

Appendix B: IRMP 2021-24 Staff Consultation: Draft Survey Questions

(link to survey to open only when the participant has read the associated IRMP literature / received the presentation)

The purpose of this survey is help us develop the Service's Integrated Risk Management Plan (IRMP) 2021-24. As a requirement under the Fire and Rescue National Framework for England (2018) our IRMP is the process used for making changes to the Service, balancing risk and resources. Our understanding of risk is based on data and evidence and the IRMP supports decision making and future changes.

It will be greatly appreciated if you could complete the consultation questions, which should take no more than 5-10 minutes. The consultation closes at **1200 hrs on the 09 August 2021**.

This survey forms part of the wider programme of engagement and consultation, and all feedback will be fed into the IRMP consultation programme for consideration, to inform the final IRMP actions.

Optional Monitoring Information

- Are you an employee of TWFRS

Yes	
No	

- Are you willing to provide your name

Q1 Proposal 1: To introduce an additional fire engine

The Service is proposing to introduce an additional fire engine into the fleet on a permanent basis. This arrangement is currently being piloted at West Denton Community Fire Station which, following a comprehensive review of data relating to risk and demand, was identified as the Service's busiest single fire engine station for this additional resource. This strengthens our commitment to our statutory duties in supporting the community. This additional fire engine will result in an increased resilience across the whole of the area covered by Tyne and Wear FRS.

This proposal represents an investment in resources, creating an additional 4 Crew Manager and 12 Firefighter roles, and will enhance operational response, resilience and community safety.

Based on the rationale provided do you believe this proposal is reasonable?

- Very Reasonable
- Fairly Reasonable
- Fairly Unreasonable
- Very Unreasonable

Any additional explanation / comment:

Q2. Proposal 2: To primary staff the Service’s Aerial Ladder Platforms (ALPs)

The ALPs are dual staffed, – an arrangement where firefighters staff both the primary fire engine at that station, and also the ALP and crew which ever one is required. Sometimes this can create a conflict as both the fire engine and ALP may be required.

Following significant national incidents, and a review of risk and demand data in Tyne and Wear, we are proposing to primary crew the two ALPs. This means if an ALP is required, for a fire in a tall building, a fire engine will not need to be made unavailable so staff from that engine can staff the ALP (as is the current situation).

This proposal represents an investment in people resources and will result in the addition of a further 8 Crew Managers and 16 Firefighter roles into the Service.

In your opinion, do you think the proposed approach is reasonable?

- Very Reasonable
- Fairly Reasonable
- Fairly Unreasonable
- Very Unreasonable

Any additional explanation / comment:

Q3. Proposal 3: To change the current shift arrangement at Birtley Community Fire Station (W)

Current staffing arrangements in the Service include a combination of shift patterns including Retained/ on-call, day crewing close call (DCCC) and 2-2-4 where staff work 2 days shifts followed by 2 night shifts and then 4 days rest.

Following a legal challenge in another area of the Country of the DCCC staffing arrangement in 2018, the High Court declared this arrangement is unlawful, and subsequently directed all FRS to change these arrangements, in the absence of any local collective agreement with representative bodies. No such agreement has been reached between the representative bodies and the Service, therefore we now have to implement an alternative staffing model at this station.

Following a detailed analysis of incident and risk data and to meet this ruling, the Service is proposing a change based on risk and demand, from Day Crewing Close Call (DCCC) to a nationally recognised Day Crewed model at Birtley Community Fire Station. This would see a crew of Firefighters working from the fire station in Birtley on day shift from 0800hrs to 2000hrs and through the night fire cover will be provided from surrounding fire stations and crews. This is based on risk and demand and modelling of this provision has clearly highlighted that it is safe and proportionate for the area and communities.

Based on the rationale provided and given the legal requirement for the Service to amend the current DCCC arrangements and in consideration of the risk and data analysis - we are interested in any comments you have on this proposal.

Q4. Proposal 4: To change the current shift arrangement at Rainton Bridge Community Fire Station (H)

Current staffing arrangements in the Service include a combination of shift patterns including Retained/ on-call, day crewing close call (DCCC) and 2-2-4 where staff work 2 days shifts followed by 2 night shifts and then 4 days' rest.

Following a legal challenge in another area of the Country of the DCCC staffing arrangement in 2018, the High Court declared this arrangement is unlawful, and subsequently directed all FRS to change these arrangements, in the absence of any local collective agreement with representative bodies. No such agreement has been reached between the representative bodies and the Service, therefore we now have to implement an alternative staffing model at this station.

To meet this ruling, the Service is proposing a change based on risk and demand, from Day Crewing Close Call (DCCC), to the 2-2-4 shift system, at Rainton Bridge Community Fire Station. This shift system would see a crew of firefighters based at the station throughout every 24 hr period as per current arrangements albeit on a different shift pattern. Analysis of the data and risk information has informed this proposal and underpins the proposal to have a crew on the station for 24 hrs per day. The level of activity has indicated that the proposal to maintain a 24 hr cover is balanced and appropriate based on the evidence and data.

Overall, this proposal will not result in any reduction of crewing or availability of staff in the Rainton Bridge station area and is simply a change to the shift pattern.

Based on the rationale provided and given the legal requirement for the Service to amend the current DCCC arrangements and in consideration of the risk and data analysis - we are interested in any comments you have on this proposal.

Q5. Overall IRMP Proposals:

The proposed changes to operational response will support continuous improvement in standards through utilising staff and resources more effectively, efficiently and appropriate to risk and demand both locally and nationally. This also sees the introduction of 54 posts into the establishment all with the aim of supporting community safety

In your opinion, do you consider the proposals in our IRMP 2021-24 to be:

- Very Reasonable
- Fairly Reasonable
- Fairly Unreasonable
- Very Unreasonable

Any additional explanation / comment:

Thank you for participating in the IRMP 2021-24 consultation. If you have any additional feedback, or questions on the IRMP 2021-24, you can email: consultation@twfire.gov.uk