



Her Majesty's Fire Service Inspectorate for Scotland

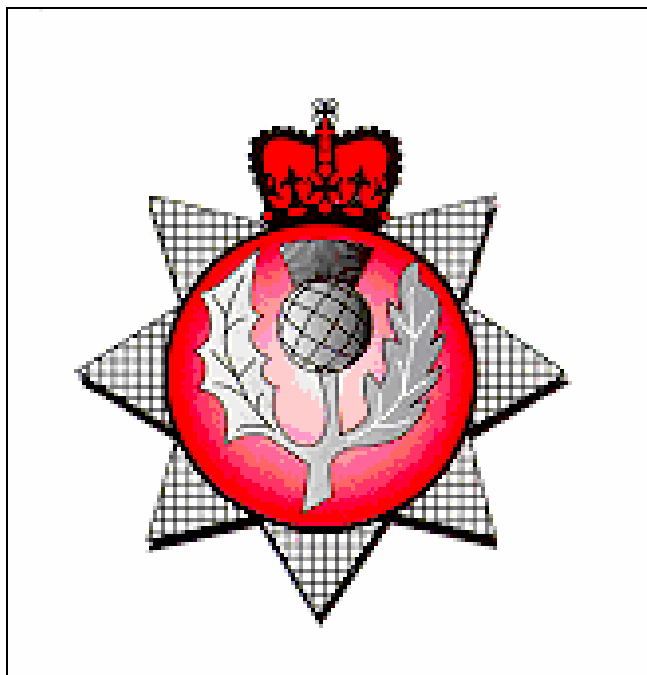


P7 children at Newton Primary School, Dunblane receiving the Golden Helmet Award
(Central Scotland Fire and Rescue Service)

Annual Report 2007 – 2008

Scottish Government Justice and Communities Directorate

Her Majesty's Fire Service Inspectorate for Scotland



Report for 2007-08

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INTRODUCTION

Annual Report of Keith MacGillivray MBE
Chief Inspector

**To: Fergus Ewing MSP
Minister for Community Safety**

Sir

I have the honour to present my Annual Report of the 8 Fire and Rescue Services in Scotland for the financial year 1 April 2007 to 31 March 2008.

Introductory Remarks

1. In August 1950, Angus Wilson His Majesty's Chief Inspector of Fire Services for Scotland presented the first Fire Inspectorate Report for Scotland to the then Secretary of State for Scotland, Hector McNeil MP. Since then 9 Chief Inspectors have followed the same process on an annual basis. It falls to me as the 10th Chief Inspector to present the final report for Her Majesty's Fire Service Inspectorate for Scotland.
2. During 2007 Professor Crerar carried out a review of all scrutiny bodies in Scotland on behalf of the Scottish Government. The results of the review were published in autumn 2007. He was clear in his review that the responsibility for compliance and performance should rest with the service providers. As such it is right that the performance management of the Fire and Rescue Services within Scotland sits best with the local authorities who are responsible for the Services and accountable to the local communities that depend on them. In addition, the Accounts Commission and Audit Scotland have scrutinising duties and powers for fire and rescue authorities and boards, including best value, annual audit and national studies.
3. As a result of the review the Scottish Government announced on 30 January 2008 arrangements to replace the Scottish Fire Service Inspectorate. The new independent advisory unit within Government will place less emphasis on formal front-line inspection.

4. On making the announcement Community Safety Minister Fergus Ewing said:

“We must ensure that Fire and Rescue Services are well managed, safe and fit for purpose and that public money is being used properly.

“Much of this was reflected in the role of the previous Fire Service Inspectorate. However, there was an overlap with the other scrutiny bodies which meant that there was a risk of excessive scrutiny impacting on service delivery.

“The new advisory unit will change the way that Government works with Scotland’s fire and rescue services, in line with the recommendations of Professor Crerar’s scrutiny review.

“I pay tribute to the work of the Inspectorate and the huge contribution it has made over many years to delivering the Fire and Rescue Service we are so proud of today.”

5. The Scottish Government is clear that it needs to employ experienced Fire and Rescue Services staff of necessary calibre and credibility. This will ensure that Ministers and officials have access to in-house advice that is independent, grounded and realistic, and that the Government can continue to provide professional support to Chief Fire Officers and challenge them on professional issues where necessary.

6. The Head of the Scottish Fire and Rescue Advisory Unit (SFRAU) will report to the Director General of Justice and Communities. The Advisory Unit will be a component of Scottish Resilience, the Government’s Fire and Civil Contingencies Support service.

7. The Head of the Unit will be able to give separate, independent advice to Ministers, if deemed necessary, or if Ministers request such advice. The Head of the Unit could be called on to speak publicly in his or her own right, either to give authoritative advice or to explain Government policy.

8. The main focus of the Unit will be on working with the Chief Fire Officers and their staff both supporting and challenging them. The Head of the Unit will help the Scottish Fire and Rescue Services (SFRS) to assess their operational preparedness together with taking an overview on the application of Integrated Risk Management Plans (IRMPs). The Unit will keep under review the way in which SFRS are implementing the Civil Contingencies Act in collaboration with other agencies. The Unit will continue to provide technical guidance for Fire and Rescue Services (FRS), liaise with their opposite number throughout the UK and liaise with other stakeholders and Audit Scotland.

9. Pending the appointment of the Head of Unit, Keith MacGillivray, currently on secondment to the Scottish Fire Service Inspectorate from Strathclyde Fire and Rescue Service, will assist with the practical arrangements for setting it up and will act as interim Head of Unit.

10. Looking back at Angus Wilson's Report many of the challenges that faced the Fire Services of the 1940's and 50's are as current today as they were then. At that time Scotland had reduced from 200 local brigades to 11 Fire Services of sufficient size to be economic and efficient, the current 8 Services in Scotland continually review their provisions to ensure they deliver efficient, effective and economic delivery of rescue and preventative services.

11. In 1950 it was recognised that administrative boundaries must not interfere with the provision and delivery of emergency services. This remains the ideal which SFRS continue to work in collaboration and partnership to achieve. The Services work across local, regional and national boundaries to achieve high levels of resilience.

12. Sadly, Mr Wilson reports on the appalling loss of life due to fire in 1950 with 76 persons losing their lives as a direct consequence of fire, including the tragic loss of 13 lives at a fire in the premises of Grafton's Ltd in Glasgow on 4 May 1949. I too have to report that the loss of life due to fire has again returned to an unacceptably high level of 73 lives lost, from an all time low last year of 45 lives lost.

13. It is extremely sad to report the loss of life of 3 Firefighters in the course of their respective duties across Scotland. Firefighter Tom Brown of Strathclyde Fire and Rescue suffered a fatal heart attack while attending a house fire in Ayrshire in May 2007. Firefighter Gary Telfer of Dumfries and Galloway Fire and Rescue Service also suffered a fatal heart attack while attending a car fire in Dumfriesshire. Firefighter John Noble of Central Scotland Fire and Rescue Service was tragically killed on route to a fire call in Tillicoultry in January 2008 when the fire appliance in which he was travelling was involved in a road traffic collision. Our thoughts and condolences go out to the families of all these dedicated Firefighters who so tragically gave their lives in the course of their duties to safeguard the public of Scotland.



Hello - Goodbye

14. As reported last year, following a review of the Retained Duty System (RDS), funding was made available to appoint an Assistant Inspector with specific responsibility for increasing the awareness of this duty system and to work with all stakeholders to actively promote the system. Jim Smith, Watch Manager at Cumnock Fire Station with Strathclyde Fire and Rescue Service was appointed to the post. Andrew Shuttleworth was appointed as an Assistant Inspector responsible for IRMP and Performance Management. Andrew is also on secondment from Strathclyde Fire and Rescue where he is a Brigade Manager.

15. Assistant Inspectors Brendan McCaffrey and Andrew Harrison who had been with the Inspectorate for 3 and 5 years respectively, retired and Her Majesty's Chief Inspector of Fire Services (HMCIFS) Jeff Ord who led the Inspectorate for almost 4 years moved on to new challenges in the private sector.

16. I wish all of them well and thank them for their enthusiasm, motivation and application throughout their time with the Inspectorate.

