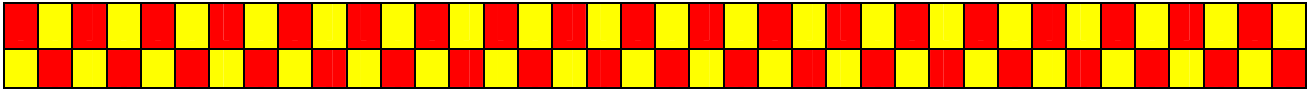
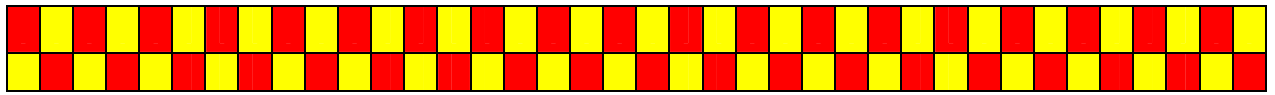




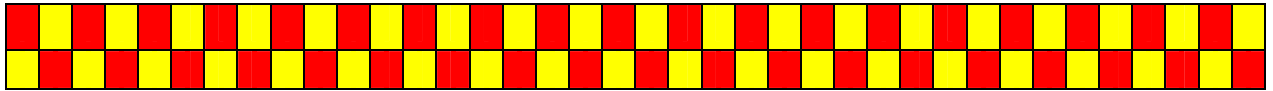
Her Majesty's Chief Inspector of Fire and Rescue Services



Annual Report 2006 - 2007



Scottish Government Justice and Communities Directorate



HER MAJESTY'S CHIEF INSPECTOR OF FIRE SERVICES FOR SCOTLAND



Report for 2006 – 2007

Laid before the Scottish Parliament by the Scottish Ministers
November 2007

SE/2007/236



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INTRODUCTION

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

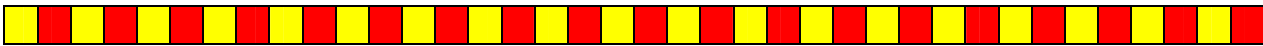
Her Majesty's Chief Inspector of Fire and Rescue Services

To: Kenny MacAskill MSP
Cabinet Secretary for Justice



Sir

I have the honour to present my Annual Report of the eight Fire and Rescue Services in Scotland for the financial year 1 April 2006 to 31 March 2007.



INTRODUCTORY REMARKS

1. I am pleased to report that during this period there is once again sustained evidence that the new risk-based approach utilised by the Fire and Rescue Services is assisting in making the public and FRS staff safer. The emphasis created through recent legislative changes has been to reduce fire deaths and property fires. It is pleasing to report that for this, the second year of Integrated Risk Management Planning (IRMP), the number of fire deaths have fallen. Fire deaths stand at 45 compared to 61 in the previous year a drop of 26% and whilst this is still an appalling waste of human life it is nevertheless the lowest figure on record. Primary fires (property) are also at their lowest figure ever – 14753 this year compared to 15216 the previous year a drop of 3% showing a continuing downward trend.
2. The Service continues to embrace the ethos and culture of prevention being at least equal to intervention and staff throughout the Service are to be congratulated for their achievements, and whilst there is still room for significant improvements in many areas to make our communities safer places in which to live and visit, the Service is in no way complacent to the need for further change.
3. The Service continues to under perform in terms of attracting diverse groups to compete and enter the Service. Despite all stakeholders considerable efforts the results remain disappointing and cannot compare with other blue light services, or indeed with other local Government departments. The Scottish Government, in conjunction with the Services, is considering a range of good practice initiatives in which to improve this situation and any evident progress will be reported upon in next year's report.
4. Finally a major challenge for the Services will be matching available funding to resources once the Government's Spending Review 2007 is announced. All the signs to date have indicated the need for Best Value and Value for Money to be at the forefront of all the Fire and Rescue Service Authorities' objectives when assessing how best to protect the public and their staff. I remain confident that through working together we will continue to identify the right solutions to ensure that resources are in the right place at the right time, thus balancing resources to risk and available budget.

LEGISLATIVE AND POLICY CHANGES

5. In October 2006 the Scottish Government enacted Part 3 of the Fire (Scotland) Act 2005. This legislation relates to Fire Safety and has brought this area into line with other European Safety legislation i.e. Health and Safety at Work Act 1974 etc. Part 3 places the responsibility for fire safety in all premises upon the owner/occupier or senior responsible person for the premises in **ALL** cases except private dwellings. The responsibility for enforcement of the legislation is with individual Fire and Rescue Authorities, and in the case of Crown Premises, the Inspectorate. Anyone with any concerns or interest in these new responsibilities should visit the Scottish Government website for further information www.infoscotland.com/firelaw.



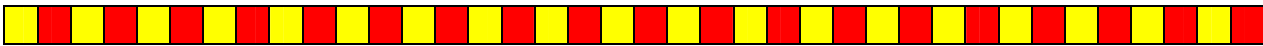
EFFICIENT PUBLIC SERVICES

6. The new arrangements and structures for providing advice to Ministers and engaging all Fire and Rescue Services' stakeholders upon which I reported last year have continued to mature and the two forums, the Service Delivery Advisory Forum and the Strategic Advisory Forum, which meet on a regular basis, are now providing advice and views on all issues other than Pay and Conditions of Service.

7. The staff Cultural Audit referred to in last year's report has now been considered by both forums and each individual Fire and Rescue Authority. This has resulted in an Equality and Diversity Project Board being established to take forward an agreed action plan to address the findings of the cultural audit. This group is due to report progress and make further recommendations to both forums during 2007.

8. During the year the Scottish Government considered the findings of a further review of the Retained Duty System and the people who work the scheme. This has resulted in funding being made available to appoint an assistant inspector with dedicated duties to work with all stakeholders to improve the integration of this vital element of the Service. This will be the first time in the UK such an appointment has been made.

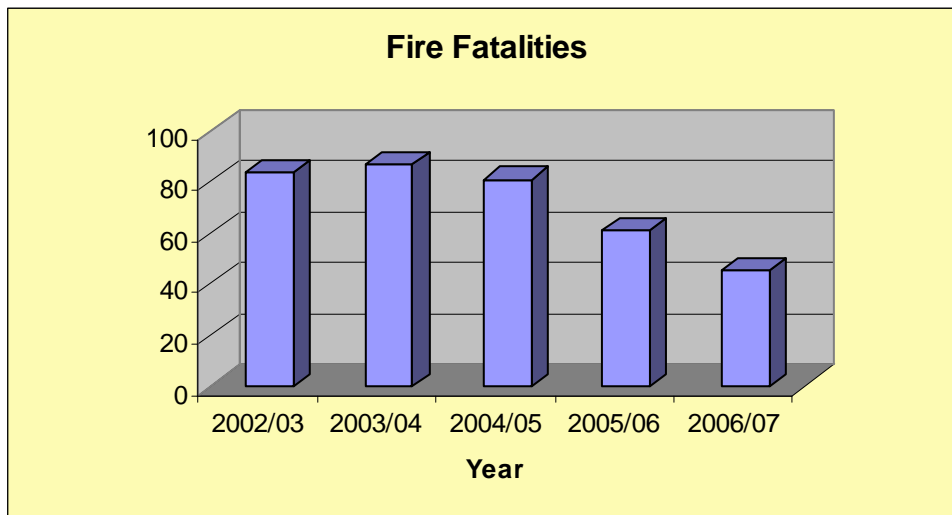




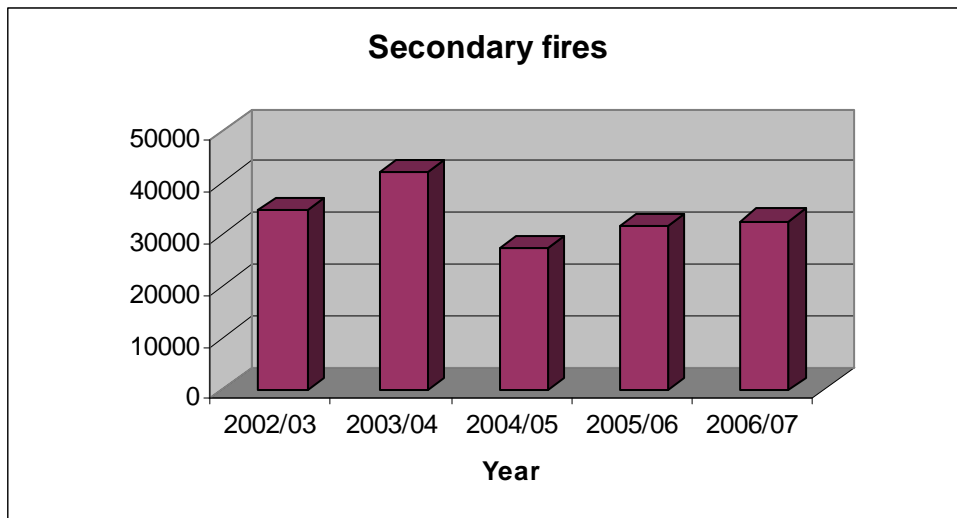
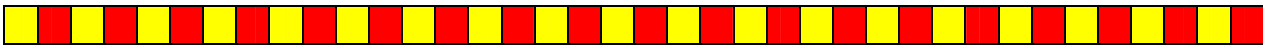
INTEGRATED RISK MANAGEMENT PLANS

9. This is the second full year of IRMP which is a risk-based system that provides Fire and Rescue Authorities and their Chief Officers greater flexibility in deploying resources and staff to both prevent and respond to emergencies. It is pleasing to report that in this second year, fire deaths across Scotland have again fallen to the lowest level on record; 45 people died during this year compared to 61 in the previous year. Whilst the loss of 45 people is without doubt a tragedy, all staff are to be congratulated on once again driving home the fire safety message which has brought about this outstanding reduction.

10. Whilst it should be noted that Fire Fatalities are a volatile indicator, it is nevertheless important that all Services look to each other's performance in this area to see if further fire deaths can be avoided.

