

Her Majesty's Chief Inspector of Fire Services for Scotland

Report for
2002-2003



SCOTTISH EXECUTIVE

Making it work together

Scottish Executive Justice Department

HER MAJESTY'S CHIEF INSPECTOR OF FIRE SERVICES FOR SCOTLAND



Report for 2002-2003

Laid before the Scottish Parliament by the Scottish Ministers
January 2004

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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 1 April 2002 to 31 March 2003.

To: Cathy Jamieson
Minister for Justice

Madam

I have the honour to present my Annual Report upon the 8 fire brigades in Scotland for the financial year 1 April 2002 to 31 March 2003.

Introductory Remarks



1. This reporting period has been particularly notable for the fire service both at a UK level and within Scotland. The year began with considerable optimism following the publication of *The Scottish Fire Service of the Future*, the policy proposals outlined in my report last year, and closed in the atmosphere of intense discussions about fire service pay and conditions following 15 days of national strike action.
2. Whilst both of these most significant events in fire service history are referred to in my report in some detail, it is important to record that throughout the inevitable trials and tribulations that change creates, the essential professional commitment of firefighters, of all ranks and likewise of control and support staff, remained dedicated. Indeed there was genuine sadness and subsequent joy before and after each strike period. Consequently, the return to normal duties has generally been within a climate of constructive industrial relations. I hope this spirit of looking forward continues and that the opportunities that have arisen following the very close public inspection to which the service has been subjected in the past year are stressed upon.
3. The publication of the policy paper immediately prior to the pay dispute was an extremely positive and bold move by the Scottish Executive and one that I warmly welcomed. The substance of that consultation will emerge more during the coming year but little doubt now exists as to the purpose

and direction of travel that Scottish Ministers wish to see taken by the fire service.

4. These proposals have already advanced in some areas and again this report indicates some of this early progress.
5. The past year also saw considerable efforts being made to improve the service's capacity to meet the threat of terrorism. The events of 11 September 2001 in the United States remain fresh in everyone's mind and no more so than in the fire service. The action taken, which some commentators who did not recognise the complexities considered too slow, has begun to show major improvements.
6. Finally, in what must be seen as perhaps the most challenging and difficult year for over 25 years, it is important to record that many of the essential tasks of improvement continued. The rhetoric and arguments may have flowed to and fro for many months but the actions of many remained directed to the key mission of protecting the people of Scotland.

... many of the essential tasks of improvement 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	David Wynne MBA DMS MIFireE
Fife Fire and Rescue Service	Michael Bitcon DMS FIFireE
Grampian	John Williams QFSM BSc MIFireE
Highland and Islands	Brian Murray BA (Hons) MA MIFireE
Lothian and Borders	Colin Cranston QFSM GIFireE Brian Allaway QFSM MIFireE
Strathclyde	Jeff Ord Ost.J QFSM GIFireE
Tayside	Stephen Hunter BSc MCGI FIFireE

8. Colin Cranston retired from Lothian and Borders Fire Brigade after 31 years' service, all within Lothian and Borders, the last 9 as Firemaster. His successor is Brian Allaway, formerly Deputy Firemaster at the Brigade.
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 2002

MBE	Colin Charles Lawson. Retained Station Officer, Highland and Islands Fire Brigade.
QFSM	Brian Alexander Murray. Firemaster, Highlands and Islands Fire Brigade.
	Walter Adam Stewart. Regional Chairman, Retained Firefighters Union

Long Service and Good Conduct Medal

11. The Fire Brigade Long Service and Good Conduct Medal was awarded to 134 members of the Scottish fire service between 1 April 2002 and 31 March 2003.



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



THE WORK OF THE INSPECTORATE

13. 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



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



Assistant Inspector of Fire Services (New Dimension Project)
Andrew Harrison
 Appointed: October 2001
 Seconded: Assistant Firemaster
 Strathclyde Fire Brigade,



Assistant Inspector of Fire Services (New Dimension Project)
John Ironside
 Appointed: September 2002
 Seconded: Divisional Officer,
 Strathclyde Fire Brigade



Principal Inspections

Fife Fire and Rescue Service

14. Fife Fire and Rescue Service had a two part inspection which began in March 2002 but which was concluded in July 2002 to allow for the appointment of the new Firemaster to take effect.
15. Concurrent with the appointment of the new Firemaster, the Inspectorate reported that a more cohesive corporate and service management process with integrated policy and reporting arrangements was being established. The Inspectorate suggested that, in order to achieve Best Value, further policy development was required between senior management and Fife Council to enable existing collaborative and joint working arrangements to be further explored.



Recruits on training ground.

16. Particular progress was noted in the area of community fire safety with an increase in the number of officers working with this remit. The enthusiasm of these officers was evident and it was stressed that the Service must continue to provide the managerial and organisational platforms, tools and techniques for the successful continuation and growth of this essential service.

Highland and Islands Fire Brigade

17. The Principal Inspection of Highland and Islands Fire Brigade was conducted during September and October 2002.
18. The major issue facing the Brigade has been their Fire Cover Review. This had been the subject of extensive discussion between the Fire Board, Brigade, HM Fire Service Inspectorate and the Scottish Executive over a number of years. At the heart of the review were proposals to ultimately upgrade many of the Brigade's volunteer fire stations to retained status. By its very nature this had necessitated a considerable increase in spending and, in the Inspectorate's view, resources were being targeted at areas which, due to their low population density and corresponding low levels of risk, needed the most careful consideration before any further increase was made in the provision of fire cover.
19. It was suggested that any fire safety action plan should firstly seek to reduce or remove risk whenever possible (prevention) and, secondly, any emergency response (intervention) should be appropriate, both in terms of the skilled staff who will respond with suitable equipment and to the availability of those staff for immediate dispatch.
20. The report highlighted the need to effectively sustain those equipped personnel and stations already provided and suggested strategic locations at which firefighting resources might ultimately be established.
21. The Inspectorate emphasised the role that the Scottish Executive and the Health and Safety Executive needed to play in this process. The Inspectorate added that the Scottish Executive should consider funding trial projects within a community safety programme as part of its general promotion of community safety. It was felt that the protection of residential communities through installed preventative systems, using fixed detection and active systems, was worthy of greater exploration in isolated areas as an alternative to intervention.

Tayside Fire Brigade

22. A Principal Inspection of Tayside Fire Brigade was conducted during the latter part of the 2002-03 inspection year, between 25 - 27 February 2003. The fire service at a UK level was involved in the national dispute at the time of the inspection and in recognition of the sensitive nature of this situation the programme of inspection was modified slightly with the inspection being concentrated at the Brigade Headquarters in Dundee. Despite the national situation the Firemaster reported that industrial relations were constructive.



23. It was noted that the Brigade had made progress in advancing the service planning process following the previous performance monitoring inspection made in September 2001. Further improvements were suggested through better definition of the corporate objectives and clear indications of the mechanisms which link the Service Plan to the fire authority's financial and physical assets.
24. Another area where the Inspectorate believed that action should be taken was in reviewing the management system at Brigade command level. Here additional support to existing senior officers were identified as helping to meet the decision making and strategic leadership responsibilities which now faced all fire authorities.
25. Good practice was demonstrated in the area of partnership working and the Inspectorate gave particular praise to a project where a CCTV unit, which is linked to a command module, was provided under a community safety partnership between Dundee Council, Tayside Police and the Brigade. This illustrated valuable technology being mutually provided for common benefits.

Best Value is becoming established as an integral part of brigades' service plans.

Performance Monitoring Inspections

26. Despite disruption caused by the industrial action, the Inspectorate was still able to carry out routine monitoring of performance at three of the five remaining brigades. Performance was found to be generally satisfactory, with brigades meeting the primary duties required in providing an effective fire service. The inspections occurred as follows:

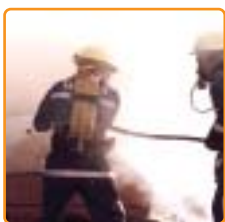
Lothian and Borders Fire Brigade	22-24 April 2002
Central Scotland Fire Brigade	24-25 June 2002
Grampian Fire Brigade	30-31 July 2002

27. There was evidence that Best Value is becoming established as an integral part of brigades' service plans. This was particularly apparent in the continuing efforts being made to establish joint working between brigades. The benefits of such collaboration are many, not just from the economies of scale but also from the sharing of expertise.
28. One suggestion made to brigades was to consider extending the duration of contracts with external suppliers. At present contracts tend to be for 2 years and extending them into a longer term generally gains benefits. This is because contractors generally want longevity of tenure to avoid the expense and associated efforts involved in retaining contracts in a market test and this tends to produce better value.

29. The importance placed by all brigades on the training and development of staff was also welcomed by the Inspectorate. The achievement of awards such as Investors in People and the implementation of EFQM performance management has underlined the high level of commitment towards individuals and systems within brigades.
30. The issue of health and safety for all members of staff has been high on the agenda of brigades with policies being reviewed and updated in this area. The Inspectorate commended the progress being made but stressed the importance of ensuring that policies are structured in such a way as to ensure delivery.

Crown Premises

31. Fire inspectors attached to the Inspectorate 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 includes the issue of fire certificates where required under the Fire Precautions Act 1971 and the inspection of premises to assess compliance with the Fire Precautions (Workplace) Regulations 1997 as amended. This covers more than 1,000 buildings in Scotland, some 300 of which currently have fire certificates in force. A total of 499 contacts were recorded during the year. These included full surveys, programmed re-inspections, the examination of plans and other consultations on specific issues.
32. Levels of construction and refurbishment activity on the government estate remain high. Major renovation projects were underway at the Department for International Development in East Kilbride and the Forestry Commission headquarters at Edinburgh. Modernisation of working practices has led to the construction of new government call centres at Clydebank and Dundee and the establishment of Communities Scotland, formerly Scottish Homes, as an Executive Agency also brought a number of office premises into the Crown remit. The Jobcentre Plus initiative by the Department for Work and Pensions involves a rolling programme of refurbishment which will see the upgrade of some 120 Job Centres throughout Scotland.
33. It is anticipated that this process of rationalisation and modernisation will continue for some years to come and accordingly inspectors will be involved in checking that adequate standards of fire safety are being provided and maintained by those responsible for procuring or managing Crown premises. The Building (Scotland) Act 2003 allows for the removal



of Crown immunity from building standards regulations. This would provide a sounder statutory foundation for the incorporation of appropriate fire precautions in new Crown building works.

The Scottish Fire Service of the Future

34. Last year it was reported that staff within the Inspectorate were heavily involved with colleagues within the Scottish Executive drafting the policy document *The Scottish Fire Service of the Future*.
35. That report was published with the approval of the Deputy First Minister, Jim Wallace MSP. 28 recommendations were made, all designed to help take forward the fire service in Scotland. The consultation was introduced by debate in the Scottish Parliament on 15 May 2002 where it received a widespread welcome from all political groups.

Recommendations made in *The Scottish Fire Service of the Future*.

1. The Executive recommends that Community Fire Safety work be placed on an equal footing with existing statutory duties for brigades and authorities.
2. The Executive recommends that all fire brigades participate in their local Community Safety Partnerships to advance the multi-agency approach to community safety. The involvement of CACFOA on the national forum will also give the fire service a voice in influencing the agenda.
3. The Executive recommends that the fire service should have closer involvement with young people, to enable them to realise their potential, with the aim of promoting responsible citizenship. The Executive will examine the possibility of channelling funds through the Community Fire Safety arena to brigades for worthwhile schemes.
4. The Executive recommends the development of partnership schemes with the private sector and recommends that brigades work to identify partnership opportunities.
5. The Executive recommends that the enforcement role of the fire service be placed on an equal footing with existing statutory responsibilities for firefighting, by ensuring that the required statutory provisions are introduced through legislative change.
6. The emerging recommendations of the Wilful Fire-Raising thematic inspection will be considered by the Executive, particularly in relation to any legislative changes identified.



