

**Tyne and Wear Fire
and Rescue Authority**

Creating the Safest Community



INTEGRATED RISK MANAGEMENT PLAN (IRMP)

2021 - 2024

Proposals for Consultation

INTRODUCTION

It is a requirement under the Fire and Rescue National Framework for England (2018) for all Fire and Rescue Services to have an Integrated Risk Management Plan (IRMP). The IRMP is the process used for making changes to the Service, and ensuring that services are planned, designed and delivered in a way that balances available resources and community risk.

Our understanding of risk is based on data and evidence, and the IRMP supports decision making and future changes to Tyne and Wear Fire and Rescue Service. The proposals contained within the IRMP 2021-24 have been made following a comprehensive review of this data and evidence over several months.

A Response Review Team was formed to co-ordinate and undertake a comprehensive review of Response in support of the Integrated Risk Management Planning process (IRMP).

The Response Review Team identified and assessed the anticipated fire and rescue related risks that affect our community. This reinforces the response capabilities proposed within this IRMP consultation, with the intent of delivering our vision of "Creating the Safest Community" for Tyne and Wear.

A decision was made by Fire Authority in February 2019, where it was agreed that the previous IRMP 2017-20 actions were carried over. These actions were as follows:

Introduce a range of duty systems based on risk and demand;

- This proposal involves redefining the duty system operated on certain stations to better accommodate relatively lower levels of community risk and incident related demand whilst minimising the impact on attendance times.

Adjust the staffing model to deliver a more effective and efficient use of resources;

Within this proposal there were 3 separate elements proposed:

- Adjust start and finish time of shift
- Staffing levels at all stations
- Amend staffing levels in mobilising control *

* The element to amend staffing levels in mobilising control was concluded on 12 October 2020. It was agreed by Fire Authority to no longer look to reduce the control room by four firefighters. It was deemed too high a risk to reduce the resilience provided by the control operators.



The coronavirus pandemic and its wide ranging implications had resulted in an urgent review of operational response and resilience. These are, and continue to be, unprecedented times. The situation regarding the impact of coronavirus is extremely dynamic and often requires actions and decisions, to enable the Service to remain resilient; in terms of providing a fire and rescue service to the community and playing a full part in the Northumbria Local Resilience Forum and civic society, by supporting the public sector and other organisations.

This leaflet presents a set of proposals for consultation, contained within Tyne and Wear Fire and Rescue Service's Integrated Risk Management Plan 2021-24.



WE WANT YOUR VIEWS

Communication, meaningful consultation, and engagement with key stakeholders is an essential part of the change process associated with IRMP. Your input is valuable to us, to help shape the changes and improvements to our Service.

Once you have read the proposals, it will be greatly appreciated if you could complete a short survey, which should take no more than 5-10 minutes before 9 August 2021 - which is when our consultation ends. This survey is completely anonymous.

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.

We would like your views on the following proposals contained within the IRMP 2021-24.



1



To introduce an additional fire appliance.

Following a comprehensive review of risk and incident data, we commenced a pilot in October 2020 introducing an additional fire appliance (fire engine) into our fleet. This appliance was based at West Denton Community Fire Station, which was identified, using extensive data and risk information, as the optimum location for this resource.

Following continued review of the pilot, the Service is proposing to keep this additional appliance at West Denton Community Fire Station, on a permanent basis. This represents a positive investment in resources, creating an additional four Crew Manager roles and 12 firefighter roles, and will enhance operational response and resilience across the Service area.



2



To primary staff the Service's Aerial Ladder Platforms (ALPs).

Aerial Ladder Platforms (ALPs) are used to respond to various incidents at height. As a result of IRMP 2014-17, at a time when there was successive requirements to save money, as a result of significant and prolonged budget cuts to Tyne and Wear Fire and Rescue Service, it was agreed to reduce the number of ALPs from three to two. Currently, firefighters staff both the primary fire appliance (fire engine) at that station, and also the ALP. When required, ALPs are crewed by those firefighters, meaning the primary fire engine becomes unavailable to attend emergency incidents.

Following significant national incidents, and a review of risk and demand data in Tyne and Wear, we are proposing to primary crew the two remaining ALPs.

This proposal will also result in the addition of a further eight crew managers and 12 firefighter roles into the Service.

3



To change the current shift arrangement at Birtley Community Fire Station.

Current staffing arrangements in the Service include a combination of on-call, day crewing close call (DCCC) and 2/2/4 (2 day shifts; 2 night shifts; 4 days off duty). Following a legal challenge 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 agreement with the Fire Brigades Union. No such agreement has been reached between the FBU and TWFRS, therefore we have to propose and implement an alternative staffing model at this station.

To meet this ruling, we are proposing a change from Day Crewing Close Call (DCCC) shift system, to Day Crewed shift only, at Birtley Community Fire Station. This means this station will be crewed full time for 12 hours during the day, and fire cover will be provided by neighbouring stations at night. Comprehensive analysis of data has shown there will be no negative impact on the speed of response to the Birtley Station area.



4



To change the current shift arrangement at Rainton Bridge Community Fire Station.

Current staffing arrangements in the Service include a combination of on-call, day crewing close call (DCCC) and 2/2/4 (2 day shifts; 2 night shifts; 4 days off duty). Following a legal challenge 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 agreement with the Fire Brigades Union. No such agreement has been reached between the FBU and the Service, therefore we have to propose and implement an alternative staffing model at this station.

To meet this ruling, the Service is proposing a change from Day Crewing Close Call (DCCC), back to the 2:2:4 shift system, at Rainton Bridge Community Fire Station. Comprehensive analysis of data has shown there will be no negative impact on the speed of response to the Rainton Bridge Station area.



HOW TO HAVE YOUR SAY

You are invited to complete a short survey, which should take no more than 5-10 minutes, to tell us what you think of these proposals.

The survey can be accessed on the **TWFRS website** and all responses are completely anonymous.

If you have any additional feedback, or questions on the proposals of our IRMP 2021-24, you can email: consultation@twfire.gov.uk

If you would like this document in another format or language, please contact us to discuss your needs. For further details please contact **0191 444 1500**.



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