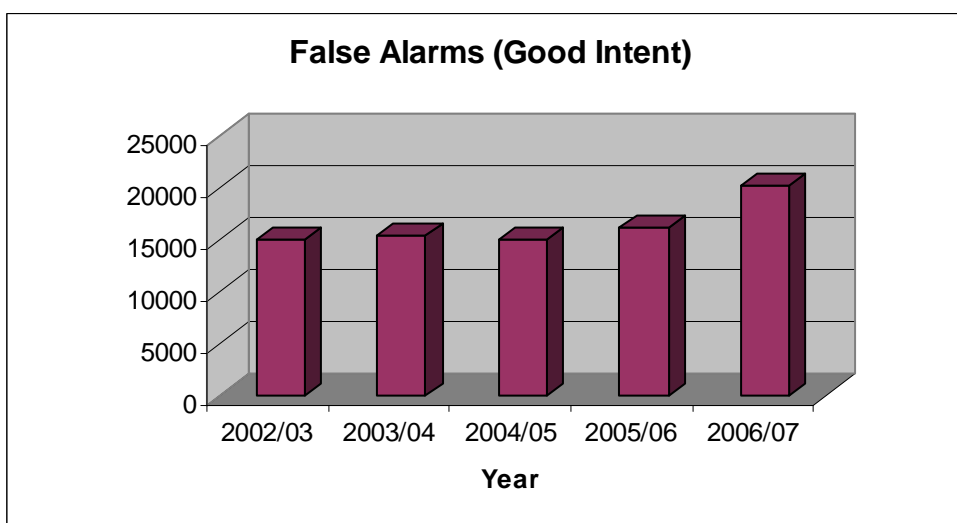


11. Enormous effort and initiatives have gone into reducing secondary fires e.g. small rubbish fires etc. The Fire and Rescue Services have committed staff to partnership working, engaged in extensive youth engagement schemes and 'across the board' educational schemes. Yet, despite these worthy efforts, the trend remains upwards (Appendix 4) and is consuming valuable resources. This year saw 32505 incidents compared to 31481 the previous year, an increase of 3%. Whilst this rise may appear at first glance insignificant, it has to be viewed against a backdrop of year on year increases. Whilst it is essential that Services continue to engage youth and educational programmes etc, it is equally essential that we look to good practice to reduce this upward and wasteful trend. For example, in Merseyside the creation of a Small Fires Units to respond to such incidents has led to more effective use of resources, reduction in the number of fires, and reductions in the number of attacks on fire crews at this type of incident. Services in Scotland should consider this and other good practice elsewhere.



12. Whilst it is pleasing to report another drop in the number of false alarms caused by defective detectors or systems, it is still a major drain on vital resources. This year saw 30300 such wasteful alarms which is almost 25% of all emergency activity. The Scottish Government and other service stakeholders have considered for several years as to whether the premises who allow such false alarms to be generated should be charged a fee (as they were in the early '90s); debate about this wasteful area should become a priority.

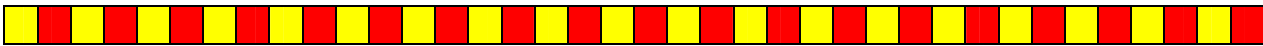
13. There has been an unusual rise in the number of false alarm good intent calls (Appendix 4). These calls are where someone genuinely believes a fire is occurring which on investigation by the Fire and Rescue Service turns out to be a false alarm. This year saw 20215 such alarms compared to 16079 in the previous year, an increase of 25%. This volume of false alarms represents almost 20% of **all** emergency activity and clearly requires further consideration by Fire and Rescue Authorities, as the balance has to be found between encouraging people to report what they think is a fire and how the Service responds.



14. Overall Fire and Rescue Authorities and their Services have made good progress under IRMP and as we enter the third year of this risk-based approach, it



will be timely having gathered 3 years of evidence to consider whether all resources are best placed and utilised to serve the communities of Scotland in the most effective manner.



CHIEF FIRE OFFICERS FOR SCOTLAND

15. During the reporting period the following Chief Fire Officers were in Post:

Central Scotland	Steven Torrie QFSM BSc
Dumfries and Galloway	David Wynne QFSM MBA DMS MIFireE
Fife Fire and Rescue Service	Daniel O'Donnell QFSM MA MSc
Grampian	David Dalziel QFSM MA
Highlands and Islands	Brian Murray QFSM BA(Hons) MA MIFireE
Lothian and Borders	Brian Allaway QFSM MIFireE
Strathclyde	Brian Sweeney QFSM D.Univ MA
Tayside	Stephen Hunter QFSM BSc MBA MCGI FIFireE

16. I wish to record my thanks to the Chief Officers and their staff for the co-operation and assistance given to members of Her Majesty's Fire Service Inspectorate during their visits and for the valuable contributions to the many discussions held throughout the year.

HONOURS AND AWARDS

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

Birthday Honours 2006

QFSM John Fenton, Divisional Officer, Central Scotland Fire and Rescue Service
 Hugh Henny, Temporary Deputy Chief Fire Officer, Highlands and Islands Fire and Rescue Service
 John Hutcheon, Deputy Chief Fire Officer, Tayside Fire and Rescue Service

MBE Alice Arthur, Retained Sub Officer, Highlands and Islands Fire and Rescue Service

New Year Honours 2007

QFSM Eileen Baird, Deputy Chief Officer, Strathclyde Fire and Rescue Service
 Wayne McCollin, Temporary Deputy Chief Officer, Lothian and Borders Fire and Rescue Service



New Year Honours 2007 (cont)

MBE Keith MacGillivray, Assistant Chief Officer, Strathclyde Fire and Rescue Service
 James Moar, Retained Station Officer, Highlands and Islands Fire and Rescue Service

Long Service and Good Conduct Medal

18. The Fire Brigade Long Service and Good Conduct Medal was awarded to 202 members of the Scottish Fire and Rescue Service between 1 April 2006 and 31 March 2007

19. I offer my sincere congratulations to all whose work within the Scottish Fire and Rescue Service has been so justly recognised.








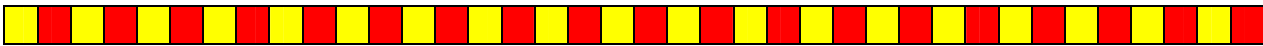
FIRE AUTHORITIES










THE INSPECTORATE TEAM AND THEIR ROLE

	<p>Jeff Ord Chief Inspector of Fire Services Inspectorate</p>
	<p>Brendan McCaffrey Assistant Inspector</p>
	<p>Graham Goodall Assistant Inspector Crown Premises</p>
	<p>John Milligan Assistant Inspector Crown Premises</p>
	<p>Brian McKenzie Assistant Inspector Fire Safety</p>
	<p>Angela Webb Assistant Inspector Diversity and Culture</p>
	<p>Keith MacGillivray Assistant Inspector Review of the Preparedness of Scotland's Emergency Services</p>






	Trudi Packman Office Manager
	Dorothy Edwardson Personal Secretary to Chief Inspector
	Lynn Murray Administrative Assistant

NEW DIMENSION PROJECT TEAM

	Andrew Harrison Assistant Inspector New Dimensions
	Tony Waters Assistant Inspector New Dimensions

FIRELINK PROJECT TEAM

	Ian Stocks Assistant Inspector Firelink Project
	Glyn French Assistant Inspector Firelink Project
	Paul Sharp Assistant Inspector Firelink Project



OVERVIEW OF INSPECTIONS

20. During 2006 the Accounts Commission determined that Audit Scotland should undertake a “Review of Service Reform in Scottish Fire and Rescue Authorities”. Following this announcement, discussions took place between Audit Scotland and the Inspectorate in terms of the most effective methodology of undertaking this review. It was agreed that two members of the Inspectorate would be seconded to Audit Scotland to assist with the review which, it was anticipated, would take a considerable amount of time, involving site visits to all eight Services and the subsequent individual Service reports and an overall Scottish-wide report.

21. The overall findings of the report stated that good progress was being made in many areas in terms of progressing the reform agenda. However, it also concluded that in several areas there was room for further improvement. Several of the areas for improvement were those which had been previously highlighted in Inspection reports e.g. the lack of diversity in the workforce, a need for better integration of Retained Duty System personnel and the need to improve Information technology systems.

22. Audit Scotland also found other areas of the Service which required attention. These included:-

- a. Elected Members need to be more involved in the scrutiny, monitoring and strategic direction setting for the Service;
- b. A need to better utilise performance management information across the Service;
- c. A need to continue efforts to improve efficiency;
- d. A need to link staff appraisals and performance to organisational objectives and priorities.

23. Against the backdrop of long periods of industrial action and major reforms in the Service the Audit Scotland report, in the opinion of the Chief Inspector, should be viewed as a positive indicator of progress. There are many areas where achievement of all staff and Authorities have been recognised as contributors to improving public safety. All Services have now embarked upon agreed action plans to address the recommendations in the report. Progress will be monitored by both Audit Scotland and the Inspectorate within the overall Inspection programme scheduled to commence in 2008.

24. The full Audit Scotland report can be viewed at:

http://www.audit-scotland.gov.uk/utilities/search_report.php?id=3

25. During this reporting year the Inspectorate team undertook forward planning for scheduled inspections in Northern Ireland and the Isle of Man. This was at the request of their Governing departments and will follow the same principals and methodology as the Principal Inspection process here in Scotland. It is anticipated that valuable lessons may be learned from both of these Services which could be



incorporated into good practice across Scotland's Fire and Rescue Services. In particular, Community Safety Initiatives, flexible working, crewing arrangements and, in the case of Northern Ireland, progress on Equality issues are all considered to be existing areas of good practice.

26. During the year members of the Inspectorate team have worked closely with the Operational Audit team in England with a view to adopting the best elements of the process into a Scottish Operational Assessment system. This has proved to be a valuable source of information and is now being considered, along with the assistance of the Chief Fire Officers' Association in Scotland (CFOA(S)), with a view to piloting one Service in Scotland during 2007/08, then refining the model to role out across all eight Services in 2008/09. The aim is to create a comprehensive self-assessment model with follow-up audits being undertaken in collaboration between the Inspectorate and CFOA(S).