7. The Executive recommends that the merits of domestic sprinklers are kept under consideration in the light of current research.

8. The Executive recommends that Fire Authorities open up fire service facilities for wider use by the community.

9. The Executive recommends a public awareness campaign on the risk management approach to intervention once the Pathfinder trials have concluded.

10. The Executive recommends that the Fire Services Act be amended to reflect changes arising from the risk management approach.

11. The emerging recommendations of the thematic inspection on rural and retained firefighters will be considered by the Executive, particularly in relation to the need to introduce any legislative changes.

12. The Executive recommends that views be sought from stakeholders and the wider community on what the fire service should be doing in the area of "special services" and, if required, the Executive will ensure that the appropriate legislative changes are made.

13. The Executive is disappointed that there are not more women and people from ethnic backgrounds attracted to a career in the fire service. It will look to the Fairness and Diversity Forum for initiatives and ideas to address this situation.

14. The Executive recommends that all fire service personnel are developed in a way that will enable them to meet the challenges of delivering a balanced prevention and intervention agenda and improved public standards.

15. The Executive recommends the development of a strategic approach to delivery of fire service training. This is being achieved through the establishment of a new Central Training Advisory Committee and the appointment of a new Director of Training who will:
 - Consult with key stakeholders to develop a strategic plan for the organisation and development of fire service training in Scotland. This plan will meet the identified competencies, skills and professional requirements of uniformed staff.
 - Lead, represent and participate in agreed working forums to develop and improve training.
 - Seek to achieve through collaboration, advice and joint working *Best Value* in all matters related to fire service training.
 - Develop and co-ordinate generic training publications and guidance.
 - Support the successful implementation of key recommendations.



16. The Executive recommends that the fire service be included within the proposed *Best Value* statutory duty to be contained within new local government legislation.
17. The recommendations and guidance of the Purchasing Arrangements Working Group will be considered by the Executive who will ensure that all necessary work is taken forward in order to implement a more cost-effective and efficient procurement strategy.
18. The Executive recommends brigades exploit collaborative project working in order to realise tangible savings and increases in efficiency.
19. The potential for developing control room facilities, specifically in a Scottish context, should be further explored and evaluated. The Executive will appoint consultants to examine this issue and provide a clear set of recommendations in order to increase service collaboration.
20. The Executive will appoint consultants to examine the cost of IT to brigades and evaluate the cost benefits of a shared MIS and the scope for collaboration and rationalisation in order to reduce bureaucracy and achieve *Best Value*.
21. The Executive recommends a comprehensive review of all of the options in respect of radio communications. Funding will be provided for this review process and the Executive will then consider any future procurement strategy accordingly.
22. The Executive recommends the exploration of collaboration opportunities in the provision of "special services". This will be achieved through the appointment of consultants to report on the feasibility and cost benefits of co-ordinated "special services" across the eight Scottish brigades to achieve increases in the effectiveness of these services.
23. The Executive recommends that a framework for support functions with benchmarked evaluation is introduced and this information is available on the Scottish Executive website for public scrutiny.
24. The Executive recommends the commencement of discussions with stakeholders about the formation of a common Fire Service Agency with the aim of assisting brigades in meeting common service needs.
25. The Executive recommends the appointment of consultants to report on the feasibility and cost benefits of shared functions across all eight brigades with a view to developing common services as a means of delivering economies of scale. (Para 103)
26. The Executive will appoint consultants to evaluate the suitability of implementing the PFI model as a means of reducing public expenditure.
27. The Executive recommends views be sought about the more streamlined working structure and national framework.

28. The Executive recommends the further development of *Best Value* for the fire service with clearly defined targets, performance indicators, monitoring and guidance. Existing best practice will be reviewed and implemented where appropriate.
-
36. The consequent 12 week consultation gave rise to many comments from all service stakeholders and some individuals and bodies outwith the service. The overwhelming view was the direction was right although some 'devil in the detail' caution was expressed on a few recommendations.
37. The Scottish Executive, in the light of this positive response, was preparing to advance the proposals when unfortunately the industrial relations situation deteriorated and effectively many actions had to be put on temporary hold. As this situation improved, action was recommenced and the next stage of considering the legislative changes needed to introduce the proposals has begun.



The importance of Community Fire Safety work is emphasised in the policy paper.

Scotland's Fire Service Preparedness and Planning

38. The scale and effects of the terrorist attacks in America on 11 September 2001 focussed attention on the role and capability of the fire service and raised a number of key issues about the way in which it responds to major incidents. In October 2001 the UK Government set up the New Dimension Group to review emergency service strategies and procedures in order to provide the most effective response possible to this new level of potential

threat. This work to improve preparedness has continued throughout the reporting year and, despite some inevitable disruption caused by the industrial dispute, has now reached an advanced stage.

39. In Scotland, the lead on these arrangements was taken by myself on behalf of HM Fire Service Inspectorate, supported by Assistant Firemaster Andrew Harrison and Divisional Officer John Ironside, seconded from Strathclyde Fire Brigade, to carry out the:
 - (i) co-ordination and project management role for and on behalf of the Scottish fire service; and
 - (ii) planning and training liaison with brigades and the UK project groups on all New Dimension issues.
40. Brigades in Scotland completed a project to identify and assess risks within their respective areas against possible scenarios arising from the new level of threat. The key issues identified were used to develop a detailed project plan to translate the outcomes into a robust and sustainable state of operational readiness.

Equipment Procurement

41. The underpinning element of 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 terrorist attack, natural disaster or major accident on a previously unimagined scale.
42. Overall procurement arrangements were managed jointly by HM Fire Service Inspectorate and the Scottish Executive Procurement Division. Each brigade was represented, both strategically on the project board and, for implementation purposes, on the working group responsible for the planning and development of the project plan.
43. The project plan set out a detailed timeframe for the preparation of detailed technical specifications and a formal Invitation To Tender document to meet full European procurement requirements, right through to the final evaluation processes required to determine the successful bidders for each of the contracts. The initial project was programmed so that contracts could be awarded in October 2002. Unfortunately, due to the impact of the fire service dispute, the final equipment evaluation processes were delayed resulting in the formal contracts being awarded in March 2003. Consequently, delivery of the equipment will now continue during the next financial year, 2003-04.



44. Last year's annual report stated that Scottish Ministers had made available £5 million for the funding of additional resources required as a result of the New Dimension project. Because of the delay in awarding the formal contracts, agreement was reached that this money could be carried forward into the following financial year to complete the procurement part of the of the project.
45. The equipment evaluated and identified for purchase includes:
- 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.
46. These resources will be further enhanced by the deployment of three new Scottish Major Incident Support Units, due for delivery in Autumn 2003. These vehicles are to be based in the Grampian, Lothian and Borders and Strathclyde Fire Brigade areas and will provide a flexible response option to a wide variety of incidents by providing more specialist heavy rescue, mass decontamination, protective equipment and specialist shoring, lifting and cutting packs.

Three new major incident support units will provide a flexible response option to a wide variety of incidents.

Mass Public Decontamination

47. The interim guidance on mass public decontamination which was issued in November 2001 has now been replaced by an agreed national guidance, issued in June 2002, to all the emergency services and agencies likely to be involved in an incident where casualties require decontamination following exposure to chemical, biological, radiological and nuclear (CBRN) materials.
48. This national guidance provides a framework which underpins and supports planning arrangements for any multi-agency approach to decontamination when dealing with an incident where people have been exposed to CBRN materials.
49. In addition to the personal protective and search and rescue equipment detailed above, extensive evaluations were carried out during 2002-03 to

identify a comprehensive range of specialist decontamination equipment. With formal contracts now awarded, this equipment is being purchased as part of a UK framework agreement during financial year 2003-04. This equipment will be strategically located to support the Scottish Executive Health Department and Scottish Ambulance Service in their response to potential CBRN incidents.



One of the mass public decontamination units purchased as part of the New Dimension project

50. Organisational work continued to ensure the integration of these resources into local multi-agency operational planning so that the public can be reassured that irrespective of the cause of an incident the necessary equipment, expertise and trained personnel will be on hand to provide immediate and effective decontamination.

Conclusion

51. The work undertaken as part of the New Dimension project is designed not only to improve the preparedness of Scottish fire brigades for an event on the scale of a major terrorist attack but also to enhance and support the routine responses made daily by fire crews. The ethos behind the New Dimension project in Scotland is that everybody who comes into operational contact with the fire service can potentially benefit from the improved planning arrangements which have been put in place and the equipment which has been purchased.
52. The work in Scotland is inextricably linked to that of the UK New Dimension Group. Scotland continues to participate fully in the collaborative work of

this group, particularly in the development of national training standards and operational practices to ensure that we have a standardised, robust UK framework and structure of resources and trained personnel to meet the new level of threat apparent in the post 11 September era.

53. To enhance these arrangements, specialist training support is also being provided from within the project for all brigades to provide them with suitable qualified instructional staff to implement the deployment of the new mass decontamination equipment.
54. To support the development of the specialist urban search and rescue teams, validated training courses are being provided at the A & M University of Texas for members of the Scottish fire service as part of a UK wide initiative. This will provide the service with specialist team leaders and search and rescue operatives to support brigades response to such events either locally or at a national incident.
55. This collaborative approach between the Scottish Executive and all of the Scottish Fire Authorities continues to improve overall fire brigade capability and resilience to deal with the more frequently occurring incidents, and to positively affect the wellbeing and safety of the people and infrastructure of Scotland in accordance with the Scottish Executive's vision of working together for a safer Scotland.



Firefighters often have to deal with very hazardous situations.

STRATEGIC ISSUES FOR THE FIRE SERVICE

Industrial Action and the Future Fire Service

56. 2002 was a year of considerable unrest in the UK fire service culminating in the first UK wide industrial action for 25 years. The action involved members of the Fire Brigades Union seeking a substantial pay award in recognition of their perceived change in the role of firefighters and control staff and their overall contribution to safety. Initially this demand was resisted by the Employers and a series of intermittent rather than continuous strike actions occurred.
57. This action substantially affected the more urban areas of the UK where Union membership was both more extensive and unified. In many rural areas, where firefighters are predominantly part time, existing fire cover continued although restrictions did apply around mutual aid (fire crews working outwith their geographical area) and specialist support. The alternative emergency cover was therefore most evident in towns where military personnel operated emergency fire service pumping vehicles and provided limited specialist support for both serious structural firefighting and other rescues or incidents involving hazardous materials.
58. The emergency fire cover mission was foremost to save life and the methods used in firefighting aimed at acting defensively. This meant that the risks of entry into structures had to be justified as essential for the saving of life and that fire containment from the outside was the usual tactic adopted.
59. In Scotland the pattern of the dispute followed that generally seen across the UK. By and large all fire stations staffed by fulltime uniformed firefighters were closed for those periods identified for strike action and fire cover from those remaining stations staffed by part-time firefighters continued, although not in every location and there were sometimes restrictions applied as to the scale or location of incidents to which individual stations would respond. Because of Scotland's significant number of part time firefighter stations of all types - Retained, Auxiliary and Volunteer - large rural areas consequently retained their usual standard of fire cover.

