

# Have Your Say!



## INTEGRATED RISK MANAGEMENT PLAN CONSULTATION ON PROPOSALS FOR CHANGE

// 2015-2020

**LEICESTERSHIRE**  
**FIRE and RESCUE SERVICE**



[www.leicestershire-fire.gov.uk/irmp](http://www.leicestershire-fire.gov.uk/irmp)

*safer communities*

# FOREWORD

Times are challenging for all public services at the moment, and fire and rescue services are no exception. During the last 10 years, we have seen a significant reduction in the number of fires, road traffic collisions and other emergency incidents that we attend; in no small part attributable to our community education, prevention and protection work. Over the same time period, any reduction in our resources (staff, expenditure, equipment) has been to a much lesser extent.

Over the past two years we have made a number of operational changes that have realised approximately £2million worth of efficiency savings. These savings have been reinvested to improve our fire and rescue cover. However, the economic situation and ongoing austerity measures mean that in order to be financially sustainable in the future, we must make further savings, including realigning our resources based upon the risk and likelihood of incidents occurring in our area. We need to be flexible, dynamic, and at the same time ensure the ongoing safety of our communities and our staff. The reduction in the number of incidents, and the need to secure savings of approximately £7million over the next five years means that staying the same is no longer a viable option.

In 2013, the Government published the 'Facing the Future' report by Sir Ken Knight, and it is clear that in the current climate, the scale of change required by fire and rescue services is unprecedented. Services need to look at alternative methods of service delivery, increased levels of collaboration, closer regional working and making better use of what we have got.

We have therefore undertaken a thorough review of risk (in terms of where and how likely incidents are to occur) and resources in our area through our integrated risk management planning function. As a result, we are proposing to make changes to our service, our resources, and how we work. We have been through a thorough process in developing these proposals; but we also value your views and want to find out what you think. We are therefore asking for your views on our proposals set out in this document. We will use this feedback to assist us in making the decisions about which options are taken forward.



**Dave Webb**



**Chief Fire and Rescue  
Officer and Chief Executive**



**Steve Corrall**



**Chair of the  
Combined Fire Authority**

# THE FINANCIAL CHALLENGE

The coalition government since 2010 has prioritised the reduction of the level of the deficit.

This has included reductions in grant levels across the public sector, including fire and rescue services, meaning that we need to either make savings, or increase our income in order to continue operating within a reduced budget.

The majority of our funding comes from three sources: one is council tax (for 2014/15 this is 45% of our income); the second is from central government in terms of grants (30%). The third is from business rates (21%). The remainder (4%) comes from various other sources such as other income and the use of reserves. It is obvious; therefore, that a cut in government grants leads to a significant cut in our income and if we are to balance the budget, we need to make savings.

We need to make a total of £7million savings by 2019/20. We have already made some savings, and further ones are planned that are not within the remit of our Integrated Risk Management Plan: for example we are also reviewing our support staff functions and the management structure. We have to be realistic, and as the majority (approximately 72%) of our budget is spent on salaries, savings will inevitably have to come from this area.

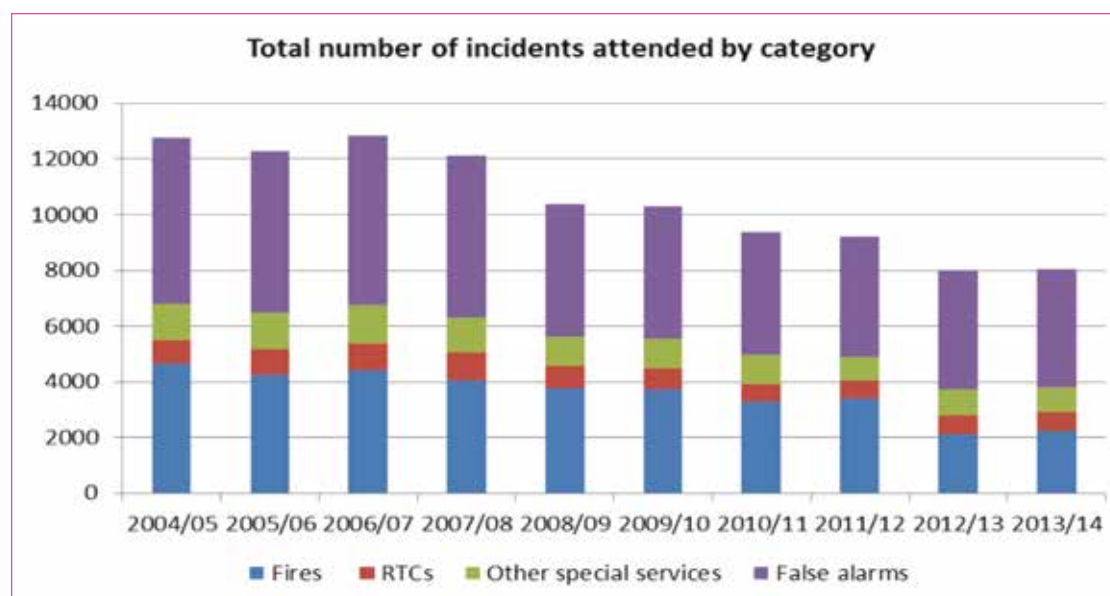
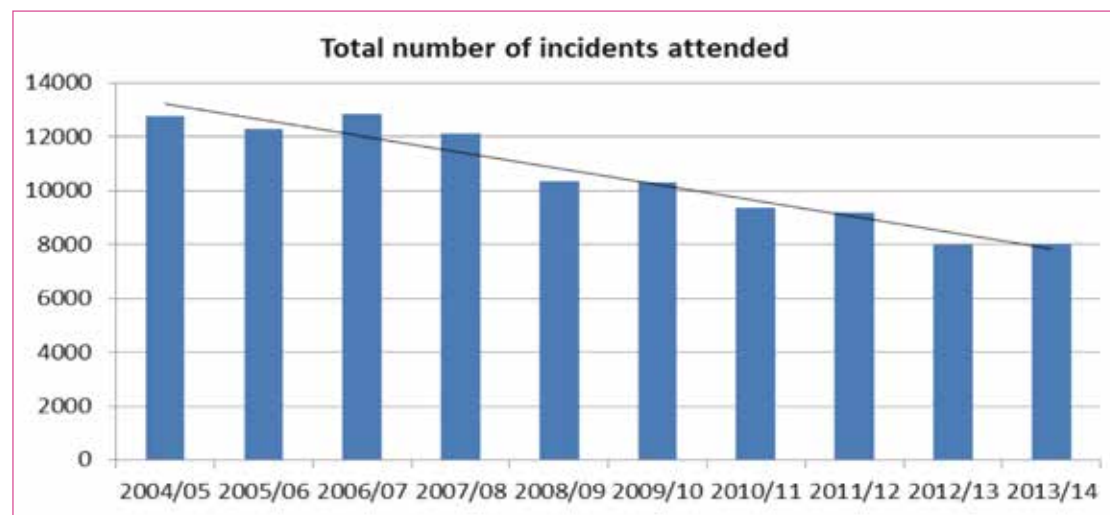
## COUNCIL TAX

We charge council tax to each household in Leicester, Leicestershire and Rutland. In 2014/15, the cost to a Band D property is £59.25, or £1.14 per week. This represented a 1.5% rise from that charged in 2013/14. It is one of the lowest charges in the country when compared to other fire and rescue services.

An increase in our council tax charges would increase our income, and reduce the outstanding deficit following the implementation of the proposals within this document. However, the government has capped any increases that we can make to 1.99%. Anything higher than this must be subject to a local referendum.

# A REDUCED DEMAND

The last 10 years have seen a significant and sustained reduction in the number of emergency incidents that we have attended. The graphs below illustrate this 37% drop, by total incidents, and by category. This is a fantastic achievement that can be accredited to our preventative, education, enforcement and inspection programmes.



This reduction is even more impressive when we consider that over the same 10 year period; there has been an increase in the population, number of houses and businesses, and cars on the road. This reduction in demand provides us with the flexibility to review our resources.

# OUR REVIEW

The need to save money, along with the reduction in fires and other emergency incidents, has required us to review our current operational provision (fire engines, fire and rescue stations and staff) and ensure that they best meet the likelihood of emergency incidents occurring within our area.

In carrying out our review, we have used a community risk model to identify those areas most likely to experience serious fires and other emergency incidents. Our model is based on fire injury and fatality data; and, on incidents more likely to result in serious injury or loss of life (domestic and commercial fires, road traffic collisions and special service life risk incidents such as water and rope rescues). It also incorporates lifestyle information from the index of multiple deprivation (IMD) which helps to predict the likelihood of incidents occurring. We have also considered current and future developments, such as new housing, transport and road infrastructures.

Using this data, we have analysed exactly where our highest risk areas are; our actual current resources in terms of staff, fire and rescue stations and fire engines – and the best match of resources to these areas. The outcomes of the review have resulted in the proposals for change that are set out in this document.

## HOW TO RESPOND: HAVE YOUR SAY

To respond to any of the questions in this document please visit our dedicated consultation website at: [www.leicestershire-fire.gov.uk/irmp](http://www.leicestershire-fire.gov.uk/irmp)

If you would prefer to submit your responses via a printed questionnaire, please request a copy from our Information Management team by phoning 0116 287 2241

You may also contact us with your comments by email at [consultation@lfrs.org](mailto:consultation@lfrs.org)

Follow the consultation on our social media platforms:



<https://www.facebook.com/LeicsFireRescue>



<https://twitter.com/LeicsFireRescue>

If you wish to contact us in writing, please send your correspondence clearly marked “IRMP Consultation” to the following address:

Leicestershire Fire and Rescue Service  
Information Management  
Service Headquarters  
12 Geoff Monk Way  
Birstall  
Leics  
LE4 3BU

The statutory consultation period commences in October 2014 and is open until 31 December 2014. Responses received after 31 December 2014 will not be taken into consideration. At the end of our consultation period, the Combined Fire Authority will consider all of the responses before any final decisions are taken with regard to the proposals.