27. Once again members of the Inspectorate team have continued to provide assistance to the Services in several vital areas including equality and diversity legislation, contingency planning and communications.

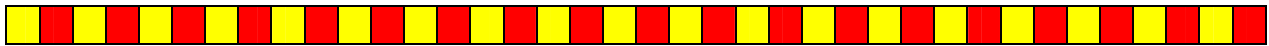
28. The team have also been committed to working alongside the Scottish Government Fire and Civil Contingencies Directorate to ensure that the suite of Guides which are required to compliment Part 3 of the Fire (Scotland) Act 2005 are available to all stakeholders during 2007. These guides will be essential to owners, occupiers and senior responsible people who have responsibility for fire safety in premises.

29. During the course of the year, the Minister responsible for Fire and Rescue (Cathy Jamieson MSP) announced that a "Review of Scotland's Preparedness To Deal With Simultaneous Major Emergencies" should be undertaken and that this review would be led by the Chief Inspector of Fire and Rescue Services. It was to be a wide-ranging consultative review looking across the emergency services and other stakeholders i.e. Civil Contingencies etc. The findings of the review were sent to Ministers in July 2007 for their consideration.

30. In conclusion, as in previous years, the Inspectorate has continued to add value to the Services, and working in partnership, has assisted in improving both public and staff safety. The Inspectorate remains committed to working in a collaborative manner wherever possible, whilst always being mindful of the need to be an independent body.

CROWN PREMISES

31. Activity during the year has focussed largely on preparing for and responding to the changes introduced by the commencement of Part 3 of the Fire (Scotland) Act 2005. Where the Crown are subject to duties under this new fire safety legislation the enforcing authority is HM Chief Inspector of Fire and Rescue Authorities rather than the local fire and rescue authority. An exception is made for property used for the purposes of the armed forces of the Crown where the enforcing authority is generally the Defence Fire and Rescue Service.



32. There are more than 1,000 Crown premises in Scotland and two Assistant Inspectors act as enforcement officers to undertake this work. 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 ancient monuments.

33. Despite the aforementioned legislative changes routine work continued during the year with 158 programmed inspections, initial inspection of 54 new premises, 55 follow up inspections, 110 plan examinations and 122 consultations on specific issues.

34. For the first time, Part 3 of the 2005 Act gave Crown enforcement officers statutory powers of inspection and the power to issue alterations, enforcement and prohibition notices where appropriate. No such statutory notices were issued during the first six months of the new regime, i.e. from 1 October 2006 to 31 March 2007. However, prior to this and in conjunction with the Fire Precautions (Workplace) Regulations 1997, an informal notice procedure was developed under which, between 1 January 2000 and 30 September 2006, a total of 39 notices were issued in respect of Crown premises.

35. Enforcement powers are used within the framework of the Inspectorate's enforcement policy. This document has been revised to reflect the new legislation. The new version was published in November 2006 and is available through the Inspectorate's website www.scotland.gov.uk/fire





SCOTLAND'S FIRE SERVICE PREPAREDNESS AND RESILIENCE ARRANGEMENTS

36. In October 2001 a programme entitled New Dimension (ND) was established to ensure Scotland was provided with an efficient and effective response to major emergencies caused by natural or terrorist led events. The programme by necessity developed beyond its original concept of operations due primarily to meet an increasing and widening risk, from not only potential terrorist acts, but also to address the impact of climatic change on our communities and infrastructure. The Fire and Rescue Services (FRS's) role has also evolved with the introduction of the Fire (Scotland) Act 2005 and, in particular, the Additional Functions Order which underpinned the Fire and Rescue Service role in a number of new areas of operational response which had formed part of the original ND programme.

37. This increasing role for the FRS's is, of course, inextricably linked to that of our key emergency service partners and other agencies that all have an important role to play in the development of, and implementation of, robust and validated plans that will underpin the operational response to any such events.

38. Consequently the current programme has by necessity undertaken a wider multi-agency review which has been set against the Home Office model response planning assumptions, an aspirational plan which sets out a number of specific operational response requirements against validated and measured timelines.

39. It is therefore critical to sustaining the capability and resilience programme, that we identify any gaps in our existing and planned provision of resources that are critical to support and underpin the Scottish FRS's role in delivering the key capabilities of mass decontamination, detection, identification and monitoring, urban search and rescue and major flooding against the Home Office model response planning assumptions.

40. However, whilst the development of a UK wide set of robust and measured planning assumptions provides new challenges, it is important to stress that due to the investment made by Scottish Ministers and the support and collaboration of all the Scottish FRS's and other key stakeholders, many of these capabilities such as mass decontamination, urban search and rescue, major transport accidents and flooding, are already in place or are currently being developed through the ND programme.

41. The ongoing work of the programme through the Scottish ND Forum and the national CBRN programme does, however, recognise that further work still needs to be done to complete the roll out of all the necessary resources and capabilities as well as establishing a long term sustainability plan that will continue to support the Scottish FRS's to deliver and sustain these capabilities in accordance with the developing multi-agency planning assumptions.

42. During the reporting year the roll out of the resources continued to support the existing capabilities and these are covered in more detail in the following sections.



Mass Decontamination

43. New Demountable Mass Decontamination (MD) Modules that will form part of a flexible deployment arrangement utilising the MAN prime mover vehicles were delivered during the year to both Dumfries and Galloway and Highlands and Islands FRS's. Following the completion of training within the FRS's, these MD units will form part of the overall Scottish MD capability.

44. As reported last year, following extensive evaluation and testing through the UK Mass Decontamination Group, an enhanced respiratory protection system has been developed for warm zone operations. These new Powered Respirator Chemical Protection (PRCP) suits will substantially improve working conditions and increase the capability of the FRS's personnel operating in the decontamination warm zone compared to the currently available PPE utilising Compressed Air Breathing Apparatus.

45. The new suits were delivered during the year to those Scottish FRS's who will provide MD capability and following the completion of the necessary training for personnel, these suits will become the standard personal protective equipment for FRS staff operating in the MD warm zone in line with the wider UK mass decontamination capability.

46. A refurbishment programme will be undertaken to refresh the Mass Decontamination Units in late 2007, as many of the units have been in existence for more than 4 years and have been extensively used during training and exercising.

47. Work is also taking place at UK level to establish an appropriate system of work for the Recovery, Identification and Decontamination of CBRN fatalities. This work is Home Office led, and clearly has an impact on the FRS Mass Decontamination and Detection, Identification and Monitoring (DIM) capabilities in the provision of support to our partner agencies in the recovery phase of such CBRN events.



Demountable MD Unit



Detection, Identification and Monitoring (DIM)

48. The provision of a robust and sustainable DIM capability has long been identified as being critical to the early provision of a safe system of work to support operations at any CBRN event, not only for FRS staff but also for those other emergency service partners and agencies that may have to operate in a potential CBRN and/or hazardous materials environment. To support this capability a number of dedicated DIM vehicles, similar to those which have been rolled out across the rest of the UK have been planned into the programme and these DIM vehicles are planned for delivery in the forthcoming financial year 2007/08 and 2008/09.

49. Additional DIM equipment continues to be provided through the programme in accordance with the requirements identified in the scenario planning requirements that are set in the model response planning assumptions, and as with other Scottish capabilities, due to the diversity of our geography and population in relation to identified risk, to enable us to deliver the appropriate level of capability and resilience these resources will be strategically located around Scotland where they will be able to provide support at a wide variety of incidents such as those involving chemicals and other hazardous materials.

50. Key to the provision of a robust and validated safe system of work in a CBRN or other hazardous material event is the provision of suitably robust scientific advice that will be able to provide on site interpretation and analysis of any potential hazardous substance and consequently advise the responding services and agencies on the likely hazards present at an incident.

51. The FRS's who will deploy the DIM capability have, or are currently working to formalise, the necessary robust scientific advisor arrangements that are required to support a multi-agency response to a variety of hazardous substance type incidents. These arrangements also complement the work undertaken through CFOA(S) to develop a Scottish scientific advice arrangement to provide a common approach to all hazmat incidents across the 8 FRS areas in Scotland.



Detection Investigation and Monitoring (DIM) Vehicle



Specialist Urban Search and Rescue

52. In the previous review undertaken of Scottish Urban Search and Rescue (USAR) capabilities identified the need to develop additional deployment capacity across all 8 FRS's so that we could deliver a more robust and resilient Scottish USAR and Specialist Rescue capability that would build on and enhance our existing capacity which was initially provided by the Major Incidents Units.

53. The provision of the MAN 6x4 hook lift vehicles that are designed to deliver a variety of demountable modules were delivered to the host FRS's during December 2006 and January 2007 and these will now be able to provide a flexible and interoperable method for deployment of a variety of capabilities.

54. The construction of 3 USAR/Heavy Rescue demountable modules that will form part of an enhanced Scotland wide resource, was delayed due to some important design changes to meet our specific equipment requirements, however these modules are not due for delivery until the end of September 2007.

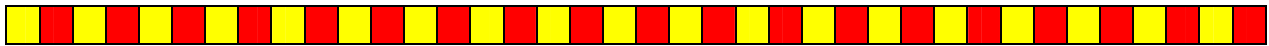
55. As previously reported, these USAR/Heavy Rescue modules will provide a common standard deployment capability by providing a full range of standardised equipment that has been designed to support both USAR and other types of specialist rescue operations across Scotland and as part of a wider UK capability.

56. The Research and Development group which works in support of the ND Forum continues to develop and carry out important work on areas such as identifying and testing a variety of specialist equipment. They are also involved in developing operational procedures, risk assessments and supporting training and development of personnel across the Service to support the introduction of new equipment into operational use.

57. Work has continued during the reporting year on the development of a common specification working rig that can be used for a variety of non-structural firefighting operational activities as well as USAR type incidents. Due to some technical difficulties the procurement arrangements were unable to be progressed as planned, however it is anticipated that this will now take place in late 2007.