The emergency fire cover mission was foremost to save life and the methods used in firefighting aimed at acting defensively.

60. This pattern was, as mentioned, not repeated in the towns and cities. In addition, the majority of more specialised skills used routinely by the contemporary fire service to manage a very wide range of life threatening and other emergency situations were not fully available. A threat therefore existed to a significant part of the population.
61. It was to help meet this threat that Ministers following requests by local Fire Authorities asked the military, operating under the Army Command of Headquarters 51 (Scottish) Brigade based in Stirling, to assist. The military, working with Police and Principal Fire Officers in Scotland, put into effect pre-planned procedures referred to as Operation Fresco.
62. The operation necessitated the establishment of a Joint Headquarters (Scotland) at Stirling with local headquarters in each of the 8 fire service operational areas. The Joint Headquarters (Scotland) included the Scottish Police Information Centre and had access to fire service advisors. At the local level operations were similarly co-ordinated by the Chief Constable fully supported by liaison and advisory officers from military and fire service sources.
63. The strike periods commenced in November 2002 and ran until February 2003. 5 separate strikes occurred. The dates involved were:
- 48 hours between 3-15 November 2002;
 8 days from 22 until 30 November 2002;
 24 hour period over 21-22 January 2003;
 48 hours between 28-30 January 2003; and
 a concluding 48 hour period from 1 until 3 February 2003.

Action commenced and concluded on the change of shift.
64. The 15 days of industrial action involved over 2,000 military personnel of all ranks and specialisms drawn from military deployments across the world with service men and women from the Royal Navy, Army and Royal Airforce being involved to provide emergency fire services to save life during the strike periods. Part of those specialisms involved competent service firefighters and drivers. Other personnel received the limited additional training needed to operate emergency fire appliances, referred to by all as Green Goddesses because of their colour, or used their existing skills to provide essential support in command, control, supervision or logistics.
65. The Green Goddesses were built in the 1950's and although minor improvements have been made in the intervening years they are slow and

very modestly equipped by contemporary fire service standards. One consequence of this age is the low top speed and poorer road handling when compared to today's vehicles, which together with the absence of local knowledge by many of the drivers, required that a Police escort lead each response.

66. It was particularly useful that military arrangements in the UK allowed a coterminous theatre of operations between civil and military authorities within Scotland and that there were also available suitable training facilities and accessible temporary fire stations. At these temporary fire stations Green Goddesses were deployed on the basis of a local risk assessment. Further support to meet the demands of difficult fires and other emergencies was similarly distributed across the country.
67. This support, which included in later strike periods conventional local authority or Scottish Executive 'red' fire appliances and aerial appliances to be used as water towers rather than as rescue appliances, extended to 138 pumping and 3 aerial appliances, 37 other vehicles equipped to support conventional firefighting and rescue operations including casualty extrications from light vehicles and 8 other vehicles having more specialised lifting equipment and that required to meet the risks posed by hazardous materials.
68. Arrangements to invoke Operation Fresco followed a ballot of Union members begun on 27 September and announced in favour of strike action on 18 October. In the event the first date announced for action on 29 October did not occur as discussions continued. Throughout, the Scottish Executive maintained close co-ordination within Scotland with all those involved, working through the Scottish Emergency Co-ordinating Committee and at Ministerial and official level with colleagues in London.
69. The Scottish Executive also undertook extensive publicity to alert the public and offer suitable precautionary and responsive advice. Scottish local authorities, care agencies, commerce and businesses were all engaged and in many cases made specific arrangements to reduce risk on those dates when it was known there would be an absence of fire service cover.
70. This proved helpful in reducing the overall number of calls so that, for example, over the 8 day strike period just over 2,000 calls were received rather than the average of nearer 3,500. Each call was individually assessed and an appropriate emergency cover response made. In the 8 day period 50 calls were identified as presenting either a real or possible risk to life and 646 as having no life threat. All of these calls were, however, attended illustrating how the original military mission to save life was



extended so that 87% of all the responses made were by the military. Consequently, despite occasional high activity, the emergency cover provisions were able to meet all assessed risk calls.

71. Unfortunately the incidence of death and injury did remain remarkably consistent and regrettably in January two people lost their lives. In the same month a serious fire occurred in the centre of Glasgow when an Art Deco building was lost.
72. There were some occasions when striking firefighters left their strike picket line spontaneously to assist the public and agreements were reached across the country for a return to duty if an extremely serious event had occurred.
73. In the weeks leading up to the first strike period extreme efforts were made to avert any action and although action did occur these efforts prompted a wider reappraisal of the fire service role and contribution. As a direct result of this reappraisal, and in part as an unsuccessful process to avert industrial action, the UK Government at the request of the Employers instituted on 20 September 2002 an independent review of the fire service under the chairmanship of Professor Sir George Bain assisted by Professor Sir Michael Lyons and Sir Anthony Young. Although the process of trying to avert action was unsuccessful in part because the Fire Brigades Union would not submit evidence to the inquiry team, this review group assembled evidence and reported in December 2002¹.
74. Their conclusions were quite fundamental in character and offered criticism of virtually all the participants involved over many years in fire service matters. More importantly the review group called for urgent action and suggested a new approach based upon risk reduction through prevention with new institutional structures and higher regard and greater expertise in human resource management. A range of proposals were made about pay with links to personal competency together with comments on efficiencies and transitional funding.
75. The report was generally well received although the Union had published its own alternative report². The Government has consequentially published a White Paper³ that spells out how it intends to take the accepted proposals of the independent inquiry forward. In Scotland an earlier White

¹ Independent Review of the Fire Service. 2002, *The Future of the Fire Service: reducing risk, saving lives*, ODPM Free Literature, Wetherby.

² Fire Brigades Union. 2002, *The Fire Brigades Union Position Statement on the True Modernisation of the UK Fire Service*, Fire Brigades Union, Kingston-upon-Thames.

³ Office of the Deputy Prime Minister. 2003, *Our Fire and Rescue Service*, Cm 5808, TSO, Norwich.



Paper⁴ had been published with many complimentary features to the England and Wales paper.

76. In addition, in 2003 the Employers and Fire Brigades Union concluded an agreement that allowed industrial action to cease and the emergency cover arrangements provided by the Military to be withdrawn. Referred to as the 'Heads Agreement'⁵ this agreement binds both parties into an integrated modernisation process that has associated staged payments for the uniformed workforce between 7 November 2002 and 1 July 2006.
77. In England and Wales and in Scotland the Government has now clearly indicated that a legislative programme will be undertaken following consultation on proposals outlined in further papers. These intended legal steps are due to be introduced into the legislative programme during the 2003-04 Parliamentary session. New arrangements will then be in place for the future. In the interim period action has been taken on a number of matters not requiring legal change, such as the introduction of risk management, the progression of the Integrated Personal Development System and establishment of some new institutional structures, so commencing an extensive modernisation process for the UK fire service.

Attacks on Fire Service Personnel

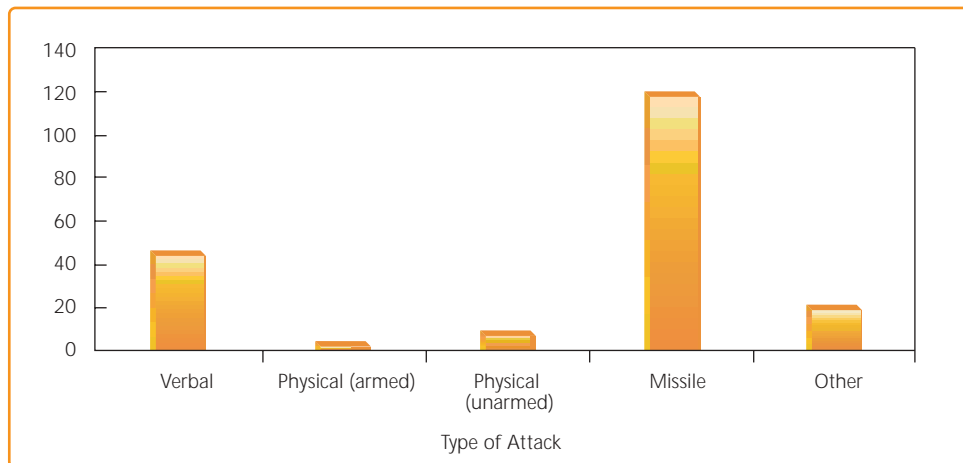
78. Last year the Inspectorate reported on the growing problem of attacks on fire service personnel. In response to anecdotal evidence from the eight Scottish brigades and reports in the media it was decided to introduce formal reporting about attacks in the annual statistical return submitted by the brigades to the Inspectorate.
79. Following consultation with the brigades, a set of categories of attack were decided upon and it was agreed that information should also be recorded about incidents involving non-operational personnel, for example the support staff who work in stations and at headquarters and the control operators who work in the emergency command and control centres.
80. As the request for brigades to record these incidents was made part way through the reporting year it should be understood that the information shown here represents only a partial picture of the problem of attacks on fire service personnel. It does, however, illustrate the seriousness of the

⁴ Scottish Executive. 2002, *The Scottish Fire Service of the Future*, ISBN 0-7559-0355-2, TSO, Edinburgh.

⁵ National Joint Council for Authority Fire Brigades. 2003, *Fire Service Reform Fire Service national Employers' proposed Heads Agreement*, NJC, London.

problem. In the reporting period from 1 April 2002 to 31 March 2003, a total of 182 attacks were recorded.

Attacks on Fire Brigade Personnel 2002-03



81. The most frequent type of attack has been the throwing of missiles at fire crews responding to emergency calls. Actual physical confrontations, while less common, also took place.
82. Brigades were also asked to record instances of verbal attack where concerted and continuous foul and abusive language was used, the abuse was sustained and it was decided that there was malicious intent. Many firefighters have come to regard such verbal attacks as a nuisance they tolerate as part of the job. For this reason it is believed that the number of verbal attacks is actually being under-reported.
83. Attacks on fire service personnel are a serious problem and often criminal acts. Not only do they endanger the safety of brigade employees but, in hampering fire crews and support staff from carrying out their jobs, they also endanger members of the public.
84. The Inspectorate intends, as part of seeking solutions to this issue, to share information with other constituents within the Scottish justice system in support of any prosecution of offenders and to share amongst brigades best practice in meeting this unacceptable form of aggression against public service staff. Scottish Ministers have further indicated that not only do they deplore such attacks but will actively encourage the strongest responses against individuals found guilty of such offences.

Attacks on fire service personnel are a serious problem and often criminal acts.

Fire Research in The United Kingdom

85. Fire Research in the United Kingdom is at an important point in its development. There are real concerns within the professional fire science community that the current level of UK research is inadequately funded and directed. This, crucially, will impact upon the continuing development of fire safety engineering, an area of research which is required to sustain the increasing adoption of performance based building codes.

86. In July 2002, as HM Chief Inspector of Fire Services for Scotland, I presented a background paper on this subject to the UK Fire Safety Advisory Board (FSAB) suggesting the matter be further investigated. Following consideration, I was asked to form and chair a task group established under the Board's Fire Safety Standards



Real Fire training helps firefighters prepare for operational incidents, but understanding of fire's fundamental behaviour is not complete.

