Safety Advisory Board, Chaired by an independent person.
  - The Integrated Personal Development Advisory Board, Chaired by HMFSI (England and Wales).
  - The Health and Safety Advisory Board, Chaired by the LGA.
  - The Fire Risk Management Advisory Board, Chaired by CACFOA.
  - The Equality and Cultural Change Advisory Board, Chaired by the FBU.

99. It is intended that detailed programmes of work should be taken forward by Task Groups, which are established by, and will report to, the Advisory Boards. This procedure had previously been implemented by the Fire Safety Advisory Board, which had established the Community Fire Safety Sub-Group, Fire Safety Legislation Sub-Group, Fire Safety Standards Sub-Group, Cost of Fire Sub-Group and Scottish Sub-committee.

97. Certain other bodies involved in work that falls outside the subject areas identified above, report directly to the CFBAC as appropriate: the New Dimension Group; the Arson Control Forum; the Pensions Sub-Committee; the Best Value Forum; and the Radio Strategy Project Board. The LGA's Fire Service Expenditure Forecasting Group might also submit reports to, and seek advice from, the CFBAC for England & Wales.

98. The Remit and responsibilities of the advisory boards was expressed as follows:

## Fire Safety Advisory Board

### Promotion of community fire safety

- National community fire safety publicity campaigns.
- Risk education.
- Research and development.
- Implementing accepted recommendations of the Inspectorate's community fire safety thematic review.
- Statutory duty of community fire safety.

### Fire safety legislation and standards

- Reform of fire safety legislation.
- Raising business awareness.
- New fire safety standards.

### Driving down specific risks

- Enforcement.
- Residential sprinklers.
- Smoke alarms.
- Safer furniture.

### Operational efficiency and effectiveness

- Unwanted false alarms.

### Post-intervention activities

- Supporting business continuity after fire.

## Integrated Personal Development Advisory Board

### Workforce efficiency and productivity

- Reduction in sickness absence.
- Reduction in ill-health retirements.

### **A more professional fire service**

- Implementing the forthcoming thematic review on managing a modernised fire service.
- Recruitment.
- Firefighter selection tests.
- Standards and qualifications.
- Assessment.
- Training.
- Examinations and tests.
- Targeted developments.
- Roles and ranks.
- Promotion and advancement.
- Amend Appointment and Promotion Regulations.

## **Fire Risk Management Advisory Board**

### **Driving down specific risks**

- Risk management.

### **Modern fire cover arrangements**

- Review of fire cover standards.
- Managing the transition to new risk-based emergency cover.
- Risk assessment in brigades.
- Risk management.
- National data requirements.
- Mobilising .
- Section 19 consents.

### **Post-intervention activities**

- Environmental impact assessments.

## **Health and Safety Advisory Board**

### **Operational efficiency and effectiveness**

- Equipment.
- Command and control .

### Health and safety

- Personal protection for firefighters.
- National Safety Event Database.
- Implementation of a strategic health and safety plan for the fire service.

### Equality and Cultural Change Advisory Board

#### Equal opportunities and cultural change

- Equal opportunities/diversity.
- Wider cultural change.
- Review of Discipline Regulations.

99. Whilst the views and concerns of Scottish stakeholder groups are expressed through their membership of these Advisory Boards, it was felt necessary to establish a supporting network in Scotland which would ensure that any UK fire service issues and initiatives were implemented in Scotland within the distinctly different legislative framework. To this end, the SCFBAC approved a proposal to form (or where they already existed, empower) aligned committees to these advisory boards, with the intent of ensuring that strategic change was cognisant of the Scottish legislative and governmental framework. In addition to 3 Scottish groups that were already in existence, 2 new groups at officer level, involving all brigades and HM Inspectorate were constituted for the purpose of ensuring effective management of these issues in Scotland. In order to reflect the position in England and Wales, COSLA assumed chairmanship of the Health and Safety Scottish group, with assistance from CACFOA. It is anticipated that, in order to ensure harmony with the boards in England and Wales, the FBU will assume the chair of the Fairness and Diversity Forum in the future.
100. In Scotland, the existing groups tasked for these purposes were:
- The Scottish Fire Services Fairness and Diversity Forum, Chaired by COSLA
  - The Central Training Advisory Committee, Chaired by the SEJD

- 
- The Scottish Community Fire Safety Strategy Group – chaired by SEJD
- 

101. The new groups formed were:

- The Scottish Health and Safety group, to be Chaired by COSLA
- The Scottish Risk Management group, Chaired by HMFSI

102. SCFBAC and its constituent members will now be informed of, and active in, the work undertaken by the Advisory Boards, thus ensuring that Scottish interests are appropriately recognised. It is the responsibility of each of the Scottish forums to ensure the SCFBAC is kept informed of key issues and that the Advisory Boards were aware of the Scottish, rather than individual members' strategic view.

### Attacks on Firefighters

103. Following anecdotal evidence from the Scottish fire brigades and a number of reports in the media, HM Fire Service Inspectorate for Scotland has become aware of the increasing problem of attacks on fire crews. Monitoring of these incidents is in its early stages but the Inspectorate is hopeful of working together with brigades to develop a strategy aimed at addressing the problem.

*The Inspectorate has become aware of the increasing problem of attacks on fire crews.*

### Offshore Firefighting

104. An issue which has been highlighted during routine brigade inspections is the provision for fighting fires offshore. Currently only one brigade in Scotland, Highland and Islands, has a declared resource to tackle fires at sea, although Lothian and Borders are planning the phased implementation of a scheme to meet oil berth risks in the Firth of Forth. A major problem lies in the fact that while the relative risk of any major fire occurring offshore is low, the costs of providing cover, because of helicopter use, may be high. Currently, arrangements exist whereby the Maritime Coastguard Agency and the Ministry of Defence may assist in the event of an emergency, however, as this is not these organisations' primary role, this situation is not ideal.



Firefighters working with the military offshore.

105. One of the key drivers behind the consultation document *The Scottish Fire Service of the Future* is the desire for fire brigades to work more closely together. Consultation regarding offshore firefighting is ongoing between all parties involved, including the Brigades and the Inspectorate. A solution where specialist equipment and trained personnel could be based at key locations within particular brigade areas is a possibility. Mutual aid agreements could allow resources to be deployed across brigade boundaries while the cost of providing this extra emergency cover is shared between Fire Authorities. Such an approach would fall within the ethos of Best Value and is worth pursuing in order for the fire service in Scotland to add higher quality and deliver value for money in the service that it supplies.



# PEOPLE, DEVELOPMENT AND SAFETY

## Review of Retained, Auxiliary and Volunteer Firefighters

106. In March 2002, under the guidance of the Inspectorate, the Scottish Executive's Central Research Unit published the report *Retained, Auxiliary and Volunteer Firefighters in the Scottish Fire Service*. This study was the first major examination of the characteristics, role and aspirations of these important and valuable members of the Scottish fire service.
107. The research consisted of five activities. The first involved a questionnaire survey of serving members. Secondly, a questionnaire was sent to those who had recently left the service. Face to face interviews were then conducted with a sample of serving firefighters and some group discussions were also held. Finally, there were face to face interviews with senior members of the service.
108. The overall impression reported is a positive one. It indicates retained, auxiliary and volunteer firefighters (generally referred to as rural and retained) have a strong desire to serve the community, a high level of commitment to their job, remain in the service a long time and derive great personal satisfaction from the work they do.
109. The report highlighted a number of areas for further consideration which were reviewed by a Steering Group comprising members of CACFOA, the FBU, COSLA, CRU and the Inspectorate. Several of the issues raised relate to key differences in perception between management and rural and retained staff on certain subjects and certain aspects of training. The Steering Group view was that the forthcoming introduction of an Integrated Personal Development System will, together with a number of other national developments in the training arena, allow these matters to be managed in a collective function.
110. The Group recognised the importance of the commitment made by the families of rural and retained firefighters and stated that their contribution should not go unrecognised. It was agreed to look into the most practical and effective methods for brigades to demonstrate their appreciation of the efforts made by firefighters' families.

*...strong desire  
to serve the  
community...*

111. The purpose of this study was to allow future projects to be sensitive to the hopes and ambitions of rural and retained firefighters. The findings were distributed to all of Scotland's fire stations in order to raise awareness that these issues have been recognised. The success of the project has provoked interest south of the border leading to wide discussions, in a UK context, of how this vitally important group of employees can be better nurtured and supported.

## Fire Service Training and Development

### Brigade Command Course



112. It was pleasing that candidates from Scottish brigades were notably successful in the 2001 extended interview process. At extended interview, 73 candidates were assessed and 24 candidates were successful, with 8 coming from the Scottish fire service. This will help provide a substantial number of suitably qualified persons who will, in the short to mid-term, be eligible to apply for principal officer positions.
113. **Training for Competence – A model for implementation** It was agreed in January 2002, that the Chief and Assistant Chief Fire Officers Association would undertake the review of this publication and work on this review is currently underway. The review will be completed after the full content of the Integrated Personal Development System is known to ensure that it fully addresses the development issues associated with the system.

### Scottish Executive Director of Centrally Funded Training

114. Following on from last year's report, in which the new structure of centrally funded training was explained, a Director of Training, Robert Virtue, formerly Assistant Firemaster with Lothian and Borders Fire Brigade, was appointed in August 2001. This post is tasked with directing the strategy and delivery of centrally funded fire service training in Scotland.

### The Scottish Fire Service Training School (SFSTS)

115. Shortly after the appointment of the Director of Training, a new management team was established at the SFSTS and seconded officers filled the newly created posts of Head of School and Chief Instructor from Local Authority Fire Services.

## Central Training Advisory Committee (CTAC)

116. Whilst acknowledging the previous significant achievements of the School, it was recognised that there were areas for the modernisation of the type and delivery of training provided for the Scottish fire service, not just from the SFSTS but in the widest context.

117. The Central Training Advisory Committee, which was in its formative stages during last years' reporting period, has now met several times under the chairmanship of the Scottish Executive. In order to prioritise the areas to be addressed, the Director of Training and the Head of School produced a Service Plan that was presented to, and approved by, CTAC. This Service Plan incorporates a planning cycle and action



Working at the SFSTS

plans have been produced. These set milestones for the review of the strategic, corporate, management and functional objectives that were set to ensure that all matters identified during the previous HMI Inspection, Management Action Plan and Efficiency Review were properly addressed and completed. Central to the current strategy is delivery of the Integrated Personal Development System (IPDS).

118. CTAC has considered in part the SFSTS's role in IDPS and together with the Scottish Executive Justice Department and Firemasters agreed that SFSTS should become the Approved Centre for the administration of the award of vocational qualifications, and that the eight Brigades would become satellite centres. This partnership approach should provide value for money to the introduction of IPDS within Scotland. Strategic personal development issues are now clearly moving forward in Scotland and one notable development is the proposed appointment of an IPDS (VQ) Manager to manage and administer the introduction of the IPDS in Scotland. This should place Scotland in a strong position to provide managerial support to brigades for the training implications of the system.

## E-learning

119. HM Fire Service Inspectorate has also advocated wider use of Information Technology between Scottish Brigades. It was therefore pleasing to learn that the SFSTS is to radically improve its website,

which is to include an 'e-learning platform'. The development needs of fire service personnel, particularly those remote from training establishments, lend themselves to be delivered and assessed online using the Internet. Once established, the SFSTS plan to administer the website and provide e-mentoring for students that are registered for online courses. In this way, much of the theoretical input previously delivered at training venues should be provided via this facility.



Ladder training.