**NB:** consultation responses, including the names and addresses of respondents, will be made publicly available on request, unless confidentiality is specifically requested or disclosure would prejudice third parties.

# PROPOSALS

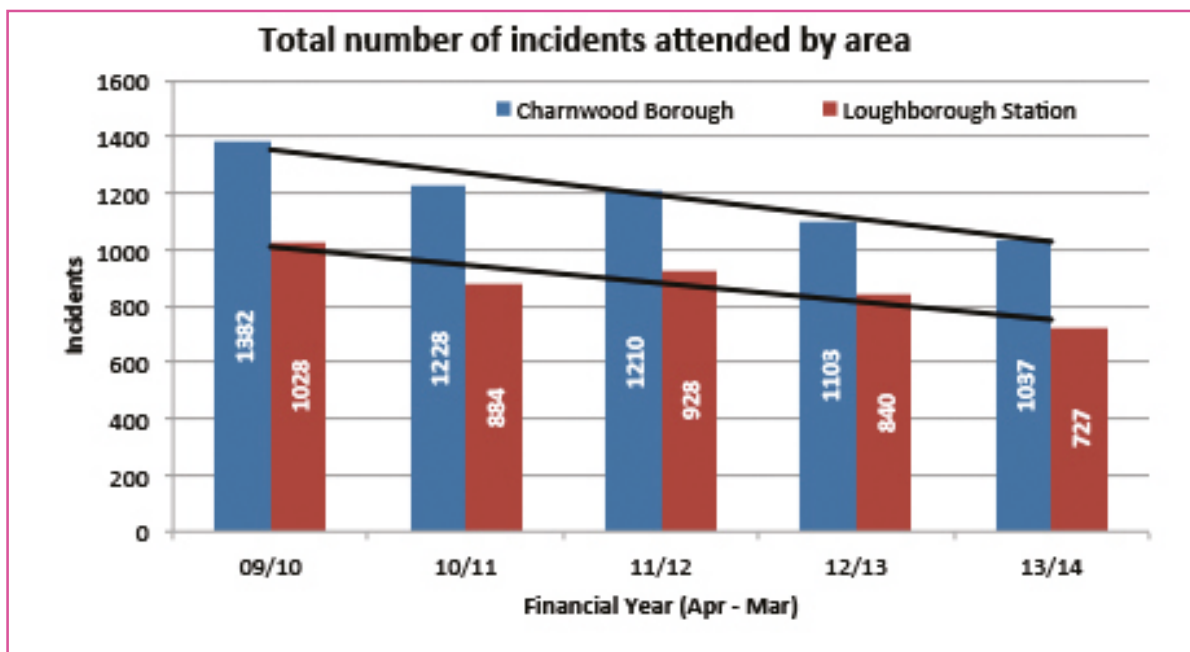
## 1. CHARNWOOD BOROUGH – LOUGHBOROUGH FIRE AND RESCUE STATION

### What is the current situation?

<b>Crewing system</b>	Wholetime 2/2/4 (permanently crewed by employees on a shift system, immediately available to respond to emergency calls)
<b>Number of fire engines</b>	Two
<b>Charnwood Borough</b>	Also comprises Shepshed (1 On-Call fire engine) and Birstall (1 wholetime fire engine) Fire and Rescue Stations
<b>Other neighbouring fire and rescue stations</b>	Coalville (1 wholetime fire engine and 1 On-Call fire engine) and Castle Donington (1 wholetime fire engine) Fire and Rescue Stations

Over the past five years:

- The number of incidents for Loughborough Fire and Rescue Station has reduced by 29%
- The number of incidents for the borough has reduced by 25%



## What are we proposing to change?

We are proposing to remove one fire engine from Loughborough Fire and Rescue Station. This would result in a reduction of **20** wholetime posts.

Our community risk model identifies a number of areas where there is a potential for us to be called to attend emergency incidents. If we remove one fire engine, our proposed levels of resources (fire and rescue stations, fire engines, firefighters) will still be appropriate to lessen the impact of any incidents in these areas. We will continue to ensure that our community safety work is targeted at the most relevant areas.

## Why are we proposing to do this?

In April 2013 the total level of cover in Charnwood was increased by the opening of a wholetime fire and rescue station in Birstall. Cover further increased in 2014 with the opening of Castle Donington. The close proximity of these and other fire and rescue stations means that there is sufficient cover in the area to safely remove one fire engine from Loughborough Fire and Rescue Station. In addition, the sustained reduction in the number of emergency incidents has decreased the overall level of demand in the area. The majority (3,800 or 64%) of incidents over the past five years have only required the attendance of one fire engine; and, 33% (1,946) of incidents were to automatic fire alarms. Removing one fire engine would save us **£779,040**.

## What would this mean to you?

Currently, if you have a fire at your home or are involved in a road traffic collision in the Loughborough area, then it is likely that two fire engines will be with you within 10 minutes. If we remove a fire engine from Loughborough Fire and Rescue Station, the first fire engine will still be with you within 10 minutes. The second fire engine will come from Birstall, Castle Donington or Shepshed shortly afterwards, and will attend the Loughborough area within approximately 13 minutes. Most importantly, we will still be achieving our standard of attending any life threatening incident with the arrival of the first fire engine within 10 minutes. Maps showing fire engine attendance times are in Appendix 2.

## SUMMARY

Our analysis shows that the risk, in terms of the number of incidents, has reduced in Charnwood; and, that if we remove a fire engine from Loughborough, adequate emergency cover is available from the remaining 24/7 wholetime fire engine at Loughborough Fire and Rescue Station; with the second fire engine coming from nearby fire and rescue stations. Removing the fire engine would save almost £780K.

1. Were you aware or unaware that the number of emergency incidents in Charnwood had reduced substantially in recent years?
2. Do you agree or disagree that we should target our community safety resources towards the most vulnerable people?
3. Do you agree or disagree that it is reasonable to make necessary savings by removing one fire engine from Loughborough Fire and Rescue Station?

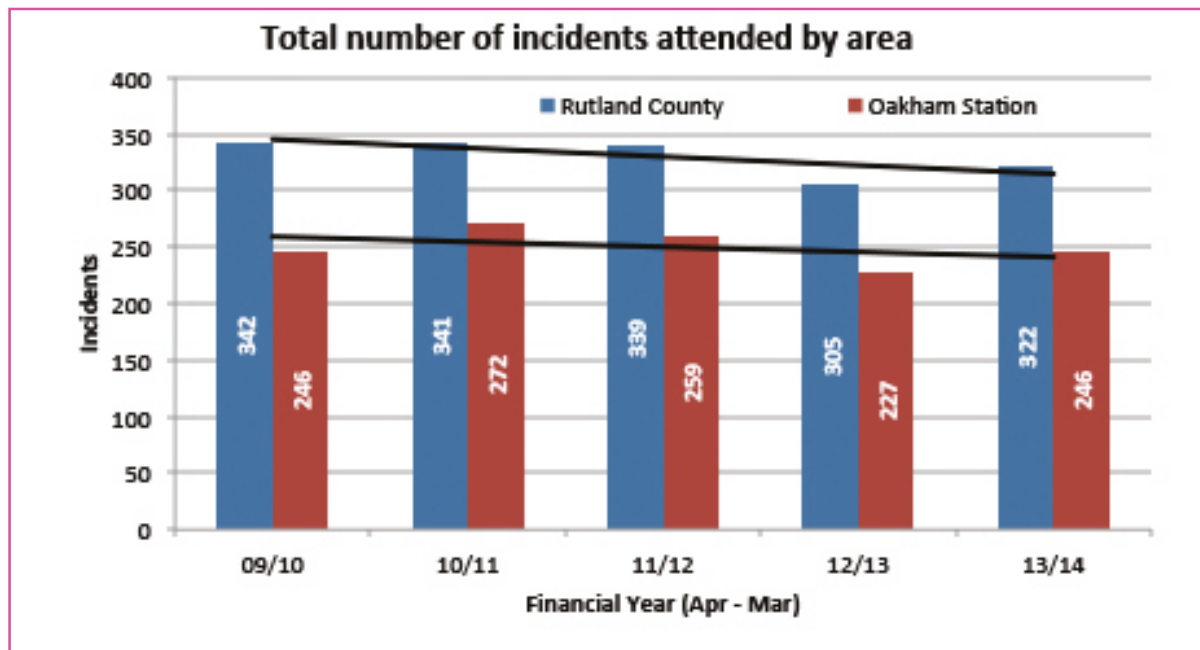
## 2. RUTLAND – OAKHAM FIRE AND RESCUE STATION

### What is the current situation?

<b>Crewing system</b>	Wholetime Day Crewing Plus (permanently crewed by employees on a self-rostered 24 hour shift duty system, immediately available to respond to emergency calls). Supplemented by: On-Call (employees who are available to respond to emergency incidents on an on-call basis)
<b>Number of fire engines</b>	Two
<b>Rutland</b>	Also comprises Uppingham (1 On-Call fire engine) Fire and Rescue Station
<b>Other neighbouring fire and rescue stations</b>	Melton Mowbray (1 wholetime Day Crewing fire engine and 1 On-Call fire engine); Billesdon (1 On-Call fire engine); Stamford (1 On-Call fire engine based in Lincolnshire) Corby (2 wholetime fire engines based in Northamptonshire) Fire and Rescue Stations

Over the past five years:

- The number of incidents for Oakham Fire and Rescue Station has reduced by 0%
- The number of incidents for the county has reduced by 6%





## What are we proposing to change?

We are proposing to remove the fire engine crewed by the On-Call staff from Oakham Fire and Rescue Station. This would mean a reduction of **12** On-Call posts.