Sub-Group to consider issues relating to fire research. Andrew Henderson, the Inspectorate's Office Manager provided the secretariat to the group. The key purpose of this Fire Research Task Group (FRTG) was to determine:

- what fire research is currently being undertaken; and
- what fire research will be required in the future.

87. Membership of the Task Group included individuals from The Office of the Deputy Prime Minister, the insurance industry, further and higher education, the fire protection industry and the fire service.



88. The Task Group was time limited. The first meeting took place in Edinburgh in January 2003 with a view to producing a report for submission to the Fire Safety Standards Sub-Group during the summer of 2003. The FRTG report will be a key document in shaping the UK's fire research strategy, initiating a more structured approach which identifies areas of common interest across the various practitioners in the fire research arena, recognises areas where further work is required and facilitates greater cooperation between the interested parties.



PERSONNEL AND TRAINING ISSUES

Further Research of Retained, Auxiliary and Volunteer Firefighters (Part-time Firefighters)

89. In February 2003 at the request of the SCFBAC, the Inspectorate, in partnership with the Office of the Chief Researcher, commissioned a follow-up study to the report *Retained, Auxiliary and Volunteer Firefighters in the Scottish Fire Service*. This second stage of the research sets out to identify practical and effective mechanisms through which part-time firefighters can become more effectively integrated within the structures of the local authority fire brigades in Scotland.
90. The Scottish Executive recognises that part-time firefighters play a significant part in protecting the public and believe that better integration will further release their potential. The consultation paper *The Scottish Fire Service of the Future* proposed a strategic shift from being primarily focused on an intervention role to towards greater prevention through education and enforcement activities.



Part-time firefighters play a significant role within the fire service, particularly in rural areas. (Image © Aberdeen Journals)

91. The contract to conduct the research outlined the parameters for the consultants and this is to be supplemented by guidance from a Steering Group comprising key stakeholders including members of CACFOA,

COSLA, FBU, the Scottish Executive Justice Department and the Inspectorate.

Training Developments in Brigades

92. One development of note was the development of a new brigade training resource in Tayside Fire Brigade at Perth. The facility includes realistic fire training, a section of motorway and a confined space simulator and is intended to provide enhanced training and development opportunities for all members of staff.



Fairness, Diversity and Equality

93. At UK level, the Equality and Cultural Change Advisory Board unfortunately held few meetings with the result that little effective action occurred during the reporting period. As a consequence, Board member organisations have tended to focus upon committee structures rather the strategic and practical issues.
94. However, within Scotland, the Scottish Fire Services Fairness and Diversity Forum did continue to make progress, and maintained limited momentum during the period of industrial action. Unavoidably, progress on key issues was limited by these issues.
95. Despite this, the Forum did continue to consider many strategic issues facing the Scottish fire services including the seminal works, *The Scottish Fire Service of the Future* and the Independent Review of the Fire Service's *The Future of the Fire Service: reducing risk saving lives*, and particularly analysed their impact of the equalities agenda in Scotland.
96. The Fairness and Equality Guidance Framework which was launched in December 2000 was significantly amended in March 2003. This followed input from all the Forum's stakeholders and other professional advisers. The reviewed guidance details a framework of policies and practices designed to further support the development of equality and fairness to all workers which includes support staff, control, wholetime, retained, volunteer and auxiliary firefighters.
97. The distribution of the guidance was significantly altered following a survey of Scottish fire services. The framework has been distributed to all brigade and local headquarters for the purposes of assisting with policy development, it has also been supplied to the key stakeholders.

98. For the purposes of effectively overseeing the smooth implementation of the Race Relations (Amendment) Act 2002, the Inspectorate signed a Memorandum of Understanding with the Commission for Racial Equality in Scotland in March 2003. This protocol outlines the roles and responsibilities of both organisations in respect of taking forward the race equality agenda and seeks to develop partnership working in terms of information sharing and reporting.
99. As required by the Race Relations (Amendment) Act 2002, all Scottish brigades that are governed by Fire Boards have developed and published Race Equality Schemes. Fife Fire and Rescue and Dumfries and Galloway Fire Brigade elected to be incorporated within their parent councils' schemes. Much of the development work was carried out through a collaborative approach under the guidance of CACFOA. The schemes set out the arrangements the brigades have in place to meet both their general and specific duties under the Act. They should also summarise the brigades' approach to racial equality and corporate objectives and say how they intend to meet the objectives.

Breakdown of Scottish Fire Services Employment Profiles

100. The Inspectorate monitor diversity and representation within the fire service through the annual statistical returns submitted by brigades and during routine inspections.
101. The number of applications by females to join the wholetime service again rose last year. This follows much work in presenting a more positive image of the service as a career choice for women and reflects the endeavours of the brigades which recruited in the reporting period. This work is now translating itself in to tangible result in the actual number of female firefighters employed, with the total having increased to 311 from 271 in 2001-02, 248 in 2000-01 and 207 in 1999-00.



The number of women applying to become firefighters is increasing.

102. Applications from under represented groups have shown a slight increase, despite the fact that not all brigades recruited during the reporting year. This has been mirrored with a modest increase in the number of personnel from ethnic minority groups who now serve their local communities.

Table 1

Diversity Profile of Scottish Fire Brigades, All Sectors, 1999-00 to 2002-03

	Male White	Female White	Male Minority Ethnic	Female Minority Ethnic
1999-00	8,026	776	5	3
2000-01	8,186	921	13	5
2001-02	8,361	933	12	3
2002-03	8,263	966	18	4

Table 2

Diversity Profile of Scottish Fire Brigades by Sector 2002-03

	Male White	Female White	Male Ethnic Minority	Female Ethnic Minority
Wholetime	4,398	93	15	0
Retained	2,391	115	1	0
Volunteer	1,071	103	0	1
Control	29	189	0	0
Support Staff	374	466	2	3

Integrated Personal Development System (IPDS)

103. The Integrated Personal Development System (IPDS) began to be implemented across Scotland during 2002-03. IPDS moves away from traditional training and development programmes to a system that is vocationally driven and which concentrates on role specific competencies. It is designed to be fair, transparent and transferable across the UK fire services and beyond and has Vocational Qualifications (VQ) built in that acknowledge competence in various fire service roles.
104. IPDS embraces the full range of fire service activity and is intended to enable all staff to attain and subsequently maintain the level of competence required to meet the demands of their role.



105. During the reporting period a national project manager was appointed to maintain focus and direction and ensure the delivery of the system in Scotland within a realistic timescale.

106. Scottish brigades continued to be influential in the development of many aspects of IPDS, with representation on all the major advisory and working groups. Locally, brigades are in the process of assessing resource requirements to facilitate the implementation of the system.



IPDS heralds a major change in the structure of training and development within the fire service.

Scottish IPDS (VQ) Team

107. Following the agreement by the Central Training Advisory Committee and Firemasters to collaborate on the awarding of vocational qualifications through one Approved Centre for Scotland, and to appoint an IPDS (VQ) Manager, Diane Lauder was seconded from the Scottish Qualifications Authority (SQA) in October 2002. Diane was charged with setting up the Approved Centre and the associated VQ Management Board and Assessment Panels. It was agreed that the Approved Centre status should apply to Scotland as a whole and that the eight Brigades and SFSC would be satellites of the Centre.

108. The appointment of the IPDS (VQ) Manager occurred in January 2003 and it was recognised that a team would need to be established to take forward the broader components of the Integrated Personal Development System. The second member of the team appointed was the IPDS (VQ) Administrator, who is responsible for the efficient running of the Scottish IPDS (VQ) Centre and as such will be involved with registering and entering candidates as they undertake Scottish Vocational Qualifications. During 2003 the team will be further expanded to include an IPDS (VQ) Co-ordinator and IPDS (VQ) Support Officer. Once fully functional, the team will support and advise Scottish fire services on all aspects of the IPDS.

109. Following on from the agreement by Firemasters to adopt a partnership approach across the Scottish fire service, an 'Umbrella' Model has been established and is currently working well. The model ensures that brigades are autonomous in the delivery of SVQs, but work under a common set of quality assurance principles.



IPDS concentrates on role specific competencies.

110. The key components of the structure are:

- **A Management Board.** This gives strategic direction to the programme and is responsible for authorising all policies and procedures. All brigades are represented by their Development Managers.
- **Assessment Boards.** These have responsibility for the development of standardised SVQ delivery methods. All sites are represented by occupationally competent personnel, with operational experience in the sector covered by the award.
- **Satellite Sites.** Each site develops their own structure for SVQ delivery, under a common set of policies. The model demonstrates the key roles required within each site: site SVQ manager, internal verifiers, assessors.

111. This model is fully operational now with the support of all fire services. It is a full partnership and the model is being used to facilitate and review developments in other areas of IPDS implementation.

Memorandum of Understanding.

112. The Scottish Fire Services College and the Fire Service College are currently establishing a Memorandum of Understanding (MOU) which will lead to greater co-operation and integration between the two Government-sponsored establishments responsible for the provision of Learning & Development within the fire service. This partnership approach is intended to accelerate the development of IPDS initiatives for the UK fire service, including the development of resources and methods of delivery.

E-Learning

113. As reported last year, the Scottish Fire Service College has continued the process of developing an e-learning platform to deliver internet based training for fire service personnel. Further to an interest in the project, the Fire Service College entered into an agreement with the SFSC to collaborate on the development of online learning. The first two e-learning modules have been developed and have been put on to the SFSC website. The modules (*Incident Command and Dynamic Risk Assessment*) are being evaluated by selected members of the Scottish fire services and within the South West region of England. Three more modules (*Health and Safety and Risk Management, Managing Yourself and Equality and Fairness*) are being developed and will be available later in 2003. In addition, a module on the IPDS will be produced to assist all emergency fire services to further understand the system and its components.

Engaging Youth

114. The Engaging Youth workshop was held at the Scottish Executive's Victoria Quay building in Edinburgh on 31 March 2003. The purpose of the workshop was to present a broad range of issues affecting the way in which the service interacts with children and youth people, and seek ideas and views that will assist with future development in this area.



Fire brigades are looking for new and effective ways to engage positively with young people.

115. Presentations were given from youth organisations such as Youthlink Scotland and the Scottish Youth Parliament, Her Majesty's Inspectorate of Constabulary, the Thematic team from ODPM that recently studied the fire

service and young people⁶, the Princes Trust and the Fire Service Youth Training Association. The presentations were followed by a wide-ranging discussion of the issues involved with views of how best to take forward future development.

116. HM Inspectorate intends to progress a strategy for the co-ordination of working with young people in brigades to promote citizenship, self esteem and safer communities.

Health and Safety

117. The Inspectorate maintains close liaison with the Health and Safety Executive which ensure that the inspection regime remains in step with current HSE initiative and direction.
118. Close liaison is also maintained with the HM Fire Service Inspectorate in England and Wales through the UK Health and Safety Advisory Board. One of the key activities of the Board is overseeing the development of a new National Health and Safety event reporting mechanism.
119. At a Scottish level, it was regrettable to note the temporary withdrawal of the Fire Brigades Union from the Health and Safety committees in Scottish brigades. The outcome was that the committees lost representation from key stakeholders for a period. This is a disappointing action and one which it is hoped can be quickly restored so that the partnering approach highlighted in the CBI/TUC publication *Creating partnerships for prevention: joining up health and safety*⁷ can be re-established.
120. It is noted that there has been disappointing progress in terms of the CACFOA inter-brigade safety auditing agreement in Scotland. It is hoped that CACFOA will give a fresh impetus to the resurrection of this initiative to further improve and develop the services' safety culture.