Staff in Post

| | | | |
|--|---|--|--|
| |  | | <p>Keith MacGillivray Interim Chief Advisor</p> |
| |  | | <p>Andrew Shuttleworth IRMP and Performance Management Advisor</p> |
| |  | | <p>Graham Goodall Enforcement Officer (Crown Premises)</p> |
| |  | | <p>John Milligan Enforcement Officer (Crown Premises)</p> |
| |  | | <p>Brian McKenzie Fire Safety Advisor</p> |
| |  | | <p>Angela Webb Diversity/Workplace Culture Advisor</p> |
| |  | | <p>Jim Smith Retained Duty System Advisor</p> |
| |  | | <p>Dorothy Edwardson Personal Secretary/Office Manager</p> |
| |  | | <p>Lynn Murray Business Support</p> |

CHIEF FIRE OFFICERS FOR SCOTLAND

During the reporting period the following Chief Fire Officers were in Post:

| | |
|------------------------------|--|
| Central Scotland | Steven Torrie QFSM BSc |
| Dumfries and Galloway | David Wynne QFSM MBA DMS MIFireE |
| Fife Fire and Rescue Service | Daniel O'Donnell QFSM MA MSc |
| Grampian | David Dalziel QFSM MA |
| Highland and Islands | Brian Murray QFSM BA(Hons) MA MIFireE |
| Lothian and Borders | Brian Allaway QFSM MIFireE |
| Strathclyde | Brian Sweeney QFSM D.Univ MA |
| Tayside | Stephen Hunter QFSM BSc MBA MCGI FIFireE |

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

Honours and Awards

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

Birthday Honours 2007

QFSM Gale Coates, Retained Watch Manager, Lothian and Borders Fire and Rescue Service

Andrew Shuttleworth, Assistant Chief Officer, Strathclyde Fire and Rescue

Forbes Catto, Deputy Chief Officer, Fife Fire and Rescue Service

MBE Gordon McKenzie, Group Manager, Tayside Fire and Rescue

New Year Honours 2008

QFSM John Russell, Area Manager, Strathclyde Fire and Rescue

Anthony Wood, Deputy Chief Officer, Highlands and Islands Fire and Rescue Service

Long Service and Good Conduct Medal

19. The Fire Brigade Long Service and Good Conduct Medal was awarded to 264 members of the Scottish Fire and Rescue Service between 1 April 2007 and 31 March 2008.

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

21. I commend the professionalism of all personnel involved in the terrorist incident at Glasgow Airport on 30 July 2007. The teamwork, bravery and dedication of all personnel from their respective agencies together with civilians involved, shows a tremendous selflessness and public spirited attitude which prevented the outcome of the incident being considerably more serious than it was.



Bravery Awards for Glasgow Airport Incident Firefighters

Fire Authorities in Scotland



Crown Premises

22. Where the Crown has duties under the Fire (Scotland) Act 2005, the Chief Inspector of Fire and Rescue Authorities (rather than the local fire and rescue authority) is responsible for enforcing statutory fire safety measures. An exception is made for premises used for the purposes of the armed forces of the Crown where the enforcing authority is usually the Defence Fire and Rescue Service.

23. Despite the abolition of HM Fire Service Inspectorate in February 2008 the Chief Inspector of Fire and Rescue Authorities remains an enforcing authority under the 2005 Act. To fulfil this statutory duty the Head of the new Scottish Fire and Rescue Advisory Unit will also hold the title of Chief Inspector of Fire and Rescue Authorities.

24. Day to day enforcement work continues to be carried out by two enforcement officers, Graham Goodall and John Milligan. These officers are appointed by the Chief Inspector and are given wide ranging enforcement powers to enable them to carry out this task. Operational independence between this statutory activity and the general work of the Scottish Fire and Rescue Advisory Unit is maintained although for administrative purposes the enforcement officers are accommodated within the Advisory Unit.

25. There are approximately 1,000 premises in Scotland subject to these enforcement arrangements. They include traditional government office buildings together with a diverse range of other building types including prisons, courts and tribunals, forestry buildings, customs and immigration facilities, coastguard premises, research laboratories and archives.

26. During the year enforcement officers carried out 239 fire safety audits resulting in 184 written reports. Some 57 further visits were made for other specific purposes and 136 requests for advice or consultation were answered. One enforcement notice and one alterations notice were issued during the year. An 'enforcement notice' requires specific remedial work to be undertaken within a defined period in order to secure compliance with the legislation. An 'alterations notice' requires the recipient to inform the enforcing authority before making specified changes to the premises.

27. During the year consultation has continued with Building Standards Division (now part of the Scottish Government's Directorate for the Built Environment) regarding the proposal to remove Crown immunity from Scottish Building Regulations. This will close an existing anomaly whereby the Crown is legally required to comply with fire safety legislation but not with the associated building standards concerning safety from fire. This long heralded change to the legislation is welcomed and follows the recent removal of Crown immunity from planning legislation

Operational Assessment

Operational Assessment of Service Delivery

28. Following the Review of Service Reform in Scottish Fire and Rescue Authorities (SFRA) carried out by Audit Scotland in 2006 and published in March 2007, a request was received from a number of Chief Officers for Her Majesty's Inspectorate to carry out a series of inspections into the operational performance of Scottish Fire and Rescue Services (SFRS).

29. Further to this request, the Scottish Fire and Rescue Advisory Unit (SFRAU) and the Chief Fire Officers' Association (Scotland) CFOA(S) entered into a partnership whereby, following self-assessment by Fire and Rescue Authorities (FRAs), SFRAU lead teams of serving FRS officers, having appropriate experience and training, in carrying out operational assessment of service delivery throughout SFRAs.

Consultation period

30. A 10 week consultation period on the process was run from 19 October 2007 to 21 December 2007, giving stakeholders an opportunity to comment on the draft guidance and toolkit. Comments were welcomed, not only on the overall process but also on specific issues or difficulties experienced in carrying out self-assessments using the draft template. Services were also given the opportunity, at an early stage, to share good practice.

31. Draft guidance and a self-assessment toolkit were developed and training provided for assessment team members.

The Operational Assessment Process

32. The operational assessment process comprises 2 distinct elements – self-assessment followed by assessment by selected teams.

33. The self-assessment entailed each FRA completing a self-assessment template to enable them to establish areas of strength and those where additional development is required, based on an objective assessment process supported by evidence. This is followed by a visit to the Service by an assessment team comprising selected members of other fire services led by a member from SFRAU.

34. The system is based on that used for the operational assessment of service delivery for English FRAs during 2006, suitably modified for the Scottish Fire and Rescue Service and placing a strong emphasis on individual safety of firefighters at emergency incidents.

35. Four Key Lines of Enquiry have been used for the assessment covering:

- Risk analysis;
- Operational preparedness;
- Incident support; and
- Emergency response.

36. During March 2008 the initial field work was carried out in Tayside Fire and Rescue Service as a pre-cursor to assessments of all 8 Scottish Fire and Rescue Services (SFRS). In each case the teams comprise suitably experienced and trained personnel from FRSs, other than that being assessed, with SFRAU giving an overview and ensuring consistency and objectivity.

37. Assessments will cover a 4 week period for each Service and involve:

- Evaluation of self-assessment and evidence (2 weeks);
- Field work (1 week);
- Preparation of report (1 week).

38. It is considered that significant benefits will be realised for FRAs through this process enabling authorities to identify areas of strength and those for development and assisting in the development of service improvement plans

39. Individual reports will be produced for each FRA during 2008-2009 together with a composite report covering the Service across Scotland.

Equality & Diversity

40. The Services continue to improve their practices and policies relating to Equality. All Services have the relevant Equality Schemes in place with associated action plans. Equality Impact Assessments are being produced although to varying degrees. A number of training sessions have taken place within some of the Services to further improve this area of work.

41. For those Services who recruited staff during this period, all undertook some form of Positive Action programme to encourage applications from under-represented groups. There is still some work to be done regarding the education of potential employees from minority communities regarding what a job in the Fire and Rescue Service actually means. Some misunderstanding regarding the nature of the job still exists with certain groups. Services continue, through community planning arrangements, to engage with hard to reach and minority groups on Community Fire Safety issues which will assist in this awareness raising.

42. During the next financial year a situational assessment of the impact of equality legislation on the Fire and Rescue Service will take place.

**Diversity Profile of Scottish Fire and Rescue Services, All Sectors,
2001-02 to 2007-08**

| | | | Male Ethnic Minority | Female Ethnic Minority | Male Not Known | Female Not Known |
|----------------|-------------|---------------|-------------------------|---------------------------|-------------------|---------------------|
| | Male White | Female White | | | | |
| 2001-02 | 8361 | 933 | 12 | 3 | | |
| 2002-03 | 8263 | 966 | 18 | 4 | | |
| 2003-04 | 8401 | 920 | 23 | 6 | | |
| 2004-05 | 8185 | 966 | 18 | 4 | | |
| 2005-06 | 8059 | 1048 | 37 | 7 | | |
| 2006-07 | 8202 | 1135 | 36 | 12 | | |
| 2007-08 | 8134 | 1175.5 | 39 | 12 | 1626* | 145* |

* Male/Female Unknown Figures included in first 2 columns

Diversity Profile of Scottish Fire and Rescue Services by Sector 2007-08

| | | | Male Ethnic Minority | Female Ethnic Minority | Male Not Known | Female Not Known |
|---------------------|------------|--------------|-------------------------|---------------------------|-------------------|---------------------|
| | Male White | Female White | | | | |
| Wholetime | 3470 | 116 | 28 | 1 | 852 | 10 |
| Retained | 2368 | 146 | 6 | 2 | 574 | 17 |
| Volunteer | 284 | 42 | 1 | 1 | 141 | 23 |
| Control Room | 23 | 182 | 1 | 0 | 2 | 20 |
| Support | 363 | 544.5 | 3 | 8 | 57 | 75 |

Retained Duty System

43. Retained Duty System (RDS) personnel form a large percentage of the Scottish FRS workforce and through individual commitment plus support from their Primary Employers, provide at least 90% of the land mass fire cover for Scotland.