### Training facility developments in brigades

120. The year 2001-2002 saw further developments in the abilities of brigades to deliver realistic, modern, risk-related training opportunities to fire crews.
121. In Dumfries and Galloway Fire Brigade, the Brigade real fire-training unit is being relocated to a self-contained site, and the Brigade is planning to investigate partnering opportunities with other agencies with a view to development of a training centre.
122. Lothian and Borders Fire Brigade recently commissioned a realistic fire-training unit to enhance the Brigade's existing training facilities. This unit was developed with the support of City of Edinburgh Council and aims to minimise the environmental impacts of live fire training. Another change which aims to minimise the effects of training upon the environment is the planned conversion of the Brigade's existing ship fire training unit from carbonaceous to LPG burning.

123. Tayside Fire Brigade, having been granted Capital funding approval, will shortly commence building a gas-burning real fire-training unit at Perth.
124. Grampian Fire Brigade's training centre at Portlethen has undergone a major modernisation and is due to be officially commissioned by the Convenor of the Fire Board in May 2002. The development includes new classrooms, meetings rooms, and offices, teaching and changing facilities and is a significant improvement in the Brigade's capabilities to provide fire-related training. There are further plans to develop garage facilities and other potential developments will be considered as needs emerge
125. Central Scotland Fire Brigade commissioned a real fire-training unit in March 2001 and this has greatly enhanced the Brigade's ability to effectively train all fire crews in realistic conditions.
126. Real-fire training in Scotland will also take an innovative step forward with the commissioning of a mobile real fire-training unit in Strathclyde Fire Brigade. This unit, which is aimed at reaching those stations which traditionally could not easily attend the Brigade Training Centre on a regular basis, represents a significant commitment to meeting the developmental needs of firefighters in remote and rural locations and is a welcomed initiative.



Strathclyde Fire Brigade's new mobile training unit.

### Provision of commercial training

127. A number of brigades provide commercial training to the private sector and to other public sector bodies and derive income from those services. HM Inspectorate recognises that the provision of this training provides a number of benefits, such as closer community and commercial networking, which are not readily quantifiable. It remains desirable, however, to account for the costs of providing for commercial training so that any income may be measured as part of Best Value.

### Fairness, Diversity and Equality

128. HM Inspectorate continues to be proactive in the work of the Scottish Fire Services Fairness and Diversity Forum. Over the last 12 months the group has discussed a broad range of fairness issues and has overseen the development of *Toward Diversity II in Scotland*.
129. As noted in the Strategic Issues section of this report, recent changes to the advisory structures in England and Wales resulted in the formation of a number of Advisory Boards to the CFBAC, one of which is the Equality and Cultural Change Advisory Board. The Chair of this Board is the General Secretary of the Fire Brigades Union. Reflecting this position, the Convention of Scottish Local Authorities is also preparing to relinquish the Chair of the Scottish Forum to the Fire Brigades Union. This change should enhance the synergy between Scotland and the rest of the UK in terms of addressing the issues of fairness and diversity within the fire service.

### Monitoring through Employment Statistics

130. The increasing diversity of the employee group within the Scottish fire service is monitored by HM Inspectorate by gathering annual statistical returns from brigades and during routine inspections.

|           | Total Strength All workers |              |                      |                        |
|-----------|----------------------------|--------------|----------------------|------------------------|
|           | Male White                 | Female White | Male Ethnic Minority | Female Ethnic Minority |
| 1999-2000 | 8026                       | 776          | 5                    | 3                      |
| 2000-2001 | 8186                       | 921          | 13                   | 5                      |
| 2001-2002 | 8361                       | 933          | 12                   | 3                      |

## Gender

131. There has been a steady increase in the number of female applicants for the wholetime sector of the fire service in Scotland. The Scottish Executive do not set fire service targets for the recruitment and progression of under-represented groups considering that natural diversification will result from the drive towards a more representative workforce. Although it is early to judge the success or otherwise of this approach, the evidence is that female applicants are more encouraged to apply and are at least no less successful than any other group in selection processes.



More women are applying to become firefighters.

## Ethnicity

132. Despite all Scottish brigades having performed positive action campaigns aimed at attracting applications from under-represented groups, applications from members of ethnic minority groups remain disappointingly low. The evidence gathered in respect of equality of opportunity in selection processes shows that no under-represented groups are unfairly discriminated against during the application processes.

## Review of Fairness and Equality Framework

133. This framework provides best practice guidance to all brigades and, following a consultation exercise within the Forum and with those brigades which had assisted with the original production of this document, updated changes were agreed. These inputs have been collated and the document is being amended to reflect the changes in what is a dynamic environment. The revised document will be circulated to fire brigades as a strategic guidance document to assist with the formulation and development of policy.

*Despite positive action campaigns, applications from members of ethnic minority groups remain disappointingly low.*

## Working with the Commission for Racial Equality

134. In collaboration with all other public service Inspectorates in Scotland, HM Inspectorate is entering into a joint working protocol with the Commission for Racial Equality in order to assist with the monitoring of the implementation of the Race Relations (amendment) Act 2000. Copies of this protocol will be circulated to all strategic stakeholders when it is finalised.

## Health and Safety

135. As reported last year, the ties between the Inspectorate and the Health and Safety Executive (HSE) remain strong and regular liaison meetings have been conducted. This close liaison and exchange of information enables the fire service to become aware of the HSE's areas of focus at an early stage and ensures that the HSE are kept informed of strategic developments in the area of fire policy.

### HSE Enforcement Action

136. Following a serious accident involving hydraulic rescue equipment during training, the Health and Safety Executive served an improvement notice on Grampian Fire Brigade in respect of its testing and maintenance of hydraulic rescue equipment. The Brigade acted quickly and effectively in order urgently address the issues highlighted and shared its information with all UK fire services in an open fashion via the FINDS computer network. The openness and willingness to share information with the fire service in general enabled all other brigades to critically examine their own arrangements and was a valuable improvement to overall safety within the service
137. Health and Safety remains a reserved issue (i.e. not devolved to the Scottish Parliament) and, along with HM Fire Service Inspectorate in England and Wales, HM Inspectorate in Scotland has contributed to the development of a joint protocol between CACFOA and the HSE on a UK basis. It is hoped that this protocol, once released, will provide the basis for further collaboration between fire service stakeholders and the HSE.

### Health and Safety Trends

138. Generally, the number of accidents involving workers in Scottish fire brigades has continued to decrease over a 3-year trend. The Scottish figures for near misses and accidents show that set against this backdrop, the reporting of near misses has remained disappointingly low. It should be noted that no Scottish fire brigade has reports of more near misses than accidents in which staff sustain some form of injury.

| Year  | No. of accidents | No. of Near misses | No. of 'Blue Light' accidents |
|-------|------------------|--------------------|-------------------------------|
| 99-00 | 1200             | 224                | 158                           |
| 00-01 | 915              | 250                | 211                           |
| 01-02 | 907              | 254                | 225                           |



139. The number of accidents involving fire brigade vehicles has continued its steady decline although the number of accidents involving vehicles proceeding under emergency, 'blue light', conditions continues to rise.

### **Health and Safety Auditing**

140. The inter-brigade auditing arrangements that commenced in 2001, although still in their infancy, resulted in the audit of Central Scotland Fire Brigade. The schedule of audits, in which the SFSTS is due to be audited next, has unfortunately been delayed by the unavailability of trained staff for a variety of reasons. This has highlighted the importance of ensuring that those persons selected for this specialist area of training are going to be available to contribute to the inter-brigade team. It has also identified the need to increase the number of trained and qualified safety auditors within the service so that the schedule of audits may be maintained.

### **Health and Safety Awards**

141. In 2001, it was pleasing to note that two Scottish brigades attained external recognition for their health and safety arrangements. For the second consecutive year, Highland and Islands Fire Brigade was awarded a The Royal Society for the Prevention of Accidents 'Gold Award' for its health and safety management system which includes a comprehensive, well researched and detailed strategy that is reviewed every quarter at Brigade Management Team meetings.
142. Building on the success of 2000, in which Strathclyde Fire Brigade achieved gold awards for both the Brigade Training Centre and the health and safety management system, in 2001 the Brigade was awarded a Commendation in the sector award section by the Royal Society for the Prevention of Accidents in respect of its health and safety arrangements. It is worthy of note that this was achieved in strong competition with other public sector organisations.

### **Sickness Absence**

143. Sickness absence continues to show a variety in levels between brigades. The figures in the table below represent raw data from the Statistical Returns made by all brigades to HM Inspectorate. Without detailed review it is difficult and wrong to draw informed comparisons but, with further work, these statistics may help indicate important features, such as the effectiveness of the various occupational health schemes in use.

**Average shifts/days per uniformed establishment member per year  
(all types, all causes of sickness absence)**

| Brigade             | Number of Shifts/Days Lost |              |         | Establishment     |              |         |
|---------------------|----------------------------|--------------|---------|-------------------|--------------|---------|
|                     | Operational<br>WT          | Day<br>Staff | Control | Operational<br>WT | Day<br>Staff | Control |
| Central Scotland    | 8.14                       | 1.86         | 11.31   | 203               | 35           | 16      |
| Dumfries & Galloway | 5.44                       | 2.08         | 12.13   | 80                | 24           | 15      |
| Fife                | 11.19                      | 9.89         | 13.9    | 322               | 57           | 21      |
| Grampian            | 6.3                        | 6            | 6.5     | 270               | 62           | 25      |
| Highland & Islands  | 6.1                        | 2.16         | 4.2     | 80                | 49           | 18      |
| Lothian & Borders   | 9.37                       | 6.06         | 25.87   | 658               | 87           | 32      |
| Strathclyde         | 11.74                      | 2.4          | 13.67   | 1974              | 225          | 67      |
| Tayside             | 12.09                      | 4.83         | 13.55   | 353               | 53           | 20      |

### 'Other' absences

144. A comparison of some other reasons for absences (table below) shows that, as well as supporting workers' representative bodies, most brigades have advanced along the issue of family friendly policies and now allow paternity leave for male parents. The variance in 'non-operational duties', work carried out while an individual is unable to perform more physically demanding operational duties, is very much dependent upon the nature of the employees' illness or injury and again is not necessarily relied upon as a comparable statistic.

| Brigade             | Number of Shifts/Days per 100 full time workers |                       |                               | Establishment<br>(total full-time<br>staff) |
|---------------------|---|-----------------------|-------------------------------|---|
|                     | Paternity/<br>maternity<br>leave                | Trade union<br>duties | Non-<br>operational<br>duties |   |
| Central Scotland    | 36  | 0                     | 88                            | 283   |
| Dumfries & Galloway | 75  | 1                     | 52                            | 135   |
| Fife                | 46  | 37                    | 199                           | 431   |
| Grampian            | 31  | 3                     | 67                            | 428   |
| Highland & Islands  | 0   | 5                     | 109                           | 200   |
| Lothian & Borders   | 7   | 6                     | 100                           | 947   |
| Strathclyde         | 30  | 55                    | 31                            | 2666  |
| Tayside             | 2   | 0                     | 61                            | 502   |

# OPERATIONS

## Fire Cover Review: Delivery of the Pathfinder Report and Transition to Implementation Arrangements

145. The fire service across the UK organises its targets for responding to fires and other emergencies in relation to a set of Standards of Fire Cover. Each fire brigade categorises every part of its area in terms of its predominating property type. For example, Risk Category A applies to the central areas of large cities, Risk Category B to the central areas of towns, Risk Category C applies to urban residential areas and Risk Category D to rural areas. In addition, areas can be categorised as Remote Rural – isolated from centres of population with few buildings. The standards specify the number of pumping appliances that should arrive at a given location within prescribed time limits.

| Risk Category | Number of Pumps in First Attendance | Time Limits for Attendance (in minutes) |                 |                 |
|---------------|-------------------------------------|---|-----------------|-----------------|
|               |                                     | 1 <sup>st</sup>                         | 2 <sup>nd</sup> | 3 <sup>rd</sup> |
| A             | 3                                   | 5                                       | 5               | 8               |
| B             | 2                                   | 5                                       | 8               | -               |
| C             | 1                                   | 8-10                                    | -               | -               |
| D             | 1                                   | 20                                      | -               | -               |
| Remote Rural  | No time specified                   |   |                 |                 |

146. These existing standards are based on the recommendations of the 1936 Riverdale Committee. They were implemented shortly after the Second World War and, with a number of revisions, have served well for over 50 years. However, during this time:

- building methods such as factory pre-assembly, timber frame housing, large insulating sandwich panels and portal frame buildings;
- fire protection such as fast acting sprinklers, intelligent automatic fire detection and domestic smoke alarms; and

- construction materials such as plastics and polyurethane foams.

have all had a significant impact on fire risk, for better or for worse. And in more recent years fire safety legislation has made the world a much safer place so far as risk from fire is concerned.

