

# LEICESTERSHIRE

## FIRE and RESCUE SERVICE

Status of Report: Public Agenda Item: 21

Meeting: Combined Fire Authority  
Date: 10<sup>th</sup> December 2014  
Subject: Combination of Technical Rescue and Fire and Rescue Functions at Southern Fire and Rescue Station  
Report by: The Chief Fire and Rescue Officer  
Author: Steve Lunn (Director of Community Services)  
For: Decision

### 1. Purpose

The purpose of this report is to seek the approval of the Combined Fire Authority (CFA) for recommendations that will enable the extant proposal to amalgamate the technical rescue and fire and rescue functions at Southern Fire and Rescue Station to be achieved.

### 2. Executive Summary

A more detailed study of the requirements required to amalgamate technical rescue and the fire and rescue functions at Southern Fire and Rescue Station has identified a range of issues that require the CFA's approval so that the amalgamation can be achieved.

### 3. Report Detail

- 3.1 Following a comprehensive review of fire and rescue capability across the entire CFA area the 2009-12 Integrated Risk Management Plan (IRMP) identified the need for a Fire and Rescue Station to be located within the Castle Donington area. At the time, it was envisaged that this new capability would encompass some or all of the role that is currently undertaken by the Technical Rescue Team.
- 3.2 However, subsequent to this, further reports have established that the primary location for future provision of a combined technical rescue and fire and rescue capability should be located at the Southern Fire and Rescue Station.
- 3.3 This report along with the more detailed study to be found at **the Appendix** sets out the recommendations that if approved, will enable implementation to be achieved.
- 3.4 In summary, the Appendix addresses the following matters that need to be addressed in order to achieve implementation and integration:

- Incident activity for both Fire and Technical Rescue Sections.
- Shift and Establishment Arrangements.
- Response Arrangements.
- Additional Payments.
- Training Arrangements.

#### **4. Report Implications / Impact**

##### **4.1 *Legal (including crime and disorder)***

If the recommendations are approved and implemented the CFA will be able to continue to comply with all local, regional and pan-regional operational response expectations.

##### **4.2 *Financial (including value for money, benefits and efficiencies)***

An additional cost of approximately £75,000 has been identified to achieve full implementation of the proposals. These additional costs are outlined in **the Appendix** and will be incorporated into the 2015 – 2020 Medium Term Financial Plan.

##### **4.3 *Risk (including corporate and operational, health and safety and any impact on the continuity of service delivery)***

- a) Subject to approval, the revised arrangements i.e. combined technical and fire and rescue capability will ensure the ongoing high levels of operational resilience and preparedness to deal with and manage a wide range of emergency incident scenarios.
- b) A failure to gain approval to award an Additional Responsibility Allowance commensurate with the expanded role that staff at Southern Station will be expected to undertake will result in an inability to implement the revised arrangements.

##### **4.4 *Staff, Service Users and Stakeholders (including the Equality Impact Assessment)***

Informal consultation with staff representatives at Southern Station has commenced. If the proposals are agreed by the CFA, formal consultation with the representative bodies will commence.

##### **4.5 *Environmental***

None.

##### **4.6 *Impact upon Our Plan Objectives***

- a) Approval of the proposals will assist in the maintenance of robust operational arrangements for dealing with a wide range of complex emergency incident

scenarios.

- b) Implementation of the proposals will enable the CFA to achieve the majority of the expected efficiency savings proposed in the 2010 – 2013 Integrated Risk Management Plan.

## **5. Recommendations**

The CFA is asked to:

- a) Approve the wholetime duty system (2/2/4) as the duty system for the combined function.
- b) Approve the setting of the establishment for the combined function at 28 and standard crewing at 5.
- c) Approve the requirement for all staff appointed to the combined function to undertake a dual contract role.
- d) Agree that further work be undertaken in the future to explore alternative duty system arrangements that could potentially be implemented for the combined function.
- e) Agree that a switch crewing strategy be developed and implemented (through consultation with staff) to cover all incident scenarios and all resources within the combined function.
- f) Approve the payment of a non-pensionable additional responsibility allowance of 8.9% to all staff appointed to the combined function.
- g) Agree that the work is undertaken towards the achievement of Accredited Centre status for Rope and Water Rescue capabilities.

## **6. Background Papers**

Not Applicable.

## **7. Appendix**

Analysis of Issues to Support the Amalgamation of Technical Rescue and Fire and Rescue Capabilities at Southern Fire and Rescue Station

**LEICESTERSHIRE**

**FIRE and RESCUE SERVICE**

Analysis of Issues to Support the  
Amalgamation of Technical Rescue and  
Fire and Rescue Capabilities at  
Southern Fire and Rescue Station

## **1. Purpose & Methodology**

The purpose of this paper is to evaluate the scope of future provisions that should be based at Southern Fire and Rescue Station and make appropriate recommendations. Included within the report are evaluations of the following:

- Incident activity for both Fire and Technical Rescue Sections;
- Shift and Establishment Arrangements;
- Response Arrangements;
- Additional Payments; and,
- Training Arrangements.

