

Her Majesty's Chief Inspector of Fire Services for Scotland



Report for 2004-2005



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scotland
SCOTTISH EXECUTIVE



Scottish Executive Justice Department

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



Report for 2004-2005

**Laid before the Scottish Parliament by the Scottish Ministers
October 2005**

SE/2005/212



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ISBN: 0-7559-4826-2

Scottish Executive
St Andrew's House
Edinburgh
EH1 3DG

Produced for the Scottish Executive by Astron B43173 10/05

Published by the Scottish Executive, October, 2005

Further copies are available from
Blackwell's Bookshop
53 South Bridge
Edinburgh
EH1 1YS

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C O N T E N T S

	Page	Paragraph
Introduction		
Introductory Remarks	3-5	1-6
Firemasters and Fire Authorities	6-7	7-11
The Work of the Inspectorate		
The Fire Services Inspectorate	9	12
Overview of Inspections	10-12	13-22
Crown Premises	12-13	23-26
Scotland's Fire Services Preparedness and Resilience Arrangements	13-17	27-44
Training	17-24	45-74
Integrated Personal Development Plan	19-24	57-74
Strategic Issues for the Fire Service		
The Scottish Fire and Rescue Services Reform Strategy	25-26	75-81
Local Government (Scotland) Act 2003	27	82
Attacks on Fire Service Personnel	27-28	83-89
Fairness, Diversity, Equality and Cultural Position of the Fire Services	29-30	90-102
Breakdown of Scottish Fire Services Employment Profiles	30-31	103-104
Health and Safety Trends	31-32	105-106
Sickness Absence	32-33	107
Scottish Wild Land Fire Forum	33	108-110
Radio Replacement	34	111-114
Operations		
Stockline Plastics, Glasgow	35-36	115-124
Storm-Western Isles 11/12 January 2005	37	125-129
Fire Safety	38-41	130-146

	Page	Paragraph
General Statistics		
Personnel and Operations	42-48	147-158
Review of Statistics		
April 2004 to March 2005	49-59	
Annual Report Acronyms	60	
Glossary	61-62	

INTRODUCTION

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

Her Majesty's Chief Inspector of Fire Services for Scotland

**To: Cathy Jamieson
Minister for Justice**



Madam

I have the honour to present my Annual Report upon the 8 fire services in Scotland for the financial year 1 April 2004 to 31 March 2005.

Introductory Remarks

1. During this reporting period Fire Services have experienced a more stable environment than the previous 2 years when the National Dispute regarding pay and modernisation issues dominated the agenda. I am pleased to report that, whilst the major changes which are taking place within the Service are producing their own uncertainties, the general climate is reasonably positive and the progress of the modernisation agenda is being conducted at a sensible, yet productive, rate.

2. Once again, the Scottish Executive has continued to modernise the infrastructure and legislation on which the Service depends. In particular the following building blocks were laid during the reporting period;

The Fire (Scotland) Act 2005

The Act should receive Royal Assent when released to Parliament on 23 April 2005. This Act replaces the 1947 Fire Services Act and in so doing has recognised the enhanced role that Fire Services now provide. Additional Fire Safety responsibilities, prevention of incidents and the extended rescue role of the Service are 3 such areas. This is most welcome and will assist greatly in improving the safety of our communities.

The Removal of the Recommended Standards of Fire Cover

These recommended standards were the main footprint of how Fire Services were traditionally provided, with the emphasis being upon a property based dispersal of resources rather than life risk based. The new risk based approach will allow individual Fire Authorities to tailor the service they provide to best reduce the local risk and, ultimately, to deploy the emergency response as appropriate to the identified risk.

The Removal of the Fire Service Appointment and Promotion Regulations

These regulations, whilst having some positive aspects, were restrictive in terms of improving diversity in the Service and allowing multi-tier entry. The Service is already witnessing an increase in the diversity of middle and senior management posts and, once the agreed national point of entry standards have been introduced (autumn 2005), this should assist improved diversity across all areas whilst still maintaining the highest levels of service delivery.

3. This reporting period has also seen an extensive consultation exercise undertaken by the Scottish Executive on some remaining modernisation



areas of service provision. In particular, Ministers are expected to announce their decisions on the following areas during 2005;

The Replacement Structure for the Scottish Central Fire Brigades Advisory Council

Stakeholders involved with this advisory council agreed that it no longer served the needs of a rapidly changing Service.

The National Framework document

This document will be the first such paper produced by the Scottish Executive for the Fire Service and forms the basis of a contract between the Executive and the Fire Authorities in terms of service delivery expectations and resource provision.

The Future of Fire Service Control Rooms in Scotland

Following further consideration of evidence and consultation, Ministers are expected to announce their decision during 2005.

4. The review of procurement arrangements highlighted in last year's annual report has now been superseded by the draft National Framework Document and the move towards greater collaboration across Fire Authorities and other appropriate partners. This developing area will also be considered along with other initiatives at the United Kingdom level.
5. As previously mentioned, the Recommended Standards of Fire Cover were removed in favour of Integrated Risk Management Planning (IRMP) at the end of March 2005. A statutory duty is placed upon all Fire Authorities to implement IRMP as from April 2005 in accordance with guidance and time tables directed by the Scottish Executive. I am pleased to report that, in general, all authorities are on course to meet the various milestones as directed in the guidance.
6. In closing, there are many reasons to be positive, regarding the future for the Service and positive, regarding further improvements in the safety of our communities. Of course there are many challenges ahead and the extent and degree of change that the Service is now facing, which is the first major change programme in almost 60 years, creates an inevitable fear of change. However, this agenda for change is irresistible and will result in more people whom we manage to assist in avoiding fires and other tragedies. It will result in more people joining the Service from diverse cultures and backgrounds than ever before and it will result in placing Fire Services and their staff even closer to the communities they serve as an integral part of community planning, well being and best value.

JEFF ORD

Her Majesty's Chief Inspector of Fire Services

FIREMASTERS AND FIRE AUTHORITIES

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 QFSM MBA DMS MIFireE
Fife Fire and Rescue Service	Michael Bitcon QFSM MSC LSGC DMS FIFireE
Grampian	John Williams OBE QFSM BSc MIFireE (retired 31/12/04)
	David Dalziel QFSM MA (Temporary)
Highland and Islands	Brian Murray QFSM BA (Hons) MA MIFireE
Lothian and Borders	Brian Allaway QFSM MIFireE
Strathclyde	Brian Sweeney QFSM MADip.E.FEng MIFireEa (from 25/10/04)
Tayside	Stephen Hunter QFSM BSc MBA MCGI FIFireE

8. 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

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

Birthday Honours 2004

QFSM Robert Coke. Assistant Firemaster, Strathclyde Fire Service (Retired)

New Year Honours 2005

OBE John Williams. Firemaster, Grampian Fire and Rescue Service
Gordon Cook. Retired Station Officer, Highland and Island Fire Service

New Year Honours 2005 (contd.)

MBE Fraser MacKenzie. Volunteer Leader, Strathclyde Fire Service
Daniel O'Donnell. Deputy Firemaster, Fife Fire Service
Steven Torrie. Deputy Firemaster, Lothian and Borders
Fire Service

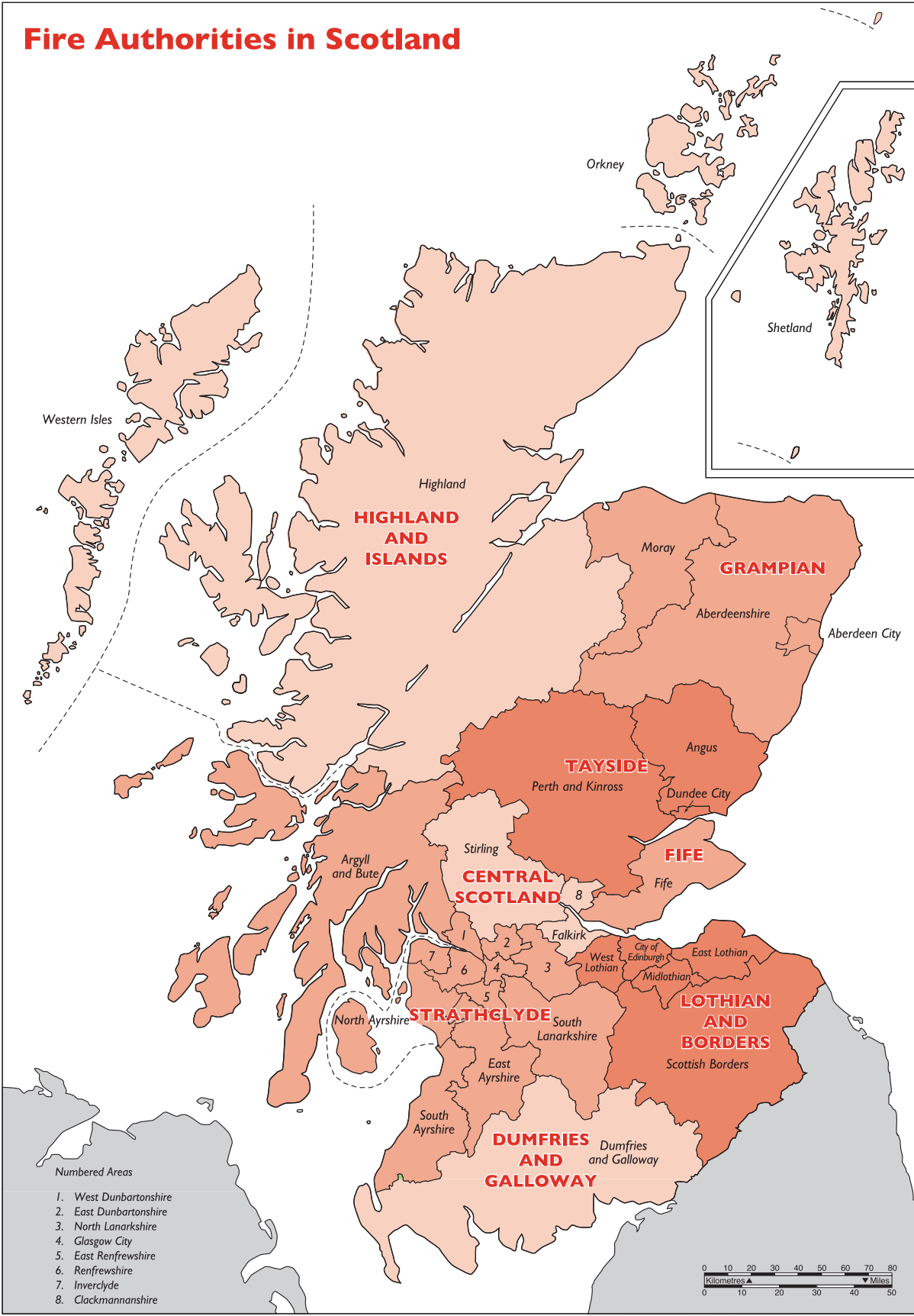
QFSM Brian Sweeney. Firemaster, Strathclyde Fire Service

Long Service and Good Conduct Medal

10. The Fire Brigade Long Service and Good Conduct Medal was awarded to 207 members of the Scottish Fire Service between April 2004 and 31 March 2005.
11. I offer my sincere congratulations to all those whose work within the Scottish Fire Service has been so justly recognised.