147. The main weakness of the current approach is that it does not take into account the presence of people and/or their activities. Whilst, in practice, brigades are expected to exercise professional judgement when determining the need for fire cover, they are not specifically required to assess factors such as the risk to the lives of individuals, the differences between many non-dwelling buildings such as shops, factories, hotels, offices and schools, or fluctuations in risk during the day (e.g. offices may be occupied during the day and empty at night).
148. In 1995, following a wide ranging review of the UK fire service, the Audit Commission published its report *In the Line of Fire* which detailed the need for a better basis for the planning and provision of fire cover. In response to this report, the Fire Research Division, part of the Office of the Deputy Prime Minister (and formally part of the DTLR), have been developing a new risk based approach to fire service emergency cover provision which:

- directly addresses the risk to life;
- takes into account existing fire safety and fire protection measures;
- allows a flexible response;
- can be operated safely by fire service personnel;
- maintains and, where possible, enhances public protection from fire; and
- is cost effective and consistent with the principles of Best Value.



149. A member of the Inspectorate, HMI Allan Whitton, has been actively engaged in this work which resulted in bespoke software being produced to enable brigades to carry out pilot trials of the new standards. This work, which included Lothian and Borders and Strathclyde brigades, began in January 1999 and was completed in December 2001.
150. Since the completion of the trials, the Fire Cover Review Task Group have, in consultation with partner bodies such as CACFOA and the SCFBAC, been drafting their final report, which is due for publication in the third quarter of 2002.

### **Radio Replacement**

151. Consultants were appointed by the Scottish Executive Justice Department in December 2001 to carry out a scoping study into the commercial and technical viability of a joint Scottish Fire and possibly Ambulance Service procurement of a replacement radio system. The terms of reference were to carry out a high level study into:
  - The strategic options available for the Fire Service in considering the renewal of the Radio Communications Systems across Scotland.
  - The implications of a joint procurement versus individual procurements.
  - The implications of a joint procurement between the Scottish Fire and Scottish Ambulance Service.
  - A view regarding the best course of action to be taken once all options had been considered.

A presentation of the results of the study was provided at a conference attended by all stakeholders in February 2002.

152. The intention of Fire Authorities to collaborate in this procurement exercise is welcome and should enable them to achieve Best Value through economies of scale.
153. The terrorist incidents in America on 11 September 2001 have caused Government Ministers to review the interoperability and resilience requirements of the fire service wide area radio schemes. The results of this review are still being considered, however, it is likely the outcome will have a significant impact on the current procurement proposals.

### Procurement

154. Fire Authorities are responsible for significant public expenditure, a substantial part of which is devoted to procurement of goods and services from third parties. HM Inspectorate recognise that the process of procurement is becoming increasingly complicated and requires a high level of expertise from staff to fulfil the function. In order to assist this, and avoid duplication throughout Scotland, a co-ordinated collaborative approach, to help reduce the time each brigade spends "re-inventing the wheel" and to further develop the expertise of procurement staff, has been suggested. Examples of such collaboration between brigades already exist but these will need to be taken further if effective progress is to be made in Scotland's fire service procurement arrangements.

*... a co-ordinated collaborative approach will help reduce the time each brigade spends "re-inventing the wheel"...*



Communication is vital at any incident.

155. In March 2002 the *Best Practice in Procurement* guide, which was developed by the Purchasing Arrangements Working Group, was issued to brigades and endorsed by the SCFBAC. The guidance offers general advice on how brigades can achieve more efficient and effective funding arrangements.
156. HM Inspectorate had a key role in the production of the guide and, as part of the inspection process, intends to measure the progress of individual brigades in meeting the objectives set out in the document.
157. Improvement in procurement performance will require a commitment by brigades to achieve success. Through the auspices of a CACFOA (Scotland) working group there appears to be a greater willingness by brigades to collaborate on procurement and to share information. Given this willingness to extend and develop collaboration, brigades should be able to achieve the benefits of economies of scale and better value for money thereby allowing for the redirection of resources towards other initiatives.
158. Concurrent with the issue of the *Best Practice in Procurement* guide it was decided that there was a need to conduct a study into the possible benefits of applying public sector procurement models within the fire service operating environment. The brief for PMMS, the consultants used, is to provide a baseline on current procurement activities having taken into account fire service and informed views from allied bodies such as Audit Scotland and the Accounts Commission. This will produce a financial framework which can then be used to test all likely scenarios together with advice on any further activities that might be required to advance any chosen option.
159. The consultancy study in view of the aim is expected to:
- Gather financial information regarding current fire service procurement activity in Scotland.
  - Identify suitable methods of proven efficient procurement from a wide background that could be evaluated and then applied to the fire service.
  - Provide analysis of the advantages and difficulties of all options.

*Improvement in procurement performance will require a commitment by brigades to achieve success.*

- 
- Develop a model to demonstrate the impact, financial and otherwise, of the selected options.

- 
- Recommend any preferred option(s).

160. The findings of this study will be used to further inform future work arising from the consultation paper *The Scottish Fire Service of the Future*.





# FIRE SAFETY

## Community Safety

161. Community fire safety remains a major priority for all brigades in Scotland. As ever, a large part of the programmes run by the brigades, either in-house or in conjunction with partner agencies, is engagement with young people. School visits allow children to meet brigade officers in a friendly and enjoyable atmosphere while learning about the dangers of fire and the simple things that they can do to avoid ever having to experience a major incident themselves.
162. Different brigades have individual approaches but each recognises the importance of getting across safety messages while the audience is still young thus encouraging them to develop good fire safety habits. One innovative project this year has been Grampian Fire Brigade's development of a fire safety comic book. Following a community fire safety event which was attended by a significant number of schoolchildren around the age of 8, it was felt that there was a lack of material aimed at the 7-15 age group and something suitable needed to be produced, bearing in mind that Scotland's fire statistics are the worst in the UK.
163. The idea of using The Broons and Oor Wullie, well known established Scottish characters, was explored. These characters appeal not just to 7-15 year olds but are read by people of all ages, therefore widening the audience for the fire safety messages. In partnership with the publishers, DC Thompson, a quality booklet consisting of twelve cartoons, covering the maximum range of fire safety themes, was produced. Funded by the Scottish Executive, the booklet became available to all Scottish fire brigades in February 2002. By using such an innovative and entertaining method of fire safety delivery, it is hoped that the booklet will assist brigades in achieving their aim of reducing accidental fires and deaths and injuries throughout the country.



Station Officer Whyte of Grampian Fire Brigade working on the fire safety comic strips.

## Fire-raising and young people

164. As well as encouraging children to have respect for fire and know how to keep themselves and others safe, brigades are also increasingly involved with young people who have been involved in fire-raising. As discussed in more detail elsewhere in this report, the thematic inspection *Fire: Raising the Standard* highlights Lothian and Borders Fire Brigade's community education programme which identifies "hot spots" of deliberate fire setting and targets community and school education at those areas. School visits are often aimed mainly at children of primary age but note was made by the Inspectors of the Brigade's policy of engaging secondary pupils in this process.



Winners of Lothian and Borders Fire Brigade's poster competition.

165. Brigades' 'young fire-setter schemes' are also recognised for their success in addressing the behaviour of young people whose parents felt had developed an unhealthy interest in fire. However, the schemes are not as effective at targeting the children and young people who misuse fire outside the home. The report recommended that all fire brigades incorporate fire-raising into their education programmes and that young fire-setter schemes be developed into a more consistent national approach to encompass those who are currently unengaged by the system. Strong commitment to increasing this engagement will be given by the Scottish Executive in *The Scottish Fire Service of the Future*, a move which the Inspectorate welcomes.

## Historic Scotland National Fire Database

166. The Technical, Conservation Research and Education (TCRE) Division of Historic Scotland first initiated a programme of research into fire in historic buildings eight years ago. The overall aim of the research programme was to promote the adoption of fire protection measures to address not only life risks but also risks to the structure, fabric and contents of historic buildings from fire. A further constraint brought to bear is the requirement to comply with conservation principles, including the principle of minimal intervention.
167. The fruits of this research include Technical Advice Note (TAN) 11, *Fire Protection Measures in Scottish Historic Buildings*, TAN 14, *The Installation of Sprinkler Systems in Historic Buildings*, TAN 22, *Fire Risk Management in Heritage Buildings* and the Duff House Fire Conference in 1998. All these initiatives have been guided by the Scottish Historic Buildings Fire Liaison Group, a forum chaired by Historic Scotland that brings together around one table all bodies with a role to play in ensuring the fire protection of historic buildings in Scotland. Organisations represented include CACFOA, the Inspectorate, National Trust for Scotland, Scottish Civic Trust and the Architectural Heritage Society of Scotland.
168. While research on this front is continuing, Historic Scotland recognised that it would not be feasible to improve fire protection measures to a standard appropriate to protect the fabric and contents of all Scotland's important historic buildings. Benefit was therefore concentrated upon efforts in a new direction: improving the effectiveness of brigades' operations and reducing the level of loss experienced when a fire occurs in an important historic building. The concept of a National Fire Service Database on Category 'A' Scottish Listed Buildings, to provide a mechanism for getting up-to-the minute information, tailored to the needs of firefighters to firefighting crews, was therefore introduced.
169. A meeting of the Fire Liaison Group on 15 September 1999 was the trigger for this new departure - at this meeting a first pilot project by Strathclyde Fire Brigade, East Command, was demonstrated. In this project, brief historic building data on category A-listed buildings in the area was incorporated into a risk card for each property. Also demonstrated was a CD-ROM of Listed Building data in Scotland. The potential to marry-up the projects - providing nation-wide information to fire brigades on listed properties in their areas that could be used to

... up to the  
minute  
information...

improve the effectiveness of fire fighting operations - was immediately recognised. The Scottish Historic Buildings National Fire Database Pilot Project was set up by Historic Scotland in conjunction with Grampian Fire Brigade, representing CACFOA (Scotland), to test the feasibility of such a nation-wide project.

### The Pilot Project

170. At the outset of the project, a number of goals were identified. These were:



Fire severely damaged the Bower Building, University of Glasgow.

- The ultimate goal of the on-going collaboration between Historic Scotland and the Scottish fire brigades has been identified by the Scottish Historic Buildings Fire Liaison Group as: to provide a desk-based compilation of available information on Category A-listed buildings on a national basis.
- To improve the effectiveness of fire-fighting operations at historic buildings by making available historic buildings data in a format suitable for use by Scottish fire brigades at the scene of a fire in a Category A-listed building.
- To facilitate the improved reporting and gathering of statistics on fires in historic buildings.
- To inform the Royal Commission on the Ancient and Historical Monuments of Scotland's (RCAHMS) future buildings survey strategy, in particular, pointing up those A-Listed buildings for which existing records may not be adequate.
- To inform future research programmes of the TCRE Division of Historic Scotland.