Our community risk model identifies a number of areas where there is a potential for us to be called to attend emergency incidents. If we remove the On-Call fire engine, our proposed levels of resources (fire and rescue stations, fire engines, firefighters) will still be appropriate to lessen the impact of any incidents in these areas. We will continue to ensure that our community safety work is targeted at the most relevant areas.

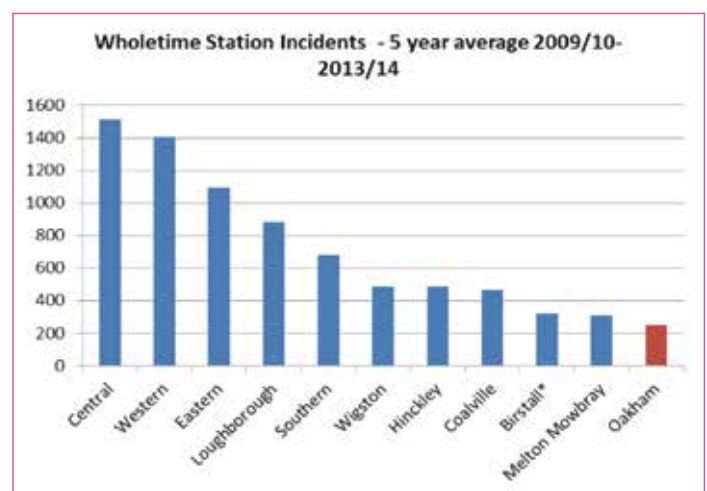
## Why are we proposing to do this?

Oakham is the quietest of all of our wholetime fire and rescue stations in terms of the numbers of emergency incidents. This, along with the area profile, classes it as a lower risk than other areas.

41% (514) of incidents over the past five years for Oakham Fire and Rescue Station have been to automatic fire alarms.

The majority (964 or 59%) of incidents over the past five years in Rutland have only required the attendance of one fire engine.

It is safe and feasible to remove the On-Call fire engine from Oakham without increasing risk to local people, as there will continue to be a wholetime fire engine with crew on the station 24/7. There is also cover from nearby fire and rescue stations at Uppingham, Billesdon and Melton Mowbray (and those over the border in Corby and Stamford). Removing the On-Call fire engine would save us **£97,150**.



**\*Birstall Fire and Rescue Station opened in April 2013 and therefore only one year's worth of incident data is available**

## What would this mean to you?

Currently, if you live in Oakham and dial 999 for a life-risk emergency, two fire engines will be with you within 10 minutes. Implementing this proposal would mean that the first fire engine from Oakham will still be with you within 10 minutes. The second fire engine will come from Uppingham, Melton or Billesdon (or Corby or Stamford), and will attend the Oakham area within approximately 14 minutes. Most importantly, we will still be achieving our standard of attending any life threatening incident with the arrival of the first fire engine within 10 minutes. Maps showing fire engine attendance times are in Appendix 2.

## SUMMARY

Our analysis shows that Rutland is a relatively low risk area in terms of the number of incidents, and that if we remove the On-Call fire engine from Oakham adequate emergency cover is available from the 24/7 wholetime fire engine at Oakham, with the second fire engine coming from nearby fire and rescue stations. Removing the On-Call fire engine would save almost £100K.

4. Were you aware or unaware that the number of emergency incidents for Oakham Fire and Rescue Station are the lowest when compared to all of our wholetime fire and rescue stations?
5. Do you agree or disagree that we should target our community safety resources towards the most vulnerable people?
6. Do you agree or disagree that it is reasonable to make necessary savings by removing the On-Call fire engine from Oakham Fire and Rescue Station?

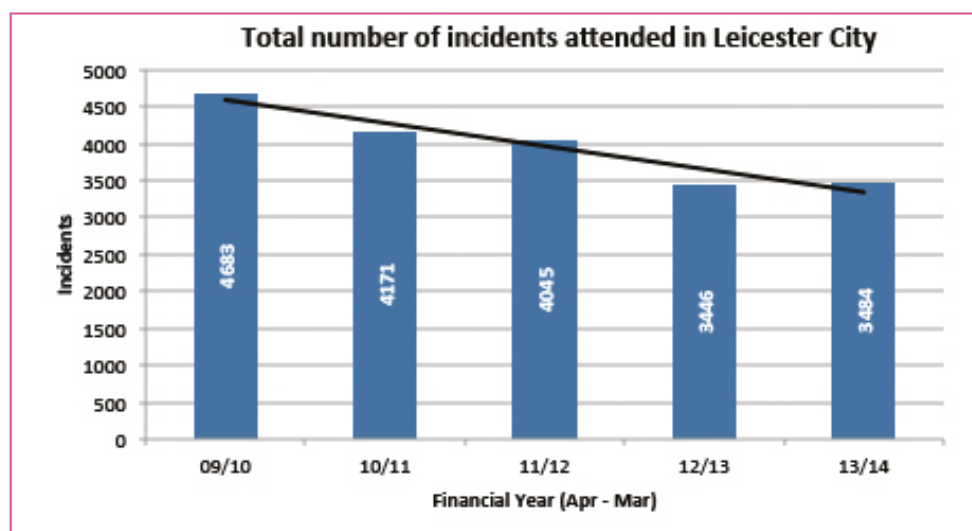
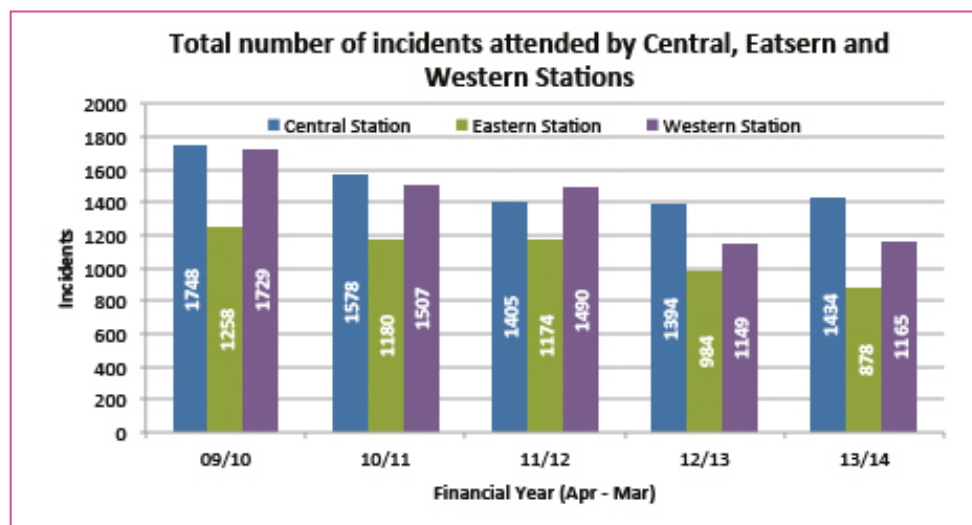
### 3. LEICESTER CITY

#### What is the current situation?

<b>Crewing system</b>	Wholetime 2/2/4 (permanently crewed by employees on a shift system, immediately available to respond to emergency calls)
<b>Number of fire engines</b>	Six (two at each fire and rescue station)
<b>Leicester City</b>	Comprises Central, Eastern and Western Fire and Rescue Stations
<b>Other neighbouring fire and rescue stations</b>	Southern (1 wholetime fire engine); Wigston (1 wholetime fire engine and 1 On-Call fire engine) and Birstall (1 wholetime fire engine) Fire and Rescue Stations

Over the past five years:

- The number of incidents for Eastern Fire and Rescue Station has reduced by 30%
- The number of incidents for Western Fire and Rescue Station has reduced by 33%
- The number of incidents for Central Fire and Rescue Station has reduced by 18%
- The number of incidents for the City has reduced by 26%



## What are we proposing to change?

We are proposing to remove one fire engine from within the city area. This will mean a reduction of **20** wholetime posts.

Our community risk model identifies a number of areas where there is a potential for us to be called to attend emergency incidents. If we remove one fire engine, our proposed levels of resources (fire and rescue stations, fire engines, firefighters) will still be appropriate to lessen the impact of any incidents in these areas. We will continue to ensure that our community safety work is targeted at the most relevant areas.

## Why are we proposing to do this?

The overall reduction in the number of emergency incidents in the city has led to a reduction in demand for emergency response. The majority (11,674 or 59%) of incidents over the past five years have only required the attendance of one fire engine; and, 39% (7,796) of all incidents have been to automatic fire alarms. In addition, since opening in April 2013, Birstall Fire and Rescue Station now responds to incidents that would previously have been dealt with by the city group (150 incidents in 2013/14 that would previously have been responded to by Western Fire and Rescue Station). Therefore, along with the existing cover from neighbouring Birstall, Wigston and Southern Fire and Rescue Stations, it is safe and feasible to remove a fire engine from the city. Removing one fire engine would save us **£779,040**.