## **2. Background**

- 2.1 Following a comprehensive review of fire and rescue capability across the entire Authority area, the 2009-12 Integrated Risk Management Plan (IRMP) identified the need for a Fire and Rescue Station to be located within the Castle Donington area.
- 2.2 At the time that the IRMP was published, it was agreed to resource the Castle Donington provision through the relocation of the Technical Rescue team who would undertake on a broader fire and rescue role. The new station to work in accordance with the Day Crewing Plus (DCP) shift system.
- 2.3 Subsequent to the original proposals, further reports have established that the primary location for the Technical Rescue capability should be maintained at Southern Fire and Rescue Station. In accordance with this, a change in strategy has been agreed that will result in the following:
- Upon activation, the new Castle Donington facility will consist of a fire and rescue capability that will work in accordance with the Day Crewing Plus duty system; and,
  - The Technical Rescue team will remain at Southern Fire and Rescue Station and its operational role will be increased to incorporate a broader fire and rescue capability.
- 2.4 Further to this, in April 2014 it was approved that the crewing model that would be employed to deliver the revised arrangements at Southern would be the standard wholetime duty system (2-2-4) consisting of an establishment of 28 personnel.

## **3 National Occupational Standards**

- 3.1 The requirement to undertake the dual role of Firefighter and Technical Rescue Operative can potentially be encapsulated within the current National Occupational Standards for firefighters. This opinion is derived following evaluation of the relevant Firefighter Units.
- 3.2 FF Unit 3, Save and Preserve Endangered Life: this unit is about working in a team to search for life and rescue people during fires and other incidents, including:
- a) Conducting a search for life involves searching safely for life. This could include within:
- A structure
  - Compartment(s)
  - Transport vehicle

- Open spaces

All of which could either be on, above or below ground.

- b) Rescuing life involved in incidents (human or animal). This could involve:
- Fire
  - Hazardous substances
  - Persons trapped in wreckage
  - Collapsed or dangerous structures
  - Result of adverse weather conditions
  - Animal rescue

3.3 To demonstrate competence in FF Unit 3, the individual MUST:

- a) Understand the fire and rescue service responsibilities in search; rescue and casualty care operations;
- b) Understand the required procedures to support search, rescue and casualty care operations;
- c) Be able to conduct a search for life;
- d) Be able to rescue life involved in incidents;
- e) Be able to provide treatment to casualties;
- f) Be able to support people involved in search, rescue and casualty care operations.

3.4 FF Unit 4, Resolve Fire and Rescue Operational Incidents: this unit is about resolving a range of operational incidents in a fire and rescue context. It covers

- a) Controlling and extinguishing fires, including:
- Access, control and/or extinguish fires;
  - Minimise damage to property and the environment from the effects of fire and its extinguishment
- b) Resolving incidents other than those involving fire or hazardous materials, this covers the ability to work as a team member to respond to emergency rescue, non-emergency or special services. Examples could include:
- Persons trapped in vehicles, machinery etc;
  - Lock-ins;
  - Lock-outs;
  - Pump-outs;
  - Emergency provision of water;
  - Support to other agencies.
- c) Supporting people involved in an operational incident, this covers the ability to provide both physical and emotional support to people directly and indirectly involved in an operational incident. This will include:

- Reassuring and comforting people;
- Protecting their privacy and dignity;
- Maintaining security at the scene of an incident;
- Liaising with other agencies.

3.5 To demonstrate competence in FF Unit 4, the individual MUST:

- Understand the procedures for resolving fire and rescue operational incidents
- Understand the processes for resolving operational incidents
- Be able to control and extinguish fires
- Be able to resolve incidents other than those involving fire or hazardous materials
- Be able to support people involved in an operational incident