58. Within the overall programme plan, it is anticipated that on an equipment front other than upgrading and renewal of existing equipment, the USAR capability is now well established and the delivery of the new USAR modules will provide a comprehensive level of resilience to support operations at collapsed structures and/or major transport incidents in Scotland and as part of a wider UK resilience arrangement.

59. Future work envisaged for this particular capability will be to carry out a review of our current USAR/Heavy Rescue deployment arrangements to ensure that it fully supports the developing model response planning assumptions.



Major Flooding & Wild land Fires

60. The funding provided through the programme supported the purchase of 4 High Volume Pump (HVP) units and 4 additional 2 kilometre double Hose Box modules. These units were delivered to the respective Scottish FRS in January 2007, following completion of specialist instructor training of a number of FRS personnel that enables them to deliver this training to operators in each of the FRS's.

61. The 4 HVP and 4 Hose Box modules have been purchased to the same specifications as those currently forming part of the UK FRS capability, and as previously reported, each HVP can pump 8000 litres of water every minute and is capable of lifting it from a depth of 60 metres which is far in excess of existing FRS pump capacities.

62. These initial 4 HVP units will provide an enhanced operational capability to support operations involving major flooding and to provide an improved firefighting capacity at a variety of incidents such as serious wildland fires and at major industrial complexes. The actual number of HVP and Hose Modules is being reviewed against current planning assumptions and it is anticipated that additional HVP capacity will be necessary and this has been identified in future programme budget requirements.

63. To support the additional functions set out in the 2005 Order, that requires FRS's to respond to and provide a capability for dealing with major flooding, a strategy has been developed through the programme and with the financial support of Scottish Ministers, this will provide the necessary equipment, training and procedures that will enable our FRS's to respond to such events in a co-ordinated and structured manner with a standard inventory of personal safety equipment, rescue equipment and rescue boats, all of which will be backed up with certificated training to nationally accepted standards for FRS personnel.



Prime Mover and High Volume Pump



Environmental Protection

64. In support of the potential impact of fires, chemical spillages and road traffic collisions on the wider environment, a business case was made through the ND programme by CFOA to support an environmental protection capability to mitigate FRS operations on the environment.

65. This was supported by Ministers and funding was provided within the ND programme to provide a dedicated Environmental Protection Unit (EPU) in each of the 8 FRS's in Scotland. This capability has been built around the provision of demountable EPU modules which are interoperable with the dedicated prime mover vehicles and these modules were delivered to all Scottish FRS's during the reporting year.

66. A range of specialist environmental protection equipment, such as absorbents, drain blockers and inflatable pollution control booms has also been supplied to provide a common inventory in the EPU's. CFOA(S) has developed a Memo of Understanding (MoU) with Scottish Environmental Protection Agency (SEPA) to support joint operations in preventing damage and pollution to our environment.



Environment Module

Command and Control

67. The requirement to provide an enhanced logistical command and control function to co-ordinate and support resources at a major CBRN or similar event has been identified within the ND programme. Work on this capability is being progressed through the ND Forum and CFOA(S) to establish an agreed strategy and robust business case that will capture the technical requirements and subsequent physical resources necessary to provide a sustainable and practicable level of



capability to undertake these functions in support of a FRS dealing with a catastrophic event.

68. The work on the development of a Scottish resources system, led by Strathclyde FRS that can dynamically record and update all of our vehicles, equipment and specialist personnel is currently being tested and it is anticipated that it will become fully operational later in 2007.

Training

69. As in previous years, training and development continues to be at the forefront of the programme in supporting the introduction of new equipment and procedures into the Fire and Rescue Service.

70. The provision of longer term continuation training and development across the range of ND capabilities is presently being considered through the CFOA Learning and Development Group and the Scottish Fire Service Policy Division who currently fund core training for the FRS.

71. A developing training need has been identified to provide sufficient skilled and competent personnel to support the roll-out of the Scottish FRS, DIM Capability. This is a key function and will also include the need for the provision of scientific advisors to support the various multi agency protocols and areas of operations that are presently being developed as part of the wider CBRN programme.



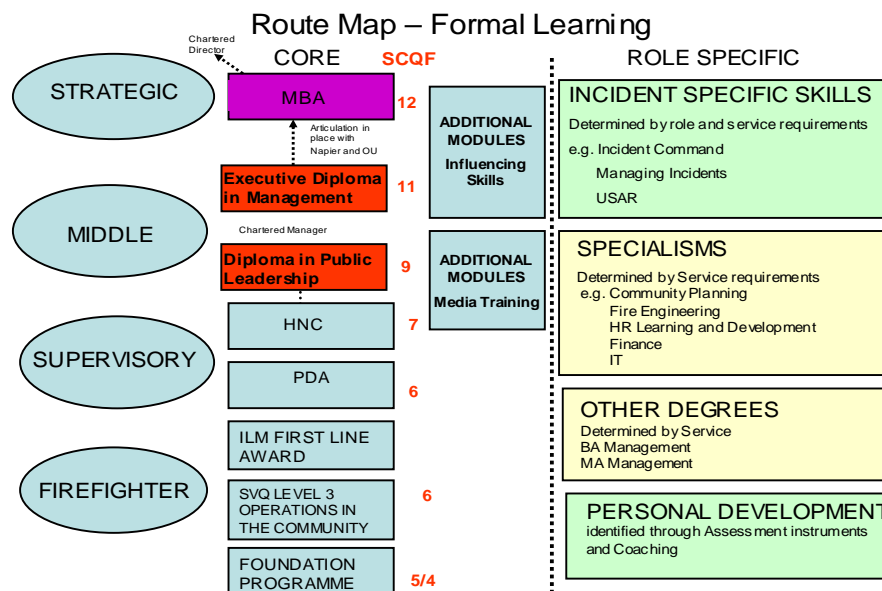
INTEGRATED PERSONAL DEVELOPMENT SYSTEM (IPDS)

The Scottish Fire Services College

72. The Scottish Fire Services College (SFSC) continues to act in a central supporting role to the Scottish Fire & Rescue Service, not only in terms of the delivery of development programmes, but also in an advisory capacity for the development of materials and quality assurance of content and supporting systems. Working closely with the Scottish Qualifications Authority (SQA) and external consultants, the Learning & Development Team based at the College has secured an agreed Learning & Development Strategy and a Leadership & Management Development Pathway with the Chief Fire Officers' Association (Scotland) (CFOA(S)). The document can be downloaded by clicking on the following link:

<http://www.scottish-fireservicescollege.org/SFSCFront/pdf/ScottishLearningDevelopmentStrategy.pdf>

The Leadership & Management Pathway is a recognised accredited route map based on the levelling within the Scottish Credit & Qualifications Framework (SCQF). From Trainee Firefighter through to Principal Officer a model for core development in management and leadership, including those relating to the management of emergency incidents has started to emerge. In direct partnership with CFOA(S), the SFSC is securing either bespoke delivery solutions or access to existing programmes within the Scottish Further and Higher Education sectors.



The Firefighter Foundation Programme

73. The Foundation Programme consists of eight (8) modules delivered over a period of twelve weeks. Levelled at 3 on the SCQF, this programme is a prerequisite for all who enter the SFSRS in the role of Wholetime Firefighter and is accessible to all Retained Firefighters on a modular basis as requested by their particular Service. All Wholetime Firefighters are enrolled at the SFSC for the UK nationally recognised



SNVQ – ‘Operations in the Community’. On graduating from the SFSC, Trainees return to their Service with an electronic portfolio on the Scottish Personal Development Record System (SPDRS). Evidence of their development is accrued in the workplace over an average period of between 2.5 to 3 years before they secure the final SNVQ award. To date a total of 197 Firefighters have secured the SNVQ with 552 currently working towards this outcome.

Supervisory Manager Programme

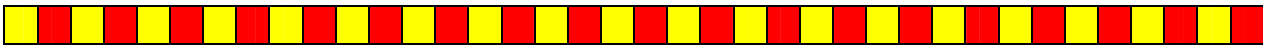
74. A comprehensive review of this programme which is aimed at developing people in the role of Crew and Watch Manager was undertaken and completed in September 2006, in time for a further intake of students in August 2006 and February 2007. In these two intakes, 191 students were enrolled for the Personal Development Award (PDA - Crew Manager) and 21 for the Higher National Certificate (HNC - Watch Manager). To date a total of 150 students have secured the PDA and 45 have graduated with an HNC.

75. An outcome of the review was the creation of a Managing Incidents Module which is now delivered at the SFSC in partnership with SFRS. Consisting of elements of development and assessment of the skills associated with the safe and competent management of incidents, using a total of fourteen realistic scenarios, the resources and incident ground simulations at the SFSC have proved to be invaluable. The Learning & Development Manager at the SFSC is currently working with the SQA on the integration of this module into a recognised Unit of both the PDA and HNC, the outcome of which will be to secure third party quality assurance for the delivery and assessment processes.

Fire Safety Programmes

76. Fire Safety Development Programmes provide training for fire and rescue personnel aspiring to be legislative fire safety practitioners within their respective organisations. The programme consists of three x 3 week modules and has recently been amended as a response to the changes in fire safety legislation. The programme has two start dates in the year to meet the demand from of the Fire and Rescue Services.

77. The modules are designed to provide students with the necessary understanding of fire safety legislation and enforcement, the supporting sector specific guidance documents, the principles and methodology of fire risk assessment and the Scottish Building Standards. The programme continues to be supported by subject experts from various organisations, including the Fire Service College, Historic Scotland, the Scottish Prison Service and the Scottish Building Standards Agency.



Community Planning and Safety Partnership Working Programme

78. The Community Planning Community Safety (CPCS) Partnership Working programme was first delivered in February 2006. Since then there have been a further two programmes run at the SFSC in Oct/Nov 2006 and February 2007. Funding for the programme is provided via the Community Safety & Antisocial Behaviour Branch of the Scottish Government Justice and Communities Directorate.