44. Under Scottish Resilience and SFRAU the Scottish Government appointed an Advisor to encourage FRS to address a number of recommendations supported by CFOA(S) to further develop the needs of this highly valuable Duty System.

45. The Advisor has been working closely with FRS appointed Liaison Officers to encourage the sharing of best practice and record progress on individual subject matters.

46. A firefighter is a firefighter however delivering the individual needs on differing Duty Systems is challenging and will require some specific focus for a period of time, this appointment is intended to demonstrate the Government's commitment to this project.

Fire Safety

47. The new fire safety legislation in the Fire (Scotland) Act 2005 which was introduced in 2006 was still going through a bedding-in period. Fire and Rescue Services (FRS) carried out enforcement activity and continued to develop their policies and procedures for enforcement of the legislation. A pleasing feature of this was the amount of collaboration which took place between the Services in Scotland and this will assist with consistency of enforcement. A total of 57 Fire Safety Enforcement notices were issued by Fire and Rescue Services during the period 1 April 2007 to 31 March 2008.

48. The Scottish Government issued further practical fire safety guidance documents in its series of sector specific guides aimed at assisting persons who have compliance obligations under the new legislation. These guides were all made available on the firelaw website (www.infoscotland.com/firelaw)

49. Other information was added to the firelaw website to provide a unique resource for information on fire safety legislation, this included specimen fire safety risk assessments which were developed in conjunction with the Scottish Centre for Healthy Working Lives.

50. The Scottish Government also made changes to its home fire safety website (www.dontgivefireahome.com). This website was totally redesigned to incorporate upgraded features.

51. A series of workshops was delivered by the Fire Protection Association (FPA) on behalf of the Scottish Government. These workshops ran as a project under the Scottish Action Plan on Health and Safety. They were held throughout Scotland and were targeted at small businesses and the voluntary sector.

52. During the year, the Scottish Building Standards Agency commenced a review of the fire sections of the technical handbooks. The handbooks contain ways of complying with building regulations.

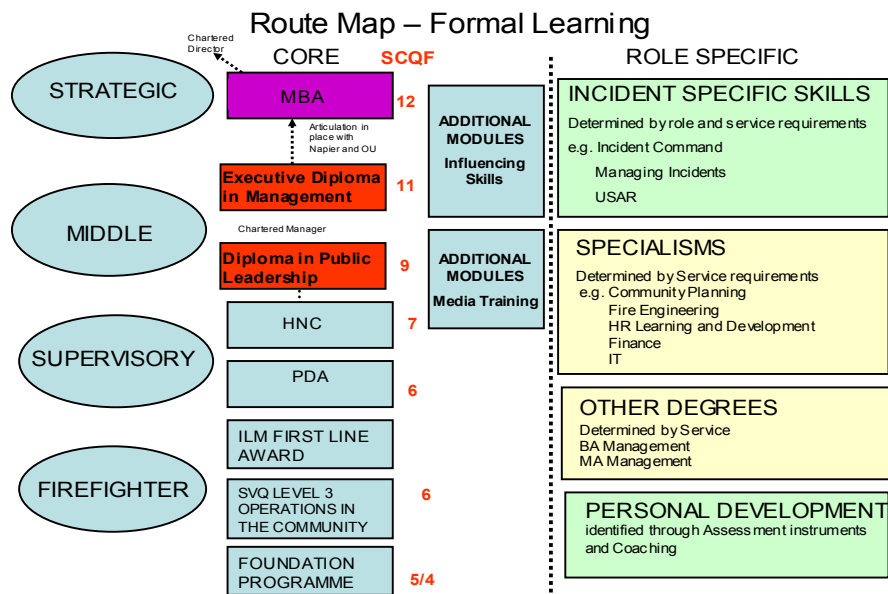
INTEGRATED PERSONAL DEVELOPMENT SYSTEM (IPDS)

The Scottish Fire Services College

53. The Scottish Fire Services College (SFSC) continues to act in a central supporting role to the Scottish Fire and Rescue Services (SFRS), not only in terms of the delivery of development programmes, but also in an advisory capacity for the development of materials and quality assurance of content and supporting systems. In 2007/08, the SFSC continued its work in partnership with the Chief Fire Officers Association in Scotland (CFOA(S)) to deliver against the shared objectives set out in the Learning and Development Strategy. The document can be downloaded by clicking on the following link:

<http://www.scottish-fireservicescollege.org/SFSCFront/pdf/ScottishLearningDevelopmentStrategy.pdf>

54. Building on work undertaken during 2006/07, the SFSC worked with Services to fully implement the Leadership and Management Pathway. The Pathway is built from a series of interlinked leadership and management development opportunities. These development opportunities include qualifications, practical work-based learning (for example media training) and joint development opportunities with other parts of the public sector. From Trainee Firefighter through to Principal Officer a model for core development in management and leadership, including those relating to the management of emergency incidents continues to develop. In direct partnership with CFOA(S), the SFSC has secured either bespoke delivery solutions or access to existing programmes within the Scottish Further and Higher Education sectors.



The Firefighter Foundation Programme

55. The Firefighter Foundation Programme (FFP) consists of 8 modules delivered over a period of 12 weeks. Levelled at 3 on the Scottish Credit and Qualifications Framework (SCQF), this programme is a prerequisite for all who enter the SFRS in the role of Wholetime Firefighter and is accessible to all Retained Firefighters on a modular basis as requested by their particular Service. All Wholetime Firefighters are enrolled at the SFSC for the UK nationally recognised Scottish and National Vocational Qualification (SNVQ) – 'Operations in the Community'. On graduating from the SFSC, Trainees return to their Service with an electronic portfolio on the Scottish Personal Development Record System (SPDRS). Evidence of their development is accrued in the workplace over an average period of between 2½ to 3 years before they secure the final SNVQ award. To date a total of 369 Firefighters have secured the SNVQ with 543 currently working towards this outcome.

Supervisory Manager Programme

56. The current delivery of the Supervisory Manager Programme (SMP) continues to produce positive outcomes. In intakes in August 2007, 87 students were enrolled for the Personal Development Award (PDA - Crew Manager) and 73 for the Higher National Certificate (HNC - Watch Manager). The figures in February 2008 were also heartening with 86 enrolling for the PDA and 58 for the HNC. To date a total of 267 students have secured the PDA and 84 have graduated with an HNC.

57. The Managing Incidents Module is now delivered at the SFSC in partnership with SFRS and consists of elements of development and assessment of the skills associated with the safe and competent management of incidents. Using a total of 14 realistic scenarios, the resources and incident ground simulations at the SFSC have proved to be invaluable. The Head of Programme Delivery at the SFSC is currently working with the Scottish Qualifications Authority (SQA) on the integration of this module into a recognised Unit of both the PDA and HNC, the outcome of which will be to secure third party quality assurance for the delivery and assessment processes.

Fire Safety Development Programmes

58. Fire Safety Development Programmes provide training for fire and rescue personnel aspiring to be legislative fire safety practitioners within their respective organisations. The programme consists of 3 x 3 week modules and has recently been amended as a response to the changes in fire safety legislation. The programme has 2 start dates in the year, for each of the modules, to meet the demand from of the FRS.

59. The modules are designed to provide students with the necessary understanding of fire safety legislation and enforcement, the supporting sector specific guidance documents, the principles and methodology of fire risk assessment and the Scottish Building Standards. The programme continues to be supported by subject experts from various organisations, including the Fire Service College in Moreton-in-Marsh, Historic Scotland, the Scottish Prison Service and the Scottish Building Standards Agency.

Community Planning and Safety Partnership Working Programme

60. The Community Planning Community Safety (CPCS) Partnership Working programme was first delivered in February 2006. Since then there have been a further 2 programmes run at the SFSC in March/April 2008. Funding for the programme is provided via the Community Safety & Antisocial Behaviour Branch of the Scottish Government Justice and Communities Directorate.

61. The one week course was delivered for SFRS Group Managers, newly appointed SFRS Area Managers as well as Strategic Managers from partner organisations and their staff directly involved in CPCS partnerships.

62. In collaboration with CFOA(S) and the Community Fire Safety (CFS) Forum, a community safety skills review is being undertaken in order to identify all of the skills required to perform community safety duties across all roles in the SFRS. The CPCS programme has been recognised as an important element of this and its content and duration will now be considered as part of this review.

Scottish Fire Services College Web-site

63. Over recent years the SFSC has placed a particular emphasis on the development of electronic based initiatives for the delivery and recording of learning and development for the SFRS. The creation of a Learning Content Management System (LCMS) supports the hosting of e-learning modules and the Firefighter Development Programme (FDP) which are accessible to all within the SFRS.

64. Both the LCMS and a new College Management System (CMS), for the allocation of development programmes and associated resources, were fully launched during 2006/07.

Personal Development Records

65. Unique to the whole of SFRS is the provision of a centrally supported Personal Development Record System (PDRS).

66. The system continues to evolve with the intention that all personnel will become registered users. However, a decision to hold the system at an application point for Firefighter, Crew Manager and Watch Manager was taken in order to assess the implications of the CFOA(S) Career & Contribution paper, and enable a full strategic review of the system to take place. The aim of this review is to produce a prioritised 5 year strategic development plan for the PDRS, prioritising and detailing the systematic development of the PDRS between 2008 and 2013. This strategic plan will be produced and enacted during 2008/09.