## What would this mean to you?

Currently if you live in the Leicester City area and have a fire at your home, or are involved in a road traffic collision, two fire engines will be with you within 10 minutes. If we remove a fire engine from one of the city fire and rescue stations there will be no difference: two fire engines will still be at the emergency within 10 minutes. Maps showing fire engine attendance times are in Appendix 2.

## SUMMARY

**Our analysis shows that the risk, in terms of the number of incidents, has reduced in Leicester City; and, that if we remove one fire engine from the city, adequate emergency cover is available from the other 24/7 wholetime fire engines in the city fire and rescue stations, along with cover from nearby fire and rescue stations. Removing one fire engine would save almost £780K.**

- 7. Were you aware or unaware that the number of emergency incidents in Leicester City had reduced substantially in recent years?**
- 8. Do you agree or disagree that we should target our community safety resources towards the most vulnerable people?**
- 9. Do you agree or disagree that it is reasonable to make necessary savings by removing one fire engine from one of the city's three fire and rescue stations?**

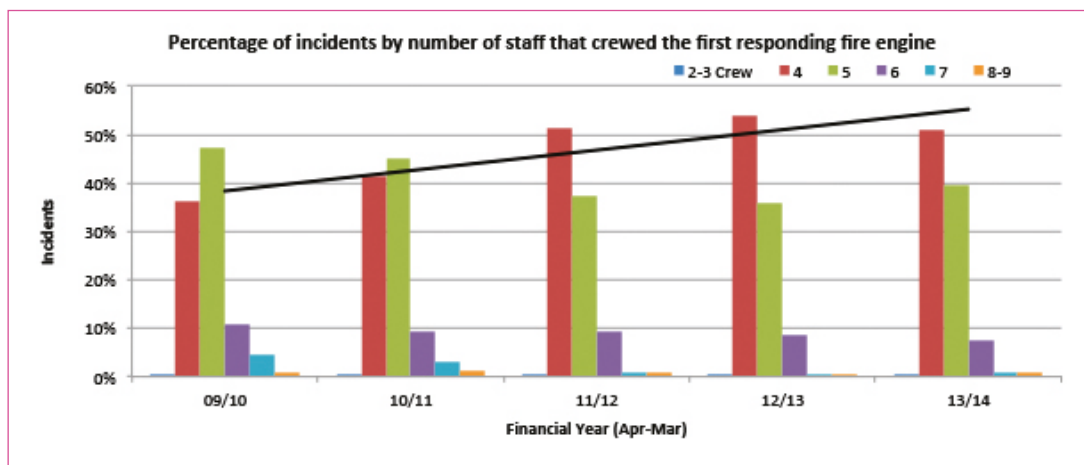
## 4. FIRE ENGINE CREWING LEVELS

### What is the current situation?

#### Crewing levels

The number of staff that crew a fire engine varies across the service; the vast majority being either four or five. All three city fire and rescue stations currently crew their fire engines with four people as standard.

Over the past five years, calls to all emergency incidents across the service area have reduced by 22%. During the same period, the highest proportion (46%) of those incidents attended has been responded to by a fire engine with a crew of four, compared to 41% by a crew of five. This has been an emerging trend, as shown below.



### What are we proposing to change?

We are proposing to crew all fire engines with a minimum of four people as standard. This will mean a reduction of **17** wholetime posts.

### Why are we proposing to do this?

All of the city fire and rescue stations have crewed all of their fire engines with four people since October 2010, with no reduction in either community or firefighter safety; On-Call fire engines are commonly crewed by four people. Standardising all fire engines to be crewed by four people would save us **£648,064**.

### What would this mean to you?

You would not see any change in our response times. If you dialled 999 a fire engine would still arrive at your emergency within 10 or 20 minutes, depending on the severity of the incident.

## SUMMARY

Current practice for city and On-Call fire engines shows that a crew of four people is a safe and adequate provision for responding to emergencies. Standardising crewing across the service to four would save almost £650K.

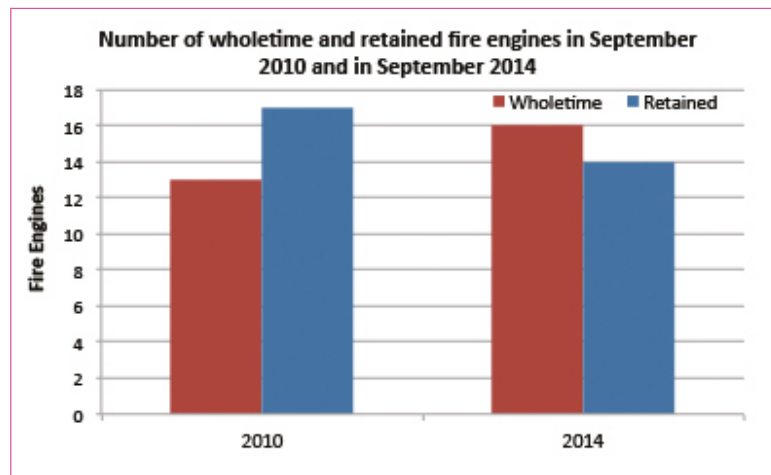
**10. Do you agree or disagree that it is reasonable to make necessary savings by crewing all of our fire engines with four people?**

## 5. THE RESILIENCE TEAM

### What is the current situation?

The resilience team is comprised of 12 wholetime firefighters. It was established in December 2010 to support and increase the availability of fire engines crewed by On-Call staff. The team was also set up in order to help transitional arrangements during the move to the new fire and rescue stations at Birstall and Castle Donington

Since its establishment, the number of fire engines crewed by On-Call staff has reduced by **18%**.



### What are we proposing to change?

We are proposing to disestablish the resilience team. This would mean a reduction of **12** wholetime posts.

### Why are we proposing to do this?

Our aim has been to reduce our reliance on On-Call staff because they are not always available, particularly at certain times of the day. Since 2010, we have progressed this by closing the On-Call fire and rescue stations at Syston and Moira, and by removing the On-Call crew from Loughborough. At the same time, we have increased our wholetime capability by opening new wholetime fire and rescue stations at both Birstall and at Castle Donington. In addition one fire engine at Melton Mowbray is now crewed by wholetime day crewing staff from 07:00hrs to 18:00hrs. This has clearly reduced the need and demand for the resilience team. Disestablishing the resilience team would save us **£473,070**.

### What would this mean to you?

Our reliance on On-Call staff has reduced over the past four years, and so has our need for the resilience team. Removal of the team may have some impact upon our remaining On-Call fire engine availability; however, we will ensure alternative arrangements will cover any gaps that do occur; meaning that you will not see any change in the service we provide.

## SUMMARY

The requirement to have a team specifically to cover the availability of On-Call staff has reduced in line with the closure of On-Call fire and rescue stations. Disbanding the resilience team would save almost £475K.

11. Were you aware or unaware of the reduction in the number of our On-Call fire engines in recent years?

12. Do you agree or disagree that it is reasonable to make necessary savings by disbanding the resilience team?



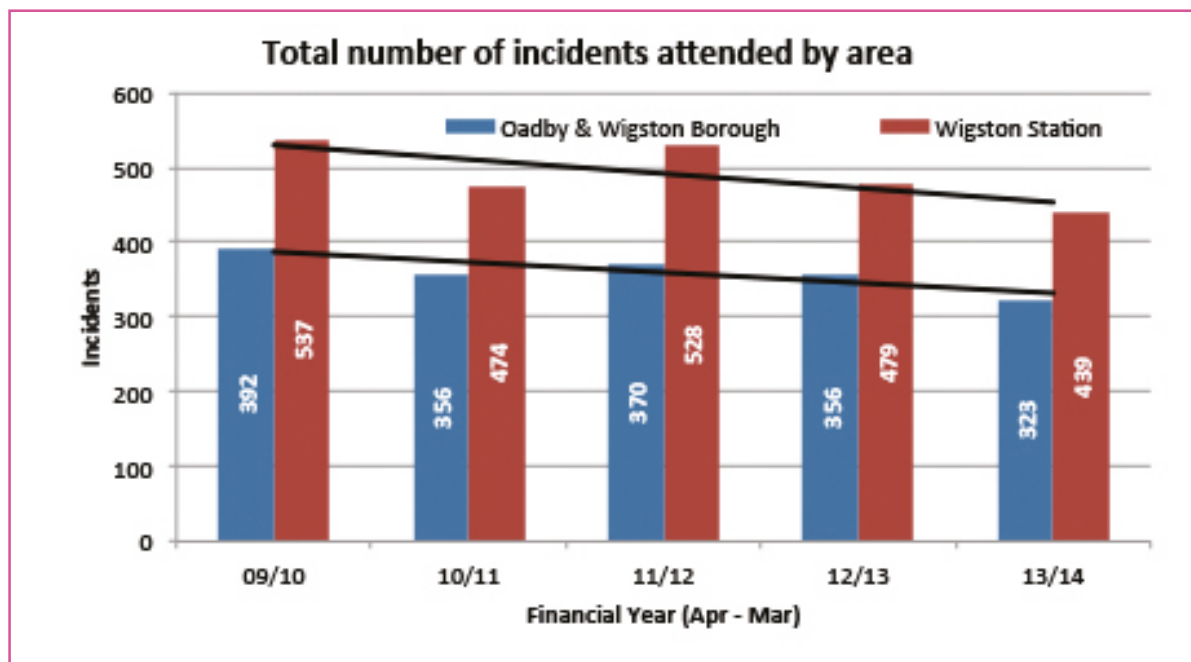
## 6. OADBY AND WIGSTON DISTRICT – WIGSTON FIRE AND RESCUE STATION

### What is the current situation?

<b>Crewing system</b>	Wholtime 2/2/4 (permanently crewed by employees on a shift system, immediately available to respond to emergency calls) Supplemented by: On-Call (employees who are available to respond to emergency incidents on an on-call basis)
<b>Number of fire engines</b>	Two
<b>Oadby and Wigston District</b>	Comprises Wigston Fire and Rescue Station
<b>Other neighbouring fire and rescue stations</b>	Southern (1 wholtime fire engine); Eastern (2 wholtime fire engines) and Central (2 wholtime fire engines) Fire and Rescue Stations.