Safe Drive, Stay Alive Roadshow: Fife Fire Service (Nov 2004)



THE WORK OF THE INSPECTORATE

12. The Fire Service Inspectorate were:

HM Chief Inspector of Fire Services



Jeff Ord CBE, OstJ, QFSM, GFireE, JP

Assistant Inspector



Brendan McCaffrey

**Assistant Inspector
(Crown Inspection)**



Graham Goodhall

**Assistant Inspector
(New Dimensions Project)**



Andrew Wilson

Assistant Inspector



Brian McKenzie

**Assistant Inspector
(Crown Inspection)**



John Milligan

**Assistant Inspector
(Firelink Project)**



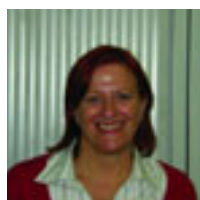
Ian Stocks

**Assistant Inspector
New Dimension Project**



Andy Harrison

**Cultural Change
Advisor**



Angela Webb

Personal Secretary



Dorothy Edwardson



Overview of Inspections

13. During this reporting period the Inspectorate underwent a restructure and realigned its role to provide further added value for the Fire Authorities and their Services as they progress on the modernisation agenda.
14. The main aims of the Inspectorate are to support, assist and, where appropriate or necessary, robustly challenge Fire Authorities and their Services in relation to the Modernisation Agenda, with the sole outcome being safer communities, safer staff and compliance with best value.
15. In the spring and summer of 2004 Audit Scotland undertook pay verification audits throughout all the Services in Scotland which resulted in the Employers releasing the final elements of the pay formula to staff. This also resulted in action plans being agreed by Audit Scotland and the relevant Fire Authority to ensure that correct progress on the Modernisation Agenda was being achieved. The Inspectorate liaised closely with Audit Scotland to ensure that many of the objectives of the inspections complimented the earlier work of Audit Scotland. I am pleased to report that this liaison and efficient working arrangement has continued.
16. During this reporting period all 8 Fire Authorities and their Services were inspected. The objectives of the inspection were to assess:
 - The overall strategic management of the Service.
 - Progress on the Fire Authority's Integrated Risk Management Plan (IRMP), including compliance with National Guidelines and timetables.
 - Progress on the introduction of Integrated Personnel Development System (IPDS) including Rank to Role and the opportunities this presents particularly for retained/part time and support staff.
 - The Fire Authority's preparedness for the new Statutory Duty (Fire Service Bill) of Community Fire Safety and the duties contained within The Local Government (Scotland) Act 2003.

- The Fire Authority's plans to become the enforcing authority for all fire safety issues (Fire Service Bill).
 - The degree to which the Fire Authority is utilising the service delivery flexibilities arising from the Heads of Agreement signed between The Employers and the Fire Brigades Union in 2004.
 - The Fire Authority's and the Service's progress on Diversity, Equality of Opportunity and Cultural Change and compliance with all relevant legislation.
 - The Fire Authority's performance on Health and Safety at Work in accordance with relevant legislation and guidance.
 - The Fire Authority and the Service's information flow, staff communications and general consultation arrangements across all groups of staff.
 - The Fire Authority's performance in terms of staff attendance levels.
 - The Fire Authority's performance and compliance with the Freedom of Information Act and general handling of complaints etc.
 - The Service's ability to maximise Information Technology (IT) and central data capture.
17. The Fire Authority's progress on identifying realistic efficiencies to enable the transitional funding for whole-time operational staff (provided by the Scottish Executive) to be absorbed over the Spending Review 2004 period.
18. The opportunities taken by the Service and/or the Fire Authority to review the uniformed Service establishment (Section 19 of The Fire Services Act 1947).
19. The findings and recommendations of the inspections can be viewed on <http://www.scotland.gov.uk/Topics/Justice/Fire/15130/1019> .
20. I am pleased to report that Scottish Fire Authorities are making good progress on the Modernisation Agenda. Some are at different stages depending upon their starting point and resources. There have been regrettable delays in the issuing of further guidance from the National Joint Council on Pay and Conditions of Service regarding Rank to Role changes.
21. Without doubt the issuing by the Scottish Executive of the FSEC (Fire Service Emergency Cover) software tool, provided freely to all Fire Services, is now beginning to help them identify trends in their area relating to fires and other emergencies. This also assists in determining where resources might be best concentrated, not only to reduce risk, but also for efficient deployment of fire crews and equipment in the event of an emergency. The dual challenge that now lies ahead for all stakeholders is to utilise FSEC and other available data in order to plan to drive down numbers of fire deaths, injuries and incidents of all types whilst ensuring the correct emergency response is available at the right time and location to meet the identified risks. This challenge will involve considering even

greater flexible working methods in Fire Services and will create opportunities for much more integrated use of all staff to deliver safer communities. This in turn will offer opportunities for greater diversity in the Service and inclusiveness across the various groups of staff, i.e. wholetime, part time and support staff.

22. Over the last twelve months members of the Inspectorate have provided advice to the Fire Policy Branch on the drafting of the Fire Scotland Act 2005, the National Framework document and a series of connected legislation including the removal of the Appointment and Promotion Regulations. In particular the Inspectorate worked closely with the Policy Branch and the Firemasters to ensure that the removal of the Recommended Standards of Fire Cover, scheduled for the end of March 2005, was completed with a smooth transition to IRMP. I am pleased to report that this did occur efficiently and that IRMP is firmly embedded in Fire Authorities throughout Scotland.

Crown Premises

23. Fire Inspectors attached to the Inspectorate have responsibility for the enforcement of fire safety legislation in premises owned or occupied by the Crown. There are more than 1,000 Crown premises in Scotland and two Assistant Inspectors are engaged in this work. Inspectors undertake a risk based programme of inspections as well as responding to specific enquiries and design proposals submitted at the planning stage. In addition to the traditional range of government offices, the portfolio includes a diverse range of other types of building including prisons, courts, vehicle test stations, driving test centres, research facilities, coastguard buildings and scheduled monuments.
24. Whilst the distribution of buildings reflects the main centres of population there are Crown premises in all parts of Scotland and this year's inspection programme included visits to Applecross, Campbeltown, Barra, Benbecula, Eyemouth, Mallaig, St Kilda, Tomintoul and the Isle of Rona. A total of 549 contacts were recorded during the year. These included 104 initial surveys, 120 programmed inspections, and dealing with a further 169 consultations regarding specific fire safety issues. Some 120 sets of plans were examined during the year concerning proposed new works or alterations.
25. New buildings opening during the year included the Scottish Parliament Building at Holyrood and a new sprinklered accommodation block at the Dungavel Immigration Removal Centre, near Strathaven in Lanarkshire. A major redevelopment project was completed at Abercrombie House, East Kilbride (Department for International Development). A significant major refurbishment of Portcullis House (Customs and Excise), India Street, Glasgow is currently ongoing and the nationwide Jobcentre Plus refurbishment programme continued during the year.



26. Such projects can involve a considerable amount of work during the design and construction phases as proposals are developed and consultation takes place between the design team and the relevant regulatory authorities. Effective working relationships are essential to this process and Inspectors have held meetings with key stakeholders involved in the management of Crown property and with consultants who provide independent verification of compliance with Scottish building standards. This has improved lines of communication in the run up to significant changes in both building standards and fire safety legislation.

Scotland's Fire Service Preparedness and Resilience Arrangements

27. As in previous years I reported on this important area of work for the fire service in Scotland and indeed the UK, detailing the extent and scope of the enhanced capability that continues to equip and train Scotland's Fire Service to deal more effectively with an ever increasing range and scale of operational incidents.
28. As reported last year, the preparatory and procurement work, necessary to provide these additional resources, was well advanced and this report provides an update on the delivery phase and operational capability now being integrated into the Scottish Fire Service as part of the Scottish Executive new dimension (ND) capability and resilience programme and where appropriate the UK capability programme.



Mass Decontamination

29. Following the delivery of the original Six (6) new mass decontamination (MD) systems to Central Scotland (1), Grampian (1), Lothian & Borders (2) and Strathclyde (2) during the previous year, a strategic planning review was undertaken to validate the level of capability and importantly resilience across Scotland to support the provision of a credible mass decontamination response.
30. The review identified a potential gap in existing capability and further funding was provided by the Scottish Executive within the new dimension programme to enhance the number of mass decontamination systems at strategic locations in Scotland. These additional MD systems were purchased and delivered in January 2005 to Highlands & Islands and Tayside Fire Services.
31. As part of the increased capability being provided, a further 200 gas suits and supplies of disrobe & re-robe packs have been purchased and distributed across the Scottish Fire Service to support MD operations in accordance with national guidance
32. To facilitate deployment of these assets, the Inspectorate continues to work closely with the Fire Services through the CFOA New Dimension Forum to establish a flexible and sustainable deployment capability that will deliver the required standard inventory of MD assets to an incident both in a Scottish context or as part of a wider UK mutual aid arrangement.
33. On a UK national front, Scotland is represented on the New Dimension National Co-ordination Group on Mass Decontamination which is a strategic forum on which all groups are represented including employee

organisations, other emergency and health service partners. This group is currently developing and evaluating a number of important areas of work which have national implications including, biological detection & monitoring equipment, respiratory and personal protective equipment all of which have been identified as key to supporting the mass decontamination concept of operations.

Monitoring & Detection

34. One of the key components of delivering a safe and sustainable Chemical, Biological, Radiological, Nuclear (CBRN) capability is the ability to quickly identify the potential or likely hazards present at an incident. Extensive work in this arena is being conducted as part of a wider UK led work stream and recent developments have identified a suite of equipment which has been scientifically tested and approved as fit for purpose.
35. In Scotland the ND programme has now provided an enhanced capability across the Scottish Fire Service with the most up to date radiation monitoring and detection equipment and multi gas detectors. The Scottish programme continues to develop its capabilities in this area and as part of our implementation plan to enhance detection and identification capability for the Fire Service, a Hazmat ID system has been delivered to Strathclyde to enhance its already robust scientific operational support arrangements which are critical to the success of this specialist area of work.
36. Currently as part of an inter agency capability and resilience programme, The Scottish Executive Health Departments Scientific Advisor is leading on work to develop, along with the Chief Fire Officers Association (CFOA), the Inspectorate and other key stakeholders, a common Scottish Hazmat arrangement to provide a robust and validated level of expertise and scientific advice across Scotland. The outcomes of this work will inform and support the level of capability being established and, consequently, the most appropriate locations of the more specialist detection, monitoring and identification equipment such as the Hazmat ID system.

Specialist Search and Rescue

37. During the reporting year, the rollout process continued on the operational deployment of the specialist search and rescue equipment purchased during the initial phase of the new dimension programme. This work also included the completion and delivery of the initial Scottish Major Incident Units (SMIU) in Grampian, Lothian & Borders and Strathclyde into operational service.
38. In support of the SMIU capability, and as part of the ND programme's overarching aim to establish an urban search and rescue (USAR)

capability, that will also increase specialist rescue capability and resilience across Scotland, arrangements are currently being developed with those fire services that have not presently been identified for receiving an SMIU, to maximise the use of these resources in a manner that will support the programme objectives.