Quality Assurance of the Career and Contribution Framework

67. An outcome of the CFOA(S) Career & Contribution paper was a request to the Director of Fire Service Training for the development and application of a quality assurance framework for Assessment and Development Centres (ADCs) and Workplace Appraisal.

68. The Learning and Development Manager at the SFSC undertook these tasks, through the appointment of expert consultancy and close working with the Scottish ADC Practitioners Forum. The Quality Assurance Framework, which forms the underpinning standards against which ADCs are Quality Assured, and the associated quality assurance procedures were fully and successfully piloted during 2007/08. Final drafting of these documents and processes will be carried out during 2008/09. A UK-wide project, to explore how quality assurance can support the transferability of ADC outcomes between Services, was also initiated by the SFSC during 2007/08.

69. The Learning and Development Manager at the SFSC has also procured expert consultancy support to carry out the quality assurance of workplace appraisal.

The processes for quality assuring workplace appraisal have been drafted and, in principle, agreement from CFOA(S) secured. Piloting of these processes and full roll-out is expected to take place during 2008, once workplace appraisal has been put into place by Services.

Scottish Wildfire Forum

70. The Scottish Wildfire Forum (SWF) continues to meet on a regular basis under the Chairmanship of Tony Wood, Deputy Chief Officer, Highlands & Islands Fire and Rescue Service on behalf of CFOA(S). There has been considerable consultation on the role and effect of the Forum and how it can more effectively promote the formation of rural fire partnerships.

71. On a risk-based approach the likelihood of Scotland having a devastating wildfire season increases year on year, this would be particularly hard-hitting for both land managers and tourism alike. Therefore clear prevention and intervention strategies need to be put in place. In order to do this there needs to be clear partnership work involving all Government agencies together with countryside Non-Governmental Organisations (NGOs).

72. Worldwide we can see the devastating effect of wildfire. Unfortunately when we have a poor weather in Scotland people lose interest in the likelihood of major wildfires occurring when in fact the likelihood increases with the increase of growth of the fuels.



STRATEGIC ISSUES FOR THE FIRE AND RESCUE SERVICES

ATTACKS ON FIRE SERVICE PERSONNEL

73. Attacks on Fire Service personnel continue to receive high media attention, as it mirrors the public's disgust and disappointment that people would attack emergency service personnel when they are trying to deliver a humanitarian service to the public.

74. There have been a number of well publicised initiatives carried out across Scotland by the FRS, together with their local partners, including Police Forces, who have also provided significant assistance to personnel when attacks do take place.

75. In 2007, Strathclyde Fire and Rescue began Scotland's first Firefighter Apprenticeship Scheme employing 20 young firefighters. Part of their role will be attempting to engage with communities where attacks on Firefighters are high and attempt to reduce these appalling incidents.

76. The overall number of attacks has reduced to 228 from 316 on operational personnel; however it is disappointing to note that 3 Services have experienced an increase in attacks.

Attacks on Scottish Fire and Rescue Service Personnel: 2007-08

OPERATIONAL PERSONNEL

| Fire and Rescue Service | Verbal | Physical (armed) | Physical (unarmed) | Missile | Other | TOTAL |
|-------------------------|-----------|------------------|--------------------|------------|-----------|------------|
| Central Scotland | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries & Galloway | 1 | 0 | 0 | 1 | 0 | 2 |
| Fife | 5 | 1 | 0 | 13 | 0 | 19 |
| Grampian | 5 | 0 | 3 | 9 | 0 | 17 |
| Highland & Islands | 4 | 0 | 0 | 0 | 0 | 4 |
| Lothian & Borders | 13 | 2 | 2 | 32 | 1 | 50 |
| Strathclyde | 16 | 4 | 6 | 53 | 31 | 110 |
| Tayside | 21 | 0 | 0 | 5 | 0 | 26 |
| TOTAL | 65 | 7 | 11 | 113 | 32 | 228 |

Attacks on Scottish Fire and Rescue Service Personnel: 2003-04 to 2007-08

| Year | Verbal | Physical (armed) | Physical (unarmed) | Missile | Other | TOTAL |
|---------|--------|------------------|--------------------|---------|-------|-------|
| 2003-04 | 109 | 12 | 21 | 189 | 58 | 389 |
| 2004-05 | 48 | 4 | 5 | 157 | 12 | 226 |
| 2005-06 | 82 | 18 | 21 | 191 | 12 | 324 |
| 2006-07 | 84 | 11 | 28 | 179 | 14 | 316 |
| 2007-08 | 65 | 7 | 11 | 113 | 32 | 228 |

77. There has also been an increasing number of attacks on support personnel while carrying out their duties.

NON-OPERATIONAL PERSONNEL

| Fire and Rescue Service | Verbal | Physical (armed) | Physical (unarmed) | Missile | Other | TOTAL |
|-------------------------|-----------|------------------|--------------------|----------|-----------|-----------|
| Central Scotland | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries & Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland & Islands | 3 | 0 | 0 | 0 | 0 | 3 |
| Lothian & Borders | 3 | 0 | 1 | 0 | 0 | 4 |
| Strathclyde | 8 | 1 | 2 | 8 | 21 | 40 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 14 | 1 | 3 | 8 | 21 | 47 |

HEALTH AND SAFETY TRENDS

78. This year's figures show a reversal of last year's, with the number of accidents declining significantly and the number of near misses increasing. However, this is against a backdrop of increasing concern at the number of Firefighter deaths occurring in the line of duty. As I reported earlier, Scotland was no exception to this trend with the tragic loss of 3 Firefighters while carrying out their operational duties. This was the single greatest loss of life for Firefighters in Scotland since the 1970's.

Accident Statistics in Scottish Fire and Rescue Services 2001-02 to 2007-08

| Year | Number of Accidents | Number of Near Misses |
|---------|---------------------|-----------------------|
| 2001-02 | 907 | 254 |
| 2002-03 | 760 | 343 |
| 2003-04 | 884 | 525 |
| 2004-05 | 830 | 480 |
| 2005-06 | 601 | 457 |
| 2006-07 | 668 | 419 |
| 2007-08 | 629 | 529 |

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

MANAGING ATTENDANCE

79. The number of days lost due to sickness absence continues to fall, with an all time low of 33,923 days lost for the Scottish Fire Service an average of 7.58 days per wholtime operational employee.

80. There continues to be significant variations in the rate between Services, however the overall trend is downwards. The same cannot be reported for levels of absence within Fire Control Rooms where the trend is again upwards having reached a low of 7.54 in 2005/06. The figure has returned to 12.66 days per person this year.

81. The number of medical retirements in Fire and Rescue Services continues to fall, in particular, those related to service injuries with most Services reporting none.

Average Sickness Absence 2007-08

| | Wholetime Operational | | | Control Room | | |
|---------------------|----------------------------|-------------|-----------------------------------|----------------------------|------------|-----------------------------------|
| | Number of Shifts/Days Lost | Strength | Shifts/Days Lost per Staff Member | Number of Shifts/Days Lost | Strength | Shifts/Days Lost per Staff Member |
| Central Scotland | 1058 | 244 | 4.34 | 157 | 17 | 9.24 |
| Dumfries & Galloway | 561 | 103 | 5.45 | 180 | 17 | 10.56 |
| Fife | 2618 | 389 | 6.73 | 163 | 21 | 7.76 |
| Grampian | 3012 | 326 | 9.24 | 127 | 30 | 4.23 |
| Highland & Islands | 1012 | 134 | 7.55 | 138 | 18 | 7.67 |
| Lothian & Borders | 5078 | 747 | 6.80 | 386 | 34 | 11.35 |
| Strathclyde | 17941 | 2127 | 8.43 | 1321 | 72 | 18.35 |
| Tayside | 2644 | 407 | 6.50 | 414 | 19 | 21.79 |
| SCOTLAND | 33924 | 4477 | 7.58 | 2886 | 228 | 12.66 |

Average Sickness Absence 2003-04 - 2007-08

| | Wholetime Operational | | | | Control Room | | | |
|----------------|----------------------------|-------------|-----------------------------------|---------------------------------------|----------------------------|------------|-----------------------------------|---------------------------------------|
| | Number of Shifts/Days Lost | Strength | Shifts/Days Lost per Staff Member | % increase/decrease from year to year | Number of Shifts/Days Lost | Strength | Shifts/Days Lost per Staff Member | % increase/decrease from year to year |
| 2003-04 | 39144 | 4577 | 8.55 | | 3203 | 224 | 14.30 | |
| 2004-05 | 44489 | 4527 | 9.83 | 15% | 3037 | 205 | 14.81 | 4% |
| 2005-06 | 40074 | 4562 | 8.78 | -11% | 1682 | 223 | 7.54 | -49% |
| 2006-07 | 38110 | 4517 | 8.44 | -4% | 2341 | 225 | 10.40 | 38% |
| 2007-08 | 33923 | 4477 | 7.58 | -10% | 2885.9 | 228 | 12.66 | 22% |