Over the past five years:

- The number of incidents for Wigston Fire and Rescue Station has reduced by 18%.
- The number of incidents for the district has reduced by 18%.



## What are we proposing to change?

We are proposing to change the duty system worked by staff at Wigston Fire and Rescue Station, from a wholetime 2/2/4 and On-Call, to a wholetime Day Crewing Plus and On-Call system. This would mean a reduction of **14** wholetime posts.

The wholetime Day Crewing Plus system is where a station is permanently crewed by wholetime employees who work a self-rostered 24 hour shift system and are immediately available to respond to emergency calls.

## Why are we proposing to do this?

The reduction in the number of emergency incidents indicates that the Day Crewing Plus model would be appropriate to implement at Wigston. The majority (1,125 or 64%) of incidents in the district over the past five years have only required the attendance of one fire engine; and, 36% (651) have been to automatic fire alarms. The fire and rescue station will still be crewed by wholetime firefighters 24/7, and they will work a different self-rostered 24 hour shift duty system rather than a 2/2/4 system. The Day Crewing Plus duty system is already successfully operating at Oakham, Birstall, Hinckley, Coalville and Castle Donington Fire and Rescue Stations. Switching to Day Crewing Plus would save us **£414,900**.

## What would this mean to you?

If you live in Oadby and Wigston and dial 999 for a life-risk emergency, two fire engines will be with you within 10 minutes. If we implement Day Crewing Plus, there will be no change, and two fire engines would still be with you in exactly the same time as they are now.

## SUMMARY

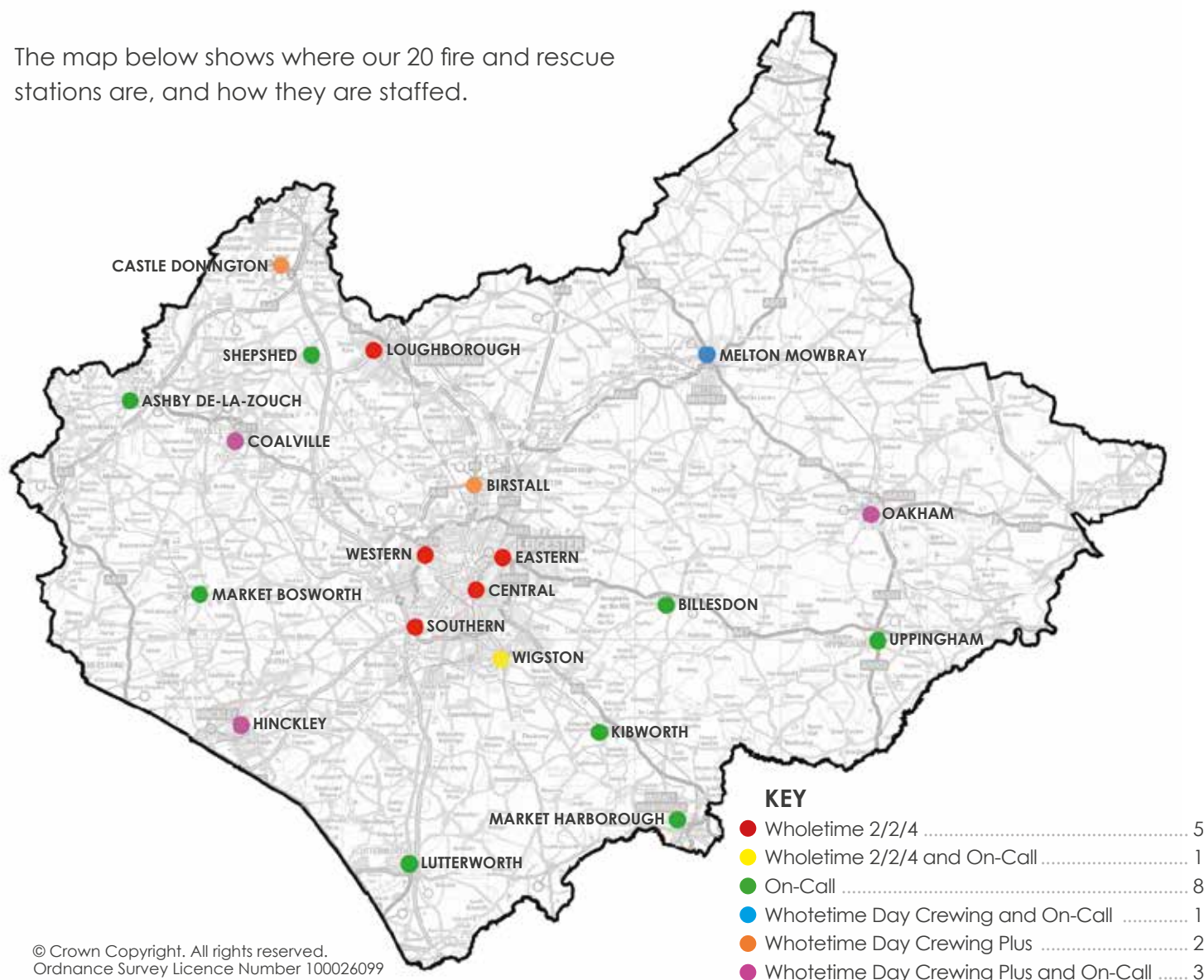
Our analysis shows that the risk, in terms of the number of incidents, has reduced in Oadby and Wigston; however, 24/7 wholetime fire and rescue cover is still required in the area. Introducing Day Crewing Plus would save almost £415K.

**13. Were you aware or unaware that the number of emergency incidents in Oadby and Wigston had reduced in recent years?**

**14. Do you agree or disagree that it is reasonable to make necessary savings by implementing the Day Crewing Plus system?**

# APPENDIX 1: OUR CURRENT RESOURCES

The map below shows where our 20 fire and rescue stations are, and how they are staffed.