39. An example of this work is the new demountable heavy rescue vehicles developed by Tayside Fire Service as part of modular and flexible system to deliver a number of operational capabilities. This collaborative working has enabled the service to increase its capacity for dealing with the more specialist rescue activities such as those involving large goods vehicles, train incidents, structural collapses and the more frequent occurring rescue incidents and at the same time deliver a standard and common inventory of USAR equipment to a major incident.
40. Tragically on the 11th of May 2004, at around midday, an explosion occurred at the Stockline Plastics factory in the Woodlands District of Glasgow, which resulted in a number of persons being trapped within the collapsed buildings.
41. During the days that followed this tragic event, a large scale search and rescue operation was begun that resulted in the implementation of Scottish and UK wide mutual aid arrangements to provide additional specialist equipment and trained personnel support to Strathclyde Fire Service.
42. Initial findings from the operations carried out at this incident confirm that the concept of operations and deployment strategy developed to support such events in Scotland had been successful, with USAR teams attending from 3 Scottish Brigades and 6 from England all of whom had been trained to the same standard and operating with the same sets of equipment.
43. The lessons learned from the operations at this incident also identified some areas where an improved provision of certain specialist equipment, such as shoring, chainsaw and hot cutting capability may be required. Following an evaluation of the recommendations, an enhanced shoring pack has now been issued to all Scottish Services to complement the initial allocation.
44. Some of the more specialist areas of work identified, have been referred to the CFOA Research & Development group. The CFOA RD Group replaced the New Dimensions Training Operations group and works directly to the CFOA ND Forum. The inspectorate is represented on the Forum by the ND programme manager Andy Harrison and Assistant Inspector Andy Wilson currently chairs the Research and Development



group who are currently undertaking further evaluations to determine the suitability and sustainability of providing additional equipment.

Training

New Dimensions

45. The ongoing training needs for the Scottish Fire Services were established through the work of the Chief Fire Officer's Association (CFOA) New Dimensions forum which brings together Principal Officers from all Scottish Fire Services and members of the Inspectorate.
46. In order to continue to support the progress toward the integration of New Dimension skills within the Scottish Fire Service the Executive, again during the year, provided the identified needs through specialist training courses at the Scottish Fire Service College, Gullane, the Fire Service college, Moreton in Marsh, at Mines Rescue, Crossgates, Fife and at A&M University in Texas.
47. Urban Search and Rescue Training has been provided for advanced tools skills, Interim Structural Collapse Responder, Structural Collapse Technician and Skills maintenance training at Mines Rescue.

48. A Business case was submitted to the executive by the CFOA New Dimensions Forum highlighting the needs of the Scottish Fire Service in terms of Structural Collapse Technicians to support the Scottish Urban Search And Rescue (USAR) capability programme. After careful consideration of these needs and the training available at that time in the UK, it was agreed to fund a further course to the A&M University in Texas.
49. Forty eight students drawn from all eight Scottish Fire Services attended the course with five Instructors selected from those who had attended previous courses. There are now 90 trained USAR Technicians with the Scottish Fire Service with a target to train a total of 150.
50. Discussions are ongoing with the Fire Service College in regard to how future Technicians courses are provided.
51. The development of additional training facilities for Urban and Search and Rescue has not progressed as quickly as anticipated in last years report, but is still under active consideration. It is hoped to make significant progress on this issue during 2005/2006.
52. Members of the Scottish Fire Service College and the Inspectorate attended and observed the USAR Senior Officer Awareness course at the Fire Service College, Moreton in Marsh, with a view to developing a similar course in Scotland. It is expected that this course will be available in Autumn of 2005.



53. Instructors courses for Mass Decontamination have continued to be provided at the Scottish Fire Service College. Training was also provided for new specialist equipment purchased from the New Dimensions Forum capital plan. During the year all Scottish Services were provided with Satellite phone equipment, (Global Area Network Systems), and one Service received the first Scottish Hazmat Identification Unit.
54. In collaboration with the Office of the Deputy Prime Minister (ODPM), all Scottish Services received copies of an interactive awareness training Compact Disc for Urban Search and Rescue. This is the eighth in the series of such CD's.
55. Strategic and Tactical level training has continued throughout the year for Scottish Principal and Specialist Officers at Winterbourne Gunner in support of the training needs for Command and Control at Chemical, Biological, Radiation, Nuclear (CBRN) incidents.
56. In addition to this central provision of training and equipment, the Scottish Fire Services have been increasingly proactive during the reporting year in carrying out New Dimension related training within Services utilising a range of local onsite and offsite training facilities. Services are to be encouraged in this work which will enable them to cost effectively maintain their personnel's skills.

Integrated Personal Development System

57. In the second verification of the progress of modernisation, Audit Scotland reported in October 2004 that all fire authorities had made progress in the roll out of the IPDS since their Phase 1 audit. Within the report under Exhibit 8, arrangements for the implementation of IPDS were highlighted as good practice.

Good practice in relation to IPDS

58. The national approach to the implementation of IPDS in Scotland illustrates the benefits of collaborative working. The Scottish Fire Service Learning and Development Strategy lays out strategic aims and objectives for the implementation of IPDS in Scotland, and the IPDS team at the Scottish Fire Services College supports work in all the authorities. All eight authorities have signed up to the partnership model. All are members of the IPDS (VQ) Management Board and all are represented on the Assessment Boards. The Partnership Model is underpinned by SQA Approved Centre Quality Assurance policies and procedures. A website dedicated to IPDS in Scotland (www.IPDS.org.uk), gives access to an e-learning module to raise awareness of IPDS. All personnel attending training courses at the College receive presentations on IPDS. Fire service circulars issued in Scotland mirror those issued in England, with a member

of the Scottish IPDS team sitting on the ODPM editorial panel responsible for the issue of all IPDS circulars. All trainee firefighters are now undertaking an SVQ in Operations in the Community under national arrangements for workplace assessments. The Partnership model has approval from the SQA to deliver workplace assessor training across the Scottish Fire Service to the National Occupational Standards, and a Workplace Assessment Adviser has been appointed by the Scottish Executive to support this arrangement. A workbook, induction packs and guidance is now available to firefighters, and a workplace assessment e-learning module is under development.

Source: Audit Scotland fieldwork

Scottish Fire Services College

59. The Scottish Fire Services College (SFSC) continues to develop in a supportive role to the Scottish Fire & Rescue Service in seeking alternative methods of delivery. The Lead Partnership arrangement with Fife College is now well established and the first programme for Crew & Watch Management modules began in November 2004. Fife College have engaged with a further four colleges in order that the programme can be delivered with greater geographical spread. Approval of a Personal Development Award (PDA) for Crew Managers and a Higher National Certificate (HNC) for Watch Managers has been sought from the Scottish Qualifications Authority (SQA) to ensure due recognition of personal development and the quality assurance of systems of delivery. In a similar context, the SFSC is working with the SQA to have the Firefighter Foundation programme levelled on the Scottish Credit and Qualifications Framework.
60. Development Programmes for Fire Safety Officers is now delivered by the SFSC rather than the previous outreach delivery by the Fire Service College, Moreton in Marsh. Other specific programmes (Road Traffic Accident Instructor; Breathing Apparatus Instructor; Urban Search and Rescue Tool Skills; Health and Safety) have undergone review and revision in accordance with modern delivery techniques.



"Courtesy of DC Thomson"



Firefighter Development Programme

61. In seeking to set a common standard for the development of personnel in the workplace, the Scottish service in collaboration with the IPDS Team and the SFSC have developed a Fire Fighter Development Programme (FFDP). The programme consists of forty five modules and a comprehensive guidance document for line managers. The programme builds on the principles of 'Training for Competence – A model for Implementation' previously issued by HMCIFS in collaboration with CFOA.
62. Published by the Scottish Executive in hardcopy format with Compact Disc inserts, the programme is to be distributed to all fire stations throughout Scotland. Future versions of the programme will be hosted on the SFSC website (Virtual College) in order to ensure that 'risk critical' amendments are instantly available.

Virtual College

63. The SFSC Learning Content Management System has undergone a further development process and now hosts e-learning modules within one specific and easily accessible area. Graphically illustrated as a college reception area, the users can navigate their way through the 8 modules that are now available. The FFDP can also be accessed via this route for the purpose of downloading the most up to date version or delivery to an audience directly on-line from the Internet. Progress in these areas of delivery is very encouraging and Fire Services are striving towards the installation of IT infrastructures to ensure that their personnel can access the information.
64. The virtual college will be further developed as a 'one stop shop' for information relating to learning and development.

E-Learning

65. Following the completion of the initial piloting of e-learning modules in January 2004, the SFSC has continued to work in partnership with their content developers to produce additional modules to meet specific needs of the Scottish Fire Services. It is encouraging that the Services welcome the initiative and that the 'integrated' solution to the delivery of learning will be embedded into future development programmes. It is also pleasing to note that learners from nearly all UK Fire Services have registered with the virtual college for access to the modules.

IPDS Team

66. In the Autumn of 2004 the Scottish Executive created the post of Learning & Development Manager which was advertised nationally with a successful recruitment process being completed in January 2005. This post evolved from that of IPDS Manager which had been filled since 2002 by a manager on secondment from the SQA. The Team continues to support the

Service in its implementation of the IPDS and is seen by many from across the whole of the UK service as being an invaluable source of knowledge. Team members have been influential in the design and construction of the development programme for Crew & Watch Management and the development of the Personal Development Record System for the Scottish Fire & Rescue Service as well as embedding workplace assessment and quality assurance processes across the Scottish Service.

Crew & Watch Management training.

67. Working under the auspices of the Crew & Watch Management project board, the development programme and associated materials for Crew and Watch managers have been fully developed and have been incorporated into a pilot programme that is currently running across Scotland. The programme is being delivered locally through a partnership with the Further Education sector with an initial uptake of one hundred and twenty students from across the Scottish Service. Successful completion of the development programme will lead to the award of recognised qualifications (Professional Development Award for Crew Managers and an HNC in Fire Service Watch Management for Watch Managers) for those candidates who complete the programme and pass all associated assessments.

Personal Development Record System

68. The IPDS team have continued to work closely with the Scottish Service and the supplier on the development of the Personal Development Record (PDR) system for Scotland. The system has been through a rigorous testing period that has seen it exposed to Firefighters from across Scotland who have provided invaluable feedback to the team and the



supplier on the functionality of the system. The testing period is expected to be completed by the end of August 2005 after which the system will be offered for use across the Scottish Service up to and including the role of Watch Manager. The IPDS team have been supporting the Scottish Service through a series of training events to familiarise training personnel with the system and this will be consolidated in September 2005 with further training sessions prior to the system being fully rolled out.

Workplace Assessment and Quality Assurance

69. The IPDS approved centre, in partnership with the Assessor & Verifier assessment board, has gained accreditation for delivering workplace assessor training within Scotland. To date some fifty personnel from throughout Scotland have been registered to undertake the qualification and direct support is being offered from the IPDS team through the workplace assessment advisor. To further assist the Scottish Service to embed the workplace assessment process, an e-learning module has been developed and made available via the SFSC virtual college. This innovative training module supports candidates in the workplace as they progress through their award.
70. Quality assurance of all aspects of the IPDS in Scotland continues to be provided through the IPDS partnership arrangements, Management board, assessment boards and robust quality assurance policies and procedures.

Future

71. Following the completion of the original programme objectives, a review was undertaken to further consider potential capability and resilience gaps in light of new developments and current threat levels. The review firstly identified a number of priorities which have been adopted into the programme plan, and secondly additional areas of work such as the impact of climate change and the new Fire (Scotland) Act 2005 which are being further considered within the programme.
72. The Inspectorate will continue to work with the CFOA New Dimension Forum, the Scottish Fire Service and other emergency service partners to deliver an appropriate and sustainable capability for Scotland, that also fits appropriately into national capability arrangements. Additional Scottish Executive funding has been identified to support these arrangements covering financial years 2004 through to 2007.

Fire Service Circulars

73. The Team have worked closely with the Office of the Deputy Prime Minister (ODPM) in the production of Fire Service Circulars (FSC) and associated guidance. In 2004, the team were involved in producing a



series of circulars covering the Firefighter foundation training and development manual, Personal Qualities and Attributes framework, Personal Development Records, Development activities and development programmes. The team will continue to produce circulars and guidance as the implementation of the IPDS progresses across the Scottish Service.