GENERAL STATISTICS

PERSONNEL AND OPERATIONS

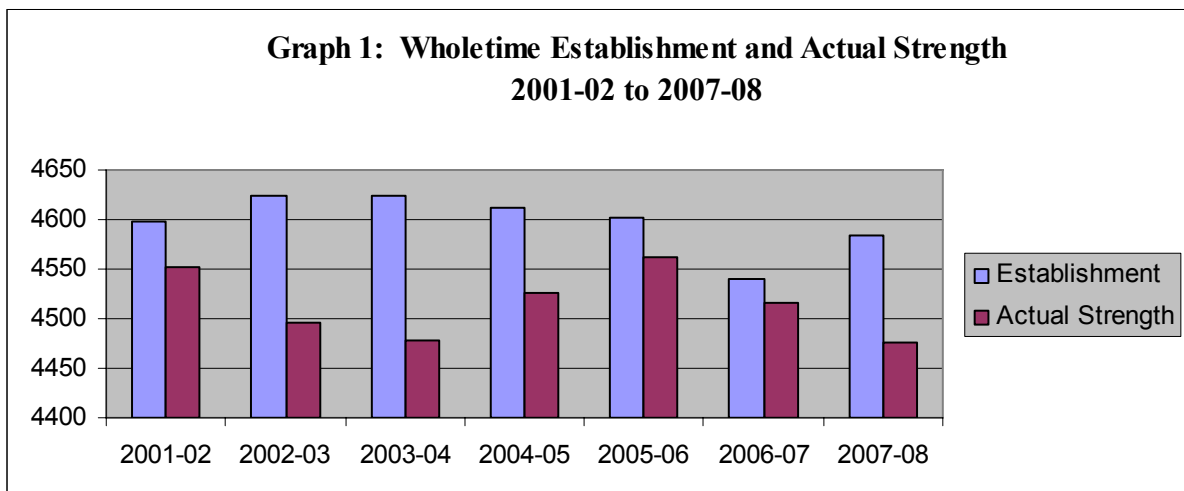
Establishments and Strengths

82. The establishments and actual strengths of Scottish Fire and Rescue Services are given in Appendix 2 of this report. (Please note the requirement for a ministerial approved establishment figure ceased as at 31 March 2005).

Wholetime Personnel (Operational)

83. The actual strength of wholetime personnel (ie number of personnel actually in post as at 31 March 2008 was 4477; a reduction of 40 on the previous year.

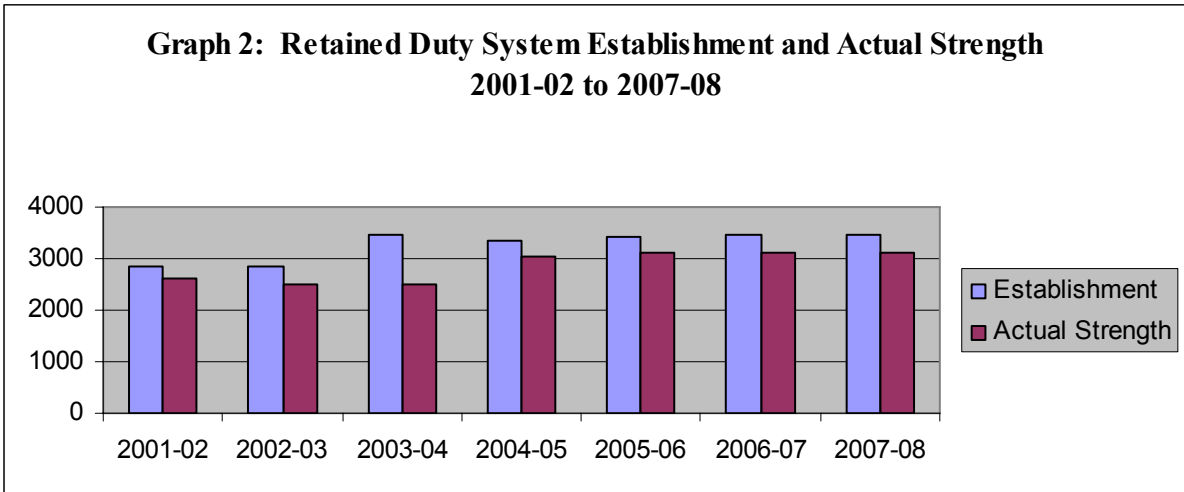
Wholetime Establishment and Actual Strength from 2001-02 to 2007-08
(Establishment as at 31 March 2005)



Retained Duty System Personnel

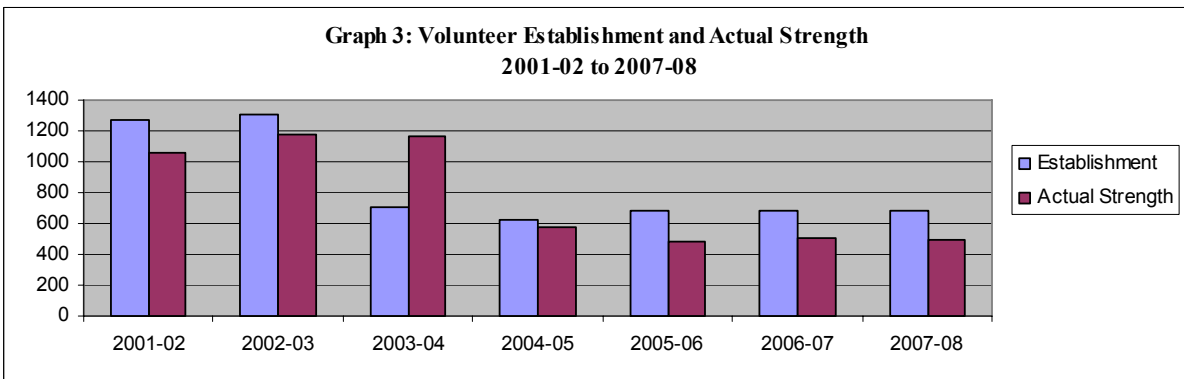
84. The figures relating to the establishment and actual strength in the Retained Duty System sector of the Service for the years 2001-02 to 2007-08 is shown below.

85. The actual number of Retained Duty System personnel in post in Scotland during 2007-08 was 3113; a reduction of 3 on the previous year.



Volunteer Personnel

86. Details of the establishment and actual strength of the volunteer sector of the Service for the years 2001-02 and 2007-08 are shown below.



87. The actual number of volunteers in post in Scotland during 2007-08 was 492; a reduction of 12.

Control Room Staff

88. In 2007-08, the actual number of Control Room staff in post was 228, an increase of 3 from the previous year.

Service Support Staff

89. The total number of Service support staff in post in 2007-08 was 1050.5, an increase of 27.5 personnel.

Operational Activity

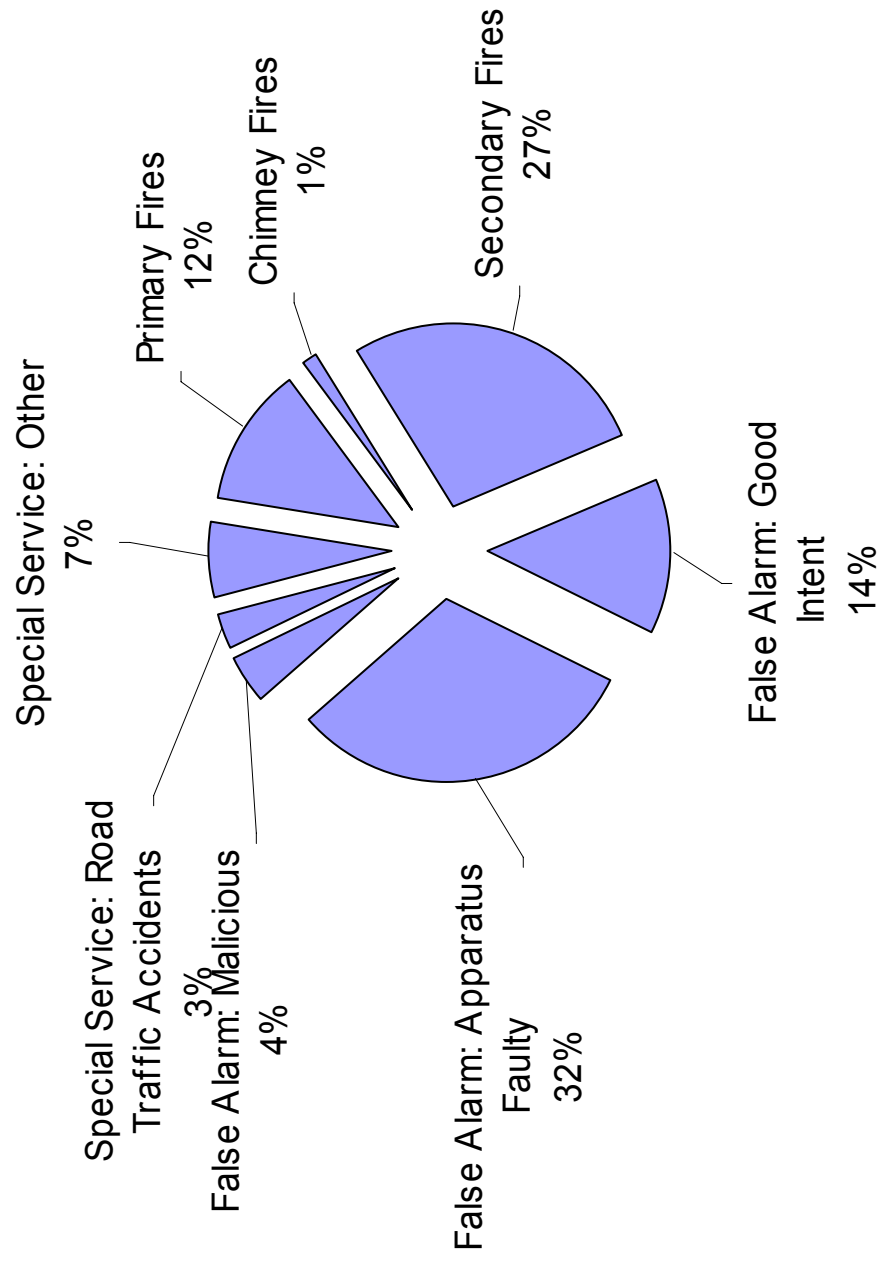
90. Operational activity has decreased this year by 3%.