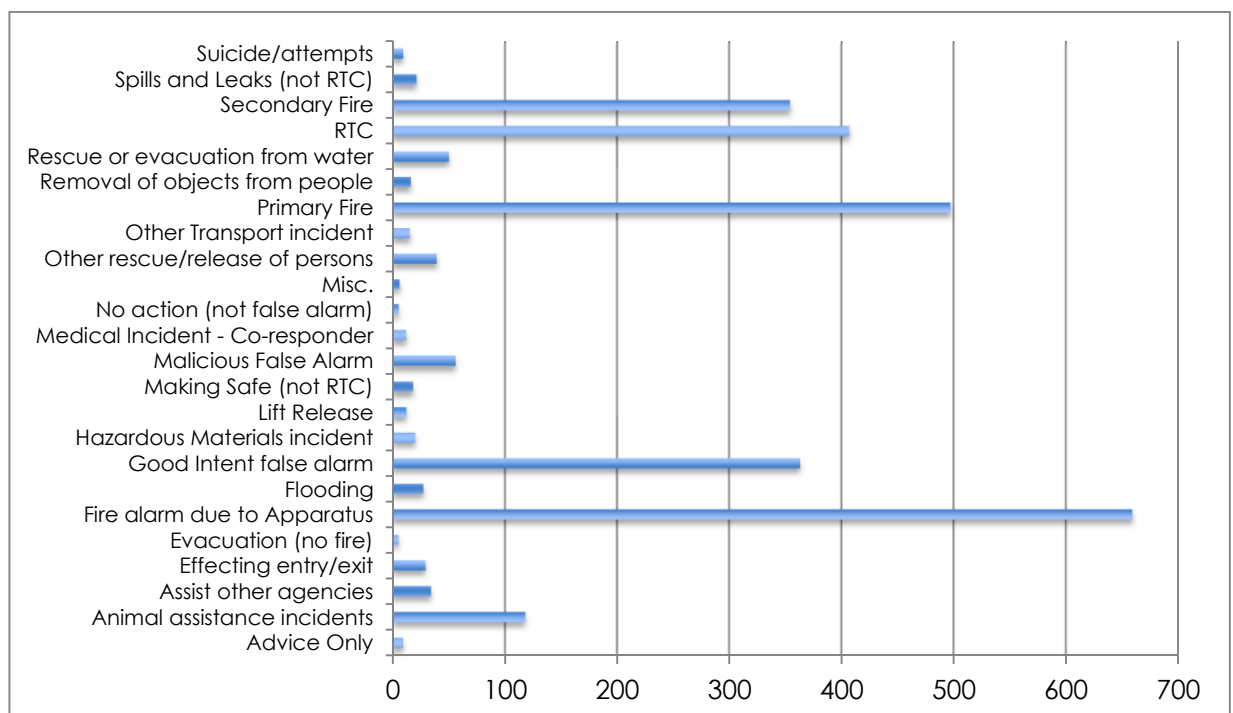
3.6 Notwithstanding the opinion that the dual role of fire and rescue and technical rescue could potentially be compliant with the current competence framework for firefighters; a number of fire and rescue services have; or, are widening the technical rescue capability and have determined that many of the functions do. In recognition of this, these fire and rescue services are using Additional Responsibility Allowances (ARAs) as both a recognition and inducement to support implementation and integration. This fact is well known to the Leicestershire staff and they contend that any expansion of role should be recognised and duly rewarded with an ARA.

3.7 It is concluded; in accordance with the strategies implemented by other fire and rescue services who have or are delivering a similar arrangement, that staff at Southern who undertake a dual fire and rescue and technical rescue role should receive an ARA.