Health and Safety Trends

121. As previously reported the number of near misses reported remains disappointingly low, being less than 50% of the total number of accidents. As a predictive indicator of the likely cause of accidents, a greater emphasis on near miss reporting would facilitate the continued reduction in accidents within the service.



⁶ Office of the Deputy Prime Minister. 2003, *The Fire and Rescue Service: Working With Young People in the Community*, ODPM Free Literature, Wetherby.

⁷ CBI/TUC. 2002, *Creating partnerships for prevention: joining up health and safety*, ISBN: 1 85006 576 4

Table 5
Accident Statistics in Scottish Fire Brigades 1999-00 to 2002-03

Year	No of Accidents	No of Near Misses	No of Blue Light Accidents
1999-00	1,200	224	158
2000-01	915	250	211
2001-02	907	254	225
2002-03	760	343	188

Sickness Absence

122. Due to the complexity of the reporting period it is difficult to draw out any meaningful year on year comparisons for sickness absence. Brigades were generally proactive in managing sickness absence during the period of industrial action, however it is not possible to gauge the effect the industrial action or the management of absence exerted on the actual figures. The table below represents the data submitted by brigades to the Inspectorate.

Table 6
Average Sickness Absence per Employee 2002-03

	Operational WT		Day Staff		Control		Strength		
	Shifts/Days Lost	% change on previous year	Shifts/Days Lost	% change on previous year	Shift/Days Lost	% change on previous year	Operational Wholetime	Day Staff	Control
Central Scotland	7.32	-11.20	5.97	68.84	13.06	13.40	207	35	17
Dumfries & Galloway	7.1	23.38	6.34	67.19	11	-10.27	79	29	18
Fife	16.53	32.30	11.83	16.40	13.19	-5.38	335	53	21
Grampian	8.93	29.45	10.1	40.59	8.27	21.40	273	71	26
Highland & Islands	7.83	22.09	7.5	71.20	4.44	5.41	80	50	18
Lothian & Borders	9.99	6.21	12.23	50.45	24.9	-3.90	638	80	29
Strathclyde	3.87	-203.36	4.65	48.39	12.76	-7.13	1930	238	68
Tayside	10.06	-20.18	9.43	48.78	15.1	10.26	344	53	21



OPERATIONS

Radio Replacement

123. The events of 11 September 2001 and the proposed role of the fire service in the New Dimension activities have put a new focus on the requirement for interoperability between fire brigades and other emergency services.
124. Having considered a number of options and having taken professional advice on operational, technical and procurement issues, UK and Scottish Ministers agreed and announced on 7 May 2002, the procurement of a national radio communication system for the Fire Service in England and Wales and potentially Scotland, to be delivered and installed by the end of 2007. Since that announcement there has been continuing dialogue between UK and Scottish Ministers to enable a United Kingdom project to be implemented. Scotland became a full partner in the Project as from November 2002.
125. The implementation of a national radio system will enhance the capability of the fire service and will allow it to meet the new radio interoperability requirement agreed by the primary emergency services. To minimise any delay Ministers have agreed that the procurement would be taken forward by the existing Firelink Project Team appropriately strengthened and enlarged to meet the needs of the Project. Scotland has appropriate representation within the Firelink Team.



Communication is vital at any incident

126. The objectives of Firelink in relation to these project work streams are:
- (i) To procure, deliver and install a national radio system to meet the needs of the fire service in Great Britain and to satisfy the requirement for interoperability as agreed by the professional associations of the primary emergency services by the end of 2007.
 - (ii) To explore the options for managing and operating the fire service national radio system after implementation in order to ensure that the system continues to meet user needs and national requirements and to make recommendations accordingly.
 - (iii) To consider and explore issues associated with the sustainability of existing radio systems prior to their replacement and to advise and assist fire authorities in maintaining 'Operational Continuity'.
127. Firelink will in essence provide an end-to-end radio communications solution with voice and data capability.
128. Whilst Firelink will provide for an end-to-end voice and data capability as a minimum, the precise scope of the chosen solution relies heavily on affordability. The level of functionality and the applications used are dependent on the information provided by the suppliers in their final bids. It is possible that when costs are known the functions available will allow enhanced provision.
129. Should brigades wish to procure functions and services outside of the scope of what is to be funded centrally the cost will fall to the relevant fire authority. However, mechanisms will be considered to enable brigades to procure additional functionality individually or via procurement consortia using a national framework arrangement negotiated by Firelink.
130. Firelink is being managed under PRINCE 2, the UK Government standard for project management, with appropriate organisational structures in place. The Scottish Executive is represented on the Project Board and Project Team. Scotland also has its own Brigade Delivery Team consisting of an Assistant Project Manager and an Assistant Inspector of Fire Services – Firelink Fire Service Officer.
131. The procurement strategy is based on the Negotiated Tendering Procedure in line with EU Regulations. Firelink intends to award a contract to a single prime contractor who will be required to accept full responsibility for supply and implementation of the national radio system to meet the requirement of the specification and end-to-end functionality.
132. A Prior Information Notice (PIN) was published on 17 July 2002 and a notice was published in the Official Journal of European Communities (OJEC) on 29 October 2002.



133. A pre-qualification process was carried out and a Long List of Suppliers has been selected.
134. The next stage in the Project is the Invitation to Submit Proposals (ITSP) which, is scheduled for:

Approval of ITSP Documentation by Project Board	July 2003
Return of Completed Proposals	October 2003
Commencement of Negotiations	January 2004
Seek Best and Final Offers (BAFOs)	May 2004
Contract Award	July 2004
Completion of Roll-out of Radio System	December 2007

135. Work is also continuing on improving same and multi-service communications interoperability arrangements that are designed to improve the fire service's ability to respond to major incidents. The first phase of enhancements to interoperability has been the enhancement of same service interoperability throughout the eight fire brigades' in Scotland by the reprogramming of all existing Frequency Modulated (FM) Radios.

Fire and Emergency Cover

136. Last year progress was reported on the work to change fire cover arrangements to meet the risk to life more directly whilst also taking into account the preventative fire safety engineering that has now become well established in modern buildings.
137. In February 2003, following detailed examination of proposals that had emerged from the reported pilot trials and software evaluations, Scottish Ministers determined to adopt an approach which built on this experience.
138. Integrated Risk Management (IRM) is the term applied to this approach that seeks, as the term suggests, to bring together through a process of integration the internal strands of operational response (intervention) and fire safety practice (prevention) together with the contributions of external partners. The partners in this context are the very wide range of bodies and agencies who can help secure safety improvement.
139. The process also involves risk assessment of individual local risks posed by buildings, industrial activities, individual vulnerabilities, the environment and the like. This process of risk assessment then allows a more specific

and tailored service to be focused throughout the preventative to intervention stages. The overall emphasis is clearly developed from the position of prevention with the objective of using all the resources available, from within the service and from partners, in the most effective way. The consequence is that improvement is measured by reduced deaths, injuries and losses from fire rather than measuring the inputs made in terms of the number of vehicles sent to incidents and the time taken to arrive on site.



Remote rural locations, which have lower levels of relative risk, also require appropriate levels of fire cover.
(Image © Aberdeen Journals)

140. A further refinement of the IRM approach is that it takes into account the range of incidents the fire service now attends. Road traffic accidents, for example, result in far more rescues than fires and the effects of climate that give rise to floods and building damage are also included.
141. The new process will take some time to introduce and represents a fundamental change in how the service considers how best to meet the threats posed to the public. The first piece of guidance, Scottish Fire Service Circular 4/2003, was issued on 3 April 2003, just outside the reporting period. This Circular explains the introduction of Integrated Risk Management Plans, what fire authorities and brigades will need to do to produce them and what help will be available to them. Much of the work began immediately but the Inspectorate will be devoting a major effort in the coming months to further assist brigades and fire authorities develop this approach.

FIRE SAFETY

Community Fire Safety

142. Community fire safety (CFS) is at the core of the proposals made in The Scottish Fire Service of the Future. The fire service recognises that preventing fires from starting in the first place is the key to reducing the tragedies and hardships that fire can and does cause.
143. All eight brigades in Scotland have established CFS programmes aimed at educating local communities about the simple precautions which they can take and which might save their lives. Visits to schools and youth groups remain an important part of all brigades' CFS programmes. These young audiences remain receptive to and enthusiastic about fire safety and the value of encouraging the formation of good habits in young people is recognised by all stakeholders.



School visits can be a fun way for children to learn important fire safety messages

144. Two high risk groups within the community – the elderly and those living alone – are set to increase in size during coming years. Scottish brigades also deliver community fire safety help and advice to vulnerable groups including the over 65s and single householders.
145. An area of increasing activity for brigades has been their involvement in

Community Safety Partnerships. Launched in 1998 and initially directed towards crime prevention, Community Safety Partnerships provide a structure within which all Scottish local authorities and police forces participate in multi-agency activity designed to improve safety within their communities. These partnerships are now viewed very much as part of the broader 'community safety' agenda and several Scottish brigades are already participants.



A fire safety visit in Dumfries and Galloway.

146. The Inspectorate welcomes this recognition of the 'bigger picture' and believes that it is the way forward to achieving the aim set out in *The Scottish Fire Service of the Future* of building on the existing CFS education platform in order to achieve a safer society, so that targeting specific groups becomes a thing of the past and the fire safety message is fully integrated within communities.

The Inspectorate welcomes brigades' participation in Community Safety Partnerships...

Historic Buildings National Fire Database

147. The major fire which occurred on 7 December 2002 in Edinburgh's old town, a world heritage site, caused irreparable damage to the historic environment. The fire also demonstrated how difficult it is to predict how fire spreads in historic buildings because of features such as hidden chimney flues and ceiling voids.
148. It is estimated that Scotland loses one historic building a month to fire. The Historic Buildings National Fire Database (HBNFD) is a project designed to improve the reporting of fire in historic buildings and to provide brigades with access to the information they need to combat fires such as these more effectively and to save more of Scotland's irreplaceable heritage.



The fire in Edinburgh's Cowgate caused irreparable damage to the city's Old Town.

149. Last year's Annual Report featured the work done in Strathclyde and Grampian fire brigades as pilot projects for the HBNFD. In March 2003 Historic Scotland and CACFOA (Scotland) signed a minute of agreement which will see the development of the Historic Buildings National Fire Database to cover all Category A listed buildings over the next three years. Funding is provided by Historic Scotland and the Fire Research and Training Trust. The process involves buildings in each brigade being individually considered. The number of A-listed historic buildings in each brigade is substantial as shown in the table below, which gives some indication of Scotland's heritage.

Brigade	No. of A-Listed Properties
Strathclyde (excluding the City of Glasgow)	504
Grampian	387 (77 completed in pilot project)
Lothian and Borders (excluding the City of Edinburgh)	421
Fife	189
Tayside	336
Central	117
Dumfries and Galloway	224
Highland and Islands	239

150. The project is co-ordinated by a research team based at the Royal Commission on the Ancient and Historical Monuments of Scotland (RCAHMS). An officer from every brigade, in the order shown above, is seconded to the project during the period of building review and visits each of the A-listed properties in their area, gathering information to supplement that already held by RCAHMS.
151. It is the intention to cover the cities of Glasgow, where there are approximately 278 A-listed buildings, and Edinburgh, where there are approximately 773, under a separate agreement at the end of the three years. The reason for this was that it was felt as urban areas often have faster fire crew response times than rural areas, resources are more readily available to deal with a fire in an historic building. If the cities were to be completed at the initial stage this would slow down the roll out programme.
152. Early work with Strathclyde has investigated ways in which the information on the Historic Buildings National Fire Database can be transferred to the Vehicle Mounted Data Systems installed in the cabs of the Brigade's frontline appliances. Results have been encouraging with the prospect that, should a fire crew be called to attend an incident at an A-listed building, detailed information about the property will be available to the crew en-route, thus enabling them to be better prepared on arrival at the site.
153. The Historic Buildings National Fire Database is the first of its kind anywhere in Europe. Through this partnership the Scottish fire service, Historic Scotland and the Royal Commission on the Ancient and Historic Monuments of Scotland are leading the way in creating a valuable information resource for firefighters which will provide a useful tool in helping to mitigate the devastating effects that fire can and does have on Scotland's built heritage.