79. The one week course was designed for SFRS Group Managers, newly appointed SFRS Area Managers as well as Strategic Managers from partner organisations and their staff directly involved in CPCS partnerships. Initially designed as a one week programme, content delivery had proved too intense and a revised period of two weeks was applied in October/November 2006. However this proved to be too resource intensive and a third programme reverted to a one week delivery period in February 2007.

80. With a community safety skills review now being undertaken in order to identify all of the skills required to perform community safety duties across all roles in the SFRS, the CPCS programme has been recognised as an important element of this and its content and duration will now be considered as part of this review.





Scottish Fire Services College Web-site

81. Over recent years the SFSC has placed a particular emphasis on the development of electronic based initiatives for the delivery and recording of learning and development for the SFRS. The creation of a Learning Content Management System (LCMS) supports the hosting of e-learning modules and the Firefighter Development Programme (FDP) which are accessible to all within the SFRS.

82. A redesign of this centrally hosted facility was undertaken in 2006 along with the creation of a College Management System (CMS) for the allocation of development programmes and associated resources. A target date of April 2007 has been set for these to be made available to the SFRS.

Personal Development Records

83. Unique to the whole of SFRS is the provision of a centrally supported personal development record system (PDRS). The system continued to be rolled out to personnel by each of the eight Services during 2006/07. On average, a total of 700 users are currently accessing the system on a daily basis.

84. The system continues to evolve with the intention that all personnel will become registered users. However, a decision to hold the system at an application point for Firefighter, Crew Manager and Watch Manager was taken in order to assess the implications of the CFOA(S) Career & Contribution paper which had received COSLA endorsement. With assistance from CFOA(S) Subject Matter Advisors, the SFSC Learning & Development Manager will now oversee the next phase of the system's development in 2007/08.

Quality Assurance of the Career and Contribution Framework

85. An outcome of the CFOA(S) Career & Contribution paper was a request to the Director of Fire Service Training for the development and application of a quality assurance framework for Assessment & Development Centres (ADCs) and Workplace Appraisal.

86. The Learning and Development Manager at the SFSC undertook these tasks, through the appointment of expert consultancy. For the purposes of developing and implementing the ADC quality assurance framework, occupational psychology services have been procured through a variance to the Scottish Government's existing contract for professional occupational psychology services. The first draft of the quality assurance framework has been produced in consultation with the SFRS and will be piloted throughout 2007. Through this same arrangement, Services are also receiving feedback on planned ADCs, based on the draft framework, and can access professional advice and guidance on the acquisition and application of ADC tools. Staff within Strathclyde's Assessment Unit have been extremely supportive to the rest of the Scottish Services and in their working relationship with the SFSC.



87. The Learning and Development Manager at the SFSC has also procured expert consultancy support to carry out the quality assurance of workplace appraisal. The processes for quality assuring workplace appraisal have been drafted and, in principle, agreement from CFOA(S) secured. Piloting of these processes and full roll-out is expected to take place during late 2007 and early 2008, once workplace appraisal has been put into place by Services.



THE SCOTTISH FIRE AND RESCUE SERVICE REFORM STRATEGY

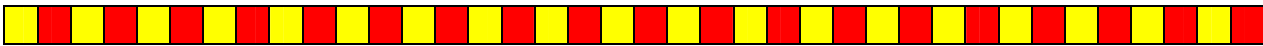
FIRE SERVICE CONTROL ROOMS

88. As reported last year the issue of the number of Fire and Rescue Control Rooms and their interoperability across Scotland was subsumed into the wider review of “Scotland’s Emergency Services Preparedness to Deal With Simultaneous Major Emergencies”. This report concluded in July 2007 and is currently under consideration by Ministers. As Her Majesty’s Chief Inspector of Fire and Rescue Services, it is my sincere wish that this issue is addressed as soon as possible in order to best protect the public and recognise the commitment made by dedicated staff who work in these control rooms.

RADIO REPLACEMENT (FIRELINK)

89. The overall objective is to procure, deliver and install a national radio system that will meet the wide area communication needs of the Fire and Rescue Service by 2009. Working to achieve this, the Firelink Team will:

- Continue to manage the delivery of Firelink within Scotland ensuring that strong links with Scottish Fire and Rescue Services are maintained;
- Manage the contractual Firelink Regional Roll Out Board and relevant sub-groups;
- Represent the interests of the Scottish Fire and Rescue Service and the Scottish Government within the contractual management structure of Firelink and relevant national committees;
- Commence Phase A rollout of the Firelink system;
- Maintain strong communication links with CFOA(S) re Firelink delivery;
- Identify and manage risks and issues within the project, and associated risks and issues on behalf of Fire and Rescue Services and the Scottish Government;
- Maintain communication with stakeholders and other projects eg New Dimensions;
- Continue to provide input of knowledge and skills and undertake work packages on behalf of the national project;
- Assist FRS’s to deliver the necessary building works and facilities/services required by Firelink;



- Assist FRS's to develop appropriate procedures and methods of operation relevant to Firelink;
- Continue to promote collaboration between FRS's in connection with Firelink and Operational Continuity; and
- Monitor the progress on Operational Continuity by continuing the programmed inspection process on behalf of the Chief Inspector.

SCOTTISH WILDFIRE FORUM

90. The work of the Scottish Wildfire Forum has continued to make a significant contribution to combating the threat of wildfires to Scotland. During the year the Chair of the Forum has passed from Her Majesty's Fire Service Inspectorate to Highlands and Islands Fire and Rescue Service and is linked to the CFOA Intervention Business Stream, this link at strategic level will provide critical communication paths to Ministers and Chief Fire Officers.

91. The initiative to develop a **Fire Danger Rating System** has made good progress, with the first stage now completed. This has resulted in a dynamic web based risk profiled map of the UK becoming available, the map indicates, based on Met Office data, the areas which present high, medium and low risk of wildfire.

92. Building on the guidance contained in Dear Chief Officer Letter 10/2005 the Forum has taken every opportunity to promote the formation of Rural Fire Partnerships between local authority Fire and Rescues Services and the land management community, for the purposes of more efficiently and effectively preventing, responding to and managing wildfire incidents.

93. The ongoing work of the Forum includes:

- Promotion of the Forum to other possible partners;
- Developing the Forum's aims and objectives;
- The progression of effective prevention and intervention strategies;
- Developing training, learning and development initiatives with the Fire Service and other partners;
- Developing awareness of international developments and best practice.



STRATEGIC ISSUES FOR THE FIRE AND RESCUE SERVICES

ATTACKS ON FIRE SERVICE PERSONNEL

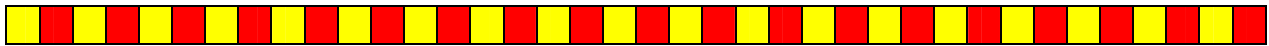
94. This year's figures show a slight decrease on last year with a drop of 2.5%. The Fire and Rescue Service showing the largest decrease is Grampian with a 43% drop in attacks from 14 to 8.

Attacks on Fire Service Personnel, 2006-07

	Verbal	Physical (armed)	Physical (unarmed)	Missile	Other	TOTAL
Fire Service						
Central Scotland	6	1	1	6		14
Dumfries & Galloway	1			2		3
Fife	17		2	15	2	36
Grampian	2		1	4	1	8
Highland & Islands	2		1			3
Lothian & Borders	22	3	4	35	7	71
Strathclyde	32	6	19	110	4	171
Tayside	2	1		7		10
TOTAL	84	11	28	179	14	316

Attacks on Fire Service Personnel, 2004-04 to 2006-07

Year	Verbal	Physical (armed)	Physical (unarmed)	Missile	Other	TOTAL
2003-04	109	12	21	189	58	389
2004-05	48	4	5	157	12	226
2005-06	82	18	21	191	12	324
2006-07	84	11	28	179	14	316



FAIRNESS, DIVERSITY, EQUALITY AND CULTURAL POSITION OF THE FIRE SERVICE

Disability Discrimination Act 2006 – New Duty to promote

95. The Fire and Rescue Service has had a busy year preparing for the new equality duty to promote disability which was introduced in December 2006. This required all Services to develop a Disability Equality Scheme setting out their plans to promote and improve disability provision and awareness for the coming 3 years.

96. All Services now have their plans in place and there has been extensive consultation and involvement of stakeholders in their production.

Preparation for Gender Duty

97. Following the development of the new Disability Scheme, the Services have been preparing for the introduction of the new Gender Equality Scheme. Again this will involve extensive involvement and consultation with stakeholders.

Formation of a New Equality Forum

98. This year saw the formation of the new Equality Forum which will report directly to the Service Delivery Advisory Forum (SDAF) and then through to the Ministers. At the inaugural meeting, the group elected the Fire Brigades' Union to take the Chair. The agenda of the Forum includes, taking forward the issues emerging from the recent Cultural Audit and Performance Audit, attempting to harmonise maternity and paternity provision, the creation of a single Equality Scheme, harmonising reporting methods, the development of guidance on emerging equality issues, i.e. Religion and Belief and Sexuality and consideration of other issues such as recruitment.

Equality Impact Assessment training

99. A number of FRS's have taken advantage of HMI staff to deliver training, on behalf of the Scottish Fire Services College, to assist them in undertaking their legal duty to equality impact assess all relevant policies and procedures. The impact assessment process which has been adopted by all Scottish FRS's includes assessment along all six equality themes regardless of whether there is a legal requirement to do so or not. This is an area of good practice across the whole sector.



BREAKDOWN OF SCOTTISH FIRE SERVICES EMPLOYMENT PROFILES

100. The Inspectorate monitor diversity and representation within the Fire Service through the annual statistical returns submitted from the Fire and Rescue Services during routine inspections.