## 4 Incident Activity

4.1 Between April 2011 and March 2014, crews from Southern station attended a total of 2781 Incidents.

Fig. 1 –

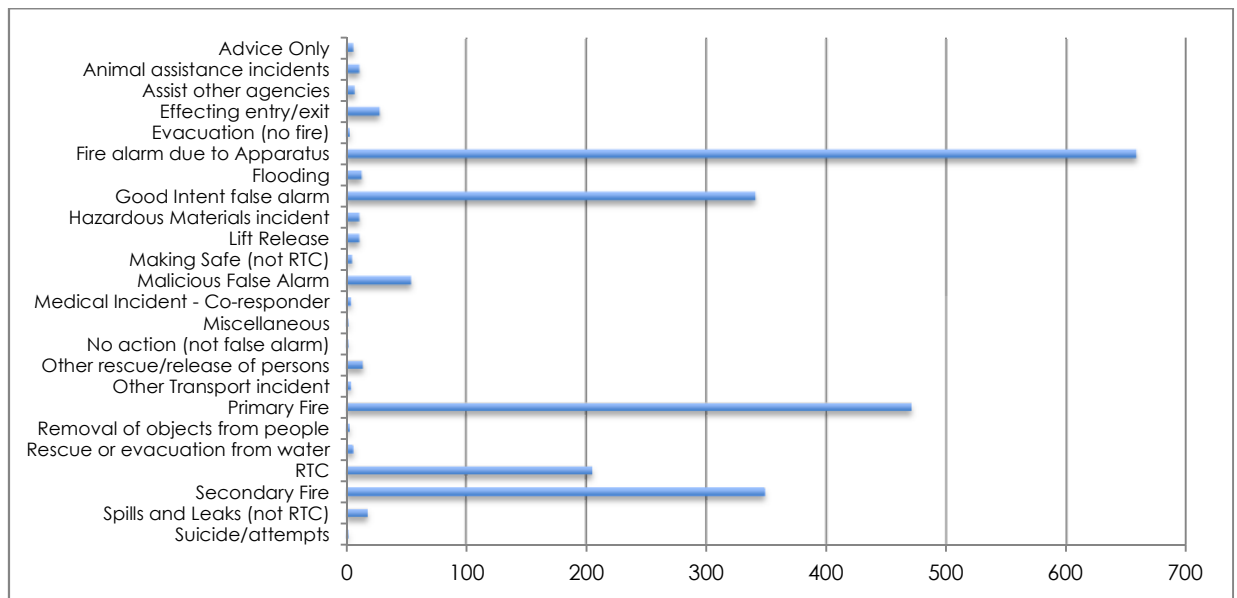


From Fig. 1 it can be ascertained that the call profile for Southern station is predominantly centred on the core activities applicable to the fire and rescue capability. Responses to incidents involving the activation of an automatic fire alarm (AFA) equates to approximately 25% of the total incidents attended.

#### 4.2 Fire and Rescue Capability

Fig 2 (below) identifies that during the 3 year period, of the 2781 incidents attended, 85% (2228) were dealt with by the fire and rescue section alone:

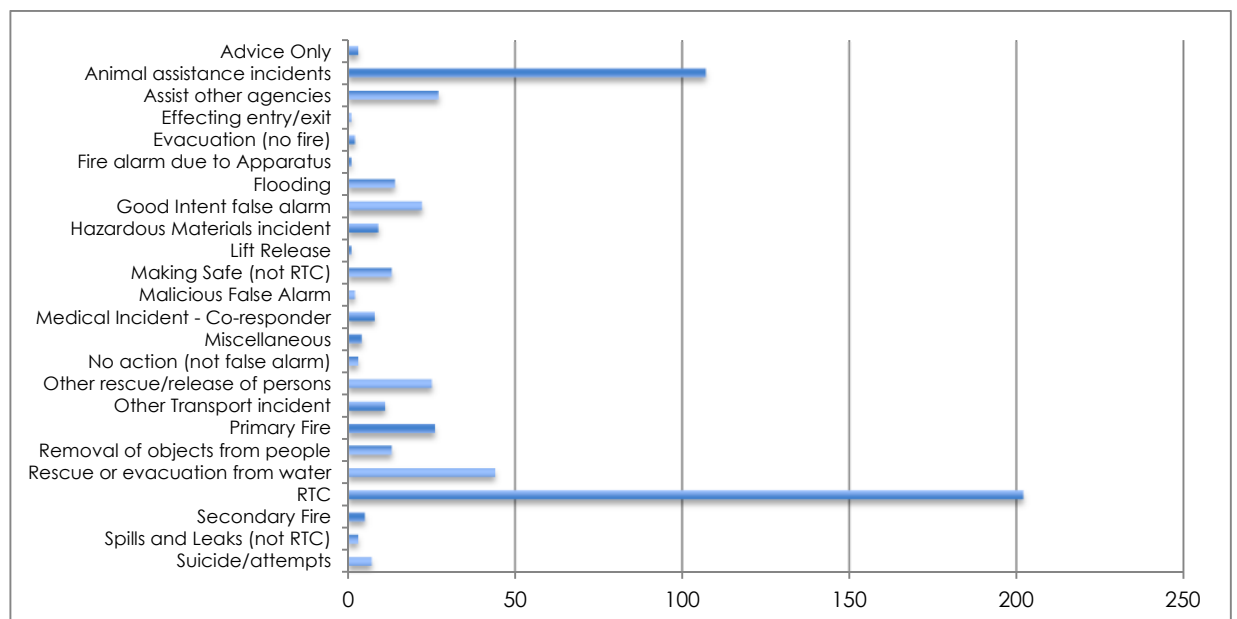
Fig.2



#### 4.3 Technical Rescue Capability

Fig. 3 (below) identifies that during the 3 year period, the technical rescue team attended 553 emergency incidents. 37% of the emergencies (202) were Road Traffic Collisions with the vast majority necessitating the attendance of the Heavy Rescue Unit (454), with the Hose Layer and Prime Mover responding only once.