The Cowgate fire spread quickly due to hidden chimney flues and ceiling voids.

Building Standards

154. The process of reviewing the Building Standards legislation continued during the year and in September 2002 a bill was introduced into the Scottish Parliament which implemented the reforms consulted upon earlier. This received wide cross-party support and became law in March as the Building (Scotland) Act 2003. When fully introduced it will replace the 1959 Act and serve as the basis for the new building standards system. The Act will lead to the replacement of the existing prescriptive building regulations with expanded functional standards. These will be supported by performance and prescriptive guidance documents. The Act requires Scottish Ministers to appoint Verifiers to ensure that buildings are constructed in accordance with these standards and keep registers of Approved Certifiers who are competent to certify compliance of individual elements with standards. Scottish Ministers have indicated that for the foreseeable future only local authorities or other public bodies will be appointed as Verifiers.
155. Scottish Ministers also announced that a new body within the civil service, the Scottish Building Standards Agency, will be created to undertake the national roles of promoting quality and consistency enshrined within the Act. Regulations under the Act will be laid in Parliament in 2004 to implement the new system and it is hoped that it will be fully operational in the spring of 2005. The Scottish Parliament complemented the Executive on the inclusive nature of the consultation process which led to the new Act. It is intended to continue these detailed consultations with stakeholders during the development of the Regulations, Guidance Documents and Procedures.

GENERAL STATISTICS

Personnel & Operations

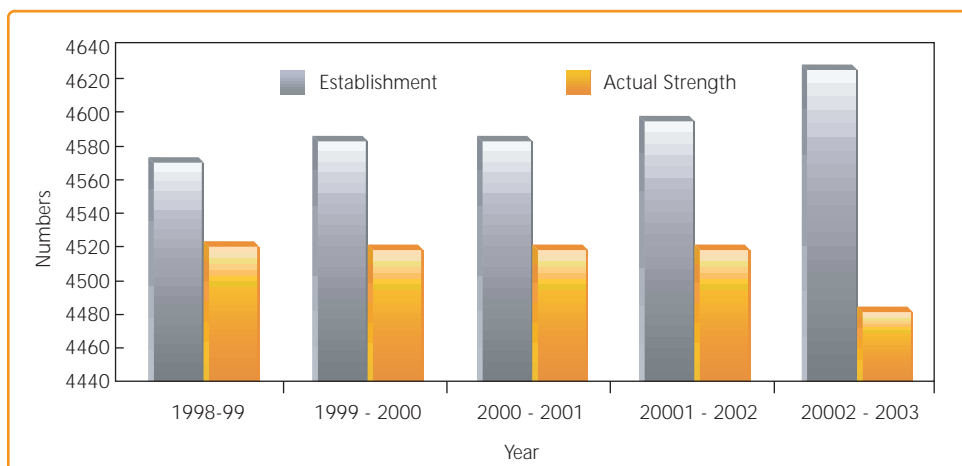
Establishments and Strengths

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

Wholetime Personnel (Operational)

157. The total establishment of wholetime operational personnel of Scottish fire brigades at 31 March 2003 was 4,625, an increase of 27 from the previous year. The actual strength of Scottish fire brigades (i.e. the number of personnel actually in post) was 4,506, giving a shortfall between the establishment and the actual number employed of 119.

Graph 1: Wholetime Establishment and Actual Strength 1998-99 to 2002-03

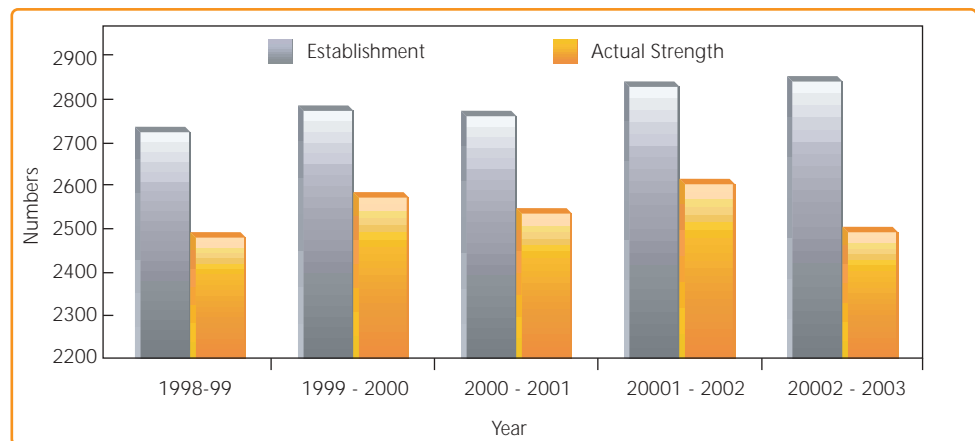


158. During the year 166 firefighters joined the Fire Service while 219 left for various reasons. The number of personnel retiring fell from 210 in 2001-02 to 201 this year, 87 of which were on medical grounds. Further details of the gains and losses of personnel in each brigade are shown in Appendix 3.

Retained Personnel

159. The figures relating to the establishment and actual strength in the retained sector of brigades for the years 1998-99 to 2002-03 are shown in Graph 2.

Graph 2: Retained Establishment and Actual Strength 1998-99 to 2002-03

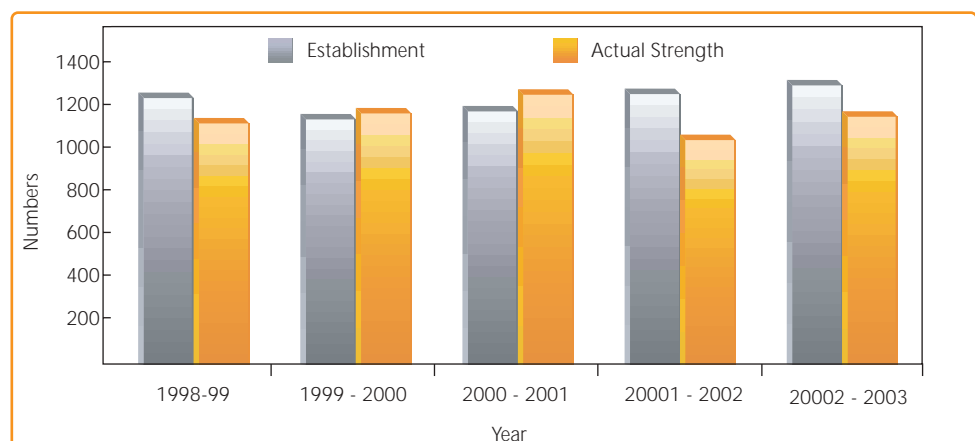


160. The actual number of retained personnel in post throughout Scotland in 2002-03 was 2,507, a net decrease of 113 on the previous year. In contrast, the establishment figure increased by 16 over the same period.

Volunteer Personnel

161. Details of the volunteer establishment and actual strength for the 1998-99 to 2002-03 are shown in Graph 3.

Graph 3: Volunteer Establishment and Actual Strength 1998-99 to 2002-03



162. The total establishment of volunteer firefighters in 2002-03 was 1,307, an increase of 37 from the 2001-02 total. The actual number of volunteers in post in Scotland has increased by 116 to 1,175.

Control Room Staff

163. In 2002-03 the number of Control Room staff in post was 218, 4 more than the previous year. 189 women and 29 men serve in Control Rooms.

Non-Uniformed Staff

164. The total number of non-uniformed staff in post in 2002-03 was 845, 11 more than in 2001-02. 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 brigades and without their efforts the service delivery could not exist in its current format.

Discipline

165. During 2002-03, 16 cases were investigated in Scotland of which 1 was dealt with by a summary hearing and 4 by a full hearing under the Fire Services (Discipline) (Scotland) Regulations 1985. Of the 7 punishments awarded there were 5 reprimands, 1 stoppage of pay and 1 reduction in rank.

Operational Activity

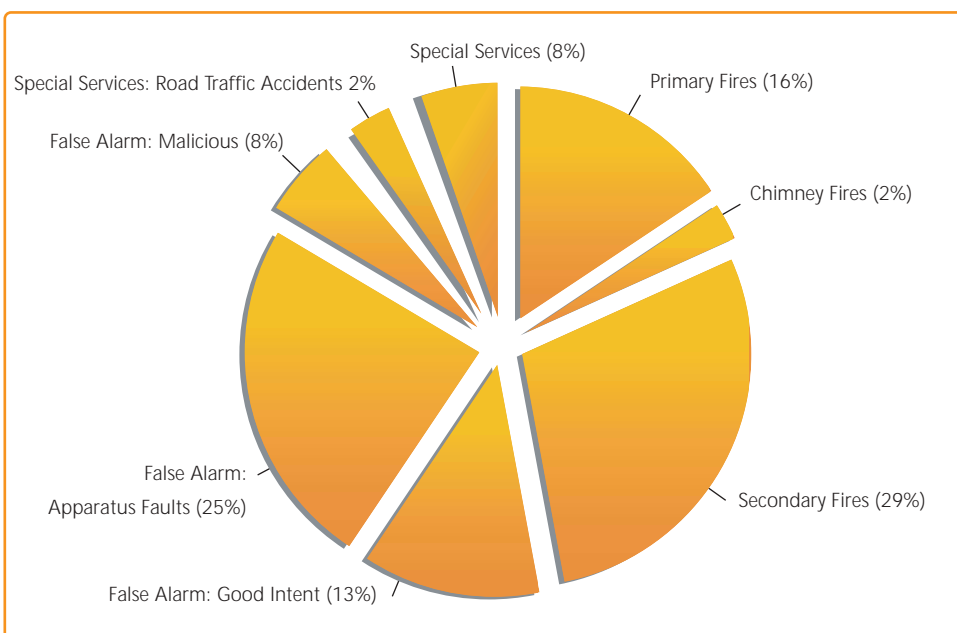
166. Operational activity decreased this year with a 10% fall in all incidents attended by Scottish brigades. There was a fall of 7% for fires involving property and the number of secondary fires attended fell by 2%. Appendix 4 details the actual activity recorded. The following chart indicates the relative distribution of this activity, by type, for all Scottish brigades. The number of unwarranted 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 high at 31% and their ongoing reduction remains a key priority for all brigades.

Incidents Attended by all Brigades 2002-03

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.