74. The implementation of the IPDS is progressing well and the collaborative arrangements that exist deserve to be acknowledged. All eight Fire & Rescue Services are working closely with the SFSC and the IPDS team and there is sufficient evidence to suggest that the model for implementation can be embedded into the objectives of each organisation in the next two to three years.



STRATEGIC ISSUES FOR THE FIRE SERVICE

The Scottish Fire and Rescue Services Reform Strategy

75. Last years report noted that the Reform of the Scottish Fire and Rescue Services would be achieved through a series of incremental changes, evaluated at every stage and that they must contribute towards the target of SAFER COMMUNITIES, SAFER STAFF and COMPLIANCE with BEST VALUE. I am pleased to report that these incremental changes are now beginning to take place as all Fire Authorities introduce Integrated Risk Management Plans at the end of March 2005.
76. In addition to the above, the Scottish Executive removed the long standing Recommended Standards of Fire Cover concurrently with the introduction of IRMPs. These recommended standards were originally introduced in 1936, with only minor reviews being conducted over the intervening years. The recommended standards had become very prescriptive and did not allow Fire Authorities or their senior managers to use their resources in a flexible and more effective manner.
77. During this reporting period the Scottish Executive undertook to release Fire Authorities from the prescriptive Appointment and Promotion Regulations which, whilst having met a need over the past years, had become incompatible to the flexibility which Fire Authorities were seeking in order to increase the diversity of the workforce whilst still maintaining a competent standard of service delivery. The early results of moving to a role based set of criteria to enter the Service and gain promotion within it, is already yielding positive results, not only in terms of diversity but also the competency of those people taking up posts.
78. In last year's report I made reference to the forthcoming Fire (Scotland) Act 2005. Subject to achieving Royal Assent the Act is expected to commence in July/August 2005. This new Act coupled with the incremental changes previously referred to in this section will create a move towards much greater flexibility of working and lead to much more efficient and effective use of resources. The Act, for the first time, places a Statutory Duty upon Fire Authorities to respond to Road Traffic Accidents and undertake Fire Investigation and Community Fire Safety in addition to the traditional role of fire fighting.



79. One less obvious, but nevertheless major change, will be the abolition of the Fire Service Discipline Regulations and replacing these with the Arbitration and Conciliation Advisory Service (ACAS) guide on employment and discipline practices. This will allow for all Fire Service staff to be included in one single suite of good practice guidance.
80. During the reporting period the National Framework Document (referred to in last year's report) has now gone through extensive stakeholder consultation and is due for publication in August/September 2005. This document is effectively a contract between the Scottish Executive and Fire Authorities in terms of service expectations on behalf of the Scottish Executive and the resources they will provide the Fire Authorities to meet those expectations.
81. I am pleased to report that through working in partnership with all stakeholders the Scottish Fire and Rescue Authorities and their Services remain on course to achieve the milestones set by the Scottish Executive in terms of achieving SAFER COMMUNITIES, SAFER STAFF and COMPLIANCE with BEST VALUE



Local Government (Scotland) Act 2003

82. In last year's report it was noted that this Act would have an impact upon Fire Authorities, particularly in the areas of Best Value, Community Planning and Community Well Being. I am pleased to report that in all three areas good progress is being made. Fire Services and their staff at all levels are beginning to make a major contribution to Community Planning Groups across the Local Authorities in Scotland. This new duty, coupled with the emphasis that the Scottish Executive and Fire Authorities have placed upon Community Fire Safety in the home, has allowed Fire Service staff to become even closer to the communities they serve. It is also beginning to demonstrate real benefits in the area of youth engagement initiatives to which all Fire Services are committed.

Attacks on Fire Service Personnel

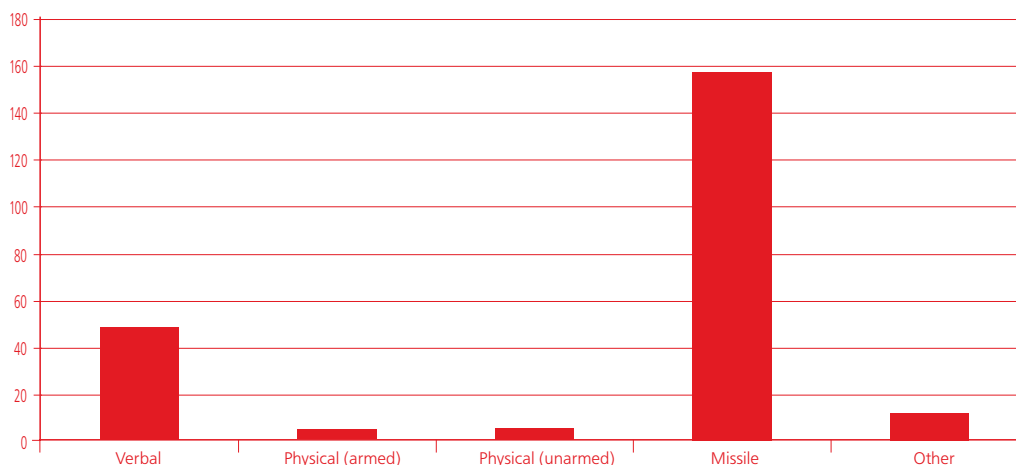
83. The Inspectorate has engaged Space Unlimited to conduct research into why young people attack firefighters. Space Unlimited is a branch of Scottish Enterprise and is about to become independent in the near future. Space Unlimited work with Scotland's young people in finding creative solutions to problems. They have previously worked with other organisations such as BBC Scotland. The young people engaged on a Space Unlimited project are responsible for engaging experts and deciding how resources are used. Although Space Unlimited offers support in these areas, they do not take over responsibility.
84. It is intended that the project will run for one school term and begin in August 2005. Strathclyde Fire Service will pilot the project and, dependant on the outcomes, it may roll out across Scotland.
85. In an effort to deter attacks on their personnel, a number of Fire Services throughout Scotland have introduced the use of CCTV cameras on appliances. These cameras record instances of attacks and have been

used to both identify individuals and as evidence during subsequent court proceedings.

86. Strathclyde Fire Service have used this technology in six areas.
87. In the near future the Service intend to install digital cameras and recording equipment in all new fire appliances. This will allow for continuous recording.
88. Lothian and Borders Fire Service have installed similar systems at some fire station locations where there have been incidents of vandalism. These installations have been highly successful in reducing such incidents
89. The Service are planning to install cameras within appliances that cover areas where there is deemed to be a high risk of attacks on crews.

Attacks on Fire Service Personnel: 2004-05						
Brigade	Verbal	Physical (armed)	Physical (un-armed)	Missile	Other	TOTAL
Central Scotland	2	0	0	2	0	4
Dumfries & Galloway	0	0	0	1	0	1
Fife	2	0	0	3	0	5
Grampian	6	1	1	8	0	16
Highland & Islands	0	0	0	0	0	0
Lothian & Borders	10	2	3	29	5	49
Strathclyde	24	1	1	110	5	141
Tayside	4	0	0	4	2	10
TOTAL	48	4	5	157	12	226

Total Attacks on Fire Service Personnel 2004-05



Fairness, Diversity, Equality And Cultural Position Of The Fire Service

90. In November 2004 Angela Webb, Diversity Manager, Strathclyde Fire Service, was appointed on secondment to the Fire Inspectorate in order to place Diversity, Equality and Workplace Culture issues firmly on the agenda for the Service. This appointment also enabled her to take forward some of the work accomplished in her previous part time secondment to the Inspectorate on diversity & equality issues.
91. In addition to inspecting Fire Services for their progress on diversity and equality issues, Ms Webb will be assisting with individual projects relevant to their performance in this field.
92. Following initial inspections in early 2005, it was found that, whilst there is no doubt of a strong commitment to this agenda, further work needs to be undertaken in regard to a number of areas.
93. There have been challenging pieces of new legislation in equality that Fire and Rescue Services have had to take account of.
94. 2003 saw the introduction of The Employment Equality (Sexual Orientation) Regulations and Employment Equality (Religion or Belief) Regulations. These pieces of legislation provide protection from discrimination, harassment or victimisation on the grounds of sexual orientation and religion or belief system for employees. This has given new challenges to the Service in finding ways to both monitor and eradicate discrimination.
95. In October 2004 the Fire and Rescue Services came under the auspices of legislation relating to disability for the first time. Ms Webb, along with Equality Practitioners from other Fire Services, was part of a Chief Fire Officers Association (CFOA), and The Disability Rights Commission (DRC) 'Task and Finish' group to produce guidance for the Service in this field. The Guidance was issued to the Service in January 2005 and a number of seminars took place in Scotland with Michelle Valentine from the DRC. However, the Service was already doing much good work in the field of disability.
96. The duty to promote equality is currently the preferred way of working and is being written into equality legislation. The Sex Discrimination Act will shortly provide for a Duty to Promote Gender and the Service currently have a Duty to Promote Race and Disability. Therefore, with the oncoming new single equality legislation and single equality regulatory body, this duty to promote is likely to apply to all strands of equality. The Service has been proactive in their promotion of all equality strands and when the new legislation is in force, they will already be in a strong position to comply.

97. At the end of 2004, the Fire Service Appointments & Promotions Regulations were revoked. This has opened up many opportunities for the Service to look to the wider field to fill vacancies. This is slowly increasing the diversity of the Service personnel, particularly in the higher management levels. However, there is still some work to be done in the attraction and appointment of personnel from underrepresented groups, i.e. women and minority ethnic groups, to all levels of the Service.
98. In regard to the Race Relations (Amendment) Act 2000 and its subsequent duties, there is still some work to be undertaken. All Scottish Fire Services have a Race Equality Scheme and subsequent action plans. Training provision has been one of the challenges to the Service. The Inspectorate will enter into partnership with The Scottish Fire Service College to provide some of the required training for this area of work. The Inspectorate will also enter into partnership with the Commission for Race Equality (CRE) to assist the Service with developing best practice.
99. Leadership regarding fairness, diversity, equality and cultural shift within Scotland's Fire Services is provided at a strategic level by a multi-agency group referred to as the Scottish Fire Services Fairness and Diversity Forum. Regrettably, this group has not met recently. Ms Webb will undertake to reform this group with a meaningful agenda taking forward best practice for the new challenges ahead.
100. 2006 will see the introduction of new legislation on Age Discrimination. Ms Webb will begin to work with the Service in Early 2006, to prepare for the duties of this Act and work in Partnership with the CFA Equality and Diversity Business Stream group to produce guidance and policies.
101. It is hoped that 2006 will also see the introduction to the Service of the Local Government Equality Standard which will allow the Service to mainstream equality. The introduction of this Standard will also allow Scottish Fire Services to benchmark and compare themselves with their Family Groups in England and Wales as this is the standard used in these locations.
102. The Inspectorate is committed to furthering best practice and performance in the diversity and equality field and will continue to support the Scottish Fire Services in its' development.

Breakdown of Scottish Fire Services Employment Profiles

103. The Inspectorate monitor diversity and representation within the fire service through the annual statistical returns submitted by Brigades and during routine inspections.

104. The number of applications from women and ethnic minorities to join the fire service again increased during this reporting period, reflecting the efforts of brigades to attract larger numbers of recruits from these groups. The Fire and Rescue Services are on a road of continuous improvement in diversity issues and this reporting period has also seen challenges in the recruitment of people who are protected by the Disability Discrimination Act. This is not reflected in the current reporting period but the system will be altered next year to reflect this.