Fig. 3

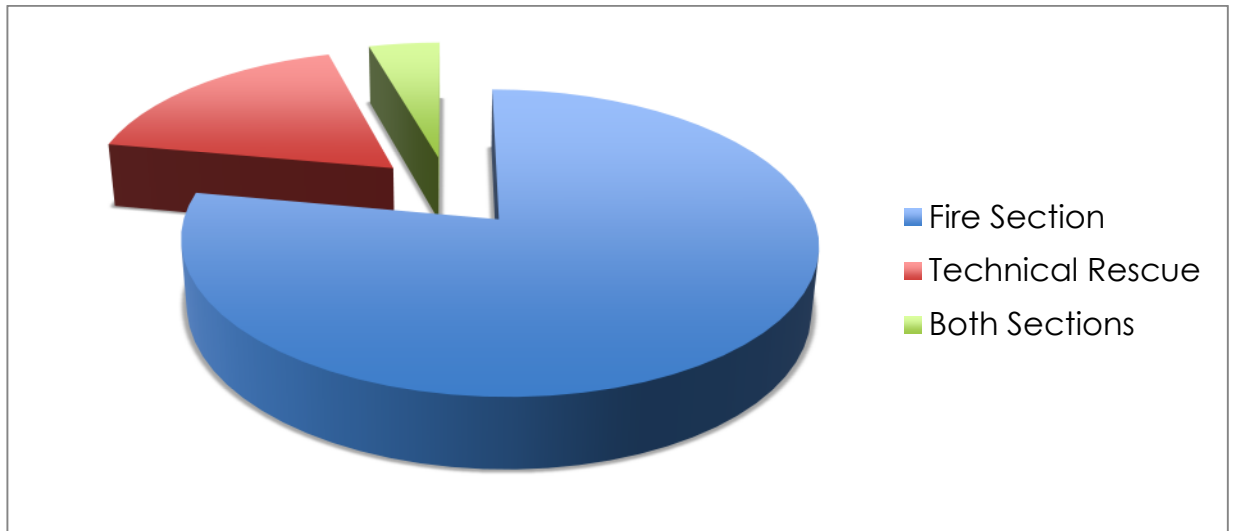




#### 4.4 Combined Fire and Technical Rescue Capability

Fig. 4 (below) identifies that during the 3 year period, the combined fire and technical rescue capabilities jointly attended 122 incidents. This equates to approx. 4% of all station mobilisations. When analysed in more detail, the following can be established: 42% (51) were to Road Traffic Collisions compared to 9% (11) Water related incidents and 16% (20) Animal Assistance incidents.

Fig. 4:



4.5 It is concluded; from an operational perspective, that the level of ‘demand’ as applicable to Southern should not be regarded as a barrier to combining the fire and rescue and technical rescue capabilities. With a year on year average of approximately 900 incidents (combined total) consisting of 740 fire related and 160 technical rescue related; sufficient capacity will be maintained to deal with all future anticipated requirements. The fact that a combined attendance equating to an average of 40 incidents per year should also mean that disruption to capability will be minimum.

## 5 Shift Pattern

### 5.1 Current shift pattern arrangements

This is the extant duty system that is proposed for Southern Fire and Rescue Station To employ this system at Southern Fire and will require an establishment of **28** personnel. Fig. 5 below identifies the existing provisions at Southern and provides a tabular comparison (including financial) of what will be required if the fire and rescue and technical rescue capabilities are combined.

Fig 5.

	Current Fire & Technical Rescue Sections			
	Watch Managers	Crew Managers	Firefighters	Total
Southern	8	8	40	56
Financial Cost	£288,168	£257,688	£1,162,160	£1,708,016

Proposed Combined Sections				
	Watch Managers	Crew Managers	Firefighters	Total
Southern	4	4	20	28
Financial Cost	£144,084	£128,844	£581,080	£854,008

*\*Values in Fig 5 are based on annual salary levels and do not include CPD or employers costs*

- 5.2 Fig. 5 demonstrates that the reduction of 28 posts at Southern will result in a financial saving in the region of £854,008 per annum.
- 5.3 The financial figures do not incorporate the cost associated with the provision of the retained capability that currently applies to technical rescue. This capability is maintained in order to ensure that national response standards (as agreed) can be complied with. In total, 28 existing members of the technical rescue team provide a retained provision (dual contract) and it is concluded that this capability should continue in order to ensure that appropriate levels of operational resilience and preparedness are maintained. There will be no additional financial burdens associated with this.
- 5.4 Alternative duty systems have been considered within the context of this review; however, they have been discounted on the basis that it would not be possible to provide the same level of capability and at the same time, demonstrate compliance with 'Grey Book' requirements. This judgement has been reached as a consequence of the ongoing national dispute and the fact that there is a huge reluctance and resistance to discuss alternative non-compliant duty systems at present. Notwithstanding this, it is recommended that alternative crewing arrangements be considered in the future.
- 5.5 The review of duty system arrangements therefore recommends that the wholetime duty system (2/2/4) be maintained. It further recommends that the retained capability is also maintained and that all staff that will be based at Southern in a future combined role be required to undertake a 'dual contract' arrangement. This will ensure that operational resilience and preparedness requirements are not compromised. In the event that some staff will not be able to maintain this provision as a consequence of credible reasons, then consideration should be afforded to offering the 'dual contract' to members of the International Search and Rescue Team and displaced members of technical rescue who are now employed at other stations/departments.
- 5.6 In addition, it is also recommended that a 'switch' crewing arrangement be introduced at Southern so that; as far as is reasonably practicable, all capabilities are maintained on an immediate response basis. Analysis of incident activity has identified that on average, there are 40 events per year whereby both the fire and rescue and technical rescue capabilities are required simultaneously. In terms of the 'final solution', it is recommended that the staff that will be based at Southern in the future be involved in determining the best 'switch' crewing solution. It should be noted that the general level of operational preparedness will be slightly less resilient when the shift from 'primary' to a 'switch' crewing arrangement is implemented. However; given the low levels of historical demand that is apparent, overall impact should be low.