171. During the pilot project, the information gathering process evolved from using forms devised for the Strathclyde project, through modified risk assessment forms until finally it was determined what information it was necessary to hold in the database on historic buildings. One of the conclusions of the pilot project was that the National Monuments

Record of Scotland at RCAHMS was the most useful source of information on A-listed properties available. It was therefore determined that the soon-to-be-appointed Historic Buildings Researcher is to be based at RCAHMS.

172. The database has been developed as a 'living document' that provides an exchange of information between Historic Scotland, the RCAHMS and the brigades. Through the database project the existing record information of RCAHMS is tailored to meet the brigades' operational needs. An immediate benefit of the database will be improved awareness of the location and importance of historic buildings within Scottish brigade areas. This information will assist the brigades in developing effective operational fire plans, incorporating information on the priorities to be considered when protecting the fabric of the building and indicating how the fabric of the building may affect fire-fighting operations. A long-term aim of the database project is to facilitate the improved reporting and gathering of statistics on fires in historic buildings. However, in the short-term it is proposed that, in addition to compiling a *Report of Fire (FDR1)* form, each brigade shall collate information locally on the occurrence of fires in A-listed buildings and forward these to the database for recording.
173. The pilot project was discussed with HM Inspectorate again in 2001 when it was agreed it would be beneficial if it could be extended to all brigades. Resources to help appoint a suitable researcher to assist this project and work with brigades over the next three years to compile a database of all category A-listed buildings for the whole of Scotland were therefore sought in a joint approach to the Fire Research and Training Trust. The Trustees have agreed that this is a valuable goal which offers a possible approach to other brigades throughout the UK and have therefore extended financial support to assist Historic Scotland undertake this activity. It is pleasing to report and acknowledge this assistance and the contribution now being made, through this partnership, to protect Scotland's heritage.

### **Review of the Building Standards System.**

174. The fundamental review of the building standards system in Scotland continued with the issue of a detailed discussion paper in July 2001 (*Improving Building Standards. A Consultation Paper from the Scottish Executive*). This set out the structure of a completely revised system of administering building standards. It was based on the report of the

group of internal and external assessors and the representations which had been received from all the key stakeholders following the early consultation (April 2000). There were 126 responses to this consultation and the proposals gained general support from both the public and private sectors. As a result of the comments which were received a second document with precise proposals for change was issued in March 2002 (*Improving Building Standards: Proposals. A Consultation Paper*), and work has begun on preparing for a bill to introduce the new system.

### **The 6<sup>th</sup> Amendment to the 1990 Building Standards (Scotland) Regulations.**

175. The 6<sup>th</sup> Amendment to the Building Standards (Scotland) Regulations came into force throughout Scotland on 4 March 2002. This amendment included significant changes to Parts D and E of the Technical Standards concerned with the fire safety of buildings. Part D was completely re-written to permit the use in Scotland of construction products tested to the new European Harmonised Fire Tests, and the opportunity was taken at the same time to make the standards more performance based and slightly less prescriptive. In Part E there was a completely revised section on facilities for fire-fighting. This had been developed in conjunction with Scottish fire brigades and was intended to reflect current operational practices. The opportunity was also taken to properly include hospitals within the Technical Standards and both Parts D and E were expanded to cover the additional requirements for such healthcare buildings. There were also major changes to two of the non-fire parts of the standards, Part J to improve energy conservation and Part M to improve drainage and the provision of sanitary facilities.



# GENERAL STATISTICS

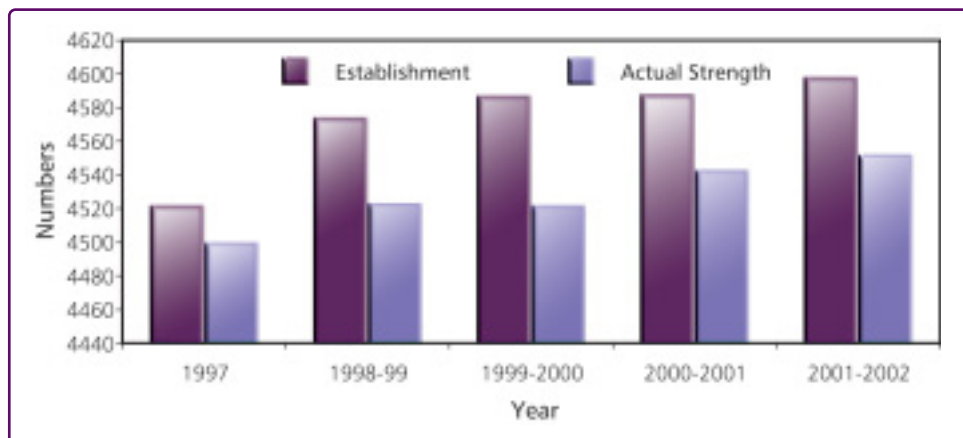
## Establishments and Strengths

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

### Wholetime Personnel (Operational)

177. The total establishment of wholetime operational personnel of Scottish fire brigades at 31 March 2002 was 4,598, an increase of 10 from the previous year. The actual strength of Scottish fire brigades (i.e. the number of personnel actually in post) was 4,552, giving a shortfall between the establishment and the actual number employed of 46. This figure remains constant and is indicative of the fact that many brigades cannot respond dynamically to unforeseen and unplanned retirements of operational staff, by immediate recruitment.

**Graph 1: Wholetime Establishment and Actual Strength 1997 to 2002**

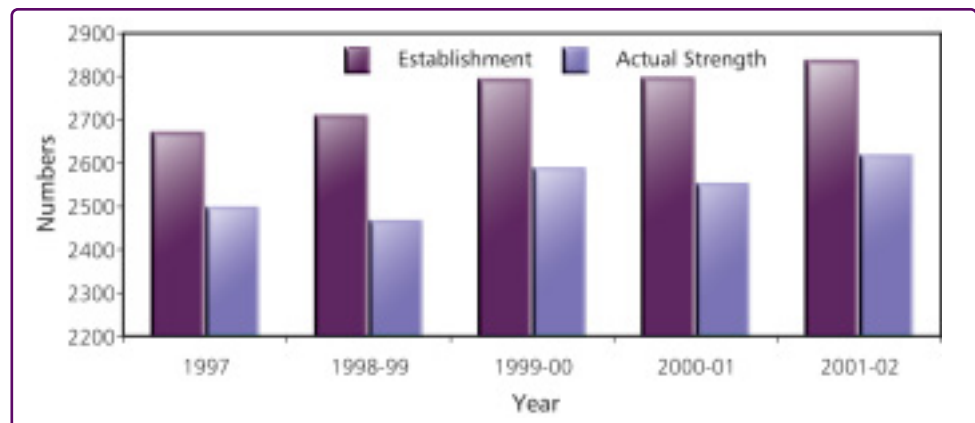


178. During the year 184 firefighters joined the fire service while 234 left for various reasons. The number of personnel retiring rose from 162 in 2000-2001 to 210 this year, 110 of which were on medical grounds. Further details of the gains and losses of personnel in each brigade are shown in Appendix 3.

### Retained Personnel

179. The figures relating to the establishment and actual strength in the retained sector of brigades for the years 1997 to 2001-2002 are shown in Graph 2.

**Graph 2: Retained Establishment and Actual Strength 1997 to 2002**

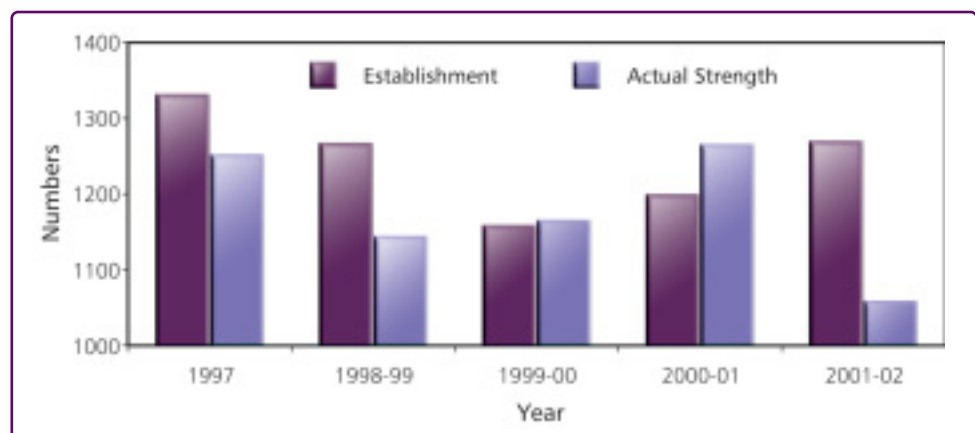


180. The actual number of retained personnel in post throughout Scotland in 2001-2002 was 2620, an increase of 68 on the previous year. In contrast, the establishment figure increased by only 40 over the same period.
181. During the year, 626 applications were received to join the retained sector of the fire service. From this total 173 persons were recruited as firefighters. In comparison to 2000-2001, the rate of success of applicants to the retained sector remains at 27% of applications.

### Volunteer Personnel

182. Details of the volunteer establishment and actual strength for the 1997 to 2001-2002 are shown in Graph 3.

**Graph 3: Volunteer Establishment and Actual Strength 1996 to 2001**





183. The total establishment of volunteer firefighters in 2001-2002 was 1270, an increase of 70 from the 2000-2001 total. The actual number of volunteers in post in Scotland has decreased by 207 to 1059.

#### **Control Room Staff**

184. In 2001-2002 the number of Control Room staff in post was 214, 4 fewer than the previous year. 184 women and 30 men serve in Control Rooms.

#### **Non-Uniformed Staff**

185. The total number of non-uniformed staff in post in 2001-2002 was 834, 6 fewer than in 2000-2001. This category covers a variety of essential support duties such as administrative posts, stores, mechanics, IT and radio technicians, cooks, cleaners and driving staff. These employees make an enormous contribution to Scottish fire service and without their efforts the service delivery could not exist in its current format.

#### **Discipline**

186. During 2001-2002, 31 cases were investigated in Scotland of which 2 were dealt with by a summary hearing and 11 by a full hearing under the Fire Services (Discipline) (Scotland) Regulations 1985. Of the 13 punishments awarded there were 5 reprimands, 5 stoppages of pay, 1 caution, 1 reduction in rank and 1 dismissal. This final case is currently under appeal.

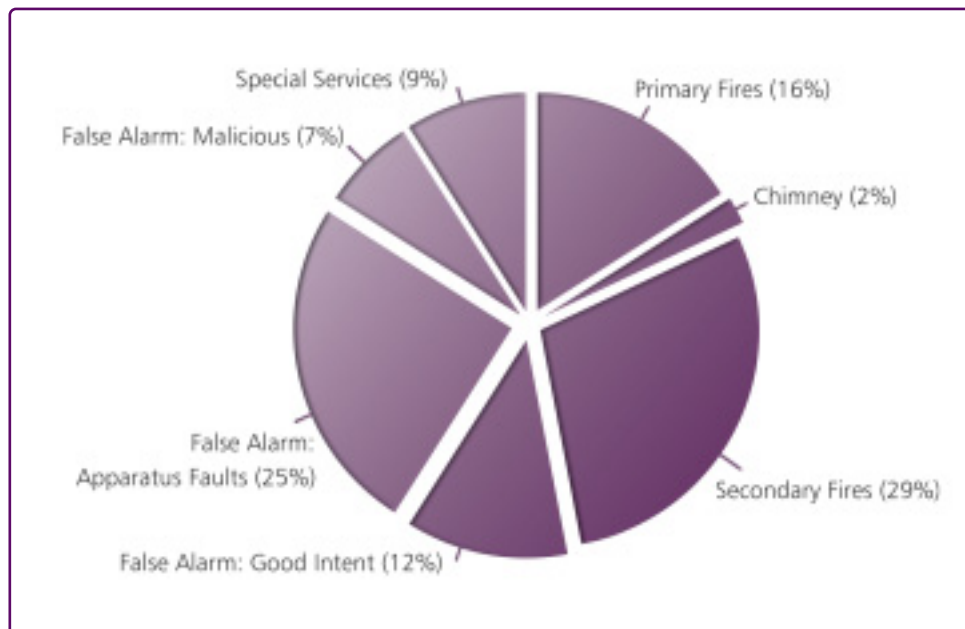
#### **Operational Activity**

187. Operational activity has shown an increase for the third consecutive year with an overall rise of 2.3% in all incidents attended by Scottish brigades. There was a slight fall of 2% for fires involving property but the number of secondary fires rose by 8.5%. Appendix 4 details the actual activity recorded. The following chart indicates the relative distribution of this activity, by type, for all Scottish fire brigades. The number of unwanted fire signals such as malicious calls and fixed fire alarm installations continues to be a concern. The proportion of activity related to these factors remains at 32% and their ongoing reduction remains a key priority for all brigades.