167. In summary, in terms of death and injury at incidents attended by Scottish fire brigades and MoD fire crews:

- 84 people died in Scotland as a result of fire, the same as last year.
- 12 died out-with the home environment, including 5 fatalities in vehicles.
- 59 fires killed 72 people in their own homes compared to 66 fires killing 76 people last year.
- There were 7 fires which resulted in multiple fatalities, killing 20 people. Last year there were 5 cases of multiple fatalities, with 15 people dying as a result.
- Of the 46 males and 26 females who died in dwelling fires 40 (55%) lived alone.
- Of the 72 total who died in their home 28 people (39%) were aged 60 years or over.
- 33 (46%) of the people who died in their homes were aged between 20 and 59.
- 11 (15%) were under the age of 20.
- Of the 59 cases of fatal fires in dwellings 40 (68%) had smoke alarms fitted

with 21 (52.5%) known to have operated properly. Of the other 19 cases 11 (58%) of did not have a battery fitted, had a flat battery or had been dismantled prior to the fire.

- Smoke alarms had not been fitted in the remaining 19 cases (32%).
- Brigade Fire Investigators assessed that 45 (62.5%) 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 28 (47%) in the living room, 16 (27%) in the kitchen and a further 11 (19%) in the bedroom.
- The misuse of alcohol was a direct contributory factor in 32 (54%) fatal fires and an indirect factor in a further 5 (8%).
- Once again the greatest cause of dwelling fires was the misuse or careless disposal of smoking materials (cigarettes, matches and lighters): 25 (42%) fires were started as a direct or indirect result. The next biggest single cause was 15 cooking incidents (25%).
- This year 2 people died as a result of wilful fire raising in Scotland, 5 less than last year. All deaths are greatly regretted.

168. In comparison with last years totals there were:

- The 4 more fatalities out-with the home;
- 7 fewer house fires involving fatalities;
- 4 fewer fatalities in the home;
- 5 more people lost in house fires resulting in multiple fatalities.

169. A total of 1,718 people were injured as a result of fire in Scotland this year, 1,526 in the home, 83 in other buildings, 66 in vehicle fires and 43 in other locations. Overall, this represents a decrease of 5% over the previous year's figures. The incidence of injuries occurring in the home has stayed constant but, encouragingly, injuries in non-residential buildings fell by 79% from 391 to 83.

Fire Safety Inspections

170. 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 61,071 [58,816] inspections within the reporting period.
- Specialist Fire Safety Officers carried out 50,846 inspections and examined 4,819 sets of plans [48,347 and 4,739 respectively] of proposed new buildings and refurbishment work.
- Operational personnel inspected a total of 10,225 [10,469] premises.
- Of the 26,770 [26,811] known premises falling within the Fire Precautions Act 1971 and requiring a certificate, 24,650 [24,835] are presently in force.
- Brigades carried out 7,347 [10,395] routine fire safety inspections in 2002-03.
- Under the Fire Precautions Act 1971 a total of 18,684 [21,882] initial, routine, specific and follow-up inspections were completed and 1,305 [1,548] plans were examined.
- Brigades carried out a total of 42,387 [36,934] inspections falling within the amended Fire Precautions (Workplace) Regulations and examined 3,514 [3,191] plans of proposed fire safety work.



REVIEW OF STATISTICS

APRIL 2002 TO MARCH 2003

Appendix 1 Scottish Fire Brigades 2002-2003

Fire Brigade	Area		Population (Estimated)		Uniformed Personnel 2001-2002 Establishments				Fire Stations and Volunteer Units			Operational Fleet			
	Kilometres sq	% of Scotland	Thousands	% of Total	Wholetime	Control	Retained	Volunteer	Wholetime	Retained	Volunteer	Pumping Appliances Midis & Light	Aerial Appliances	Rescue/ Emergency Tenders	Other Special Appliances
Central Scotland	2,643	3.39	279.5	5.52	242	17	170	16	4	11	2	28	2	0	8
Dumfries and Galloway	6,426	8.25	147.8	2.92	105	18	220	10	1	15	1	26	1	2	2
Fife	1,325	1.70	349.4	6.90	390	21	112	0	6	8	0	25	2	1	2
Grampian	8,736	11.21	525.9	10.39	352	22	478	20	6	33	1	55	2	0	9
Highland and Islands	31,187	40.02	276.6	5.47	142	18	634	936	1	33	93	120	1	1	5
Lothian and Borders	6,456	8.28	885.1	17.49	763	30	310	0	13	23	0	57	5	1	5
Strathclyde	13,625	17.48	2,208.6	43.63	2,222	67	652	295	38	44	31	164	12	0	12
Tayside	7,527	9.66	389.0	7.68	409	18	279	30	6	15	4	44	3	8	6
SCOTLAND	77,925	100	5,061.97	100	4,625	211	2,855	1,307	75	182	132	519	28	13	49

Appendix 2

Establishment and Strength of Fire Brigades
as at 31 March 2003.

	Central Scotland			Dumfries & Galloway			Fife			Grampian			
	Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		
		Male	Female		Male	Female		Male	Female		Male	Female	
Wholetime Operational													
Firemasters	1	1	0	1	1	0	1	1	0	1	1	0	
Assistant Firemasters	2	2	0	1	1	0	2	2	0	2	2	0	
Senior Div. Officers	0	0	0	1	1	0	0	0	0	4	3	0	
Div. Officers I	2	2	0	0	0	0	3	3	0	0	0	0	
Div. Officers II	0	0	0	4	4	0	0	0	0	4	4	0	
Div. Officers III	5	5	0	0	0	0	5	5	0	0	0	0	
Asst. Div. Officers	8	8	0	9	9	0	10	10	0	16	16	0	
Station Officers	23	23	0	9	9	0	43	40	0	23	26	0	
Sub-Officers	28	27	1	11	11	0	28	27	0	45	33	0	
Leading Firefighters	25	25	0	13	12	1	66	65	0	50	45	1	
Firefighters	148	142	6	56	58	1	232	219	16	207	206	7	
Totals	242	235	7	105	106	2	390	372	16	352	336	8	
Control Room Staff													
PFC Officers	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	
FC Officers	0	0	0	1	0	1	1	1	2	1	0	1	
SFC Operators	4	2	2	5	0	5	4	2	7	5	0	5	
LFC Operators	4	1	3	4	0	4	8	1	8	4	0	4	
FC Operators	8	2	6	8	0	8	8	0	0	12	2	14	
Totals	17	6	11	18	0	18	21	4	17	22	2	24	
Part-time Retained													
Station Officers	0	0	0	0	0	0	2	2	0	10	10	0	
Sub-Officers	14	14	0	17	16	0	8	8	0	36	35	0	
Leading Firefighters	34	32	0	21	20	0	18	18	0	82	79	0	
Firefighters	124	106	6	182	157	8	84	73	5	350	249	18	
Totals	172	152	6	220	193	8	112	101	5	478	373	18	
Part-time Volunteer													
Asst. Div. Officers	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	
Sub-Officers	0	0	0	0	0	0	0	0	0	1	1	0	
Leading Firefighters	0	2	0	0	1	0	0	0	0	3	1	0	
Firefighters	14	7	2	10	6	0	0	0	0	16	17	8	
Totals	14	9	2	10	7	0	0	0	0	20	19	8	
Wholetime	242	235	7	105	106	2	390	372	16	352	336	8	
Control Room Staff	17	6	11	18	0	18	21	4	17	22	2	24	
Part-time Retained	172	152	6	220	193	8	112	101	5	478	373	18	
Part-time Volunteer	14	9	2	10	7	0	0	0	0	20	19	8	
Grand Totals	445	402	26	353	306	28	523	477	38	872	730	58	

	Highland & Islands			Lothian & Borders			Strathclyde			Tayside			Scottish Total		
	Actual Strength		Estab-lish-ment	Actual Strength		Estab-lish-ment	Actual Strength		Estab-lish-ment	Actual Strength		Estab-lish-ment	Actual Strength		
	Male	Female		Male	Female		Male	Female		Male	Female		Male	Female	Male
	1	1	0	1	1	0	1	1	0	1	1	0	8	8	0
	2	1	0	2	2	0	6	6	0	1	1	0	18	17	0
	0	0	0	4	3	0	9	9	0	0	0	0	18	16	0
	5	1	0	0	0	0	6	6	0	5	5	0	21	17	0
	0	4	0	12	11	0	7	7	0	1	0	0	28	30	0
	5	2	0	0	0	0	14	14	0	8	8	0	37	34	0
	17	14	0	20	20	0	49	49	0	13	11	0	142	137	0
	21	15	0	60	46	0	198	197	1	37	35	0	414	391	1
	12	12	0	72	62	1	224	220	2	36	38	0	456	430	4
	23	20	0	95	84	1	229	213	2	44	49	1	545	513	6
	56	58	2	497	463	31	1,479	1,432	9	263	242	10	2,938	2,820	82
	142	128	2	763	692	33	2,222	2,154	14	409	390	11	4,625	4,413	93
	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	1	4	1	1	0	15	3	14
	5	0	5	4	0	3	8	2	6	4	2	3	39	8	36
	4	0	4	4	2	2	8	1	7	4	1	3	40	6	35
	8	0	8	16	1	15	44	4	41	9	1	10	113	10	102
	18	0	18	30	3	26	67	9	59	18	5	16	211	29	189
	13	13	0	4	3	0	9	9	0	7	7	0	45	44	0
	95	33	0	26	25	1	53	51	0	17	17	0	266	199	1
	129	66	1	31	36	0	88	66	1	40	34	1	416	351	3
	397	366	19	249	229	14	530	440	29	216	178	12	2,128	1,798	111
	634	478	20	310	293	15	680	566	30	280	236	13	2,855	2,392	115
	6	3	0	0	0	0	0	0	0	0	0	0	6	3	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	32	84	3	0	0	0	0	27	1	0	0	0	33	112	4
	93	113	4	0	0	0	23	20	2	4	4	0	125	141	6
	805	595	46	0	0	0	275	169	36	28	21	2	1,143	815	94
	936	795	53	0	0	0	298	216	39	32	25	2	1,307	1,071	104
	142	128	2	763	692	33	2,222	2154	14	409	390	11	4,625	4,413	93
	18	0	18	30	3	26	67	9	59	18	5	16	211	29	189
	634	478	20	310	293	15	680	566	30	280	236	13	2,855	2,392	115
	936	795	53	0	0	0	298	216	39	32	25	2	1,307	1,071	104
	1,730	1,401	93	1,103	988	74	3,267	2,945	142	739	656	42	8,998	7,905	501

Appendix 3

Changes in Wholetime Strength
as at 31 March 2003.