## **6 Local Response Requirements (Specialist Incidents and Size of Crew)**

- 6.1 Rope Rescue Incidents: The nature and urgency of the task to be undertaken must be considered when determining appropriate control measures; however, the minimum recommended crewing for this type of incident has been identified as 5 as per the CFOA Safe Working at Height Group draft guidance.
- 6.1.1 Currently, incidents that involve any form of pre-defined height risk will have an initial attendance of a pumping appliance and crew. This is then supported by the additional response of the Heavy Rescue Unit (HRU) and possibly the Rope Rescue Unit and crews.
- 6.1.2 With the proposed amalgamation of the Fire and Technical Rescue sections, it is recommended that the pump is mobilised immediately and at the same time, the retained alert system be operated in order to facilitate the mobilisation of the HRU and Rope Rescue Unit.
- 6.1.3 As an alternative, rather than mobilising the pump, from an operational perspective, it may be more beneficial to split the crewing resources and mobilise the HRU and Rope Rescue Unit.
- 6.2 Animal Assistance: Animal rescues by their very nature often occur in difficult locations and conditions. Attempting the rescue of large animals is inherently hazardous. The response to incidents involving large animals involves specially trained crews with appropriate knowledge and experience, and range of specialist equipment to facilitate more complex rescue operations. Taking into account the relevant guidance for incidents involving large animals, the minimum recommended crewing for this type of incident has been identified as 5.
- 6.2.1 Currently, incidents that involve any form of Animal Assistance (Rescue) will have an initial attendance of a pumping appliance and crew (5). This is then supported by the additional response of the Heavy Rescue Unit (2/3) and the Ford Ranger (2).
- 6.2.2 With the proposed amalgamation of the Fire and Technical Rescue sections, it is recommended that the pump is mobilised immediately and at the same time, the retained alert system be operated in order to facilitate the mobilisation of the HRU and Ford Ranger.
- 6.2.3 As an alternative, rather than mobilising the pump, from an operational perspective, it may be more beneficial to split the crewing resources and mobilise the HRU and Ranger.
- 6.3 Water/Ice Related Incidents: Water related incidents is in itself a generic term and may involve fast flowing water, still ponds, canals, flooding, weirs and areas of mud and slurry. Potential variables can be added to these basic water types. For example, geographical factors such as remote locations, steep banking and restricted access. The minimum recommended crewing for team typing category B and C has been identified as 7. It is acknowledge that there has been an increase in this type of incident over the last few years due to the inclement weather and spate conditions that have been experienced.
- 6.3.1 Currently, incidents that involve any form of Water Related Rescues will have an initial attendance of a pumping appliance and crew (5). This is then

supported by the additional response of the Heavy Rescue Unit (2/3) and the Ford Ranger (2).

6.3.2 With the proposed amalgamation of the Fire and Technical Rescue sections, it is recommended that the pump is mobilised immediately and at the same time, the retained alert system be operated in order to facilitate the mobilisation of the HRU (3) and the Ford Ranger (2).

6.3.3 As an alternative, rather than mobilising the pump, from an operational perspective, it may be more beneficial to split the crewing resources and mobilise the HRU and Ford Ranger.

6.4 In accordance with extant guidance, it is recommended that the standard crewing provision at Southern should be maintained at 5.

6.5 Further to this, and in light of the fact that there is a clear increasing trend in terms of demand to deal with water related incidents, consideration should be afforded to providing increased levels of competence at other locations in the Service area. It is therefore recommended that provisions be put in place i.e. ice path and training in North West Leicestershire (preferably Castle Donington).