**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 not in Primary fire locations, not chimney fire, did not involve casualties or where there were less than 5 appliances in attendance.

**Chimney fires** are reportable fires in occupied buildings where fires was confirmed within the chimney structure, did not involve casualties and less than 5 appliances attended.



188. In summary, in terms of death and injury at incidents attended by Scottish Fire Brigades:

- 84 people died in Scotland as a result of fire compared to 78 last year.
- 8 died out-with the home environment, including 5 fatalities in vehicles.
- 66 fires killed 76 people in their own homes compared to 67 fires killing 70 people last year.
- There were 5 fires which resulted in multiple fatalities, killing 15 people. Last year there were two cases of multiple fatalities, with 5 people dying as a result.
- Of the 47 males and 29 females who died in dwelling fires 60 (79%) lived alone.
- Of the 76 total who died in their home 30 people (39%) were aged 60 years or over.

- 
- 35 (46%) of the people who died in their homes were aged between 20 and 59.
- 
- 11 (15%) were under the age of 20.
  - In 51 cases (67%) smoke alarms were fitted in the home with 25 (49%) known to have operated properly. Of the other 26 cases 12 (46%) of them did not have a battery fitted.
  - Smoke alarms were had not been fitted in the remaining 25 cases (33%).
  - Brigade Fire Investigators have assessed that 46 (60%) of the deaths were potentially avoidable if smoke alarms had been fitted and in working order.
  - Of the affected dwellings the three main areas where fire started were 30 (45%) in the living room, 18 (27%) in the kitchen and a further 13 (19%) in the bedroom.
  - The misuse of alcohol was a direct contributory factor in 27 (40%) fatal fires and an indirect factor in a further 18 (27%).
  - Once again the greatest cause of dwelling fires was the misuse or careless disposal of smoking materials (cigarettes, matches and lighters): 28 (42%) fires were started as a direct or indirect result. The next biggest single cause was 12 cooking incidents (18%).
  - This year 7 people died as a result of wilful fire-raising in Scotland. This is one fewer than last year but still a cause for great regret within the Inspectorate and the brigades.
  - In comparison with last years totals there were:
    - The same number of fatalities out-with the home.
    - 4 fewer house fires involving fatalities.
    - 6 more fatalities in the home.
    - 10 more people lost in house fires resulting in multiple fatalities.

- A total of 1,809 people were injured as a result of fire in Scotland this year, 1,321 in the home, 391 in other buildings, 57 in vehicle fires and 40 in other locations. Overall, this represents an increase of 3.2% over the previous year's figures. The incidence of injuries occurring in the home fell by 14.4% but injuries in non-residential buildings more than trebled, rising by 217.9% from 123 to 391.

### Fire Safety Inspections

189. Fire authorities fulfil a range of statutory duties requiring the enforcement of fire safety standards and also undertake non-statutory activities to promote public safety and well being. The activities undertaken to meet statutory requirements are shown in Appendix 7 and can be summarised as follows with the previous year's totals in brackets.

- Scottish fire brigades carried out a total of 58,816 [68,134] inspections within the reporting period.
- Specialist Fire Safety Officers carried out 48,347 inspections and examined 4,739 sets of plans [57,795 and 3,810 respectively] of proposed new buildings and refurbishment work.
- Operational personnel inspected a total of 10,469 [10,339] premises.
- Of the 26,811 [28,158] known premises falling within the Fire Precautions Act 1971 and requiring a certificate, 24,835 [24,430] are presently in force.
- Brigades carried out 10,395 [11,416] routine fire safety inspections in 2001-2002.
- Under the Fire Precautions Act 1971 a total of 21,882 [25,821] initial, routine, specific and follow-up inspections were completed and 1,548 [1,750] plans were examined.

- Brigades carried out a total of 36,934 [42,313] inspections falling within the amended Fire Precautions (Workplace) Regulations and examined 3,191 [2,060] plans of proposed fire safety work.

## Equal Opportunities

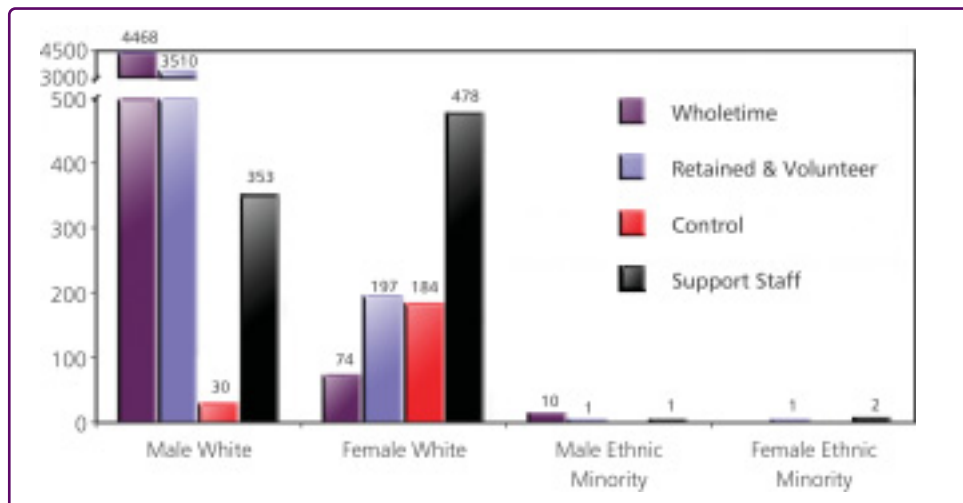
190. As reported earlier, women and ethnic minorities remain under represented in the Scottish fire service, despite continued effort and resources being invested in recruitment. However, there is an encouraging increase in the number of female Firefighters, with the total having increased to 271 from 248 in 2000-2001 and 207 in 1999-2000. Note: Due to internal re-structuring, the figures showing the breakdown of Highland and Islands Fire Brigade's Actual Retained and Volunteer Strength by gender were unavailable at time of publication. This has prevented the overall total figures for these two sectors from being divided further.

|                      | Male White | Female White | Male Ethnic Minority | Female Ethnic Minority |
|----------------------|------------|--------------|----------------------|------------------------|
| Wholetime            | 4468       | 74           | 10                   | 0                      |
| Retained & Volunteer | 3510       | 197          | 1                    | 1                      |
| Control              | 30         | 184          | 0                    | 0                      |
| Support Staff        | 353        | 478          | 1                    | 2                      |



191. Women continue to be well represented in Control and Support Services including at all levels of management.

## Comparison of Staff by Gender and Ethnicity



# REVIEW OF STATISTICS APRIL 2001 TO MARCH 2002

## Appendix 1 Scottish Fire Brigades 2001-2002

| Fire Brigade             | Area          |               | Population (Estimated) |            | Uniformed Personnel<br>2001-2002 Establishments |            |             |             | Fire Stations and<br>Volunteer Units |            |            | Operational<br>Fleet                |                   |                              |                          |
|--------------------------|---------------|---------------|------------------------|------------|---|------------|-------------|-------------|--------------------------------------|------------|------------|-------------------------------------|-------------------|------------------------------|--------------------------|
|                          | Kilometres sq | % of Scotland | Thousands              | % of Total | Wholetime                                       | Control    | Retained    | Volunteer   | Wholetime                            | Retained   | Volunteer  | Pumping Appliances<br>Midis & Light | Aerial Appliances | Rescue/<br>Emergency Tenders | Other Special Appliances |
| Central Scotland         | 2,652         | 3.4           | 278.0                  | 5.4        | 242   | 17         | 172         | 14          | 4                                    | 11         | 2          | 28                                  | 2                 | 0                            | 8                        |
| Dumfries and<br>Galloway | 6,439         | 8.2           | 145.8                  | 2.9        | 99  | 18         | 193         | 10          | 1                                    | 15         | 1          | 25                                  | 1                 | 2                            | 2                        |
| Fife                     | 1,323         | 1.7           | 350.4                  | 6.9        | 385   | 21         | 112         | 0           | 6                                    | 8          | 0          | 25                                  | 2                 | 1                            | 2                        |
| Grampian                 | 8,742         | 11.2          | 523.4                  | 10.2       | 344   | 22         | 478         | 20          | 6                                    | 33         | 1          | 58                                  | 2                 | 0                            | 9                        |
| Highland and Islands     | 31,348        | 40.1          | 277.7                  | 5.4        | 134   | 18         | 614         | 936         | 1                                    | 33         | 93         | 124                                 | 1                 | 1                            | 6                        |
| Lothian and Borders      | 6,455         | 8.3           | 890.5                  | 17.4       | 763   | 30         | 310         | 0           | 13                                   | 23         | 0          | 59                                  | 5                 | 2                            | 2                        |
| Strathclyde              | 13,618        | 17.4          | 2,263.3                | 44.3       | 2222  | 67         | 680         | 258         | 38                                   | 44         | 31         | 161                                 | 12                | 0                            | 27                       |
| Tayside                  | 7,557         | 9.7           | 385.5                  | 7.5        | 409   | 18         | 280         | 32          | 6                                    | 15         | 4          | 44                                  | 3                 | 8                            | 5                        |
| <b>SCOTLAND</b>          | <b>78,134</b> | <b>100</b>    | <b>5114.6</b>          | <b>100</b> | <b>4598</b>                                     | <b>211</b> | <b>2839</b> | <b>1270</b> | <b>75</b>                            | <b>182</b> | <b>132</b> | <b>524</b>                          | <b>28</b>         | <b>14</b>                    | <b>61</b>                |

## Appendix 2

Establishment and Strength of Fire Brigades  
as at 31 March 2002.