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

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

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

Incidents Attended by all Services 2007/2008



Fatal Fire Incidents in Dwellings

Summary of Fatal Fire Incidents in Dwellings

| Category | 2006-07 | | 2007-08 | |
|--|---------------------|---------------------|---------------------|---------------------|
| | Number of incidents | Percentage of total | Number of incidents | Percentage of total |
| Starting Locations of Fires | | | | |
| Living room | 17 | 44% | 21 | 36.2% |
| Kitchen | 10 | 26% | 16 | 27.6% |
| Bedroom | 5 | 13% | 12 | 20.7% |
| Other / Unknown | 7 | 18% | 9 | 15.5% |
| TOTAL | 39 | 100.0% | 58 | 100.0% |
| Causes of Fires | | | | |
| Smoking materials: Lighters, matches, cigarettes, etc. | 13 | 33% | 26 | 44.8% |
| Cooking incidents | 8 | 21% | 12 | 20.7% |
| Other / Unknown | 18 | 46% | 20 | 34.5% |
| TOTAL | 39 | 100.0% | 58 | 100.0% |
| Smoke Alarms | | | | |
| Alarm operated properly | 13 | 33% | 13 | 22.4% |
| Alarm not functioning | 12 | 31% | 18 | 31.0% |
| Status of alarm unknown | 8 | 21% | 16 | 27.6% |
| No smoke alarm | 6 | 15% | 11 | 19.0% |
| TOTAL | 39 | 100.0% | 58 | 100.0% |
| Miscellaneous Statistics | | | | |
| Deceased was living alone | 20 | 51.3% | 37 | 63.8% |
| Alcohol a direct contributory factor | 12 | 30.8% | 16 | 27.6% |
| Alcohol an indirect factor | 6 | 15.4% | 8 | 13.8% |

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

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

91. Looking at the appalling loss of life due to fire in dwelling houses, Scotland has experienced a reversal in the downward trend of previous years and, in particular, against last year's extremely low figure.

92. The location of fire in fatal dwelling house fires has remained constant, with the large majority starting in the living room, followed by the kitchen.

93. Smoking materials remain the single highest identifiable cause, being responsible for almost 45% of fatal fire incidents in dwelling houses in Scotland.

94. The percentage of fatal fire incidents where smoke alarms functioned correctly has declined to 22%. This is clearly an extremely worrying indicator as it means that the occupants of the house have had an early warning of the presence of fire, however, they have failed to react to it. The reason for the occupant failing to react is varied; they can be under the influence of drink or drugs and simply not hear the warning, they can be elderly or ill and using medication whereby they also may not hear the warning, or in some cases be unable to escape without assistance.

95. It is in these scenarios where there is clear evidence of problems which may affect the occupant's ability to respond that the use of automatic fire sprinklers should be encouraged. There is good local evidence that where sprinklers have been fitted because of persistent fires occurring due to lifestyle, they have been very effective, not just in saving the lives of those directly affected by the initial fire, but also those who could be affected by fire spread.

96. Both Tayside and Strathclyde Fire and Rescue Services ran very effective demonstrations of sprinkler installations in dwelling houses and I would encourage all Services to continue the promotion of automatic fire sprinklers for life safety.

97. It should also be noted that the percentage of fatal fires occurring within homes without a smoke detector has risen to 19% together with the number of incidents where the alarm failed to function. While Services are carrying out the installation of large amounts of smoke alarms, care must also be taken that the elderly, infirm and those with social problems are targeted in the first instance as there is a higher risk of fire occurring in their homes.

98. Looking at the deceased person's lifestyle, it is noted that the percentage living alone had increased. However, the alcohol factor both as a direct and indirect contributor to incidents has fallen.

99. It remains very clear that despite the tremendous work done by Fire and Rescue Services across Scotland to provide Fire Risk Assessments in the home, and the continuing work with social partners in other agencies, there remains a strong case for a more risk-based approach to the provision of automatic fire sprinklers within social housing in Scotland.

100. In almost all cases, had the house been provided with automatic fire sprinklers, then a fatal fire would have been prevented. However, the Fire Services in Scotland are actively promoting automatic fire sprinklers for housing and Angus Council have become the first local authority to provide all new social housing in their area with automatic fire sprinklers as from 2009.

Fatal Fire Incidents: Summary

Summary of Fatalities

| Category | 2006-07 | | 2007-08 | |
|---|----------------------|---------------------|----------------------|---------------------|
| | Number of fatalities | Percentage of total | Number of fatalities | Percentage of total |
| Domestic Fires: Fatalities by Age Group | | | | |
| 20 and under | 3 | 7.7% | 2 | 3.2% |
| 21 to 59 | 19 | 48.7% | 33 | 53.2% |
| 60 and over | 17 | 43.6% | 27 | 43.5% |
| Total for domestic fires | 39 | 100.0% | 62 | 100.0% |
| Domestic Fires: Incidents With Multiple Fatalities | | | | |
| Deaths at incidents of this type | 4 | 10.3% | 8 | 12.9% |
| Total for domestic fires | 39 | 100.0% | 62 | 100.0% |
| Domestic Fires: Potentially Avoidable Deaths | | | | |
| Deaths assessed as potentially avoidable if working smoke alarms had been present | 22 | 56.4% | 29 | 46.8% |
| Total for domestic fires | 39 | 100.0% | 62 | 100.0% |
| Domestic Fires: Wilful Fire-Raising | | | | |
| Deaths at incidents of this type | 5 | 12.8% | 5 | 8.1% |
| Total for domestic fires | 39 | 100.0% | 62 | 100.0% |
| Non-Domestic Fires | | | | |
| Vehicle fires | 4 | 66.7% | 6 | 54.5% |
| Other | 2 | 33.3% | 5 | 45.5% |
| Total for non-domestic fires | 6 | 100.0% | 11 | 100.0% |
| Total fatalities in Scotland | | | | |
| Domestic fires | 39 | 86.7% | 62 | 84.9% |
| Other non-domestic fires | 6 | 13.3% | 11 | 15.1% |
| TOTAL | 45 | 100.0% | 73 | 100.0% |

Injuries: Summary

Summary of Significant (Non-Fatal) Injuries to Non-Service Personnel

A. Fire Injuries

| | 2006-07 | | 2007-08 | |
|--|--------------------|---------------------|--------------------|---------------------|
| | Number of injuries | Percentage of total | Number of injuries | Percentage of total |
| Buildings other than dwellings | 87 | 6.0% | 79 | 5.1% |
| Dwellings | 1271 | 87.5% | 1388 | 89.7% |
| Vehicles | 67 | 4.6% | 57 | 3.7% |
| Other locations (inc. open air) | 28 | 1.9% | 23 | 1.5% |
| TOTAL | 1453 | 100.0% | 1547 | 100.0% |

B. Non-Fire Injuries

| | 2006-07 | | 2007-08 | |
|--|--------------------|---------------------|--------------------|---------------------|
| | Number of injuries | Percentage of total | Number of injuries | Percentage of total |
| Buildings other than dwellings | 131 | 4.7% | 264 | 7.2% |
| Dwellings | 193 | 6.9% | 301 | 8.2% |
| Vehicles | 2234 | 80.1% | 2526 | 68.7% |
| Other locations (inc. open air) | 230 | 8.2% | 585 | 15.9% |
| TOTAL | 2788 | 100.0% | 3676 | 100.0% |

Note 3: All percentages are rounded to 1 decimal place.