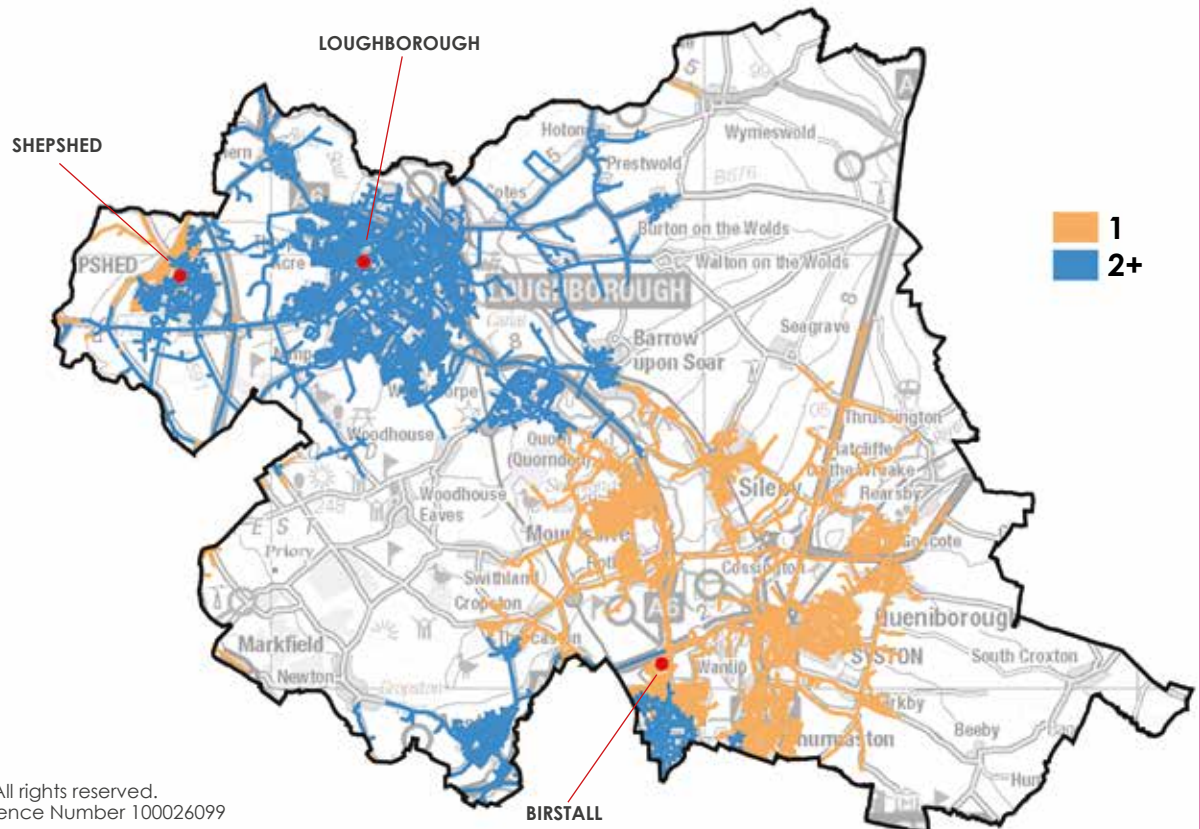


## What does the crewing status mean?

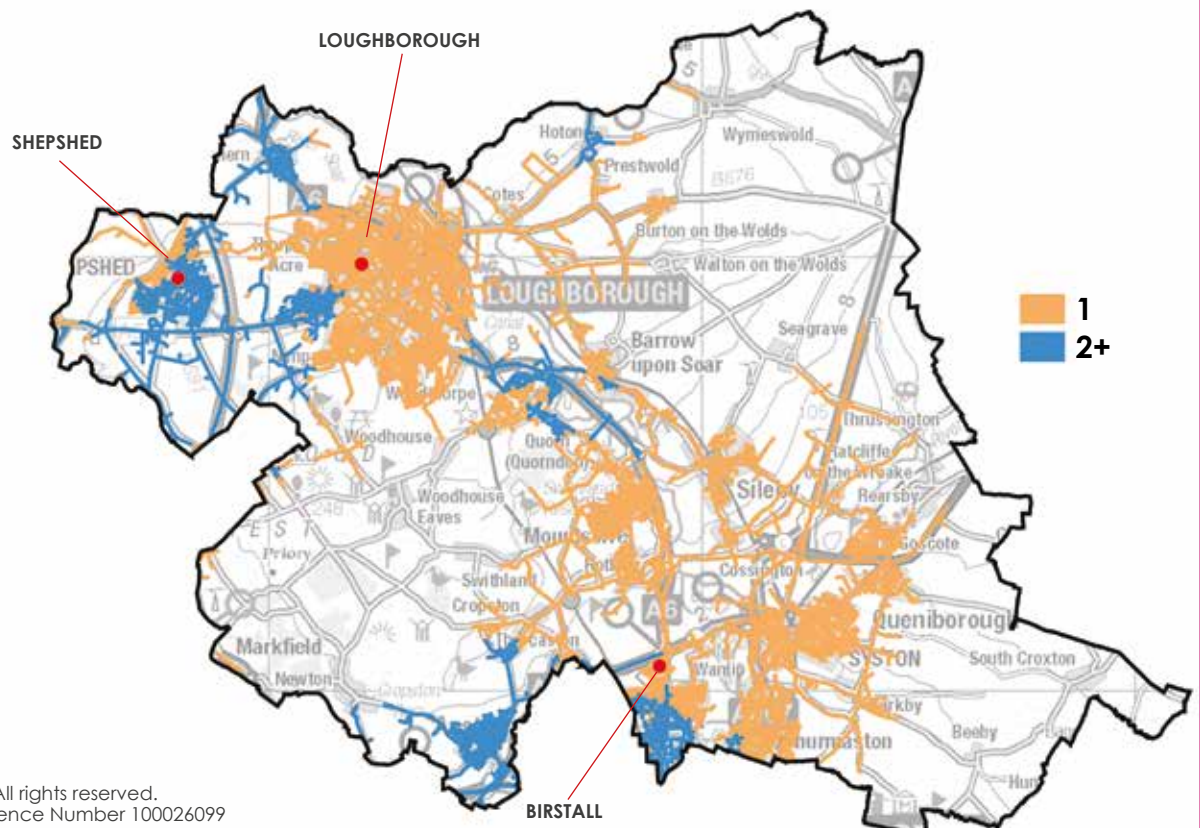
<b>Wholetime 2/2/4</b>	Station permanently crewed by wholetime employees who are immediately available to respond to emergency calls
<b>Wholetime 2/2/4 and On-Call</b>	Station permanently crewed by wholetime employees who are immediately available to respond to emergency calls, supplemented by employees who are available to respond to emergency incidents on an on-call basis
<b>On-Call</b>	Station crewed by employees who are available to respond to emergency incidents on an on-call basis
<b>Wholetime Day Crewing Plus</b>	Station permanently crewed by wholetime employees who work a self-rostered 24 hour shift system and are immediately available to respond to emergency calls
<b>Day Crewing and On-Call</b>	Station permanently crewed by wholetime employees who work a self-rostered 11 hour day shift system and are immediately available to respond to emergency calls, supplemented by employees who are available to respond to emergency incidents on an on-call basis
<b>Wholetime Day Crewing Plus and On-Call</b>	Station permanently crewed by wholetime employees who work a self-rostered 24 hour shift system and are immediately available to respond to emergency calls, supplemented by employees who are available to respond to emergency incidents on an on-call basis

# APPENDIX 2: MAPS (CHARNWOOD DISTRICT)

Map showing where one and two fire engines can get within 10 minutes now



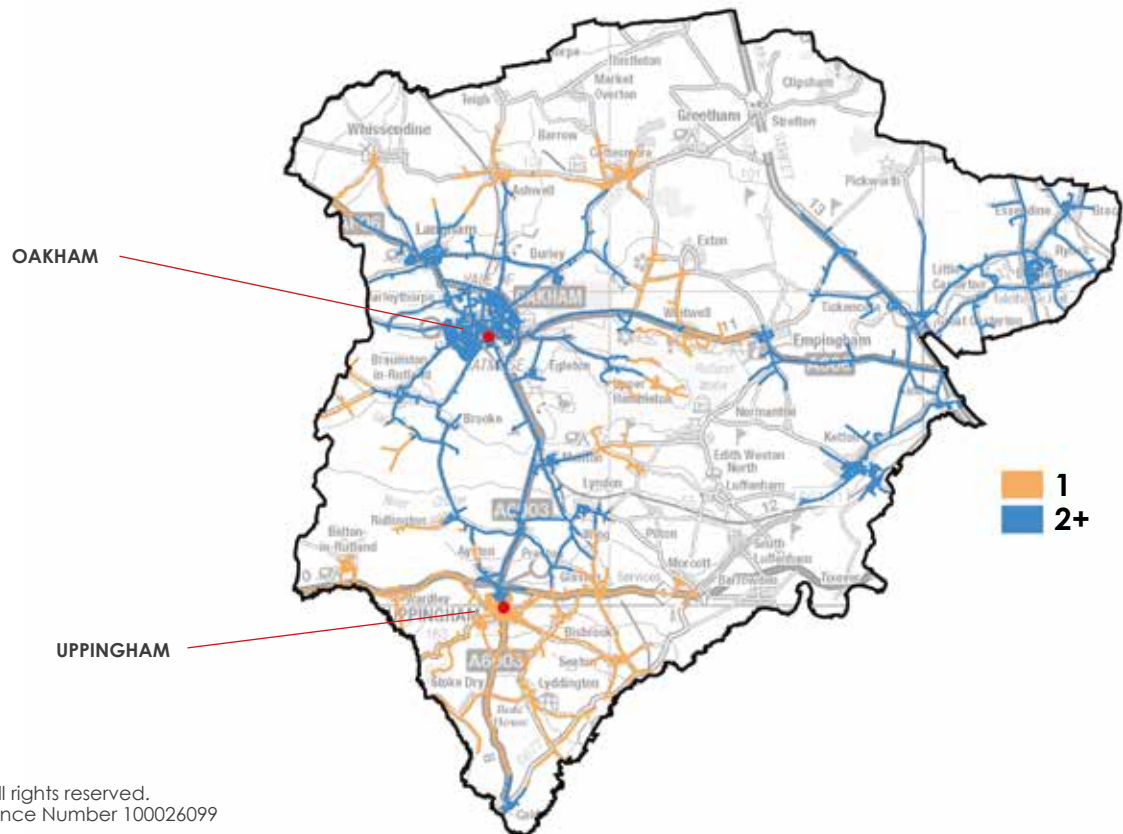
Map showing where one and two fire engines can get within 10 minutes with one fire engine removed