Diversity Profile of Scottish Fire Services, All Sectors, 2000-01 to 2004-05				
	Male White	Female White	Male Ethnic Minority	Female Ethnic Minority
2000-01	8186	921	13	5
2001-02	8361	933	12	3
2002-03	8263	966	18	4
2004-05	8185	1031	31	5

Diversity Profile of Scottish Fire Services by Sector, 2004-05				
	Male White	Female White	Male Ethnic Minority	Female Ethnic Minority
Wholetime	4400	106	24	0
Retained	2880	151	2	1
Volunteer	506	60	2	1
Control	32	192	0	0
Support Staff	367	522	3	3

Health and Safety Trends

105. Health and safety trends in Scottish Fire and Rescue Services remain broadly encouraging. The accident figures for 2002-03 are not directly comparable to those in other years, as service delivery was withdrawn through industrial action for part of this year. Setting aside the 2002-03 figures for this reason, it can be seen that a gradual decline in the numbers of accidents has continued during this reporting period.

106. Significant improvements in the reporting of near misses have taken place over the past few years; in the past, such incidents were often not reported. The effective reporting of near misses provides valuable information which can be used to further reduce accident rates. A slight reduction in reported near misses since 2003-04 is to be expected, reflecting the improvements in health and safety which have brought about additional reduction of the accident rate. Conversely, the number of reported near misses remains high by historical standards, which is consistent with continued good practice in reporting of these incidents.

Accident Statistics in Scottish Fire Services 2000-01 to 2004-05		
Year	Number of Accidents	Number of Near Misses
2000-01	915	250
2001-02	907	254
2002-03	760	343
2003-04	884	525
2004-05	830	480

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

Sickness Absence

107. The mean rates of sickness absence for wholetime operational and control room employees in each Fire and Rescue Service, together with the overall rates of absence for Scotland, are given in the accompanying table. As noted in previous years, there are significant variations between Services in levels of sickness absence. Without a detailed study of the reasons for these variations, it would be unwise to draw any general conclusions; conducting such a study remains a desirable objective for the future. Analysis of trends in sickness absence may allow examples of good practice in personnel management to be identified and shared, as well as finding areas in which there may be room for improvement.

Average Sickness Absence per Employee 2004-05

Services	Wholetime Operational			Control Room		
	Number of Shifts/Days Lost	Strength	Shifts/Days Lost per Staff Member	Number of Shifts/Days Lost	Strength	Shifts/Days Lost per Staff Member
Central Scotland	2046	239	8.56	115	17	6.76
Dumfries & Galloway	1165	108	10.79	335	16	20.94
Fife	4865	391	12.44	230	20	11.50
Grampian	2689	337	7.98	303	28	10.82
Highland & Islands	1095	137	7.99	276	19	14.53
Lothian & Borders	6758	749	9.02	291	31	9.39
Strathclyde	22290	2155	10.34	1303	70	18.61
Tayside	3581	411	8.71	299	21	14.24
SCOTLAND	44489	4527	9.83	3152	222	14.20



Scottish Wild Land Fire Forum

- 108. Following a successful conference on wild land fires held in December 2004, the Scottish Executive agreed to support a Scottish Wild Land Fire Forum. This is a multi-agency forum whose principal aim is to prevent wild land fires and, wherever possible, collaborate on good practice and resource sharing in the event of such fires occurring.
- 109. The forum is chaired by Her Majesty’s Chief Inspector of Fire Services Jeff Ord. During the reporting period the forum made some excellent progress by bringing together all interested parties to consider the impact that climatic change may have in Scotland and the impact upon the risk and number of occurrences of wild land fires.

110. Future developments of the forum include:

- Attempting to produce and promulgate a fire risk prediction tool.
- Disseminating good collaborative practices across all stakeholders in Scotland.
- Producing good practice documents for training, protection and equipment relating to these types of fires.
- Ensuring Scotland has a voice across the international field in terms of wild land fires and their prevention.
- For more information visit the website www.scotland.gov.uk/hmifs

Radio Replacement

111. Firelink is the radio replacement procurement project for Britain established and overseen by the Office of the Deputy Prime Minister (ODPM). The Project Board is chaired by the Director of Civil Resilience and includes representatives from the Scottish Executive, the Welsh Assembly, the Fire Service Inspectorate, the Chief Fire Officers' Association, the Local Government Association, the Convention of Scottish Local Authorities, and the Fire Brigades Union. The project is subject to independent project assurance and also the government Gateway Review process.
112. On a day-to-day basis, the project is managed by a dedicated Firelink team including officials from the ODPM, Civil Resilience Directorate and the Scottish Executive. The team also includes seconded operational and control room officers supported by contracted consultant engineers. Britain has been divided into project areas, one of which is Scotland. Each project area has a dedicated Brigade Delivery Team (BDT) comprising an Assistant Inspector of Fire and Rescue Services seconded from a Fire Service and an Assistant Project Manager (a consultant). The team's principal role is to liaise with Fire Services, identifying and managing local issues and roles and managing the implementation of the national system in conjunction with individual Services. In addition to its liaison role, the Scottish BDT also shares a responsibility for operational continuity and interoperability, and provides support to the Scottish Managerial Team.
113. A Firelink sub-group has been established, comprising representatives from all eight Scottish Fire Services. The sub-group will be responsible for enforcing collaborative working and applying, where possible, common protocols and standards to achieve satisfactory implementation of Firelink throughout Scotland.
114. The project has progressed from a short list of three to two potential suppliers. Both potential suppliers have been engaged with the project in negotiations over the preceding year. A request for their Best and Final Offers (BAFO) will be called for in March 2005, with subsequent evaluation commencing in April 2005.

OPERATIONS

STOCKLINE PLASTICS

Background To The Incident

115. On Tuesday, 11th May, 2004, an explosion and collapse occurred at the premises of Stockline Plastics Factory in Maryhill, Glasgow. This resulted in an initial 31 casualties being removed from the site and transferred to hospital for treatment, a further 9 persons were rescued from the rubble of the collapsed building over a protracted search and rescue operation. Sadly 7 others perished and their bodies were recovered following an intensive 78 hour search and rescue operation.
116. At the height of the incident the following Strathclyde Fire Service appliances and personnel were involved in the incident: -
- 22 Water Tender Ladders (including Rescue Pumps)
 - 2 Aerial Appliances
 - 1 Command Unit
 - 1 Heavy Rescue Unit
 - 2 Road Rescue Units
 - 1 Technical Support Unit
 - 1 Fire Investigation Unit
 - 2 Major Incident Units
117. At the Operational level, around 170 personnel were at the scene, including Urban Search And Rescue (USAR) Team Leaders and additional USAR Operators who were specifically trained as part of the Scottish new dimension programme to enhance Scottish and UK capability and resilience.
118. During the search & rescue operations, USAR personnel utilised a range of the new specialist equipment including casualty search cameras, listening devices, shoring systems and special cutting tools provided by the Scottish Executive new dimension programme to good effect in a difficult, dangerous and protracted rescue operation.
119. In support of the incident, at the Tactical and Strategic level, an additional 14 personnel were deployed to support the Command and Control Communications Centre and the Services Incident Support Room for the duration of the event.
120. The incident also resulted in the establishment of the Major Incident Room at Strathclyde Police Headquarters, and the preplanned and regularly exercised emergency coordinating arrangements of the Strathclyde Emergencies Coordinating Group provided the strategic multi

agency link to support operations and assist in the recovery phase of the incident. Three Fire Service officers were committed to support these arrangements.

121. Due to the scale and protracted nature of the delicate search and rescue operations both Scottish and UK wide mutual aid arrangements were implemented through the established arrangements by The Scottish Fire Service Inspectorate and additional specialist USAR personnel were provided from 3 Scottish and 6 English Fire & Rescue Services.
122. Personnel from the Fife unit of Mines Rescue, International Rescue Team, Mountain Rescue Teams and Rescue Dog Teams, all attended and contributed to the success of a very difficult and protracted search and rescue operation.
123. Whilst all our thoughts are with the families of those who lost their lives or were injured in this tragic incident, the coordinated search and rescue operations that followed demonstrated and proved the worth of the established emergency coordinating arrangements involving not only the front line emergency services but the local authority, utilities and voluntary organizations. They all contributed to minimizing the impact and suffering caused by the event.
124. The incident also confirmed the value of the Scottish Executive led New Dimension programme, which in cooperation with the Scottish Fire Services developed and provided a comprehensive range of new specialist search and rescue equipment across Scotland, supported by specialist training to enhance the skills of firefighters to safely put into practice the necessary expertise required to deal with this type of search and rescue activity.



STORM –WESTERN ISLES 11/12 JANUARY 2005

125. On 11th and 12th January 2005, severe storms hit the north west of Scotland, and the weather situation deteriorated to such an extent that it was classified as a hurricane. This created devastating conditions resulting in extensive damage to property, loss of communications and essential infrastructure, severe flooding and, tragically, the loss of lives.
126. In support of the communities affected, Highland & Islands Fire Service handled large volumes of calls to provide assistance and deployed fire appliances to all areas of the Islands.
127. Despite the many difficulties faced by the Service and the many supporting agencies, including the Coastguard, Benbecula Airport Fire Service, Comhairle nan Eilean Siar and the staff from the military base, a coordinated effort to provide support and assistance to those most affected by this devastating storm was implemented.
128. Benbecula Fire Station was established as a temporary emergency co-ordinating centre, and during the 24 hours of the storm, the firefighters remained on continuous duty to support the emergency operations, which reflects their undoubted dedication to the communities they serve. Throughout the period of the emergency they demonstrated initiative under extreme circumstances.
129. Although many areas suffered major devastation during the storms, it is clear that without the coordinated efforts of all the emergency and public agencies of which Highland & Islands Fire Service was a major contributor, this terrible and tragic situation would have been much worse.



F I R E S A F E T Y

Community Fire Safety

130. Firemaster Brian Sweeney of Strathclyde Fire Service has the role of Community Fire Safety (CFS) Champion for Scotland. He is assisted by the CFS Coordinator, John Russell. Both individuals have been active in developing strategies and initiatives in advance of the anticipated statutory duty to promote community fire safety, which will be placed on Fire and Rescue Authorities when the Fire (Scotland) Act commences.
131. One of their achievements during the year was the issue of two guidance documents for use by the Scottish Fire Services. One of the documents is a development planning guide which allows for the identification of strategies and objectives for community fire safety. The other document is a guide to Community Planning. This will assist Fire Service staff in their contribution to the Community Planning process. The web addresses to view these documents are:-
- <http://www.scotland.gov.uk/library5/justice/frssobdp-00.asp>
<http://www.scotland.gov.uk/library5/justice/frsgcp-00.asp>
132. A Scottish Community Fire Safety (CFS) awareness day took place in Perth on 27 January 2005, hosted by Tayside Fire Service. This was attended by all Scottish Fire Services and representatives from Community Safety Partnerships. Presentations and discussion covered the latest developments and practice in CFS.
133. The fire safety website managed by the Scottish Executive, www.dontgivefireahome.com was redesigned to incorporate improved navigation, visual layout and content. The Scottish Executive also issue a series of leaflets on fire safety in support of initiatives carried out at local level. During the year a complete revision of the leaflets took place with the aim of improving the content.
134. Smoke alarms within housing are an essential feature in contributing to the fire safety of local communities. There are still some sections of communities who remain difficult to influence in respect of the provision and maintenance of domestic smoke alarms. The Scottish Executive contributed £125,000 extra funding specifically for the provision of smoke alarms which come supplied with a fitted 10 year battery. All Fire Services received a level of funding, based on the number of dwelling fires in their areas.