|                              | Central Scotland        |                    |           | Dumfries & Galloway     |                    |           | Fife                    |                    |           | Grampian                |                    |           | Highland and Islands |
|------------------------------|-------------------------|--------------------|-----------|-------------------------|--------------------|-----------|-------------------------|--------------------|-----------|-------------------------|--------------------|-----------|----------------------|
|                              | Estab-<br>lish-<br>ment | Actual<br>Strength |           | Estab-<br>lish-<br>ment | Actual<br>Strength |           | Estab-<br>lish-<br>ment | Actual<br>Strength |           | Estab-<br>lish-<br>ment | Actual<br>Strength |           |                      |
|                              |                         | Male               | Female    |                         | Male               | Female    |                         | Male               | Female    |                         | Male               | Female    |                      |
| <b>Wholetime Operational</b> |                         |                    |           |                         |                    |           |                         |                    |           |                         |                    |           |                      |
| Firemasters                  | 1                       | 1                  | 0         | 1                       | 1                  | 0         | 1                       | 1                  | 0         | 1                       | 1                  | 0         | 1                    |
| Assistant Firemasters        | 2                       | 2                  | 0         | 1                       | 0                  | 0         | 1                       | 1                  | 0         | 2                       | 2                  | 0         | 1                    |
| Senior Div. Officers         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 3                       | 3                  | 0         | 1                    |
| Div. Officers I              | 2                       | 2                  | 0         | 1                       | 1                  | 0         | 2                       | 2                  | 0         | 0                       | 0                  | 0         | 1                    |
| Div. Officers II             | 0                       | 0                  | 0         | 3                       | 1                  | 0         | 2                       | 2                  | 0         | 5                       | 5                  | 0         | 1                    |
| Div. Officers III            | 5                       | 5                  | 0         | 1                       | 0                  | 0         | 3                       | 3                  | 0         | 0                       | 1                  | 0         | 1                    |
| Asst. Div. Officers          | 8                       | 8                  | 0         | 9                       | 8                  | 0         | 10                      | 10                 | 0         | 16                      | 13                 | 0         | 1                    |
| Station Officers             | 23                      | 23                 | 0         | 8                       | 9                  | 0         | 38                      | 40                 | 0         | 23                      | 26                 | 0         | 1                    |
| Sub-Officers                 | 28                      | 27                 | 1         | 10                      | 11                 | 0         | 29                      | 31                 | 0         | 43                      | 35                 | 0         | 1                    |
| Leading Firefighters         | 25                      | 23                 | 0         | 13                      | 12                 | 1         | 65                      | 64                 | 0         | 50                      | 38                 | 0         | 1                    |
| Firefighters                 | 148                     | 139                | 5         | 52                      | 59                 | 1         | 234                     | 216                | 12        | 201                     | 204                | 4         | 1                    |
| <b>Totals</b>                | <b>242</b>              | <b>230</b>         | <b>6</b>  | <b>99</b>               | <b>102</b>         | <b>2</b>  | <b>385</b>              | <b>370</b>         | <b>12</b> | <b>344</b>              | <b>328</b>         | <b>4</b>  | <b>1</b>             |
| <b>Control Room Staff</b>    |                         |                    |           |                         |                    |           |                         |                    |           |                         |                    |           |                      |
| PFC Officers                 | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                    |
| GFC Officers                 | 1                       | 1                  | 0         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                    |
| FC Officers                  | 0                       | 0                  | 0         | 1                       | 0                  | 1         | 1                       | 1                  | 0         | 1                       | 0                  | 1         | 1                    |
| SFC Operators                | 4                       | 2                  | 2         | 5                       | 0                  | 5         | 4                       | 2                  | 2         | 5                       | 0                  | 5         | 1                    |
| LFC Operators                | 4                       | 1                  | 2         | 4                       | 0                  | 2         | 8                       | 1                  | 7         | 4                       | 0                  | 4         | 1                    |
| FC Operators                 | 8                       | 2                  | 6         | 8                       | 0                  | 7         | 8                       | 0                  | 8         | 12                      | 2                  | 13        | 1                    |
| <b>Totals</b>                | <b>17</b>               | <b>6</b>           | <b>10</b> | <b>18</b>               | <b>0</b>           | <b>15</b> | <b>21</b>               | <b>4</b>           | <b>17</b> | <b>22</b>               | <b>2</b>           | <b>23</b> | <b>1</b>             |
| <b>Part-time Retained</b>    |                         |                    |           |                         |                    |           |                         |                    |           |                         |                    |           |                      |
| Station Officers             | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 2                       | 2                  | 0         | 10                      | 9                  | 0         | 1                    |
| Sub-Officers                 | 14                      | 12                 | 0         | 16                      | 16                 | 0         | 8                       | 8                  | 0         | 36                      | 36                 | 0         | 1                    |
| Leading Firefighters         | 34                      | 34                 | 0         | 20                      | 20                 | 0         | 10                      | 10                 | 0         | 82                      | 79                 | 0         | 1                    |
| Firefighters                 | 124                     | 99                 | 5         | 157                     | 152                | 5         | 92                      | 88                 | 4         | 350                     | 254                | 18        | 1                    |
| <b>Totals</b>                | <b>172</b>              | <b>145</b>         | <b>5</b>  | <b>193</b>              | <b>188</b>         | <b>5</b>  | <b>112</b>              | <b>108</b>         | <b>4</b>  | <b>478</b>              | <b>378</b>         | <b>18</b> | <b>1</b>             |
| <b>Part-time Volunteer</b>   |                         |                    |           |                         |                    |           |                         |                    |           |                         |                    |           |                      |
| Asst. Div. Officers          | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                    |
| Station Officers             | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                    |
| Sub-Officers                 | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 0                       | 0                  | 0         | 1                       | 1                  | 0         | 0                    |
| Leading Firefighters         | 0                       | 0                  | 0         | 1                       | 1                  | 0         | 0                       | 0                  | 0         | 3                       | 2                  | 0         | 0                    |
| Firefighters                 | 14                      | 6                  | 1         | 9                       | 8                  | 0         | 0                       | 0                  | 0         | 16                      | 13                 | 12        | 0                    |
| <b>Totals</b>                | <b>14</b>               | <b>6</b>           | <b>1</b>  | <b>10</b>               | <b>9</b>           | <b>0</b>  | <b>0</b>                | <b>0</b>           | <b>0</b>  | <b>20</b>               | <b>16</b>          | <b>12</b> | <b>0</b>             |
| Wholetime                    | 242                     | 230                | 6         | 99                      | 102                | 2         | 385                     | 370                | 12        | 344                     | 328                | 4         | 1                    |
| Control Room Staff           | 17                      | 6                  | 10        | 18                      | 0                  | 15        | 21                      | 4                  | 17        | 22                      | 2                  | 23        | 1                    |
| Part-time Retained           | 172                     | 145                | 5         | 193                     | 188                | 5         | 112                     | 108                | 4         | 478                     | 378                | 18        | 1                    |
| Part-time Volunteer          | 14                      | 6                  | 1         | 10                      | 9                  | 0         | 0                       | 0                  | 0         | 20                      | 16                 | 12        | 0                    |
| <b>GRAND TOTALS</b>          | <b>445</b>              | <b>387</b>         | <b>22</b> | <b>320</b>              | <b>299</b>         | <b>22</b> | <b>518</b>              | <b>482</b>         | <b>33</b> | <b>864</b>              | <b>724</b>         | <b>57</b> | <b>1</b>             |

\* Due to internal re-structuring, the figures showing the breakdown of Highland and Islands Fire Brigade's Actual Retained and Volunteer Strength by gender were unavailable at time of publication.

| Highland & Islands      |                    |        | Lothian & Borders       |                    |        | Strathclyde             |                    |        | Tayside                 |                    |        | Scottish Total          |                    |        |
|-------------------------|--------------------|--------|-------------------------|--------------------|--------|-------------------------|--------------------|--------|-------------------------|--------------------|--------|-------------------------|--------------------|--------|
| Estab-<br>lish-<br>ment | Actual<br>Strength |        | Estab-<br>lish-<br>ment | Actual<br>Strength |        | Estab-<br>lish-<br>ment | Actual<br>Strength |        | Estab-<br>lish-<br>ment | Actual<br>Strength |        | Estab-<br>lish-<br>ment | Actual<br>Strength |        |
|                         | Male               | Female |                         | Male               | Female |                         | Male               | Female |                         | Male               | Female |                         | Male               | Female |
| 1                       | 1                  | 0      | 1                       | 1                  | 0      | 1                       | 1                  | 0      | 1                       | 1                  | 0      | 8                       | 8                  | 0      |
| 1                       | 1                  | 0      | 2                       | 1                  | 0      | 6                       | 6                  | 0      | 1                       | 0                  | 0      | 16                      | 13                 | 0      |
| 0                       | 0                  | 0      | 4                       | 3                  | 0      | 9                       | 9                  | 0      | 0                       | 1                  | 0      | 16                      | 16                 | 0      |
| 1                       | 1                  | 0      | 0                       | 0                  | 0      | 6                       | 6                  | 0      | 5                       | 5                  | 0      | 17                      | 17                 | 0      |
| 5                       | 5                  | 0      | 12                      | 12                 | 0      | 7                       | 7                  | 0      | 1                       | 0                  | 0      | 35                      | 32                 | 0      |
| 2                       | 1                  | 0      | 0                       | 0                  | 0      | 14                      | 11                 | 0      | 8                       | 8                  | 0      | 33                      | 29                 | 0      |
| 16                      | 15                 | 0      | 20                      | 18                 | 0      | 49                      | 49                 | 0      | 13                      | 11                 | 0      | 141                     | 132                | 0      |
| 17                      | 16                 | 0      | 60                      | 58                 | 0      | 198                     | 195                | 1      | 37                      | 34                 | 0      | 404                     | 401                | 1      |
| 12                      | 10                 | 0      | 72                      | 71                 | 1      | 224                     | 210                | 1      | 36                      | 40                 | 0      | 454                     | 435                | 3      |
| 23                      | 20                 | 0      | 95                      | 89                 | 1      | 229                     | 216                | 1      | 44                      | 47                 | 0      | 544                     | 509                | 3      |
| 56                      | 62                 | 2      | 497                     | 475                | 27     | 1479                    | 1479               | 7      | 263                     | 252                | 9      | 2930                    | 2886               | 67     |
| 134                     | 132                | 2      | 763                     | 728                | 29     | 2222                    | 2189               | 10     | 409                     | 399                | 9      | 4598                    | 4478               | 74     |
| 0                       | 0                  | 0      | 0                       | 0                  | 0      | 1                       | 1                  | 0      | 0                       | 0                  | 0      | 1                       | 1                  | 0      |
| 0                       | 0                  | 0      | 1                       | 0                  | 1      | 1                       | 0                  | 1      | 0                       | 0                  | 0      | 3                       | 1                  | 2      |
| 1                       | 0                  | 1      | 5                       | 0                  | 5      | 5                       | 0                  | 4      | 1                       | 1                  | 0      | 15                      | 2                  | 12     |
| 5                       | 0                  | 5      | 4                       | 0                  | 4      | 8                       | 3                  | 5      | 4                       | 2                  | 2      | 39                      | 9                  | 30     |
| 4                       | 0                  | 4      | 4                       | 2                  | 2      | 8                       | 1                  | 7      | 4                       | 1                  | 3      | 40                      | 6                  | 31     |
| 8                       | 0                  | 8      | 16                      | 1                  | 17     | 44                      | 5                  | 40     | 9                       | 1                  | 10     | 113                     | 11                 | 109    |
| 18                      | 0                  | 18     | 30                      | 3                  | 29     | 67                      | 10                 | 57     | 18                      | 5                  | 15     | 211                     | 30                 | 184    |
| 13                      | 13                 |        | 4                       | 4                  | 0      | 9                       | 9                  | 0      | 7                       | 6                  | 0      | 45                      | 43                 |        |
| 85                      | 84                 |        | 26                      | 25                 | 1      | 53                      | 50                 | 0      | 17                      | 16                 | 0      | 255                     | 248                |        |
| 119                     | 118                |        | 31                      | 35                 | 0      | 88                      | 73                 | 2      | 40                      | 40                 | 0      | 424                     | 411                |        |
| 397                     | 382                |        | 249                     | 237                | 15     | 530                     | 455                | 26     | 216                     | 168                | 10     | 2115                    | 1918               |        |
| 614                     | 597                |        | 310                     | 301                | 16     | 680                     | 587                | 28     | 280                     | 230                | 10     | 2839                    | 2620               |        |
| 6                       | 3                  |        | 0                       | 0                  | 0      | 0                       | 0                  | 0      | 0                       | 0                  | 0      | 6                       | 3                  |        |
| 0                       | 0                  |        | 0                       | 0                  | 0      | 0                       | 0                  | 0      | 0                       | 0                  | 0      | 0                       | 0                  |        |
| 42                      | 39                 |        | 0                       | 0                  | 0      | 0                       | 0                  | 0      | 0                       | 0                  | 0      | 43                      | 40                 |        |
| 42                      | 60                 |        | 0                       | 0                  | 0      | 0                       | 0                  | 0      | 0                       | 0                  | 0      | 46                      | 63                 |        |
| 846                     | 665                |        | 0                       | 0                  | 0      | 258                     | 192                | 30     | 32                      | 24                 | 2      | 1175                    | 953                |        |
| 936                     | 767                |        | 0                       | 0                  | 0      | 258                     | 192                | 30     | 32                      | 24                 | 2      | 1270                    | 1059               |        |
| 134                     | 132                | 2      | 763                     | 728                | 29     | 2222                    | 2189               | 10     | 409                     | 399                | 9      | 4598                    | 4478               | 74     |
| 18                      | 0                  | 18     | 30                      | 3                  | 29     | 67                      | 10                 | 57     | 18                      | 5                  | 15     | 211                     | 30                 | 184    |
| 614                     | 597                |        | 310                     | 301                | 16     | 680                     | 587                | 28     | 280                     | 230                | 10     | 2839                    | 2620               |        |
| 936                     | 767                |        | 0                       | 0                  | 0      | 258                     | 192                | 30     | 32                      | 24                 | 2      | 1270                    | 1059               |        |
| 1702                    | 1516               |        | 1103                    | 1032               | 74     | 3227                    | 2978               | 125    | 739                     | 658                | 36     | 8918                    | 8445               |        |