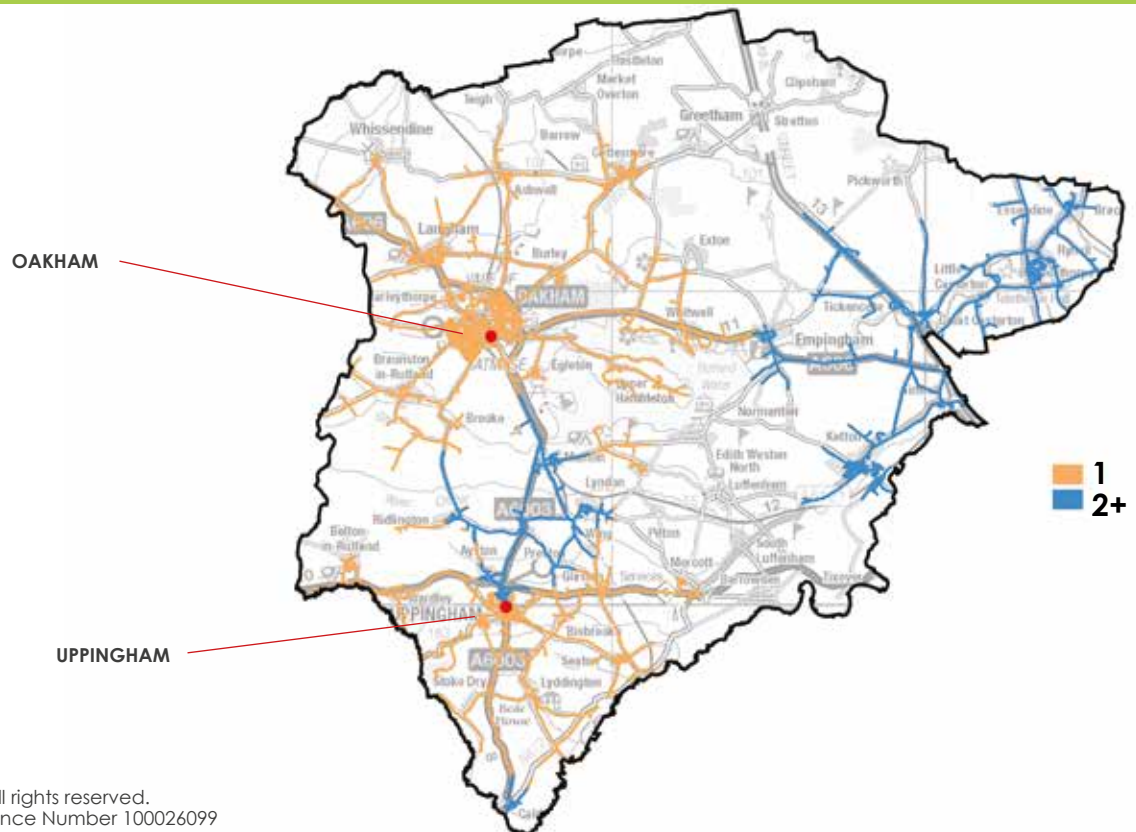


# APPENDIX 2: MAPS (RUTLAND)

Map showing where one and two fire engines can get within 10 minutes now

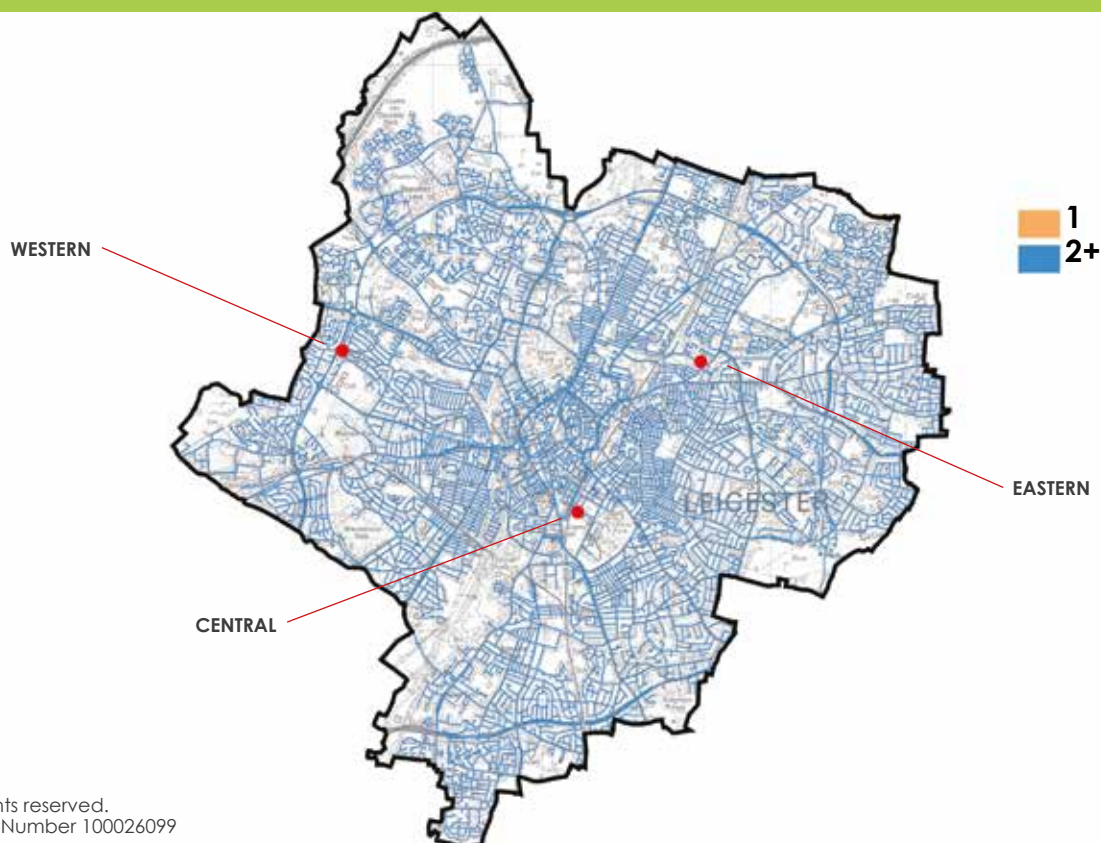


Map showing where one and two fire engines can get within 10 minutes with the on-call fire engine removed

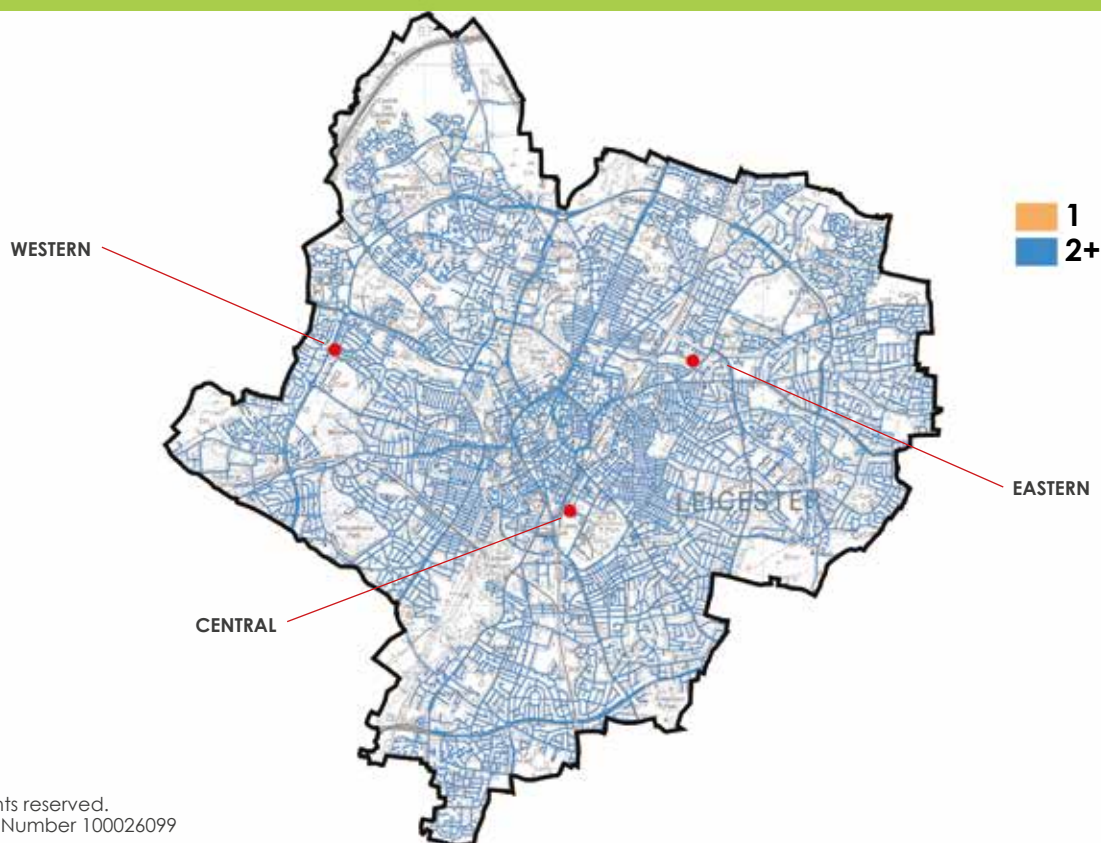


# APPENDIX 2: MAPS (LEICESTER CITY)

Map showing where one and two fire engines can get within 10 minutes now



Map showing where one and two fire engines can get within 10 minutes with one fire engine removed



# APPENDIX 3: TIMETABLES AND PREDICTED SAVINGS

This table illustrates when we are proposing to make the changes and how much they will save in each financial year:

	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	TOTAL
Remove one fire engine from Oakham Fire and Rescue Station			£97,150				£97,150
Make 4 the standard crewing level across the service			£648,064				£648,064
Discontinue the Resilience Team			£473,070				£473,070
Change to Day Crewing Plus at Wigston Fire and Rescue Station			£414,900				£414,900
Remove one fire engine from the City area				£779,040			£779,040
Remove one fire engine from Loughborough Fire and Rescue Station					£779,040		£779,040
<b>TOTAL</b>			£1,633,184	£779,040	£779,040		£3,191,264

The table below sets out the non IRMP changes we have already made, or plan to make, along with anticipated savings:

	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	TOTAL
Reduction in Establishment			£457,460				£457,460
Remove one director post			£50,000	£50,000			£100,000
Remove 4 Station Manager and 2 Group Manager posts		£337,630	£12,660	£63,290			£413,580
Remove 3 Watch Manager posts		£138,201					£138,201
Remove 16 support staff posts	£14,400	£390,732	£53,180				£458,312
Remove 10 catering staff posts	£91,630	£91,630					£183,260
Reduce the repairs and maintenance budget	£100,000						£100,000
Limit the provision of buffets	£25,420						£25,420
Reduce the conference budget	£9,210						£9,210
Reduce the number of provided cars by 6	£7,120	£16,850	£390	£1,960			£26,320
Reduce the rate of overtime payment		£125,120					£125,120
Remove double increments for support staff pay		£14,940					£14,940
<b>TOTAL</b>	£247,780	£1,115,103	£573,690	£115,250			£2,051,823

Will this meet all of our savings requirements? The table below sets out the situation if all proposals for change are accepted and instigated:

	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	TOTAL
<b>Permanent savings if all changes are made</b>	£247,780	£1,115,103	£2,206,874	£894,290	£779,040	£0	£5,243,087
<b>Actual savings required (based on 1.5% Council Tax increase)</b>	£0	£1,568,954	£1,841,641 <sup>1</sup>	£1,200,000 <sup>2</sup>	£1,200,000 <sup>2</sup>	£1,200,000 <sup>2</sup>	£7,010,595
<b>Actual permanent surplus/deficit</b>	£247,780	-£453,851	£365,233	-£305,710	-£420,960	-£1,200,000	<b>-£1,767,508*</b>

<sup>1</sup> The 2016-17 required savings figure takes account of the £465,020 not now required as a result of the temporary halt on the progression of the Lutterworth and Market Harborough Day Crewing Plus projects.