Care Homes

135. The year saw a continuation of the programme of reassurance visits by Fire Service crews to care home premises in Scotland, which had commenced as one of the measures that followed the tragic loss of life in the fire at Rosepark care home in Uddingston in January 2004.
136. During May 2004, the Building Research Establishment carried out live fire tests at their facilities in Garston and Middlesbrough on replicas of parts of the home. This testing was financed by the Scottish Executive and the results will assist with the investigation into the incident.

Building Standards

137. The Scottish Building Standards Agency (SBSA) was established in June 2004 in advance of the implementation of revised Building Standards legislation in Scotland under the Building (Scotland) Act 2003. The SBSA is an executive agency of the Scottish Executive.
138. Consultation took place in respect of proposed procedural regulations. These regulations will provide for a consultation requirement between building standards verifiers and Fire Authorities in respect of fire safety standards in buildings. In support of the new system, the SBSA gave presentations to appropriate staff from Fire Services covering the procedural regulations and the content of the fire sections of technical guidance handbooks.

Reform of fire safety law

139. The Fire (Scotland) Bill was introduced to the Scottish Parliament on 28 June 2004. Part 3 of the Bill contains proposed changes to fire safety law in Scotland. It is proposed that existing fire safety legislation will be replaced by a new fire safety regime based on fire risk assessment and risk reduction. During the year, while the Bill progressed through the different parliamentary stages, development work was undertaken by the Scottish Executive on drafting supporting subordinate legislation and fire safety guidance documents. The Bill was passed on 23 February 2005. It is anticipated that the new fire safety regime will be brought into force in 2006.

Community Safety Co-ordinators



140. Eight Community Safety Co-Ordinators were employed as part of Strathclyde Fire & Rescue's Integrated Risk Management Plan. Since being introduced in January 2004, the Community Safety Department has been reaching out to even more sections of the community they serve.
141. Additional references have been given to the Co-ordinators to allow a focused use of resources. These references include older person's issues, asylum seekers & refugees, black and ethnic minority issues, disabled persons groups, media issues and fire setters.
142. The co-ordinators main functions are to assist with the development of community safety, to assist, plan and deliver at a local level the aims and objectives of the Community Safety Strategy and Plan for the Service. The co-ordinators represent the Fire Service at Community Safety Partnerships, Committees and Forums at Local Authority level.

143. They also assist, facilitate and support station managers and effectively manage local Community Safety projects and initiatives, including funding issues.
144. The co-ordinators ensure collation and analysis of data, providing Service management with information and performance on Community Safety initiatives and issues.
145. Initiatives the co-ordinators are involved in include Glasgow Integration through Safety (ITS), Retail Awareness Campaigns, Derelict Buildings Campaigns, Older Persons Charter for Glasgow and many more.
146. Making our communities safer is the challenge and the Community Safety Co-ordinators of Strathclyde Fire Service have initiated and formed effective partnerships with all Local Authorities, public bodies, private and voluntary sectors. They aim to effectively plan and communicate, to produce strategies and solutions which will make a difference to the communities they serve.

GENERAL STATISTICS

Personnel & Operations

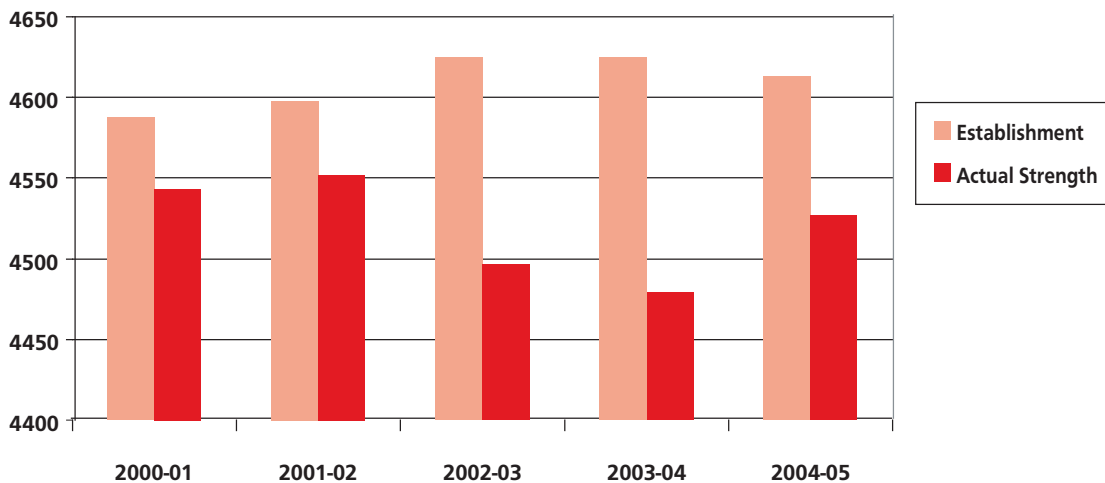
Establishments & Strengths

147. The establishments and actual strengths of Scottish fire services are given in Appendix 2 of this report.

Wholetime Personnel (Operational)

148. The total establishment of wholetime operational personnel of Scottish fire services at 31 March 2005 was 4613, a slight decrease from 4625 in the previous year. The actual strength of Scottish fire services (i.e. the number of personnel actually in post) was 4527, giving a shortfall between the establishment and the actual number employed of 86.

**Graph 2: Wholetime Establishment and Actual Strength
2000-01 to 2004-05**

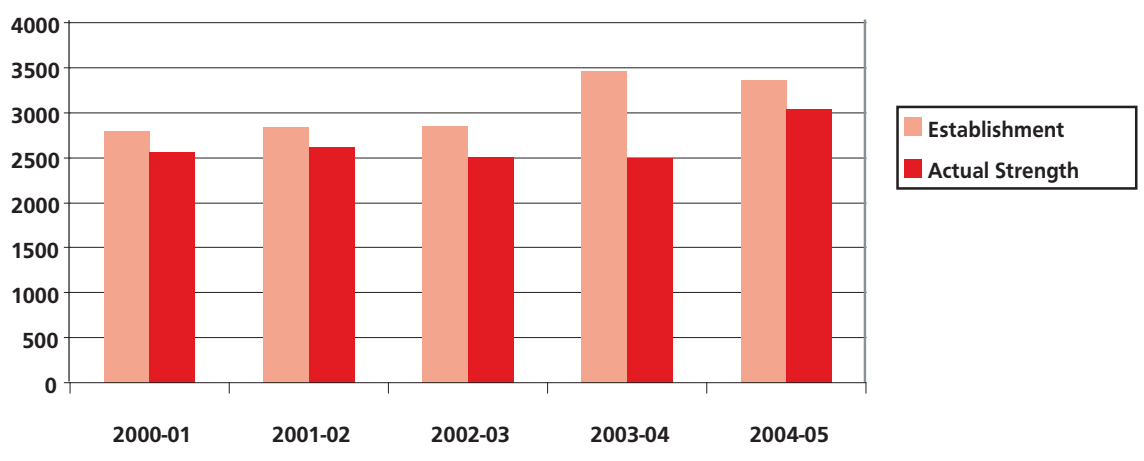


149. During the year 157 firefighters joined the Fire Service while 137 left for various reasons. The number of personnel retiring increased slightly from 120 in 2003-04 to 132 this year, 27 of which were on medical grounds. Further details of the gains and losses of personnel in each service are given in Appendix 3.

Retained Personnel

150. The figures relating to the establishment and actual strength in the retained sector of services for the years 2000-01 to 2004-05 are shown in Graph 3.

**Graph 3: Retained Establishment and Actual Strength
2001-01 to 2004-05**

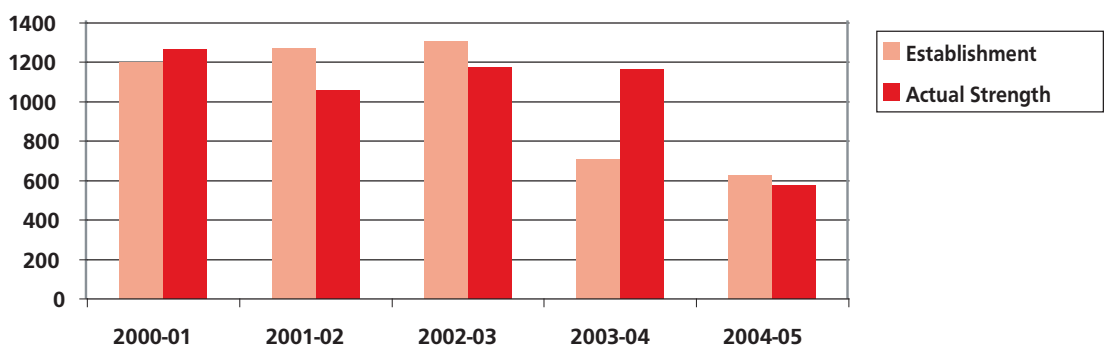


151. The actual number of retained personnel in post throughout Scotland in 2004-05 was 3034; this is a net increase of 512 on the previous year, largely as a result of the redesignation of volunteer firefighters as retained staff by Highland and Islands Fire Service. The establishment decreased by 94 to 3453; the increase in retained establishment in Highland and Islands which corresponds to this year's increase in actual strength was noted in the 2003-04 Annual Report.

Volunteer Personnel

152. Details of the volunteer establishment and actual strength for the years 2000-2001 to 2004-05 are shown in Graph 4.

**Graph 4: Volunteer Establishment and Actual Strength
2000-01 to 2004-05**



153. The total establishment of volunteer firefighters in 2004-05 was 629, a decrease of 79 from the 2003-04 total. The actual number of volunteers in post in Scotland has decreased by 512 to 572, again principally as a result of the redesignation of volunteers as retained personnel by Highland and Islands Fire Service.

Control Room Staff

154. In 2004-05 the number of Control Room staff in post was 222, a decrease of 3 from the previous year. 190 women and 32 men serve in Control Rooms.

Non-Uniformed Staff

155. The total number of non-uniformed staff in post in 2004-05 was 895, compared with 839 in 2003-04. This category covers a variety of essential support duties such as administrative posts, stores, mechanics, IT and radio technicians, cooks, cleaners, and driving staff. These employees make an enormous contribution to Scottish Fire Services and without their efforts the service delivery could not exist in its current format.