Diversity Profile of Scottish Fire Services, All Sectors, 2000-01 to 2006-07

	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
2003-04	6565	836	22	4
2004-05	8185	966	18	4
2005-06	8059	1048	37	7
2006-07	8202	1135	36	12

Diversity profile of Scottish Fire Services by Sector 2006-07

	Male White	Female White	Male Ethnic Minority	Female Ethnic Minority
Wholetime	4367	122	27	1
Retained	2965	146	3	2
Volunteer	435	65	2	2
Control Room Staff	26	198	1	0
Support Staff	409	604	3	7

HEALTH AND SAFETY TRENDS

101. This year's figures show a slightly different picture compared with the 2005/06 figures. The number of near misses continues on a slow decline with a drop of 8.4% on last year but the number of accidents has risen by 11%.

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
2005-06	601	457
2006-07	668	419

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

MANAGING ATTENDANCE

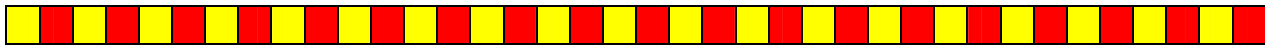
102. The mean rates of absence for wholetime operational and control room employees in each Fire and Rescue Service, together with the overall rates of absence for Scotland, are given in the tables below. As noted in previous years, there are significant variations between Services in levels of absence. However, this reporting year's absence rates show a 4% decrease from the 2005/06 figures.

Average Absence per employee 2006-07

	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	1543	243	6.35	211	17	12.41
Dumfries & Galloway	690	106	6.51	211	17	12.41
Fife	2916	386	7.55	107	21	5.10
Grampian	3132	330	9.49	128	31	4.13
Highland & Islands	787	133	5.92	141	16	8.81
Lothian & Borders	5770	743	7.77	153	34	4.50
Strathclyde	19447	2179	8.92	1066	68	15.68
Tayside	3825	397	9.63	324	21	15.43
SCOTLAND	38110	4517	8.44	2341	225	10.40

Average Absences per year 2003-04 to 206-07

	Wholetime Operational				Control Room			
	Number of Shifts/Days Lost	Strength	Shifts/Days Lost per Staff Member	% increase/decrease from year to year	Number of Shifts/Days Lost	Strength	Shifts/Days Lost per Staff Member	% increase/decrease from year to year
2003-04	39144	4577	8.55		3203	224	14.30	
2004-05	44489	4527	9.83	15%	3037	205	14.81	4%
2005-06	40074	4562	8.78	-11%	1682	223	7.54	-49%
2006-07	38110	4517	8.44	-4%	2341	225	10.40	38%



FIRE SAFETY

COMMUNITY FIRE SAFETY

103. The co-ordinated approach being taken to improving fire safety in Scotland has resulted in a measurable reduction in accidental fires and fire casualties and all Fire and Rescue Services are now effectively contributing to: -

- Crime and antisocial behaviour reduction;
- Accident and injury prevention;
- Health improvement and community well-being.

Home Fire Safety Visits

104. Supported by Scottish Government media advertising and promotion, home fire safety visits have increased and also become better targeted at those most in need. Programmed Home Fire Safety Visits raise awareness of fire safety, increase smoke detector ownership and, more importantly, build positive relationships between local fire crews and the communities they protect. Recent marketing research indicates that people appreciate and take heed of safety advice from local fire crews and Fire and Rescue Services are actively working in partnership with local services and agencies to add value to these visits.

Alcohol and substance misuse

105. In support of Fire and Rescue Services prevention activities, media research and national advertising for the first time focused upon the direct link between fire and alcohol. Whilst it is too early to evaluate results it is apparent that consumption of alcohol and addiction issues are a significant contributory factor to high levels of fire, fire crime and fire casualties in Scotland.

Working with young people

106. The National Youth Development Plan was launched on 27th November 2006 and with support from key agencies and services Scottish Fire and Rescue Services have improved their ability to work effectively with children and young people.

When setting out the Youth Development Plan the following objectives were identified:

- Support young people and the interests of young people at local level;
- Build capacity to work more effectively with young people;
- Improve the health, safety and welfare of young people;
- Achieve a reduction in operational demand for Fire and Rescue Services; and
- Do so by means of positive interaction with young people and effective partnerships with local and national youth service providers.



Road accident prevention work

107. Fire and Rescue Services have now been accepted as having a legitimate stake in road safety education and prevention. In partnership with Police, Road Safety Officers, Rospa and Road Safety Scotland, nominated Fire and Rescue Service staff have undertaken awareness training and are now contributing to the road safety agenda in Scotland. The professionalism and quality of road safety intervention programmes that personnel are delivering has resulted in national recognition and awards being received by Fire and Rescue Services.

Non-accidental fire and emergency attendances

108. The extent and nature of non-accidental operational attendances continues to be a cause for concern and represents a substantial ongoing cost to Fire and Rescue Services, communities and businesses. In particular, opportunistic fire setting and fire related antisocial behaviour continues to account for an unacceptably high proportion of emergency fire responses. The high incidence of fire crime, fire related vandalism and malicious mischief severely depletes operational fire cover placing communities and firefighters at unnecessary risk.

109. Deliberate fire damage also has a high visual impact within communities and is a signal indicator of high crime and social breakdown. Within many high density housing areas, fire setting has become almost socially acceptable and very often goes unreported. As with most low-level crime if fire setting is tolerated and goes unchallenged the frequency and severity increases until a major fire involving a school, community resource or business premises is inevitably the end result.

110. Fire and Rescue personnel are increasingly subjected to hostility, harassment or intimidation whilst attending non-accidental emergency incidents. Therefore reducing deliberate secondary fires would minimise exposure of Fire and Rescue Service employees to potential violence.

111. Antisocial behaviour legislation, policy, guidance and funding together with a requirement for Police and Local Authorities (in consultation with others) to prepare action plans and outcome agreements, provides a framework within which fire setting and other forms of fire related antisocial behaviour can be reduced.

112. Positive initiatives such as robust call challenging, blocking mobile phones via service providers, issue of DNA testing kits to aid detection and prosecution of offenders have capped or controlled increases in some types of fire related crime and ASB.

113. Operational fire cover is also adversely affected by repeated false alarms emanating from automatic fire detection and warning systems. The number of such systems has increased but despite improved reliability of modern automatic fire installations many premises have problematic systems and some buildings experience deliberate actuation. Similar to fire setting within communities, in certain types of premises high levels of nuisance false alarms are tolerated by management and in the case of deliberate actuation often no proactive premises management or reporting to police takes place.



114. Reducing false alarms is a priority for all Fire and Rescue Services and changes in Fire Legislation now provides the means to take enforcement action to require the upgrading of unreliable or problematic systems. Similarly the crime reduction and antisocial behaviour framework now provides the tools to better manage deliberate or nuisance actuations.

115. Pro-active enforcement is a proven deterrent and Community Safety Partnership priorities and subsequent allocation of resources is primarily data and operational intelligence based. Therefore the continued non-reporting of fire crime, vandalism, and ASB may be undermining preventative work.

116. However, there are now some excellent examples of pro-active reporting, data exchange and joint working that have positively impacted upon levels of fire related antisocial behaviour within communities.

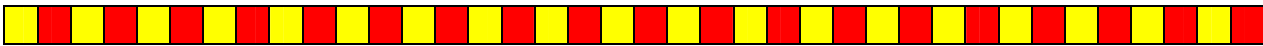
117. Notwithstanding that more can be done to reduce levels of operational demand, the continued fall in accidental fires and fire casualties in Scotland has attracted international interest. Fire and Rescue Services and community safety partners should be justifiably proud of the significant improvements in fire safety that have been achieved.

BUILDING STANDARDS

School buildings

118. Fires in schools often result in significant cost in terms of damage and disruption, this includes damage to records and work and educational and community facilities being unusable. Automatic fire suppression systems can be an effective means of asset protection in schools, particularly those schools which are at greater risk from deliberate fire raising

119. In respect of fire, building regulations have traditionally centred on life safety issues rather than asset protection. Against this background, the Scottish Building Standards Agency commissioned research into the benefits of introducing automatic fire detection and suppression systems into new school building in Scotland. This research involves a cost benefit analysis taking into account not only life safety but also asset provision, direct, environmental and community costs.



GENERAL STATISTICS

PERSONNEL AND OPERATIONS

Establishments and Strengths

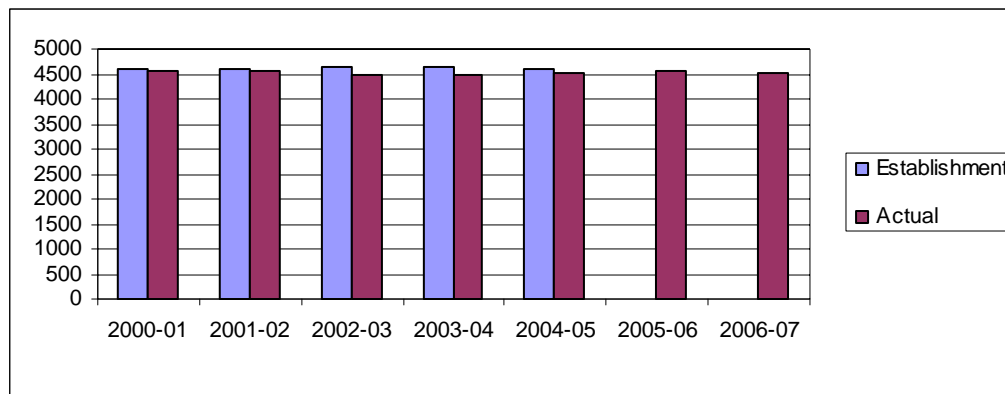
120. The establishments and actual strengths of the Scottish Fire and Rescue Service are given in Appendix 2 of this report. (Please note the establishment figures quoted are as at 31 March 2005, at which point the requirement for a ministerial approved establishment figure ceased).

Wholetime Personnel (Operational)

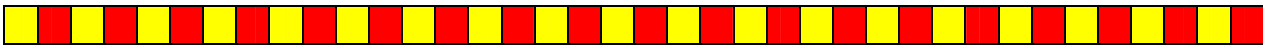
121. The actual strength of wholetime personnel (ie the number of personnel actually in post as at 31 March 2007) was 4517.