## 7 National Response Requirements

7.1 Currently the service receives a Section 31 grant to provide a National USAR capability. As part of that response, there is a requirement to provide a national response capability and at this time Leicestershire is able to deliver the following:

Training	No. of Personnel available
Number of USAR Phase 2 competent personnel per unit	30
Number of Safe Working at Height competent personnel per unit	30
Number of Confined Space operators trained personnel per unit	30
Number of Confined Space supervisors per unit	4
Number of competent USAR Instructors per unit	4
Number of USAR Timber Shoring competent personnel per unit	12
Number of Hot Cutting Instructors	2
Number of competent Hot Metal Cutting Operators per unit	6
Number of competent Chainsaw Operators per unit	6
Number of Line Access & Casualty Extrication Instructors per unit	2

<b>Training</b>	<b>No. of Personnel available</b>
Number of Line Access & Casualty Extrication competent personnel per unit	30
Number of competent Prime mover drivers per unit	12
Number of competent Hook Lift Operators per unit	12
Number of hook lift instructors available per unit	2
Number of competent MPV operators per unit	12
Number of MPV instructors available per unit	2
Number of USAR Dogs available per unit	1

7.2 Analysis of overall requirement has concluded that the only way that Leicestershire Fire and Rescue Service (LFRS) can maintain compliance with the current capability levels and arrangements is to ensure that support through the extant retained provisions (via dual contracts) are maintained. It is therefore recommended that these provisions are maintained.

## **8 Additional Responsibility Allowance**

8.1 Over recent years the technical requirements needed to carry out the role of a Firefighter (FF), Crew Manager (CM) and Watch Manager (WM) have increased substantially. These demands will increase further given the dual role that staff at Southern will be expected to undertake, particularly around issues such as Water Rescue, Rope Rescue and Urban Search and Rescue.

8.2 There is also a requirement for crews at Southern Technical Rescue to undertake extra tasks in the role as central training provider for areas including, Animal Behaviour Awareness, Safe Working at Height, Water Awareness, Time Critical Rescue etc.

8.3 Currently within Leicestershire Fire & Rescue, additional payments are made for various roles and responsibilities:

Fig. 6.

<b>Role</b>	<b>Responsibility</b>	<b>Payment</b>
Workplace Trainers	Deliver single discipline training (e.g. Emergency Medical Training)	£523.80 per annum
Fire Protection Officers	Voluntary Out of Hours	Variable dependant on level of cover provided
Training Department	Flexible Working	8.9% of Annual Salary
ICT Technician	Provide Out of Hours ICT Support	20% of Annual Salary
Vehicle Technicians	Provide Out of Hours Support	20% of Annual Salary

8.4 As stated elsewhere in this report, a number of fire and rescue services have or are introducing dual role schemes similar to that which LFRS is planning i.e. Fire &

Technical Rescue. Fig. 7 demonstrates the additional payments that are currently being paid to those operatives:

Fig. 7

Service	Responsibility	Additional Payment
London	USAR	✓
London	Technical Rescue (Rope/Water/RSO's)	✓
Tyne & Wear	USAR & Technical Rescue	✓
Kent	USAR	✓
Mid/West Wales	USAR & Technical Rescue	✓

8.5 Fig. 8 demonstrates the financial implications to the Service, should it be decided that an allowance should be paid:

Allowance	Responsibility	Overall Cost (28 personnel)
0 % per annum	Undertake the Dual Role of Fire & Technical Rescue (USAR/Rope/Water/Animal etc.) This would also include Specialist Training to the Service as a whole	£ 0
5 % per annum		£42,700
8.9 % per annum		£76,006
10 % per annum		£85,400

8.6 Staff and representative bodies are aware that a number of Service's are already paying/contemplating paying additional responsibility allowances and any decision not to incorporate such a provision, will potentially have a detrimental impact on dual role implementation plans.

8.7 This report recommends that an additional responsibility allowance should be paid to those members of staff who undertake the newly defined dual role of fire and rescue and technical rescue at Southern. It is further recommended that this payment should be based on that which is currently paid to Training and Development staff i.e. 8.9% in order to achieve a degree of consistency across the Service. Because the payment is of a 'temporary' nature (only applicable whilst in this role), it should not be pensionable.

8.8 The total cost to the Service if this recommendation is agreed will be in the region of £75K per annum and to date. This increased cost will be factored into the medium term financial planning assumptions.

## 9 Training Costs

9.1 To satisfy the legislative requirements in terms of qualifications, there are 2 options that can be explored in respect of the future provision of rope rescue training and accreditation. Option 1 requires crews to be certified by an external centre (our current provider is Outreach. Option 2 requires LFRS to achieve the status of an Accredited Centre.

Fig. 9

<b>Option 1 – External Centre</b>			
	Crew Required	Cost	TOTAL
Rope Rescue Level 1 (Operator)	22	£1,105	£24,310
Rope Rescue Level 2 (Supervisor)	6	£820	£4,920
<b>Total Cost</b>			<b>£ 29,230</b>

<b>Option 2 – Accredited Centre</b>			
	Crew Required	Cost	TOTAL
Rope Rescue Level 1 (Operator)	4	£ 1,105	£4,420
Rope Rescue Level 2 (Supervisor)	4	£820	£3,280
Rope Rescue Level 1 Instructors Skills	4	£ 1,105	£4,420
Rope Rescue Level 1 Instructors Skills Assessment	4	£ 740	£2,960
Accredited centre status from Outreach	1	£ 1,000 per annum	£1,000
<b>Total Cost</b>			<b>£16,080</b>