Operational Activity

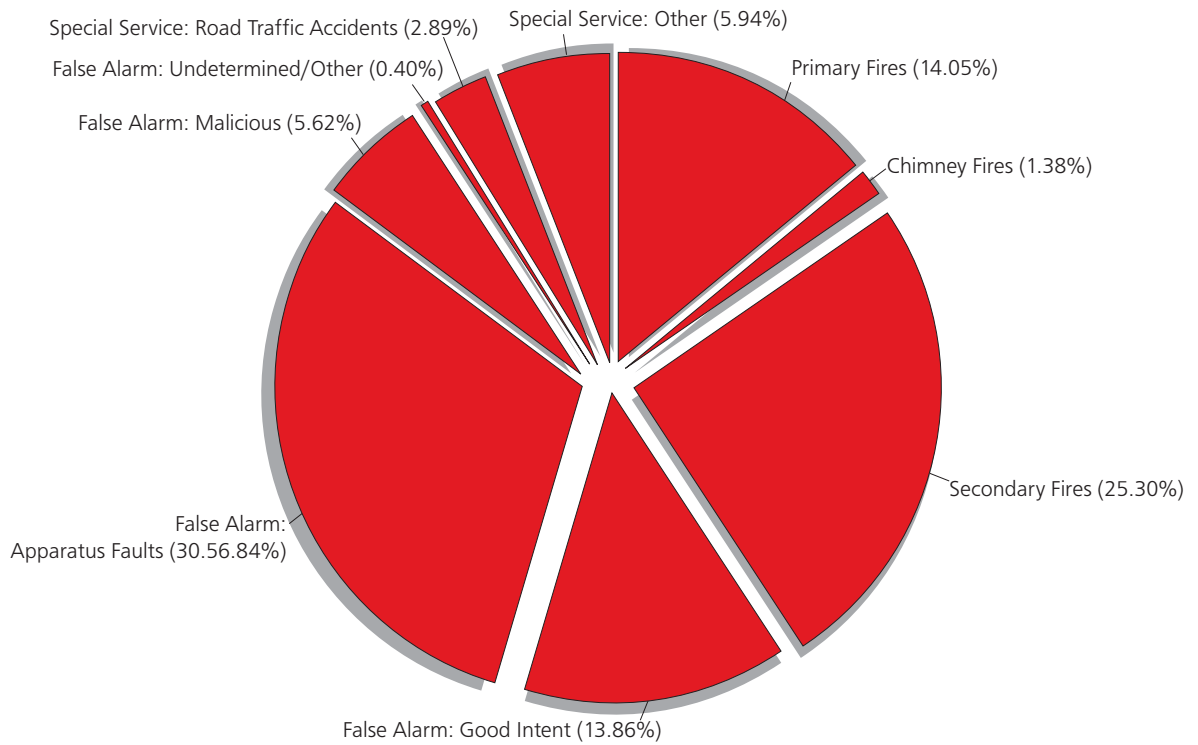
156. Operational activity decreased this year with a 12.8% fall in all incidents attended by Scottish fire services. There was a fall of 15.1% for fires involving property, while the number of secondary fires decreased by 34.8%. Appendix 4 provides an exact breakdown of incidents attended, and the following chart indicates the division of service activity between categories across Scotland. The proportion of unwarranted calls, including malfunctioning alarm systems and malicious false alarms, remains high at 37%, an increase from 31% in 2003-04. This was due to an increase of 7.3% in the number of alarms due to apparatus fault; the number of malicious false alarms actually fell by 11.3%. Reduction of the number of unwarranted fire signals continues to be a high priority for all fire services.

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

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

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

Incidents Attended by all Services 2004-05



Fatal Incidents: Summary

157. The accompanying tables summarise fatalities from fires in Scotland during 2004-05. Both tables include 2003-04 figures for comparison. All deaths are greatly regretted.

Summary of Fatal Incidents in Private Homes

Category	2003-04		2004-05	
	Number of incidents	Percentage of total	Number of incidents	Percentage of total
Starting Locations of Fires				
Living room	20	37.7%	22	29.7%
Kitchen	14	26.4%	18	24.3%
Bedroom	13	24.5%	19	25.7%
Other / Unknown	6	11.3%	15	20.3%
TOTAL	53	100.0%	74	100.0%
Causes of Fires				
Smoking materials: Lighters, matches, cigarettes, etc.	26	49.1%	32	43.2%
Cooking incidents	13	24.5%	13	17.6%
Other / Unknown	14	26.4%	29	39.2%
TOTAL	53	100.0%	74	100.0%
Smoke Alarms				
Alarm operated properly	12	22.6%	17	23.0%
Alarm not functioning	12	22.6%	19	25.7%
Status of alarm unknown	5	9.4%	19	25.7%
No smoke alarm	24	45.3%	19	25.7%
TOTAL	53	100.0%	74	100.0%
Miscellaneous Statistics				
Deceased was living alone	30	56.6%	51	68.9%
Alcohol a direct contributory factor	25	47.2%	27	36.5%
Alcohol an indirect factor	2	3.8%	5	6.8%
TOTAL	53	100.0%	74	100.0%

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

All percentages are rounded to 1 decimal place.

The number of domestic fires resulting in multiple fatalities was 3 in 2003-04 and 4 in 2004-05.

All percentages are rounded to 1 decimal place. Figures for non-domestic fires in 2003-04 include 14 fatalities in the fire at Rosepark Care Home on 31 January 2004

Summary of Fatalities

Category	2003-04		2004-05	
	Number of fatalities	Percentage of total	Number of fatalities	Percentage of total
Domestic Fires: Fatalities by Age Group				
Under 20	4	6.9%	5	6.8%
Between 20 and 59	34	58.6%	40	54.1%
60 or over	20	34.5%	29	39.2%
Total for domestic fires	58	100.0%	74	100.0%
Domestic Fires: Incidents With Multiple Fatalities				
Deaths at incidents of this type	8	13.8%	10	13.5%
Total for domestic fires	58	100.0%	74	100.0%
Domestic Fires: Potentially Avoidable Deaths				
Deaths assessed as potentially avoidable if working smoke alarms had been present	31	53.4%	39	52.7%
Total for domestic fires	58	100.0%	74	100.0%
Domestic Fires: Wilful Fire-Raising				
Deaths at incidents of this type	1	1.7%	6	8.1%
Total for domestic fires	58	100.0%	74	100.0%
Non-Domestic Fires				
Vehicle fires	7	24.1%	1	14.3%
Other	22	75.9%	6	85.7%
Total for non-domestic fires	29	100.0%	7	100.0%
Total fatalities in Scotland				
Domestic fires	58	66.7%	74	91.4%
Other non-domestic fires	29	33.3%	7	8.6%
TOTAL	87	100.0%	81	100.0%

Injuries: Summary

158. The accompanying tables summarise significant non-fatal injuries at incidents attended by Scottish Fire Services in 2004-05. A "significant injury" is defined as one requiring medical treatment other than first aid provided at the scene; it includes individuals who were advised to attend hospital or see a doctor, regardless of whether or not they subsequently did so.

A. Fire Injuries

	2003-04		2004-05	
	Number of injuries	Percentage of total	Number of injuries	Percentage of total
Buildings other than dwellings	147	8.1%	70	4.3%
Dwellings	1573	86.7%	1462	90.2%
Vehicles	60	3.3%	55	3.4%
Other Locations (inc. open air)	35	1.9%	34	2.1%
TOTAL	1815	100.0%	1621	100.0%

B. Non-Fire Injuries

	2003-04		2004-05	
	Number of injuries	Percentage of total	Number of injuries	Percentage of total
Buildings other than dwellings	120	3.7%	163	5.3%
Dwellings	174	5.4%	186	6.1%
Vehicles	2539	78.3%	2381	78.0%
Other Locations (inc. open air)	408	12.6%	321	10.5%
TOTAL	3241	100.0%	3051	100.0%

"Non-Fire Injuries" are those at incidents other than fires which were attended by Fire Service personnel – for example, road accidents.

All percentages are rounded to 1 decimal place.

REVIEW OF STATISTICS

APRIL 2004 TO MARCH 2005

Appendix 1 Scottish Fire Services 2004-05

Fire Service	Area		Population Estimate for 2004		Uniformed Personnel: 2004-2005 Establishments				Fire Stations and Volunteer Units			Operational Fleet			
	kilometers sq	% of Scotland	Thousands	% of Total	Wholetime	Control	Retained	Volunteer	Wholetime	Retained	Volunteer	Pumping Appliances Medium and Light	Aerial Appliances	Rescue/Emergency/Tenders	Other Special Appliances
Central Scotland	2643	3.4	282.1	5.6	239	17	160	11	4	11	2	28	2	1	13
Dumfries and Galloway	6426	8.2	147.9	2.9	105	18	220	10	1	15	1	25	1	0	5
Fife	1325	1.7	354.6	7.0	388	21	112	0	6	8	0	25	2	1	2
Grampian	8736	11.2	524	10.3	352	23	478	20	6	33	1	56	2	0	9
Highland & Islands	31187	40.0	279	5.5	142	18	1244	310	1	95	31	120	1	1	5
Lothian & Borders	6456	8.3	897	17.7	755	30	310	0	13	23	0	56	5	0	5
Strathclyde	13625	17.5	2205.8	43.4	2222	69	599	252	39	43	31	167	12	0	12
Tayside	7527	9.7	388	7.6	412	21	236	26	6	15	3	44	3	7	4
TOTAL	77925	100.0	5078.4	100.0	4615	217	3359	629	76	243	69	521	28	10	55

Appendix 2

Establishment and Strength of Fire Services at 31st March 2005

	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	0	0
Assistant Firemasters	2	2	0	1	1	0	2	2	0	2	1	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	8	0
Div. Officers III	4	4	0	0	0	0	5	4	0	0	0	0
Asst. Div. Officers	8	8	0	9	9	0	10	10	0	16	14	0
Station Officers	19	19	0	9	9	0	42	40	0	23	18	0
Sub-Officers	30	29	1	11	11	0	29	28	0	45	35	1
Leading Firefighters	30	29	1	13	12	1	66	68	1	50	44	0
Firefighters	143	138	5	56	58	1	230	218	16	207	205	8
Sub-total	239	232	7	105	106	2	388	374	17	352	328	9
Control Room Staff												
PFC Officers	1	1	0	0	0	0	0	0	0	0	0	0
GFC Officers	0	0	0	0	0	0	0	0	0	1	0	1
FC Officers	0	0	0	1	0	1	1	1	0	1	0	1
SFC Operators	4	2	2	5	0	5	4	2	1	5	0	5
LFC Operators	4	1	3	4	0	4	8	1	7	4	1	3
FC Operators	8	2	6	8	0	6	8	0	8	12	1	16
Sub-total	17	6	11	18	0	16	21	4	16	23	2	26
Part-time Retained												
Station Officers	0	0	0	0	0	0	2	2	0	10	10	0
Sub-Officers	14	14	0	16	16	0	8	8	0	36	35	0
Leading Firefighters	34	32	0	20	20	0	18	18	0	82	77	0
Firefighters	114	108	6	184	163	7	84	71	5	350	255	14
Sub-total	160	154	6	220	199	7	112	99	5	478	377	14
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	1	1	0	0	0	0	1	1	0
Leading Firefighters	2	2	0	1	1	0	0	0	0	3	2	0
Firefighters	9	8	1	8	8	0	0	0	0	16	16	7
Sub-total	11	10	1	10	10	0	0	0	0	20	19	7
Category sub-totals												
Wholetime	239	232	7	105	106	2	388	374	17	352	328	9
Control Room Staff	17	6	11	18	0	16	21	4	16	23	2	26
Part-time Retained	160	154	6	220	199	7	112	99	5	478	377	14
Part-time Volunteer	11	10	1	10	10	0	0	0	0	20	19	7
TOTAL	427	402	25	353	315	25	521	477	38	873	726	56