122. Wholetime Establishment and Actual Strength from 2000-01 to 2006-07

123. (Establishment as at 31 March 2005)



124. During the year 514 firefighters joined the Fire Service while 495 left for various reasons. This included 168 personnel who left under compulsory/voluntary retirement and 32 on medical grounds. Further details of the gains and losses of personnel in each Service is given in Appendix 3.

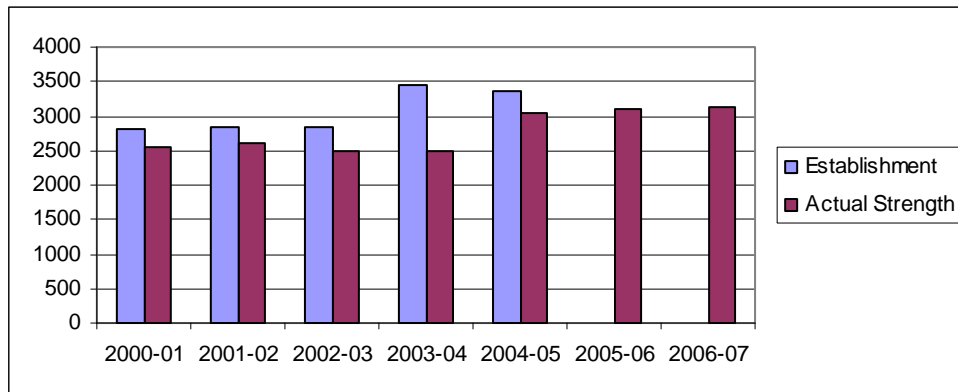


Retained Personnel

125. The figures relating to the establishment and actual strength in the retained sector of the Service for the years 2000-01 to 2006-07 is shown below.

126. The actual number of retained personnel in post throughout Scotland during 2006/07 was 3116. This is an increase of 13 on the previous year.

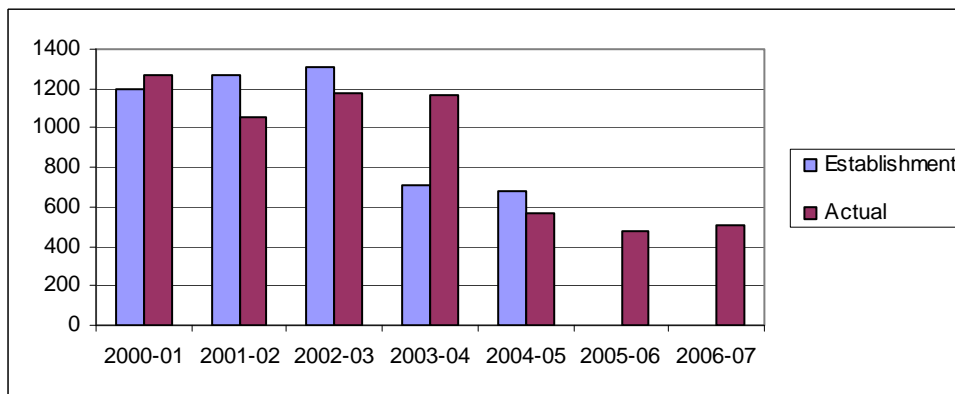
Retained Establishment and Actual Strength from 2000-01 to 2006-07



Volunteer Personnel

127. Details of the establishment and actual strength of the volunteer sector of the Fire and Rescue Service between 2000-01 and 2006-07 are shown below.

Volunteer Establishment and Actual Strength from 2000-01 to 2006-07



128. The actual number of volunteers in post in Scotland between 2005-06 and 2006-07 has increased from 479 to 504, a rise of 11.2%.



Control Room Staff

129. In 2006/07, the actual number of Control Room Staff in post was 225, an increase of 2 from the previous year.

Service Support Staff

130. The total number of Service support staff in post in 2006/07 was 1023, an increase of 100.5 on the previous year. This category covers a wide range of essential support duties such as administrative posts, stores, mechanics, IT and radio technicians, cooks, cleaners and driving staff. These employees make a major contribution to the success of the Scottish Fire and Rescue Service and without their efforts the Service could not operate in its current format.

Operational Activity

131. Operational activity has increased this year showing a rise of 2.4% in the total number of incidents attended by Scottish Fire and Rescue Service. This was mainly due to a rise in false alarm good intent calls (up 25.7%) and secondary fires (up 3.3%). The increase in false alarm good intent calls could be due to a number of reasons including more smoke alarms being introduced into the homes of the general public. This was done as part of the "Don't Give Fire a Home" campaign when smoke alarms are supplied and fitted during a community safety visit, by the Fire and Rescue Services, free or charge.

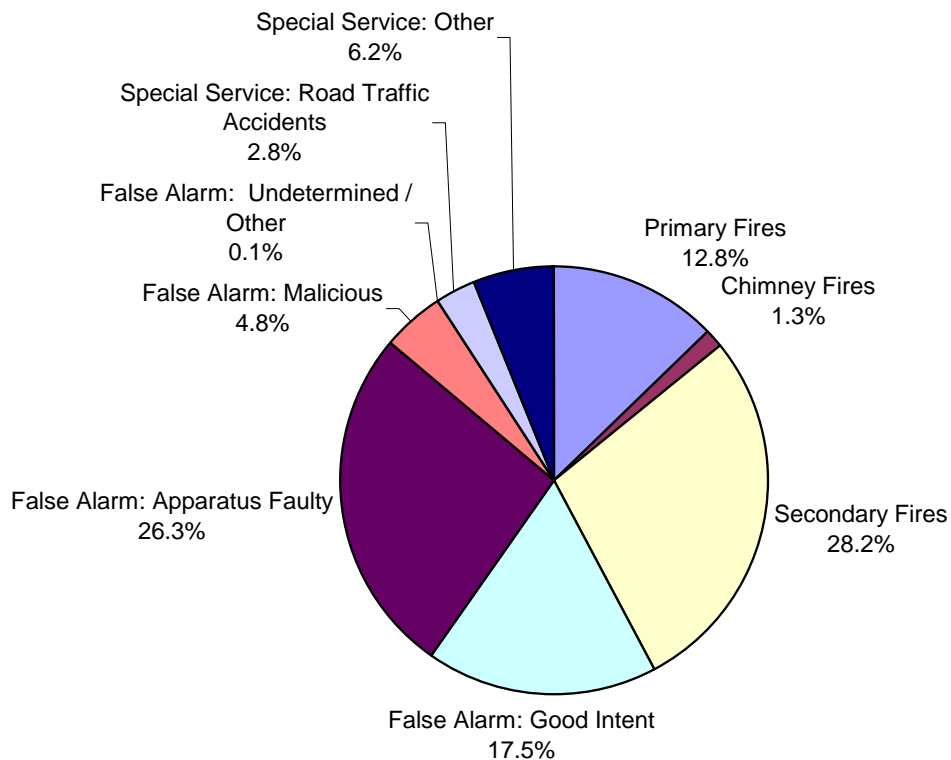


Primary fires are reportable fires in caravans, vehicles, structures, agricultural and forestry property, or any fire involving casualties or where 5 or more appliances have attended.

Secondary Fires are reportable fires which were not 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 2006-07



Fatal Incidents: Summary

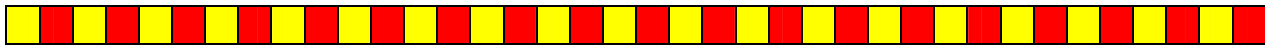
132. The accompanying tables summarise fatalities from fires in Scotland during 2006/07. Both tables include 2005/06 figures for comparison. The eight Scottish Fire and Rescue Services are working together to highlight and promote fire prevention with seminars, leaflets and working with the community. The success of this work was reflected last year with the lowest ever recorded number of fatalities 61. We are pleased to report that this figure has dropped again this year to 45. Although this drop is good news, any fire death within the reporting year is a tragedy and in many cases an avoidable human loss. Our sympathy is given to the families involved.

Summary of Fatalities

Category	2005-06		2006-07	
	Number of fatalities	Percentage of total	Number of fatalities	Percentage of total
Domestic Fires: Fatalities by Age Group				
Under 21	1	1.9%	3	7.7%
From 21 to 59	30	55.6%	19	48.7%
60 and over	23	42.6%	17	43.6%
Total for domestic fires	54	100.0%	39	100.0%
Domestic Fires: Incidents With Multiple Fatalities				
Deaths at incidents of this type	2	3.7%	4	10.3%
Total for domestic fires	54	100.0%	39	100.0%
Domestic Fires: Potentially Avoidable Deaths				
Deaths assessed as potentially avoidable if working smoke alarms had been present	24	44.4%	22	56.4%
Total for domestic fires	54	100.0%	39	100.0%
Domestic Fires: Wilful Fire-Raising				
Deaths at incidents of this type	11	20.4%	5	12.8%
Total for domestic fires	54	100.0%	39	100.0%
Non-Domestic Fires				
Vehicle fires	5	71.4%	4	66.7%
Other	2	28.6%	2	33.3%
Total for non-domestic fires	7	100.0%	6	100.0%
Total fatalities in Scotland				
Domestic fires	54	88.5%	39	86.7%
Other non-domestic fires	7	11.5%	6	13.3%
TOTAL	61	100.0%	45	100.0%

Note 1: The number of domestic fires resulting in multiple fatalities was 1 in 2005-06 and 2 in 2006-07.

Note 2: All percentages are rounded to 1 decimal place.