## Appendix 3

### Changes in Wholetime Strength as at 31 March 2002.

|  | Operational Personnel |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
|--|-----------------------|---|---------------------|---|------|---|----------|---|--------------------|---|-------------------|---|-------------|---|---------|---|
|  | Central Scotland      |   | Dumfries & Galloway |   | Fife |   | Grampian |   | Highland & Islands |   | Lothian & Borders |   | Strathclyde |   | Tayside |   |
|  | M                     | F | M                   | F | M    | F | M        | F | M                  | F | M                 | F | M           | F | M       | F |
| <b>GAINS</b>   |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| (i) By recruitment   | 12                    |   | 11                  |   | 49   | 4 |          |   |                    |   | 19                | 2 | 65          | 3 | 5       | 1 |
| (ii) By transfer from other brigades   | 2                     | 1 | 3                   |   | 4    |   |          |   |                    |   | 3                 |   |             |   |         |   |
| <b>Total Gains</b>   | 14                    | 1 | 14                  | 0 | 53   | 4 | 0        | 0 | 0                  | 0 | 22                | 2 | 65          | 3 | 5       | 1 |
| <b>LOSSES</b>  |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| Dismissal on Disciplinary Grounds  |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| Medical discharge due to harassment or discrimination                        |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| Medical discharge due to service injury.                                     |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| Medical discharge due to other injury or medical condition                   | 6                     |   | 2                   |   | 15   |   | 6        |   | 1                  |   | 17                |   | 44          |   | 19      |   |
| Resignation due to harassment or discrimination                              |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| Poor performance/ efficiency   |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| Resignation to take other employment   | 2                     |   | 2                   |   | 5    |   | 2        |   |                    |   |                   |   | 1           |   | 1       |   |
| Personal/ work commitments   |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| Moving away from catchment area  |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| Hardship caused by DSS regulations   |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| Compulsory/ Voluntary age retirement   | 2                     |   | 6                   |   | 6    |   | 11       |   | 3                  |   | 16                |   | 46          |   | 10      |   |
| Deceased on duty   |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| Deceased off duty  | 1                     |   |                     |   |      |   |          |   |                    |   |                   |   | 1           |   |         |   |
| Other reasons  |                       |   |                     |   |      |   |          |   |                    |   | 2                 |   | 5           | 1 | 1       |   |
| Harassment, bullying or discrimination was (or was believed to be) a factor. |                       |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |
| <b>Total Losses</b>  | 11                    | 0 | 10                  | 0 | 26   | 0 | 19       | 0 | 4                  | 0 | 35                | 0 | 97          | 1 | 31      | 0 |

|        |    | Control Room Personnel |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   |        |   |
|--------|----|------------------------|---|---------------------|---|------|---|----------|---|--------------------|---|-------------------|---|-------------|---|---------|---|--------|---|
| TOTALS |    | Central Scotland       |   | Dumfries & Galloway |   | Fife |   | Grampian |   | Highland & Islands |   | Lothian & Borders |   | Strathclyde |   | Tayside |   | TOTALS |   |
| M      | F  | M                      | F | M                   | F | M    | F | M        | F | M                  | F | M                 | F | M           | F | M       | F | M      | F |
| 161    | 10 |                        | 3 |                     |   |      | 1 |          |   |                    |   |                   |   |             | 4 |         |   | 0      | 8 |
| 12     | 1  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 173    | 11 | 0                      | 3 | 0                   | 0 | 0    | 1 | 0        | 0 | 0                  | 0 | 0                 | 0 | 0           | 4 | 0       | 0 | 0      | 8 |
| 0      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 0      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 0      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 110    | 0  |                        | 1 |                     |   |      |   |          |   |                    |   |                   | 1 |             |   |         |   | 0      | 2 |
| 0      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 0      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 13     | 0  |                        | 1 |                     | 1 |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 2 |
| 0      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 0      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 0      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 100    | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 0      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 2      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 8      | 1  |                        |   |                     |   |      |   |          |   |                    | 1 |                   | 1 |             |   |         |   | 0      | 2 |
| 0      | 0  |                        |   |                     |   |      |   |          |   |                    |   |                   |   |             |   |         |   | 0      | 0 |
| 233    | 1  | 0                      | 2 | 0                   | 1 | 0    | 0 | 0        | 0 | 0                  | 1 | 0                 | 2 | 0           | 0 | 0       | 0 | 0      | 6 |

## Appendix 4

### Summary of Fires and Special Service Incidents Which Have Occurred in 2001-2002

| Fire Brigade          | Primary Fires | Classification of fires by number of pumps used for firefighting purposes: |               |                 |                  |                   |                |
|-----------------------|---------------|--|---------------|-----------------|------------------|-------------------|----------------|
|                       |               | (a)<br>1 pump  | (b)<br>2 pump | (c)<br>3/5 pump | (d)<br>6/10 pump | (e)<br>11/15 pump | (f)<br>Over 15 |
| Central Scotland      | 884           | 822  | 46            | 13              | 3                | 0                 | 0              |
| Dumfries and Galloway | 370           | 153  | 194           | 22              | 1                | 0                 | 0              |
| Fife                  | 1,245         | 564  | 585           | 80              | 5                | 0                 | 0              |
| Grampian              | 1,664         | 1,463  | 150           | 49              | 2                | 0                 | 0              |
| Highland and Islands  | 653           | 312  | 326           | 14              | 0                | 1                 | 0              |
| Lothian and Borders   | 3,733         | 1,320  | 1,601         | 806             | 6                | 0                 | 0              |
| Strathclyde           | 9,629         | 3,373  | 4,857         | 1,366           | 10               | 2                 | 0              |
| Tayside               | 1,611         | 530  | 847           | 234             | 0                | 0                 | 0              |
| <b>Totals</b>         | <b>19,789</b> | <b>8,537</b>   | <b>8,616</b>  | <b>2,584</b>    | <b>27</b>        | <b>3</b>          | <b>0</b>       |

## Appendix 5

### Incidents of Special Activity in 2001-2002

#### Fires and other incidents occurring in Brigades of Special Interest or Activity

| DATE        | ADDRESS  | TYPE  | BRIGADE               |
|-------------|--|---|-----------------------|
| <b>2001</b> |  |   |                       |
| 10-Apr      | 8 St Stephens, Stoney Kirk, Stranraer.         | Dwelling fire - late call out on arrival - 1 Fatality - 83 years.   | Dumfries And Galloway |
| 16-Apr      | T D I Batteries Charles Bowman Drive, Dundee.  | 2 storey factory and offices. Make pump 4, aerials 1. 5 jets, 1 aerial monitor. Fire involving Nickel, Cadmium & Lithium.   | Tayside               |
| 21-Apr      | The Comedy Unit 24 Craigmont Street Glasgow.   | 2 storey building.  | Strathclyde           |
| 14-May      | Borgie Forest, Strathnaver.                    | Forest.   | Highland and Islands  |
| 2-Jun       | Parkgate Nursing Home, Parkgate, Dumfries.     | Fire in main building, 3 storey + basement: 5 pumps, 4 mainjets, 6 BA, water relay 3/4 mile, poor mains supply, 1 firefighter injured/steam scald due to partial roof collapse, building totally destroyed.   | Dumfries And Galloway |
| 2-Jun       | 29 Kilbirnie Street, Glasgow.                  | 2 storey building - cash and carry.   | Strathclyde           |
| 15-Jun      | By the Trinkie, Wick.                          | Retrieve vehicle with 4 fatalities from bottom of cliffs.   | Highland and Islands  |
| 29-Jun      | ABC NACO Europe Ltd, Kirkland Works, Leven.    | Warehouse.  | Fife                  |
| 8-Jul       | Kings Road Primary School, Kings Road, Rosyth. | School.   | Fife                  |
| 28-Aug      | Bellshill Road, Motherwell.                    | 2 storey building - Workshop.   | Strathclyde           |
| 25-Aug      | West Bowling Green Street, Edinburgh.          | Fire adjacent spread to contents of building which contained large quantity of fireworks, which hampered firefighting activities. Also, a gas leak in premises necessitated withdrawal of crews. Building control required to ascertain safety of building. | Lothian and Borders   |

|  | Chimney Fires | Secondary Fires | False Alarms  |                  |              | Special Services | Totals         |
|--|---------------|-----------------|---------------|------------------|--------------|------------------|----------------|
|  |               |                 | Good Intent   | Apparatus Faulty | Malicious    |                  |                |
|  | 79            | 1,732           | 1,388         | 880              | 431          | 375              | 5,769          |
|  | 255           | 389             | 180           | 495              | 89           | 306              | 2,084          |
|  | 105           | 1,886           | 468           | 1,974            | 484          | 700              | 6,862          |
|  | 448           | 1,750           | 530           | 2,326            | 325          | 1,031            | 8,074          |
|  | 936           | 848             | 386           | 1,443            | 287          | 547              | 5,100          |
|  | 272           | 5,828           | 1,453         | 7,944            | 1,298        | 1,892            | 22,420         |
|  | 466           | 19,943          | 9,504         | 12,902           | 4,740        | 4,500            | 61,684         |
|  | 189           | 2,887           | 768           | 3,027            | 502          | 888              | 9,872          |
|  | <b>2,750</b>  | <b>35,263</b>   | <b>14,677</b> | <b>30,991</b>    | <b>8,156</b> | <b>10,239</b>    | <b>121,865</b> |

| DATE        | ADDRESS   | TYPE  | BRIGADE               |
|-------------|---|---|-----------------------|
| 26-Aug      | Orchardton Farm, Garlieston, Whithorn.                    | Farm fire - 400 ton hay; 900 litres diesel destroyed: 4 pumps attended, 4 main jets, 2 hose reel jets, 1 foam branch.   | Dumfries and Galloway |
| 14-Sep      | Mill Brae, Johnstone.                                     | Range of buildings - 1-3 storey.  | Strathclyde           |
| 18-Oct      | Grey Mares Tail, Yarrow valley, Dumfries and Galloway.    | Section 2 F.S. Act assisting Dumfries and Galloway Fire Brigade. Body recovery of hillwalker who had fallen from a height into gorge. Casualty pronounced dead at scene by doctor.  | Lothian and Borders   |
| 24-Oct      | Glasgow University, Bower Building, Main Campus.          | 4 storey building.  | Strathclyde           |
| 8-Nov       | 21 Glen Road, Leswalt, Stranraer.                         | Dwelling fire - late call out - on arrival 1 fatality female age 90.  | Dumfries and Galloway |
| 27-Dec      | Dalshalloch House, William McComb Court, Auchinleck.      | Range of single storey buildings.   | Strathclyde           |
| 31-Dec      | MRS distribution, Whitehills Industrial Estate, Bathgate. | Fire in distribution warehouse 100m x 100m quickly spread causing partial collapse of structure. 9 pumps (1 from Strathclyde) and 2 height appliances in attendance. Exceptionally cold weather caused freezing of run off water. Assisted by WRVS. | Lothian and Borders   |
| <b>2002</b> |   |   |                       |
| 21-Jan      | 411/2 Union Street, Aberdeen.                             | Building Collapse (1 male fatality) Media Interest (Inspectorate and Division advised).   | Grampian              |
| 27-Jan      | Bell Street, Glasgow.                                     | 5 storey retail premises.   | Strathclyde           |
| 22-Feb      | 1159, Argyle Street, Glasgow.                             | 4 storey retail premises.   | Strathclyde           |