	Highlands & Islands			Lothian & Borders			Strathclyde			Tayside			Scottish Total		
	Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength		Estab- lish- ment	Actual Strength	
		Male	Female		Male	Female		Male	Female		Male	Female		Male	Female
	1	1	0	1	1	0	1	1	0	1	1	0	8	7	0
	2	1	0	2	2	0	5	5	0	1	1	0	17	15	0
	0	0	0	4	4	0	9	6	0	0	0	0	18	14	0
	5	4	0	0	0	0	6	5	0	4	4	0	20	18	0
	0	0	0	12	12	0	7	8	0	0	0	0	27	32	0
	5	5	0	0	0	0	14	13	0	8	8	0	36	34	0
	17	16	0	20	19	0	49	48	0	11	11	0	140	135	0
	21	20	0	60	57	2	198	182	1	35	35	0	407	380	3
	12	12	0	72	56	1	224	211	2	43	43	0	466	425	5
	23	19	0	95	83	2	229	206	2	47	44	3	553	505	10
	56	57	2	489	477	33	1479	1450	15	261	251	10	2921	2854	90
	142	135	2	755	711	38	2221	2135	20	411	398	13	4613	4419	108
	0	0	0	0	0	0	1	1	0	0	0	0	2	2	0
	0	0	0	1	0	0	1	0	1	0	0	0	3	0	2
	1	0	1	5	0	5	5	1	4	1	1	0	15	3	12
	5	0	5	4	0	3	8	3	6	5	1	4	40	8	31
	4	0	4	4	2	1	8	1	7	4	1	3	40	7	32
	8	2	7	16	1	19	46	5	41	11	1	10	117	12	113
	18	2	17	30	3	28	69	11	59	21	4	17	217	32	190
	13	13	0	4	4	0	7	7	0	6	6	0	42	42	0
	95	85	2	25	22	1	55	55	0	15	15	0	264	250	3
	190	152	7	35	36	0	65	58	2	41	39	2	483	432	11
	946	746	54	246	209	14	472	443	27	174	163	11	2570	2158	138
	1244	996	63	310	271	15	599	563	29	236	223	13	3359	2882	152
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	31	26	0	0	0	0	0	0	0	0	0	0	33	28	0
	31	24	1	0	0	0	31	29	2	3	3	0	71	61	3
	248	187	9	0	0	0	221	183	38	23	20	3	525	422	58
	310	237	10	0	0	0	252	212	40	26	23	3	629	511	61
	142	135	2	755	711	38	2221	2135	20	411	398	13	4613	4419	108
	18	2	17	30	3	28	69	11	59	21	4	17	217	32	190
	1244	996	63	310	271	15	599	563	29	236	223	13	3359	2882	152
	310	237	10	0	0	0	252	212	40	26	23	3	629	511	61
	1714	1370	92	1095	985	81	3141	2921	148	694	648	46	8818	7844	511

Appendix 3

Changes in Wholetime Strength as at 31st March 2005

	Operational Personnel																	
	Central Scotland		Dumfries & Galloway		Fife		Grampian		Highland & Islands		Lothian & Borders		Strathclyde		Tayside		Scotland Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
GAINS																		
(i) By recruitment	34	2	1		4		18	1			26	2	59				141	2
(ii) By transfer from other services	1	1			4		2				2	1					9	1
Total Gains	35	3	0	0	8	0	20	1	0	0	28	3	59	0	0	0	150	3
LOSSES																		
Dismissal on disciplinary grounds	1																1	1
Medical discharge due to harassment or discrimination																	0	0
Resignation due to harassment or discrimination																	0	0
Medical discharge due to service injury			2		2						5		1				10	0
Medical discharge for other reasons	1				5		0		0				11				17	0
Poor performance/efficiency													2				2	0
Resignation to take other employment											2						2	0
Personal/work commitments																	0	0
Moving away from catchment area									0								0	0
Hardship caused by DSS regulations																	0	0
Compulsory/Voluntary age retirement	3		0		5		0				28		69				105	0
Deceased on duty																	0	0
Deceased off duty																	0	0
Other reasons																	0	0
Total Losses	5	0	2	0	12	0	0	0	0	0	35	0	83	0	0	0	137	0

Appendix 4

Summary of Fires and Special Service Incidents Which Have Occurred in 2004-2005

Fire Service	Total Primary Fires	Classification of primary fires by numbers of pumps used for firefighting purposes						Chimney Fires	Secondary Fires	False Alarms			Special Services		Other	Totals
		(a) 1 pump	(b) 2 pump	(c) 3/5 pump	(d) 6/10 pump	(e) 11/15 pump	(f) Over 15			Good Intent	Apparatus Faulty	Malicious	Undetermined/Other	Road Traffic Accidents		
Central Scotland	637	585	40	7	5	0	0	39	1495	1248	438	330	306	168	352	5013
Dumfries and Galloway	356	175	165	16	0	0	0	107	355	167	619	49	0	130	130	1913
Fife	986	446	470	65	5	0	0	62	1957	523	2324	311	0	193	529	6885
Grampian	1412	1307	46	58	1	0	0	234	1463	528	2593	239	102	363	624	7628
Highland & Islands	538	378	147	13	0	0	0	542	502	443	1822	188	0	320	429	4784
Lothian & Borders	2901	961	1275	662	3	0	0	148	4373	1268	9257	1123	0	500	1087	20657
Strathclyde	7231	2372	3737	1115	6	1	0	249	15567	10208	12934	3542	29	1228	2501	53489
Tayside	1179	318	660	200	1	0	0	114	1738	647	3163	314	0	234	720	8109
TOTAL	15240	6542	6540	2136	21	1	0	1495	27450	15032	33150	6096	437	3136	6442	108478

Appendix 5

Incidents of Special Activity in 2004-05

Fires and other incidents occurring in Services of Special Interest or Activity

DATE	ADDRESS	DESCRIPTION	BRIGADE
2004			
06/09/2004	TDG Chemicals Grangemouth	Large packing vehicle plus tanker and container containing chemicals. Seven pumps attended.	Central Scotland
29/09/2004	Nexfor station Road Cowie	Fire in MDF factory. Protracted incident, 6 pumps in use.	Central Scotland
31/10/2004	Grangemouth Docks Grangemouth	Fire in rope store of ship causing explosion. Seven pumps in use.	Central Scotland

DATE	ADDRESS	DESCRIPTION	BRIGADE
2004			
08.08.2004	Palaceknowe Farm Beattock Moffat	Firefighters rescued one male casualty trapped by a machine loader spike. Hydraulic cutting gear and an angle grinder were used.	Dumfries & Galloway
18.08.2004	Sibbaldbie Lockerbie	In three separate incidents, five people (and pets) were rescued from their homes by firefighters following severe flooding.	Dumfries & Galloway
16.09.2004	Island in River Sark Sark Bridge Gretna	Firefighters using floating rescue lines and general purpose lines rescued two girls who were stranded on a concrete island.	Dumfries & Galloway
29.12.2004	DA Autoparts St Marys Industrial Estate Dumfries	Fire in car breakers' yard; 160 cars were severely damaged and other property in the vicinity also damaged.	Dumfries & Galloway
15/06/2004	A90, near Stonehaven	Wilfully raised wildland fire resulted in disruption to trunk road traffic.	Grampian
17/10/2004	Burgie Lodge, near Forres	Fire in piggery resulted in the death of 400 piglets.	Grampian
09/03/2005	A96, near Inverurie	Road traffic accident involving livestock transporter resulted in the death of 120 sheep.	Grampian
15/06/2004	Caledonian Logistics, 41 Carsegate Road, Inverness	Xylene leak from 5 gallon drum – chemical protection required	Highland & Islands
10/07/2004	Drumnadrochit	Line rescue of casualty fallen approximately 50 feet from bridge	Highland & Islands
21/07/2004	BP Depot, Harbour, Portree	Leakage of several hundred litres of petrol into open water and drains	Highland & Islands
27/07/2004	AMRR Facility, Janetstown Industrial Estate, Thurso	Hydrogen explosion following accidental mixture of sodium and water. One casualty with chemical burns. Service assisted UKAEA experts.	Highland & Islands

DATE	ADDRESS	DESCRIPTION	BRIGADE
2004			
18/08/2004	Old Farm Court, 303-311 Colinton Road, Edinburgh	Severe fire in second floor flat of sheltered housing complex. When fire crews arrived the door to the flat was locked, therefore they had to force entry. Heavy smoke logging had occurred between smoke doors of the corridor, which contains nine. Residents were evacuated to a place of safety (common room) and premises were searched to check that there were no residents in smoke filled rooms.	Lothian & Borders
22/08/2004	Rank Hovis, Caledonia Mills, Newhaven Place, Edinburgh	Large building under demolition: Approximately 50 m high, 40 m long and 40 m wide. 10% of structure collapsed on top of two demolition workers; one person escaped, and one person was trapped and fatally injured. Attempted rescue and recovery operations were prolonged and dangerous due to condition of building.	Lothian & Borders

Appendix 6

Fatalities at Fire Incidents Attended by Fire Services During 2004-2005

Fire Service	Age Groups							Location - Building Type							
	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/Mobil Home	Vehicle	Industrial Premises Factory etc.
Central Scotland			3	1	1		5	1	2	1					
Dumfries and Galloway			1				1		1						
Fife			3	2	1		6	1	5						
Grampian	1			3	1	1	6	2	2	2					
Highland & Islands				5	5	2	12	8	3					1	
Lothian & Borders			4	4	1		9	5	2	1					
Strathclyde	1	3	4	16	9	4	37	17	16				1		
Tayside				1	3	1	5	3	2						
Totals	2	3	16	32	21	8	81	37	33	4	0	0	1	1	0

DATE	ADDRESS	DESCRIPTION	BRIGADE
2004			
20/02/2004	Midlothian Ski Centre, Hillend Road, Edinburgh	Ski lift breakdown: Five persons (including two children) trapped on three chairs on ski lift. Children rescued by 13.5m ladder and line & harness; adults rescued by line rescue teams.	Lothian & Borders
26/11/2004	193 Bath St; Pitt St, Glasgow	Night Club	Strathclyde
23/05/2004	Slamannan Rd, Cumbernauld	Forestry	Strathclyde
30/11/2004	Orr St, Glasgow	Derelict Cinema	Strathclyde

e, Etc.					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
		1		5		1	1	1			1					1	5
				1							1						1
				6		2		1			2			1			6
				6						1		1		1	3		6
				12	1	2		2	2		1		2	2			12
		2		10	2			1		1	1	2		1		1	9
			2	36	6	1	2	5	1	2	2	3	7	4	3	1	37
				5		2				1				2			5
0	0	3	2	81	9	8	3	10	3	5	8	6	9	11	6	3	81

Appendix 7 Fire Safety Statistics 2004-2005

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	4626	4425	218	130	55	0	1805	1262	3067
Factories	3721	3377	346	139	22	0	371	346	717
Offices	11645	10680	967	382	63	1	690	529	1219
Shops	6802	6172	931	411	124	0	747	514	1261
Railway Premises	5	4	1	1	0	0	0	1	1
Total	26799	24658	2163	1063	264	1	3613	2652	6265

Fire Precautions Workplace Regulations 1997 (Amended)

Location Type	Fire Safety Staff	Operational Staff	Total	Plans
Factory/Office/Retail	6392	1651	8043	391
Residential	3803	2280	6083	732
Non-residential	6634	1906	8540	709

Scottish Total for All Inspections

Location Type	Fire Safety Staff	Operational Staff	Total	Plans
FPA Certificated	10374	2469	12843	997
Workplace	20010	7934	27944	1046
Totals	30384	10403	40787	2043

Appendix 8

Financial Returns 2004-2005

FireService	Revenue £	Income £	Capital £
Central	13,119,000	419,000	1,343,000
Dumfries & Galloway	7,829,000	74,000	1,130,000
Fife	19,795,000	700,000	1,256,000
Grampian	22,157,000	255,000	1,461,000
Highland & Islands	17,163,000	120,000	3,000,000
Lothian & Borders	47,619,000	1,151,311	1,929,000
Strathclyde	113,176,000	1,564,000	8,749,000
Tayside	22,768,000	382,000	2,702,000
Total	263,626,296	4,665,311	21,570,000

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 rationale is to reduce risk in the most efficient ways possible.
Type of Inspection	
Principal	A comprehensive and detailed inspection held with each fire service 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.



SCOTTISH EXECUTIVE

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Astron B43173 10/05

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ISBN 0-7559-4826-2



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