	Operational Personnel															
	Central Scotland		Dumfries & Galloway		Fife		Grampian		Highland & Islands		Lothian & Borders		Strathclyde		Tayside	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
GAINS																
(i) By recruitment	13	1	2				23	4	11	1	19	2	62	4	22	2
(ii) By transfer from other brigades	1		2				9	1			9	2	1			
Total Gains	14	1	4	0	0	0	32	5	11	1	28	4	63	4	22	2
LOSSES																
Dismissal on Disciplinary Grounds																
Medical discharge due to harassment or discrimination																
Medical discharge due to service injury					9		1				4					
Medical discharge due to other injury or medical condition	1		1				5		4		12		43		7	
Resignation due to harassment or discrimination																
Poor performance/efficiency																
Resignation to take other employment	1	1					1						8			
Personal/work commitments																
Moving away from catchment area					5											
Hardship caused by DSS regulations																
Compulsory/Voluntary age retirement	4				7		5		4		30		53		11	
Deceased on duty																
Deceased off duty																
Other reasons											2					
Harassment, bullying or discrimination was (or was believed to be) a factor.																
Total Losses	6	1	1	0	21	0	12	0	8	0	48	0	104	0	18	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		
152	14			1				1		2	3		2					4	5		
22	3			1														1	0		
174	17	0	0	2	0	0	0	1	0	2	3	0	2	0	0	0	0	5	5		
0	0																	0	0		
0	0																	0	0		
14	0																	0	0		
73	0																	0	0		
0	0																	0	0		
0	0																	0	0		
10	1												2	1				1	2		
0	0							1										1	0		
5	0																	0	0		
0	0																	0	0		
114	0																	0	0		
0	0																	0	0		
0	0																	0	0		
2	0																	0	0		
0	0																	0	0		
218	1	0	0	0	0	0	0	1	0	0	0	0	2	1	0	0	0	2	2		

Appendix 4 Summary of Fires and Special Service Incidents Which Have Occurred in 2002-2003 (Provisional Figures)

Fire Brigade	Primary Fires	Classification of fires by number of pumps used for firefighting purposes:					
		(a) 1 pump	(b) 2 pump	(c) 3/5 pump	(d) 6/10 pump	(e) 11/15 pump	(f) Over 15
Central Scotland	865	817	34	8	4	2	0
Dumfries and Galloway	381	192	176	13	0	0	0
Fife	1,061	489	491	74	6	0	1
Grampian	1,735	1,549	87	95	4	0	0
Highland and Islands	614	453	137	22	2	0	0
Lothian and Borders	3,513	1,298	1,447	759	8	1	0
Strathclyde	8,804	3,116	4,440	1,236	12	0	0
Tayside	1,475	498	752	223	2	0	0
Totals	18,448	8,412	7,564	2,430	38	3	1

Appendix 5 Incidents of Special Activity in 2002-2003 Fires and other incidents occurring in Brigades of Special Interest or Activity

DATE	ADDRESS	TYPE	BRIGADE
2002			
1/4/02	Kyle of Sutherland, Ardgay	Line rescue male stranded on island	Highland and Islands
18/4/02	Middlesex Street, Glasgow	Building Makepumps 4 + 2 Aerials	Strathclyde
25/4/02	Haspielaw Farm, Hamilton	Farm Makepumps 6	Strathclyde
5/5/02	Frood Street, Motherwell	Building Makepumps 8	Strathclyde
9/5/02	Beauly	Line rescue elderly male from river	Highland and Islands
18/5/02	Saughton Prison Edinburgh.	This was a protracted incident at a high security prison. Initially the Fire Brigades were required to standby at a riot incident but the situation changed when fires were lit within the occupied block and entry was made to extinguish the fires behind the shields of prison Officers.	Lothian and Borders
21/5/02	Arrochar Street, Glasgow	Building Makepumps 6	Strathclyde
24/5/02	Off the Brough of Birsay	Survivor search after helicopter crash into sea	Highland and Islands
19/6/02	2 Miles East of Dumfries on A75 Collin Bypass	Road Traffic Accident between two articulated lorries. Both vehicles involved in fire with one fatality as a result of the road accident. Fire jets using water from an open supply by means of 2 portable pumps and foam used to extinguish the fire.	Dumfries & Galloway
22/6/02	Vale of Leven Academy, Alexandria	School Makepumps 7	Strathclyde
24/6/02	Microbrewery, Kinlochleven	Rescue 2 males from cherry picker jammed at 65 feet	Highland and Islands
12/7/02	Barkin of Craigs Farm, Dumfries	Two fatalities were removed from a farm slurry pit by firefighters wearing breathing apparatus and dry suits.	Dumfries & Galloway
8/9/02	Inverness City	Spate flooding	Highland and Islands
16/9/02	Old Pier Road, Tarbert	Rescue from cliff	Highland and Islands
29/9/02	Summerhill School, Glasgow	School Makepumps 8	Strathclyde
7/10/02	Oswald Street, Glasgow	Building Makepumps 6	Strathclyde
12/10/02	Tinto Firs Hotel, Glasgow	Hotel Makepumps 8	Strathclyde
4/11/02	Nobles Scarp Yard, Kirkcaldy	Scrap Cars	Fife
18/11/02	Inverness Harbour	Line rescue male fallen from scaffolding onto barge	Highland and Islands

The official breakdown of fire service activity is published each year by the Office of the Deputy Prime Minister. The process of cleaning the data - e.g. re-categorising some incidents where appropriate or eliminating occasional double counting - can, however, take over a year. In order to present information relating to the reporting period HM Fire Service Inspectorate have decided to publish the figures taken from the annual statistical returns completed by each fire brigade in Scotland. While in practice these figures deviate very little from the eventual official ODPM statistics they are provisional and should be treated as such.

	Chimney Fires	Secondary Fires	False Alarms			Special Services		Totals
			Good Intent	Apparatus Faulty	Malicious	Road Traffic Accidents	Other	
	58	1,663	1,347	699	380	165	275	5,177
	171	411	179	543	71	118	159	1,874
	87	1,801	450	1,932	423	191	421	5,945
	387	1,879	594	2,693	325	303	1,048	7,916
	896	1,019	467	1,680	330	247	436	5,253
	260	5,709	1,450	7,930	1,160	439	1,381	20,461
	415	1,9743	9,799	11,582	4,263	968	3,063	55,574
	167	2,400	732	2,027	465	246	684	7,512
	2,441	34,625	15,018	29,086	7,417	2,677	7,467	109,712

DATE	ADDRESS	TYPE	BRIGADE
7/12/02	209 Cowgate, Edinburgh.	Fire discovered in the 1st floor area of a licensed premises in Edinburgh's Old Town which began to spread rapidly through a buildings dating from the 18th century. At its height, there were 12 pumps, 5 heights and 2 specialist appliances in attendance commanded by the Firemaster.	Lothian and Borders
10/12/02	Dalbeath Farm, Nr Cowdenbeath	Agricultural buildings	Fife
2003			
3/1/03	Balloan Road, Inverness	Ice Rescue	Highland and Islands
16/1/03	"North Eastern Farmers Limited Kirkwall"	Male rescued from under collapsed steel structure roof	Highland and Islands
17/1/03	Henry Grays Scrap yard, Kirkcaldy	Scrap cars	Fife
15/2/03	M90 Motorway at friarton Bridge	Articulated lorry & light vehicle involved in fire after RTA. 2 x radiation sources on lorry but not involved in fire. Quantity of lithium batteries involved in fire. Explosions on board lorry. Gas cloud heading toward Walnut Grove & residents were evacuated M90 closed for 5 hours	Tayside
21/2/03	Grant Street Bridge, Inverness	Line rescue of male trapped on parapet of bridge over river	Highland and Islands
27/2/03	North Road, Cumbernauld	School Makepumps 8	Strathclyde
28/2/03	118 Rowan Drive Blackburn, West Lothian	Fire began in downstairs bedroom of 2 storey terraced dwelling house. 3 children & 1 adult female rescued by Fire Brigade personnel. 8 B.A 2 high pressure hose reels and 1 line of hose used. 2 fatalities (1 adult & 1 child) confirmed at the incident. 2 other children taken to hospital where they later succumbed to their injuries.	Lothian and Borders
23/3/03	Clovullin, Ardgour	Line rescue injured male from drain	Highland and Islands
24/3/03	Eriss Hill, Dalmellington	Grass Makepumps 6	Strathclyde
30/3/03	Carsphairn Road, Dalmellington	Forest Makepumps 6	Strathclyde

Appendix 6

Fatalities at Fire Incidents Attended by Brigades and Military Fire Crews During 2002-2003

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	2	2							
Dumfries and Galloway					1		1								
Fife	5		3	3		1	12	3	3	6					
Grampian			1	3	2	2	8	5	1					1	1
Highland and Islands		1	3		1		5	4						1	
Lothian and Borders	2	1	2	3	3	1	12	4	3	2				2	
Strathclyde	2		7	18	9	7	43	12	12	12			2	2	
Tayside						1	1	1							
Totals	9	2	16	27	17	13	84	31	19	20	0	0	2	6	1

Note: These figures include details of two fatal fires attended by military fire crews during strike periods.

Appendix 7

Fire Safety Statistics 2002-2003

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	4,683	4,548	135	53	62	0	2,179	652	2,831
Factories	3,828	3,521	307	95	92	0	469	365	834
Offices	11,533	10,568	965	330	270	3	1,247	965	2,212
Shops	6,701	6,011	690	282	140	1	840	629	1,469
Railway Prem.	25	2	23	1	0	0	1	0	1
Total	26,770	24,650	2,120	761	564	4	4,736	2,611	7,347

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
					2						1				1			2
				1	1							1						1
					12			6	1					2	3			12
					8	3	1		1					1	1		1	8
					5				1	1				1	2			5
				1	12	1			2	1	2				1	5		12
	1		2		43	4	3	2	2	6	3	5	2	5	3	2	6	43
					1								1					1
	1	0	2	2	84	8	4	8	7	8	6	6	3	9	11	7	7	84

Fire Precautions Workplace Regulations (Amended) 1999

Premise Type	Fire Safety Staff	Operational Staff	Total	Plans
FOR	22,386	3,638	26,024	2,577
Residential	5,573	1,438	7,011	365
Non-residential	8,618	734	9,352	572

FOR = Factories, Offices and Retail

Scottish Total for All Inspections

Premise Type	Fire Safety Staff	Operational Staff	Total	Plans
FPA Certified	14,269	4,415	18,684	1,305
Workplace	36,577	5,810	42,387	3,514
Totals	50,846	10,225	61,071	4,819

Appendix 8

Financial Returns 2002-2003

Fire Brigade	Revenue £	Income £	Capital £
Central Scotland	11,313,000	615,000	810,000
Dumfries & Galloway	6,540,000	54,000	780,000
Fife	16,623,000	574,000	1,001,000
Grampian	18,486,000	254,000	2,190,000
Highland & Islands	12,754,000	157,000	2,620,000
Lothian & Borders	35,593,000	778,200	4,034,000
Strathclyde	97,596,000	1,039,000	8,478,000
Tayside	19,387,000	196,000	2,098,000
Total	218,292,000	3,667,200	22,011,000

Appendix 9

Annual Report Acronyms

CACFOA	Chief and Assistant Chief Fire Officers' Association
CBI	Confederation of British Industry
CBRN	Chemical, Biological, Radiological and Nuclear materials
CFBAC	Central Fire Brigades Advisory Council
CFS	Community Fire Safety
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
FRTG	Fire Research Task Group
FSAB	Fire Safety Advisory Board
FSC	Fire Service College (Moreton-in-Marsh)
GAE	Grant Aided Expenditure
GFCO	Group Fire Control (GFC Officer)
HBNFB	Historic Buildings National Fire Database
HMFSI	Her Majesty's Fire Service Inspectorate (for Scotland, unless stated otherwise)
IPDS	Integrated Personal Development System
IRM	Integrated Risk Management
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
RCAHMS	Royal Commission on the Ancient and Historical Monuments of Scotland
SCFBAC	Scottish Central Fire Brigades Advisory Council
SFSC	Scottish Fire Service College
SFCOp	Senior Fire Control (SFC Operator)
TUC	Trade Union Congress
SQA	Scottish Qualifications Authority
VQ	Vocational Qualification

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.

Integrated Risk Management The integration of the traditional fire service practices of intervention and prevention together with the contributions of external partners. The rational is to reduce risk in the most efficient ways possible.

Type of Inspection

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.

Personnel

Establishment The agreed number of employees if all positions were filled.

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

Type of Firefighter

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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