## Appendix 6

### Fatalities at Fire Incidents Attended by Brigades During 2001-2002

| Fire Brigade          | Age Groups    |               |                |                |                |               |                  | Location - Building Type, Etc. |               |                 |                      |                      |                     |          |                                  |
|-----------------------|---------------|---------------|----------------|----------------|----------------|---------------|------------------|--------------------------------|---------------|-----------------|----------------------|----------------------|---------------------|----------|----------------------------------|
|                       | Up to 5 Years | 6 to 16 Years | 17 to 40 Years | 41 to 60 Years | 61 to 75 Years | Over 75 Years | Total Fatalities | House                          | Flat in Block | Flat in Terrace | Hotel/Boarding House | Hospital/Home/Hostel | Caravan/Mobile Home | Vehicle  | Industrial Premises Factory etc. |
| Central Scotland      |               |               | 1              | 1              | 1              |               | 3                |                                |               | 3               |                      |                      |                     |          |                                  |
| Dumfries and Galloway |               |               |                |                |                | 2             | 2                | 2                              |               |                 |                      |                      |                     |          |                                  |
| Fife                  |               |               | 2              | 3              | 1              |               | 6                |                                | 2             | 3               |                      |                      |                     |          | 1                                |
| Grampian              | 1             |               | 3              | 4              | 2              | 1             | 11               | 4                              | 1             | 3               |                      | 1                    |                     |          |                                  |
| Highland and Islands  |               |               |                | 1              |                | 2             | 3                | 2                              |               | 1               |                      |                      |                     |          |                                  |
| Lothian and Borders   |               |               | 6              | 4              | 1              | 2             | 13               | 7                              | 4             |                 |                      |                      |                     |          |                                  |
| Strathclyde           | 3             |               | 5              | 11             | 12             | 4             | 36*              | 15                             | 11            | 8               |                      |                      |                     |          |                                  |
| Tayside               | 2             | 2             | 3              |                | 2              | 1             | 10               | 9                              |               | 1               |                      |                      |                     |          |                                  |
| <b>Totals</b>         | <b>6</b>      | <b>2</b>      | <b>20</b>      | <b>24</b>      | <b>19</b>      | <b>12</b>     | <b>84</b>        | <b>39</b>                      | <b>18</b>     | <b>19</b>       | <b>0</b>             | <b>1</b>             | <b>0</b>            | <b>0</b> | <b>1</b>                         |

\* This total includes one woman of unknown age.

## Appendix 7

### Fire Safety Statistics 2001-2002

#### Fire Precautions Act 1971

|               | Total Certifiable Premises | Total Certificates Issued | Total Without Certificates | Premises Inspected | Certificates Issued in Year | Old Certificates in Force | Routine Inspections Carried Out |                   |               |
|---------------|----------------------------|---------------------------|----------------------------|--------------------|-----------------------------|---------------------------|---------------------------------|-------------------|---------------|
|               |                            |                           |                            |                    |                             |                           | Fire Safety Staff               | Operational Staff | Total in Year |
| Hotels        | 4,805                      | 4,628                     | 177                        | 130                | 90                          | 0                         | 2,742                           | 1,283             | 4,025         |
| Factories     | 3,899                      | 3,624                     | 275                        | 152                | 71                          | 2                         | 648                             | 724               | 1,372         |
| Offices       | 11,392                     | 10,585                    | 807                        | 359                | 363                         | 2                         | 2,040                           | 1,508             | 3,548         |
| Shops         | 6,693                      | 5,887                     | 696                        | 291                | 193                         | 1                         | 844                             | 606               | 1,450         |
| Railway Prem. | 22                         | 1                         | 21                         | 0                  | 0                           | 0                         | 0                               | 0                 | 0             |
| <b>Total</b>  | <b>26,811</b>              | <b>24,835</b>             | <b>1,976</b>               | <b>932</b>         | <b>717</b>                  | <b>5</b>                  | <b>6,274</b>                    | <b>4,121</b>      | <b>10,395</b> |

|  |                               |                               |              |               |       | Monthly Summary |     |      |      |        |           |         |          |          |         |          |       |       |
|--|-------------------------------|-------------------------------|--------------|---------------|-------|-----------------|-----|------|------|--------|-----------|---------|----------|----------|---------|----------|-------|-------|
|  | Commercial Premises Shop etc. | Place of Public Entertainment | Outside Area | Miscellaneous | TOTAL | April           | May | June | July | August | September | October | November | December | January | February | March | TOTAL |
|  |                               |                               |              |               | 3     | 1               |     | 1    |      |        |           |         |          |          | 1       |          |       | 3     |
|  |                               |                               |              |               | 2     | 1               |     |      |      |        |           |         | 1        |          |         |          |       | 2     |
|  |                               |                               |              |               | 6     |                 |     |      | 1    | 1      |           |         | 1        | 1        | 1       | 1        |       | 6     |
|  |                               | 2                             |              |               | 11    | 2               | 1   | 2    | 1    | 1      | 2         |         |          |          |         | 1        | 1     | 11    |
|  |                               |                               |              |               | 3     |                 |     |      | 1    |        | 1         | 1       |          |          |         |          |       | 3     |
|  |                               | 2                             |              |               | 13    |                 | 1   | 1    |      | 2      | 1         |         | 3        | 3        |         | 2        |       | 13    |
|  |                               | 1                             |              | 1             | 36    | 3               | 1   | 1    | 1    | 1      | 4         | 3       | 3        | 9        | 4       | 4        | 2     | 36    |
|  |                               |                               |              |               | 10    |                 |     | 1    | 5    | 3      |           |         |          |          | 1       |          |       | 10    |
|  | 0                             | 5                             | 0            | 1             | 84    | 7               | 3   | 6    | 9    | 8      | 8         | 4       | 8        | 13       | 7       | 8        | 3     | 84    |

### Fire Precautions Workplace Regulations (Amended) 1999

| Premise Type    | Fire Safety Staff | Operational Staff | Total  | Plans |
|-----------------|-------------------|-------------------|--------|-------|
| FOR             | 17,931            | 2,905             | 20,836 | 1,865 |
| Residential     | 5,251             | 1,870             | 7,121  | 453   |
| Non-residential | 8,205             | 772               | 8,977  | 873   |

FOR = Factories, Offices and Retail

### Scottish Total for All Inspections

| Premise Type     | Fire Safety Staff | Operational Staff | Total         | Plans        |
|------------------|-------------------|-------------------|---------------|--------------|
| FPA Certificated | 16,960            | 4,922             | 21,882        | 1,548        |
| Workplace        | 31,387            | 5,547             | 36,934        | 3,191        |
| <b>Totals</b>    | <b>48,347</b>     | <b>10,469</b>     | <b>58,816</b> | <b>4,739</b> |

## Appendix 8

### Financial Returns 2001-2002

| Fire Brigade        | Revenue<br>£       | Income<br>£      | Capital<br>£      |
|---------------------|--------------------|------------------|-------------------|
| Central Scotland    | 11,043,000         | 186,000          | 995,000           |
| Dumfries & Galloway | 6,428,000          | 47,000           | 718,000           |
| Fife                | 15,991,000         | 456,000          | 953,000           |
| Grampian            | 17,429,000         | 248,000          | 2,419,000         |
| Highland & Islands  | 11,767,000         | 38,000           | 2,513,000         |
| Lothian & Borders   | 32,598,000         | 786,000          | 3,103,477         |
| Strathclyde         | 93,205,000         | 980,000          | 7,482,000         |
| Tayside             | 19,454,000         | 265,000          | 1,269,000         |
| <b>Total</b>        | <b>207,915,000</b> | <b>3,006,000</b> | <b>19,452,477</b> |

These figures have been calculated using different formulae than in previous years and are therefore not directly comparable.

## Appendix 9

### Annual Report Acronyms

|        |  |
|--------|--|
| BSI    | British Standards Institution  |
| CACFOA | Chief and Assistant Chief Fire Officers' Association                               |
| CBRN   | Chemical, Biological, Radiological and Nuclear materials                           |
| CFBAC  | Central Fire Brigades Advisory Council   |
| COSLA  | Convention of Scottish Local Authorities   |
| CRU    | The Scottish Executive's Central Research Unit                                     |
| CTAC   | Central Training Advisory Committee  |
| DTLR   | Department for Transport, Local Government and the Regions                         |
| FBU    | Fire Brigades Union  |
| FCOp   | Fire Control (FC Operator)   |
| FPA    | Fire Protection Association  |
| FSIG   | Fire Service Implementation Group  |
| GAE    | Grant Aided Expenditure  |
| GFCO   | Group Fire Control (GFC Officer)   |
| HMFSI  | Her Majesty's Fire Service Inspectorate (for Scotland, unless stated otherwise)    |
| HMIC   | Her Majesty's Inspectorate of Constabulary (for Scotland, unless stated otherwise) |
| IPDS   | Integrated Personal Development System   |
| IT     | Information Technology   |
| LGA    | Local Government Association   |
| LFCOp  | (Leading Fire Control (LFC Operator)   |
| ODPM   | Office of the Deputy Prime Minister  |
| PFCO   | Principal Fire Control (PFC Officer)   |
| QFSM   | Queen's Fire Service Medal   |
| SCFBAC | Scottish Central Fire Brigades Advisory Council                                    |
| SFSTS  | Scottish Fire Service Training School  |
| SFCOp  | Senior Fire Control (SFC Operator)   |



## Appendix 10

### Glossary

#### Expressions or words used in the Fire Service that may not be familiar in another context.

|                            |  |
|----------------------------|--|
| Best value                 | A concept 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.                            |
| Confidence Level           | The percentage of fire calls where the speed and number of pumping appliances equalled or exceeded set criteria.   |
| <b>Type of Inspection</b>  |  |
| Principal                  | A comprehensive and detailed inspection held with each brigade every 3 years.  |
| Performance Monitoring     | 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, e.g. fire-raising.   |
| <b>Personnel</b>           |  |
| Establishment              | The agreed number of employees if all positions were filled.   |
| Actual Strength            | The actual number of employees in post during a given period.  |
| <b>Type of firefighter</b> |  |
| Wholetime                  | Someone who is employed full-time as a firefighter.  |
| Retained                   | An individual who has agreed to be on call and is paid a fixed fee for this plus an hourly rate for actual service. He or she is also expected to train for three hours per week in fire-fighting and rescue techniques. |
| Volunteer                  | This kind of firefighter is normally found in more rural areas and is called on less often than a Retained firefighter. He or she will be paid expenses.   |
| Control Room               | Uniformed staff employed in the co-ordination of fire-fighting and other types of emergencies, e.g. road accidents or floods.  |
| Support Staff              | Any other type of non-uniformed staff, e.g. clerical, workshop, mechanic etc.  |



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