**REVIEW OF STATISTICS
APRIL 2007 TO MARCH 2008**

Appendix 1: Scottish Fire and Rescue Services 2007-08

| Fire and Rescue Service | Area | | Population: Estimate for 2007 | | Uniformed Personnel: 2007-08 Establishment as approved by FSA as at 1 April 2007 | | | | Fire Stations and Volunteer Units | | | | Operational Fleet | | | | |
|-------------------------------|---------------|---------------|-------------------------------------|-------------|--|------------|----------------------|------------|--------------------------------------|----------------------|--------------------------------|-----------|-----------------------|---------------------------------------|-------------------|-------------------------------|--------------------------|
| | Kilometers sq | % of Scotland | Thousands | % of total | Wholetime | Control | Retained Duty System | Volunteer | Wholetime | Retained Duty System | Wholetime/Retained Duty System | Volunteer | Combination Appliance | Pumping Appliances: Medium & Light | Aerial Appliances | Rescue / Emergency Tenders | Other Special Appliances |
| Central Scotland | 2643 | 3.4% | 288.8 | 5.6% | 244 | 17 | 170 | 16 | 1 | 10 | 4 | 2 | 0 | 28 | 2 | 0 | 10 |
| Dumfries & Galloway | 6426 | 8.2% | 148.3 | 2.9% | 105 | 17 | 220 | 10 | 1 | 16 | 0 | 1 | 0 | 21 | 1 | 0 | 6 |
| Fife | 1325 | 1.7% | 360.5 | 7.0% | 386 | 21 | 112 | 0 | 6 | 8 | 0 | 0 | 0 | 26 | 2 | 1 | 1 |
| Grampian | 8736 | 11.2% | 535.3 | 10.4% | 335 | 20 | 478 | 20 | 3 | 33 | 3 | 1 | 0 | 56 | 2 | 0 | 10 |
| Highlands & Islands | 31187 | 40.0% | 285.6 | 5.6% | 141 | 18 | 1265 | 310 | 1 | 95 | 0 | 31 | 0 | 120 | 1 | 1 | 6 |
| Lothian & Borders | 6456 | 8.3% | 921.2 | 17.9% | 768 | 29 | 313 | 0 | 13 | 19 | 3 | 0 | 0 | 56 | 5 | 0 | 6 |
| Strathclyde | 13625 | 17.5% | 2210.4 | 43.0% | 2197 | 67 | 630 | 301 | 29 | 43 | 10 | 31 | 12 | 169 | 3 | 0 | 0 |
| Tayside | 7527 | 9.7% | 394.6 | 7.7% | 409 | 20 | 262 | 28 | 4 | 15 | 2 | 3 | 0 | 43 | 3 | 3 | 2 |
| TOTAL | 77925 | 100% | 5144.7 | 100% | 4585 | 209 | 3450 | 685 | 58 | 239 | 22 | 69 | 12 | 519 | 19 | 5 | 41 |

Appendix 2 Establishment and Strength of Fire Services at 31 March 2008

| | Central Scotland | | Dumfries and Galloway | | Fife | | Grampian | | Highlands and Islands | | Lothian and Borders | | Strathclyde | | Tyrone | | Scottish Total | |
|------------------------------|---|-------------------------------|---|-------------------------------|---|-------------------------------|---|-------------------------------|---|-------------------------------|---|-------------------------------|---|-------------------------------|---|-------------------------------|---|-------------------------------|
| | Establishment as approved by FSA as at 1 April 2007 | Actual Strength Male / Female | Establishment as approved by FSA as at 1 April 2007 | Actual Strength Male / Female | Establishment as approved by FSA as at 1 April 2007 | Actual Strength Male / Female | Establishment as approved by FSA as at 1 April 2007 | Actual Strength Male / Female | Establishment as approved by FSA as at 1 April 2007 | Actual Strength Male / Female | Establishment as approved by FSA as at 1 April 2007 | Actual Strength Male / Female | Establishment as approved by FSA as at 1 April 2007 | Actual Strength Male / Female | Establishment as approved by FSA as at 1 April 2007 | Actual Strength Male / Female | Establishment as approved by FSA as at 1 April 2007 | Actual Strength Male / Female |
| Wholesale Operational | | | | | | | | | | | | | | | | | | |
| Barracks Manager | 2 | 2 | 0 | 3 | 0 | 3 | 0 | 3 | 0 | 3 | 0 | 3 | 0 | 5 | 0 | 3 | 0 | 25 |
| Area Manager | 3 | 3 | 0 | 4 | 0 | 2 | 0 | 2 | 0 | 4 | 0 | 4 | 0 | 14 | 0 | 4 | 0 | 37 |
| Group Manager | 5 | 5 | 0 | 4 | 0 | 6 | 0 | 6 | 0 | 29 | 0 | 31 | 2 | 85 | 1 | 8 | 0 | 178 |
| Station Manager | 22 | 22 | 0 | 6 | 0 | 15 | 0 | 15 | 0 | 13 | 0 | 14 | 0 | 39 | 0 | 11 | 0 | 117 |
| Watch Manager | 36 | 35 | 1 | 19 | 0 | 57 | 0 | 56 | 0 | 15 | 0 | 115 | 0 | 297 | 4 | 65 | 0 | 653 |
| Crew Manager | 30 | 29 | 1 | 17 | 0 | 84 | 0 | 83 | 0 | 27 | 0 | 131 | 0 | 360 | 1 | 66 | 0 | 688 |
| Fire Fighter | 146 | 141 | 5 | 52 | 0 | 222 | 0 | 189 | 0 | 56 | 0 | 483 | 0 | 1373 | 23 | 252 | 0 | 2797 |
| Sub-total | 244 | 237 | 7 | 105 | 0 | 386 | 0 | 335 | 0 | 141 | 0 | 768 | 0 | 2095 | 32 | 409 | 0 | 4390 |
| Control Room | | | | | | | | | | | | | | | | | | |
| Group Manager | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| Station Manager | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 6 |
| Watch Manager | 4 | 1 | 3 | 4 | 0 | 4 | 0 | 3 | 0 | 5 | 0 | 8 | 0 | 10 | 0 | 4 | 0 | 43 |
| Crew Manager | 4 | 3 | 1 | 4 | 0 | 8 | 0 | 4 | 0 | 4 | 0 | 8 | 0 | 8 | 0 | 4 | 0 | 44 |
| Control Operator | 8 | 2 | 6 | 8 | 0 | 12 | 0 | 12 | 0 | 8 | 0 | 12 | 0 | 45 | 0 | 12 | 0 | 113 |
| Sub-total | 17 | 7 | 10 | 17 | 0 | 21 | 0 | 20 | 0 | 18 | 0 | 29 | 0 | 67 | 0 | 20 | 0 | 209 |
| Part-time RDS | | | | | | | | | | | | | | | | | | |
| Group Manager | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Station Manager | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Watch Manager | 14 | 15 | 0 | 16 | 0 | 10 | 0 | 46 | 0 | 95 | 0 | 25 | 0 | 53 | 0 | 17 | 0 | 276 |
| Crew Manager | 32 | 27 | 1 | 35 | 0 | 18 | 0 | 82 | 0 | 74 | 0 | 38 | 0 | 69 | 0 | 41 | 0 | 519 |
| Fire Fighter | 124 | 108 | 5 | 169 | 0 | 156 | 0 | 350 | 0 | 307 | 0 | 250 | 0 | 508 | 0 | 204 | 0 | 2842 |
| Sub-total | 170 | 150 | 6 | 220 | 0 | 112 | 0 | 478 | 0 | 424 | 0 | 313 | 0 | 630 | 0 | 262 | 0 | 3480 |
| Part-time Volunteer | | | | | | | | | | | | | | | | | | |
| Group Manager | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Station Manager | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Watch Manager | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Crew Manager | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 49 | 0 | 0 | 0 | 31 | 0 | 3 | 0 | 87 |
| Fire Fighter | 14 | 7 | 1 | 8 | 0 | 0 | 0 | 16 | 0 | 13 | 0 | 0 | 0 | 238 | 0 | 25 | 0 | 545 |
| Sub-total | 16 | 9 | 1 | 10 | 0 | 0 | 0 | 20 | 0 | 16 | 0 | 0 | 0 | 301 | 0 | 28 | 0 | 685 |
| Category Sub-totals | | | | | | | | | | | | | | | | | | |
| Wholesale Operational | 244 | 237 | 7 | 105 | 0 | 386 | 0 | 335 | 0 | 141 | 0 | 768 | 0 | 2095 | 32 | 409 | 0 | 4390 |
| Control Room | 17 | 7 | 10 | 17 | 0 | 21 | 0 | 20 | 0 | 18 | 0 | 29 | 0 | 67 | 0 | 20 | 0 | 209 |
| Part-time RDS | 170 | 150 | 6 | 220 | 0 | 112 | 0 | 478 | 0 | 424 | 0 | 313 | 0 | 630 | 0 | 262 | 0 | 3480 |
| Part-time Volunteer | 16 | 9 | 1 | 10 | 0 | 0 | 0 | 20 | 0 | 16 | 0 | 0 | 0 | 301 | 0 | 28 | 0 | 685 |
| TOTAL | 447 | 403 | 24 | 382 | 0 | 519 | 0 | 853 | 0 | 734 | 0 | 1110 | 0 | 3195 | 0 | 719 | 0 | 7760 |

Please note that Highlands and Islands Fire and Rescue Service do not have volunteer staff. They are known as community Response Unit Staff.