*NB. This costing in option 1 is based on starting Rope Training from the beginning, it does not take into account personnel who already possess the Rope Qualification, therefore the overall cost for this option would be less than the figure quoted. (The actual saving between Option 1 & 2 would be closer to £5,000)*

- 9.2 As can be ascertained from Fig. 9, there can be significant savings made by acquiring the Accredited Centre Status; it would also allow staff to deliver the Safe Working at Height (SWaH) training that will satisfy national requirements along with reducing further costing for training within the Service.
- 9.3 This report recommends that the Service should work towards achieving Accredited Centre status. The benefits of achieving this status are self-explanatory.
- 9.4 As with rope rescue; to satisfy the legislative requirements in terms of qualifications, there are 2 options that can be explored in respect of the future provision of water rescue training and accreditation. Option 1 requires crews to be certified by an external centre (our current provider is Outreach. Option 2 requires LFRS to achieve the status of an Accredited Centre.

Fig. 10

<b>Option 1 – External Centre</b>			
	Crew Required	Cost	TOTAL
Water Rescue Level 1 (Swift Water 1)	28	£1,105	£ 30,940
<b>Total Cost</b>			<b>£ 30,940</b>

<b>Option 2 – Accredited Centre</b>			
	Crew Required	Cost	TOTAL
Water Rescue Level 1 (Swift Water 1)	4	£ 1,105	£4,420
Water Rescue Level 1 Instructors skills	4	£ 1,105	£4,420
Water Rescue Level 1 Instructor skills Assessment	4	£ 740	£2,960
Accredited centre status from Outreach	Cost included within Rope calculations		£ 0
Training Venue Cost		£ 5,000	£5,000
<b>Total Cost</b>			<b>£16,800</b>

*NB. This costing in option 1 is based on starting Water Rescue Training from the beginning, it does not take into account personnel who already possess the Swift Water 1 qualification, therefore the overall cost for this option would be less than the figure quoted. (The actual saving between Option 1 & 2 would be closer to £3,000)*

- 9.7 As can be ascertained from Fig. 10, there can be significant savings made by acquiring the Accredited Centre Status; it would also allow staff to deliver Swift Water Rescue training to Level 1 to ALL personnel within the Service if required, along with reducing further costing for training within the Service should there be a rotation of staff.
- 9.8 This report recommends that the Service should work towards achieving Accredited Centre status. The benefits of achieving this status are self-explanatory
- 9.9 All firefighters throughout the Service have received awareness training in Animal Rescue (AR). Technical Rescue crews receive training in Animal handling and behaviour (2 day course) and Animal handling techniques (2 day course) as part of the requirements of the role. The cost for training staff to safely deal with Animal Rescues is shown below:

Fig. 11

Course	Provider	Venue	Cost	Qty	Total
Animal Behaviour and Handling	Moulton College	Northampton	£195	28	£5,460
Animal Techniques	Steve Hare	Kibworth	£120/day	4	£480
<b>Total Cost</b>					<b>£ 5,940</b>

- 9.10 This report recommends that no changes to current provisions relating to Animal Rescue training.



## Summary of Recommendations

This report presents the following recommendations that the Combined Fire Authority is requested to approve:

- (a) It is recommended that the duty system employed to support the delivery of the combined fire and rescue/technical rescue capability at Southern station is the wholetime duty system (2/2/4).
- (b) It is recommended that the establishment at Southern to support the delivery of the combined fire and rescue/technical rescue capability is set at 28 and that standard crewing be set at 5.
- (c) It is recommended that all staff appointed into the combined fire and rescue/technical rescue capability at Southern be required to undertake a 'dual contract' role.
- (d) It is recommended that; in the event that there are credible reasons for not undertaking 'dual contract' arrangements from staff permanently appointed to Southern, that the opportunity is offered to members of the International Search and Rescue and/or displaced members of the existing technical rescue team.
- (e) It is recommended that further work be undertaken in the future to explore alternative duty system arrangements that could potentially be implemented at Southern to deliver the combined capability.
- (f) It is recommended that a 'switch' crewing strategy be developed and implemented (through consultation with staff) to cover all incident scenarios and all resources located at Southern
- (g) It is recommended that all staff appointed to the combined function of fire and rescue and technical rescue be awarded an additional responsibility allowance. This allowance should reflect that which is paid to training and development staff (8.9%) and it should not be pensionable.
- (h) It is recommended that the Service works towards achievement of Accredited Centre status as applicable to the Rope and Water Rescue capabilities.
- (i) It is recommended that provisions be put in place to improve water rescue capacity and resilience i.e. ice path and training in North West Leicestershire (preferably Castle Donington).