<sup>2</sup> Forecasted Reduction

\* If all of the proposals set out in this consultation document are implemented, the outstanding budget deficit would be approximately £1.8m.

Any temporary costs such as redundancies and pension strain etc. will be covered by the unallocated General Reserve.

## In addition to implementing the proposals, how much additional income could we generate if we increased Council Tax?

	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	TOTAL
<b>1.99% yearly increase in Council Tax charge</b>	n/a	£84,448	£88,275	£92,211	£96,259	£100,479	£461,672
<b>A one off increase of £5 increase with no further increase in Council Tax</b>	n/a	£1,195,947	-£69,915 <sup>3</sup>	-£72,731 <sup>3</sup>	-£75,642 <sup>3</sup>	-£78,591 <sup>3</sup>	£899,068
<b>A one off increase of £5 + 1.99% yearly increase</b>	n/a	£1,195,947	£116,051	£120,707	£125,455	£130,413	£1,688,573
<b>A one off increase of £10 increase with no further increase in Council Tax</b>	n/a	£2,650,455	-£48,025 <sup>3</sup>	-£50,511 <sup>3</sup>	-£53,089 <sup>3</sup>	-£55,702 <sup>3</sup>	£2,443,128
<b>A one off increase of £10 + 1.99% yearly increase</b>	n/a	£2,650,455	£152,413	£157,955	£163,657	£169,553	£3,294,033

<sup>3</sup> Negative values represent a year on year reduction of 0.5%, which is the difference between the current planned 1.5% Council Tax rise and the government's current Council Tax Freeze Grant to the value of 1%.

In addition to implementing the proposals set out in this consultation document, the following Council Tax options would impact on the outstanding budget deficit of approximately £1.8m, as follows:

- A 1.99% yearly increase in Council Tax would result in an outstanding deficit of £1,305,836
- A one off increase of £5 with no further increase in Council Tax would result in an outstanding deficit of £868,440
- A one off increase of £5 with a 1.99% yearly increase would result in an outstanding deficit of £78,935
- A one off increase of £10 with no further increase in Council Tax would result in a surplus of £675,620
- A one off increase of £10 + 1.99% yearly increase in Council Tax would result in a surplus of £1,526,525

In addition to implementing the proposals set out in this consultation document, a £10 increase in options iv) and v) above, would exceed the outstanding budget deficit of approximately £1.8m and would potentially present the option to reduce the number of redundancies.



## SUMMARY

Following the implementation of these proposals we still need to make savings in order to cover the outstanding budget deficit of approximately £1.8m. These could potentially be covered by a one-off increase of £5 plus a yearly increase of 1.99%; or, a one off increase of £10 with no further increase in Council Tax, or a one-off increase of £10 plus 1.99% yearly increase.

**15. Would you be prepared to pay more for your fire and rescue service?**

**16. If YES, how much; either a £5 or £10 one-off increase on your Council Tax? (£5 equates to just under 10p per week, £10 equates to just under 20p per week, based on a Band D property)**

## Collaboration

We are currently exploring collaboration arrangements with East Midlands Ambulance Service, the Police and other fire and rescue services. Initiatives include sharing bunkered fuel, payroll services and combining our Fire and Rescue Control Room provision. We are also progressing the sharing of station facilities and examining opportunities in joint response capabilities. Consideration is also being given to the potential for extending our current collaborative arrangements within our Workshop facilities and investigating the benefits of combined procurement.

## Conclusion

Following the application of the LFRS Community Risk Model, the Combined Fire Authority present the proposals set out in this document. We would welcome your views and comments.

## HOW TO RESPOND: HAVE YOUR SAY

To respond to any of the questions in this document please visit our dedicated consultation website at: [www.leicestershire-fire.gov.uk/irmp](http://www.leicestershire-fire.gov.uk/irmp)

If you would prefer to submit your responses via a printed questionnaire, please request a copy from our Information Management team by phoning 0116 287 2241

You may also contact us with your comments by email at [consultation@lfrs.org](mailto:consultation@lfrs.org)

Follow the consultation on our social media platforms:



<https://www.facebook.com/LeicsFireRescue>



<https://twitter.com/LeicsFireRescue>

If you wish to contact us in writing, please send your correspondence clearly marked "IRMP Consultation" to the following address:

Leicestershire Fire and Rescue Service  
Information Management  
Service Headquarters  
12 Geoff Monk Way  
Birstall  
Leics  
LE4 3BU

The statutory consultation period commences in October 2014 and is open until 31 December 2014. Responses received after 31 December 2014 will not be taken into consideration. At the end of our consultation period, the Combined Fire Authority will consider all of the responses before any final decisions are taken with regard to the proposals.

**NB: consultation responses, including the names and addresses of respondents, will be made publicly available on request, unless confidentiality is specifically requested or disclosure would prejudice third parties.**

## If you ask, we can provide the information in this document in another format such as large print, Braille, an alternative language or audio version.

If you or anyone you know would like help in reading or understanding this document please contact us, providing your name, address and explaining the type of help that you need.

આ દસ્તાવેજની કોઈપણ ભાગને સમજવામાં જે આપ કોઈ મદદ ઇચ્છતાં હોય તે મહેરબાની કરી લેસ્ટરશાયર ફાયર એન્ડ રેસ્ક્યૂ સર્વિસ (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester, LE4 3BU પર સંપર્ક કરવો. મહેરબાની કરી આપનું નામ અને સરનામું પૂરું પાડશો અને કયા પ્રકારની મદદ કે જે આપને જોઈએ છે, તે વિગતવાર જણાવશો.

এই ডকুমেন্ট এর যে কোনটি বুঝতে যদি আপনার সহায়তা দরকার হয় তবে অনুগ্রহ করে যোগাযোগ করুন: লেস্টারশায়ার ফায়ার ও রেসকিউ সার্ভিস (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester LE4 3BU দয়া করে আপনার নাম ও ঠিকানা এবং আপনার কি ধরনের সহায়তা দরকার তা উল্লেখ করবেন।

ਜੇਕਰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੇ ਕਿਸੇ ਵਿਸ਼ੇ ਨੂੰ ਸਮਝਣ ਲਈ ਤੁਸੀਂ ਕੋਈ ਮਦਦ ਲੈਣੀ ਚਾਹੁੰਦੇ ਹੋ ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਲੈਸਟਰਸ਼ਾਇਰ ਫਾਇਰ ਐਂਡ ਰੈਸਕਿਊ ਸਰਵਿਸ (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester, LE4 3BU ਨਾਲ ਸੰਪਰਕ ਕਰੋ। ਮਿਹਰਬਾਨੀ ਕਰਕੇ ਅਪਣਾ ਨਾਂ ਅਤੇ ਸਿਰਨਾਵਾਂ ਨਾਲ ਦਿੱਤੇ ਅਤੇ ਦੱਸੋ ਕਿ ਤੁਹਾਨੂੰ ਕਿਸ ਤਰ੍ਹਾਂ ਦੀ ਮਦਦ ਦੀ ਲੋੜ ਹੈ।

如需要協助理解本文件內任何資料請聯絡：里斯特郡消防及救援服務 (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester LE4 3BU 請提供閣下姓名和地址以及說明哪條文需要幫助。

Jelzeli potrzebujesz pomocy w zrozumieniu treści tego dokumentu, skontaktuj się z (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester LE4 3BU, podając swoje imię, nazwisko i adres i wyjaśniając, jakiej pomocy potrzebujesz.

यदि इस दस्तावेज़ के किसी विषय को समझने के लिए आप कोई मदद लेना चाहते हैं तो कृपया लैस्टरशायर फ़ायर ऐंड रैस्क्यू सर्विस (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester, LE3 8HD से संपर्क कीजिए। कृपया अपना नाम तथा पता साथ भेजें और बताएं कि आपको किस प्रकार की सहायता की जरूरत है।

اگر آپ کو اس دستاویز کے کسی بھی حصے کو سمجھنے کیلئے کسی قسم کی مدد درکار ہے تو براہ کرم لیسٹر شائر فائر اینڈ ریسکیو سروس (Leicestershire Fire and Rescue Service) Headquarters (Service Rescue), 12 Geoff Monk Way, Birstall, Leicester, LE4 3BU سے رابطہ کریں۔ براہ کرم اپنا نام اور پتہ فراہم کریں اور آپ کو جس قسم کی مدد درکار ہے اس کی وضاحت کریں۔

**LEICESTERSHIRE**  
**FIRE and RESCUE SERVICE**



Headquarters, 12 Geoff Monk Way, Birstall, Leicester, LE4 3BU

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[www.leicestershire-fire.gov.uk](http://www.leicestershire-fire.gov.uk)