Appendix 3 (contd)

| Changes in Support Staff as at 31 March 2008 | | | | | | | | | | | | | | | | | | | |
|---|------------------|----------|---------------------|----------|----------|----------|----------|-----------|---------------------|----------|-------------------|-----------|-------------|-----------|----------|-----------|----------------|----------|----------|
| | Central Scotland | | Dumfries & Galloway | | Fife | | Grampian | | Highlands & Islands | | Lothian & Borders | | Strathclyde | | Tayside | | Scotland Total | | |
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | |
| LOSSES | | | | | | | | | | | | | | | | | | | |
| Dismissal on disciplinary grounds | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Medical discharge due to harassment or discrimination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Resignation due to harassment or discrimination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical discharge due to service injury | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical discharge for other reasons | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 | 0 | 0 | 0 | 5 | 1 | 1 |
| Poor performance/efficiency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 0 |
| Resignation to take other employment | 1 | 2 | 2 | 3 | 1 | 1 | 3 | 5 | 2 | 2 | 10 | 20 | 17 | 16 | 0 | 36 | 49 | 0 | 0 |
| Personal/work commitments | 0 | 3 | 0 | 0 | 0 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 12 |
| Moving away from catchment area | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Compulsory/voluntary age retirement | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 1 | 3 | 1 | 1 | 7 | 3 | 0 | 0 |
| Deceased on Duty | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Deceased off Duty | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0 |
| Other reasons | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 1 | 1 | 3 | 0 | 0 | 4 | 4 | 0 | 4 |
| Total Losses | 1 | 5 | 2 | 3 | 3 | 5 | 4 | 11 | 2 | 2 | 13 | 23 | 30 | 20 | 1 | 56 | 71 | 2 | 4 |

Appendix 4: Summary of Fires and Special Service Incidents which have occurred in 2007-08

| Fire and Rescue Service | Total Primary Fires | Classification of primary fires by number of pumps used for firefighting purposes | | | | | | False Alarms | | | Special Services | | Totals | | |
|-------------------------|---------------------|---|-------------|-------------|-----------|------------|----------|---------------|-----------------|--------------|------------------|-------------|-------------|-------------------------|---------------|
| | | 1 pump | 2 pump | 3/5 pump | 6/10 pump | 11/15 pump | Over 15 | Chimney Fires | Secondary Fires | Good Intent | Apparatus Faulty | Malicious | | Road Traffic Collisions | Other |
| Central Scotland | 538 | 524 | 10 | 3 | 1 | 0 | 0 | 48 | 1481 | 1390 | 1098 | 310 | 182 | 305 | 5352 |
| Dumfries & Galloway | 336 | 177 | 144 | 14 | 1 | 0 | 0 | 145 | 369 | 194 | 502 | 26 | 138 | 93 | 1803 |
| Fife | 740 | 308 | 362 | 63 | 7 | 0 | 0 | 48 | 1909 | 605 | 2065 | 151 | 151 | 436 | 6105 |
| Grampian | 1377 | 1242 | 57 | 73 | 5 | 0 | 0 | 249 | 1675 | 565 | 2607 | 240 | 470 | 755 | 7938 |
| Highlands & Islands | 482 | 375 | 91 | 12 | 4 | 0 | 0 | 590 | 678 | 602 | 1635 | 159 | 351 | 355 | 4852 |
| Lothian & Borders | 2776 | 1042 | 1080 | 643 | 11 | 0 | 0 | 153 | 5270 | 1477 | 8671 | 1026 | 520 | 1183 | 21076 |
| Strathclyde | 6452 | 1483 | 4877 | 78 | 9 | 1 | 0 | 262 | 16968 | 9911 | 15081 | 2727 | 1445 | 3943 | 56789 |
| Tayside | 1053 | 263 | 614 | 171 | 5 | 0 | 0 | 135 | 2066 | 690 | 3330 | 279 | 253 | 514 | 8320 |
| TOTAL | 13754 | 5414 | 7235 | 1057 | 43 | 1 | 0 | 1630 | 30416 | 15434 | 34989 | 4918 | 3510 | 7584 | 112235 |

Appendix 5: Fatalities at Fire Incidents attended by Scottish Fire and Rescue Services during 2007-08

| Fire and Rescue Service | Age Groups | | | | | | Location - Building Type etc. | | | | | | | | | | | | | Monthly Summary | | | | | | | | | | | | | | | |
|-------------------------|---------------|---------------|----------------|----------------|----------------|---------------|-------------------------------|-------|---------------|-----------------|----------------------|----------------------|---------------------------------|---------|---------------------|--------------|----------------------------|-------------------------------|--------------|-----------------|-------|-------|-----|------|------|--------|-----------|---------|----------|----------|---------|----------|-------|-------|---|
| | Up to 5 Years | 6 to 16 Years | 17 to 40 Years | 41 to 60 Years | 61 to 75 Years | Over 75 Years | TOTAL | House | Flat in Block | Flat in Terrace | Hotel/Boarding House | Hospital/Home/Hostel | Caravan/Mobile Home (Permanent) | Vehicle | Industrial Premises | Factory etc. | Commercial Premises - Shop | Place of Public Entertainment | Outside Area | Other Outdoor | TOTAL | April | May | June | July | August | September | October | November | December | January | February | March | TOTAL | |
| Central Scotland | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Dumfries & Galloway | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | |
| Fife | 0 | 0 | 1 | 3 | 0 | 1 | 5 | 3 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 1 | 0 | 6 | |
| Grampian | 0 | 0 | 2 | 2 | 2 | 0 | 6 | 2 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 6 | |
| Highlands & Islands | 0 | 0 | 0 | 2 | 4 | 0 | 6 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 6 | |
| Lothian & Borders | 0 | 0 | 2 | 6 | 2 | 1 | 11 | 2 | 3 | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 0 | 3 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 3 | 3 | 11 | |
| Strathclyde | 0 | 0 | 3 | 14 | 10 | 8 | 35 | 9 | 19 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 35 | 3 | 2 | 4 | 2 | 4 | 1 | 0 | 5 | 7 | 2 | 5 | 35 | | |
| Tayside | 0 | 0 | 4 | 0 | 2 | 0 | 6 | 0 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 0 | 2 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 6 | | |
| TOTAL | 0 | 0 | 14 | 29 | 20 | 10 | 73 | 20 | 31 | 6 | 0 | 2 | 3 | 6 | 1 | 0 | 0 | 0 | 2 | 2 | 73 | 5 | 8 | 9 | 3 | 4 | 5 | 3 | 4 | 8 | 7 | 9 | 73 | | |

Appendix 6

**Enforcement Activity
Fire (Scotland) Act 2005 Part 3**

| Fire and Rescue Service | Prohibition notices issued | Enforcement notices issued | Alterations notices issued | Informal enforcement action | No action necessary | Prosecutions |
|--------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|------------------------------------|----------------------------|---------------------|
| Central Scotland | 1 | 1 | 0 | 495 | 215 | |
| Dumfries & Galloway | 0 | 0 | 0 | 198 | 13 | |
| Fife | 1 | 3 | 0 | 1070 | 249 | |
| Grampian | 12 | 17 | 0 | 273 | 85 | |
| Highlands & Islands | 2 | 8 | 0 | 106 | 34 | |
| Lothian & Borders | 10 | 18 | 0 | 1525 | 453 | 1 |
| Strathclyde | 9 | 10 | 0 | 3271 | 853 | |
| Tayside | 0 | 0 | 0 | 52 | 1201 | |
| TOTAL | 35 | 57 | 0 | 6990 | 3103 | 1 |

GLOSSARY

Expressions or words used in the Fire and Rescue 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. |
| Integrated Risk Management | The Integration of the traditional Fire and Rescue Service practices of intervention and prevention, together with the contributions of external partners. The rationale is to reduce risk in the most efficient ways possible. |

Types of inspections

| | |
|------------------------------------|--|
| Principal | A comprehensive and detailed inspection held with each Fire and Rescue Service every 3 years. |
| Performance Management (follow up) | For the other 2 years the progress of specific issues raised at the Principal Inspection are reviewed. |
| Thematic | An inspection which has a specific theme eg fire raising. |

Personnel

| | |
|---------------|--|
| Establishment | The ministerial approved number of employees if all positions were filled (removed as at 31 March 2005). |
| Actual | The actual number of employees in post during a given period. |

Type of Firefighter

| | |
|----------------------------|---|
| Wholetime | Person employed full time as a firefighter. |
| Retained Duty System (RDS) | Persons who have agreed to be on call and are paid a fixed fee for this plus an hourly rate for actual service. They are also expected to train for 3 hours per week in fire fighting, rescue techniques and community service. |
| Volunteer | These firefighters are normally found in more rural areas and are called on less often than the Retained. They will be paid expenses. |
| Control Room | Uniformed staff employed in call handling, dispatch of appliances and the co-ordination of emergency incidents. |
| Service Support Staff | Other staff who do not fall under the category of emergency uniformed personnel. These staff will be employed in a number of areas. |

This document is also available on the Scottish Government website:
www.scotland.gov.uk

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