Fatal Incidents in Private Homes

Summary of Fatalities in Private Homes

Category	2005-06		2006-07	
	Number of incidents	Percentage of total	Number of incidents	Percentage of total
Starting Locations of Fires				
Living room	24	44%	17	44%
Kitchen	12	22%	10	26%
Bedroom	9	17%	5	13%
Other / Unknown	9	17%	7	18%
TOTAL	54	100.0%	39	100%
Causes of Fires				
Smoking materials: Lighters, matches, cigarettes, etc.	25	46%	13	33.3%
Cooking incidents	9	17%	8	20.5%
Other / Unknown	20	37%	18	46.2%
TOTAL	54	100.0%	39	100.0%
Smoke Alarms				
Alarm operated properly	19	35%	13	33.3%
Alarm not functioning	15	28%	12	30.8%
Status of alarm unknown	7	13%	8	20.5%
No smoke alarm	13	24%	6	15.4%
TOTAL	54	100.0%	39	100.0%
Miscellaneous Statistics				
Deceased was living alone	43	79.6%	20	51.3%
Alcohol a direct contributory factor	14	25.9%	12	30.8%
Alcohol an indirect factor	5	9.3%	6	15.4%



REVIEW OF STATISTICS

01 April 2006 – 31 March 2007

APPENDIX 1

SCOTTISH FIRE SERVICES

Service	Area		Population: Estimate for 2006/07		Uniformed Personnel: 2006-07 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 & Light	Aerial Appliances	Rescue / Emergency Tenders	Other Special Appliances
Central Scotland	2643	3.4%	286.390	5.6%	243	17	155	9	4	11	2	29	2	0	10
Dumfries & Galloway	6426	8.2%	148.030	2.9%	106	17	216	6	1	16	1	21	1	0	6
Fife	1325	1.7%	358.930	7.0%	386	21	104	0	6	8	0	24	2	1	5
Grampian	8736	11.2%	529.890	10.4%	330	31	441	28	6	33	1	56	2	0	10
Highlands & Islands	31187	40.0%	283.310	5.5%	133	16	1065	154	1	95	31	133	1	1	7
Lothian & Borders	6456	8.3%	911.570	17.8%	743	34	305	0	13	23	0	55	5	0	6
Strathclyde	13625	17.5%	2207.100	43.1%	2179	68	583	279	39	43	31	151	17	0*	28
Tayside	7527	9.7%	391.680	7.7%	397	21	247	28	6	15	3	43	3	3	2
TOTAL	77925	100%	5116.900	100%	4517	225	3116	504	76	244	69	512	33	5	74

No separate return was received from Strathclyde Fire and Rescue Service regarding rescue/emergency tenders. The figure for this section is included within the pumping appliances category



**APPENDIX 3
CHANGES IN WHOLETIME STRENGTH AS AT 31 MARCH 2007**

	Operational Personnel																	Control Room Personnel																		
	Central Scotland		Dumfries & Galloway		Fife		Grampian		Highlands & Islands		Lothian & Borders		Strathclyde		Tayside		Scotland Total		Central Scotland		Dumfries & Galloway		Fife		Grampian		Highlands & 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	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
GAINS																		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
(i) By recruitment	14	7	18	15	14	10	81	16	100	17	1	29	95	58	32	0	355	152	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
(ii) By transfer from other brigades	1	0	0	0	2	0	3	0	0	0	0	0	1	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Gains	15	7	18	15	16	10	84	16	100	17	1	29	96	58	32	0	362	152	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LOSSES															0			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Dismissal on disciplinary grounds	0	0	0	0	0	0	0	0	0	0	0	0	8	0	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Medical discharge due to harassment or discrimination	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	0	0	0	0	0	
Resignation due to harassment or discrimination	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	0	0	0	0	0	
Medical discharge due to service injury	0	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Medical discharge for other reasons	2	1	1	0	1		3	1	4	0	2	0	7	1	3	0	23	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	
Poor performance/efficiency	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Resignation to take other employment	3	1	1	3	4	8	5	1	0	1	14	0	57	21	8	0	92	35	0	0	0	0	0	2	0	1	0	0	0	1	0	0	0	4	0	
Personal/work commitments	10	0	0	1	4	1	18	2	61	5	24	0	0	0	15	0	132	9	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	
Moving away from catchment area	1	0	0	0	0	0	1	0	15	3	3	0	0	0	0	0	20	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hardship caused by DSS regulations	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	0	0	0	0	0	
Compulsory/voluntary age retirement	6	0	2	0	10	0	12	0	7	3	27	0	81	2	18	0	163	5	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	2		
Deceased On Duty	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	0	0	0	0	0	
Deceased Off Duty	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other reasons	0	0	0	4	0	0	9	7	10	1	0	0	7	1	0	0	26	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Losses	22	2	4	8	19	9	49	11	99	13	72	0	165	25	46	0	427	68	0	0	0	0	0	2	2	1	1	0	0	1	1	0	0	4	4	



APPENDIX 4
SUMMARY OF FIRES AND SPECIAL INCIDENTS OCCURRING DURING 2006-07

Fire and Rescue Service	Total Primary Fires	Classification of primary fires by number of pumps used for firefighting purposes						Chimney Fires	Secondary Fires	False Alarms				Special Services		Totals
		1 pump	2 pump	3/5 pump	6/10 pump	11/15 pump	Over 15			Good Intent	Apparatus Faulty	Malicious	Undetermined / Other	Road Traffic Collisions	Other	
Central	631	583	38	9	1	0	0	42	1595	1340	847	340	0	158	347	5300
Dumfries & Galloway	344	189	132	21	2	0	0	105	354	176	487	42	0	131	103	1742
Fife	843	411	361	55	16	0	0	40	2364	645	2298	157	0	179	450	6976
Grampian	1453	1345	60	47	1	0	0	235	1775	597	2650	252	93	420	686	8161
Highlands & Islands	537	418	106	13	0	0	0	551	729	586	1677	235	0	315	518	5148
Lothian & Borders	2878	1154	1044	671	9	0	0	163	6046	1576	8806	978	0	473	1178	22098
Strathclyde	6980	2314	3594	1063	8	1	0	205	17532	14594	10234	3156	3	1314	3375	57393
Tayside	1087	328	631	127	1	0	0	105	2110	701	3301	342	0	241	540	8427
TOTAL	14753	6742	5966	2006	38	1	0	1446	32505	20215	30300	5502	96	3231	7197	115245



APPENDIX 5

FATALITIES AT FIRE INCIDENTS ATTENDED BY FIRE SERVICES
DURING 2006/07

Fire and Rescue Service	Age Groups							Location - Building Type etc.										Monthly Summary																
	Up to 5 Years	6 to 16 Years	17 to 40 Years	41 to 60 Years	61 to 75 Years	Over 75 Years	TOTAL	House	Flat in Block	Flat in Terrace	Hotel/Boarding House	Hospital/Home/Hostel	Caravan/Mobile Home	Vehicle	Industrial Premises - Factory etc.	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	
Central	0	0	3	0	0	1	4	1	2	0	0	0	0	1	0	0	0	0	0	4	0	0	0	0	1	0	2	0	0	0	0	1	4	
Dumfries & Galloway	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	0	0	0	0
Fife	0	0	0	0	0	2	2	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1	0	0	0	1	0	0	0	0	2	
Grampian	0	0	3	3	3	1	10	4	4	2	0	0	0	0	0	0	0	0	10	0	0	0	3	0	1	1	0	4	0	0	1	10		
Highlands & Islands	0	0	3	0	1	0	4	3	0	0	0	0	1	0	0	0	0	0	4	1	2	0	0	0	0	0	0	1	0	0	4			
Lothian & Borders	0	0	1	3	1	2	7	5	2	0	0	0	0	0	0	0	0	0	7	0	3	0	0	0	1	0	1	1	1	1	0	7		
Strathclyde	0	1	6	3	4	2	16	4	7	0	0	0	3	0	0	0	0	2	16	1	0	0	0	1	1	3	1	4	1	1	3	16		
Tayside	0	0	2	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	1	0	0	0	1	0	2		
TOTAL	0	1	18	9	9	8	45	19	17	2	0	0	1	4	0	0	0	2	45	2	5	0	4	2	3	7	2	10	3	2	5	45		



APPENDIX 6
FIRE SAFETY STATISTICS 2006-07

144. The figures for fire safety statistics 2006-07 have been omitted from this year's report due to a change in fire legislation. The legislation came into force on 1 October 2007 and therefore there is no compatibility between the figures for the first and second half of the reporting year. On this basis a decision has been made not to show these statistics but to resume in the 2007-08 reporting year. However, individual Fire and Rescue Services do have records for all types of Fire Safety work/visits.



APPENDIX 7
FINANCIAL RETURNS 2006-07

Fire and Rescue Service	Revenue (£)	Income (£)	Capital (£)	Total (£)
Central	£13,963,000	£486,000	£1,168,000	£15,617,000
Dumfries & Galloway	£8,856,000	£176,000	£610,000	£9,642,000
Fife	£21,196,000	£307,000	£1,273,000	£22,776,000
Grampian	£23,404,000	£219,000	£1,474,000	£25,097,000
Highlands & Islands	£18,823,000	£194,000	£2,401,000	£21,418,000
Lothian & Borders	£43,004,000	£1,506,000	£5,385,000	£49,895,000
Strathclyde	£125,829,000	£2,155,000	£5,199,000	£133,183,000
Tayside	£25,525,000	£385,000	£ -	£25,910,000
TOTAL	£280,600,000	£5,428,000	£17,510,000	£303,538,000



GLOSSARY

Expressions or words used in the Fire and Rescue Service that may not be familiar in another context.

Best Value

A guide 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.

Integrated Risk Management

The Integration of the traditional Fire and Rescue 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.

Types of inspections

Principal A comprehensive and detailed inspection held with each Fire and Rescue Service every 3 years.

Performance Management (follow up)

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 eg fire raising

Personnel

Establishment The ministerial approved number of employees if all positions were filled (removed as at 31 March 2005)

Actual The actual number of employees in post during a given period.

Type of Firefighter

Wholetime Person employed full time as a firefighter

Retained Persons who have agreed to be on call and are paid a fixed fee for this plus an hourly rate for actual service. They are also expected to train for 3 hours per week in fire fighting, rescue techniques and community service.

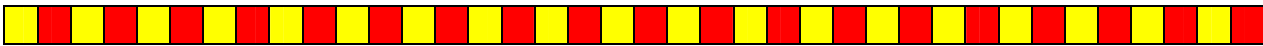
Volunteer These firefighters are normally found in more rural areas and are called on less often than the Retained. They will be paid expenses.



Control Room Uniformed staff employed in call handling, dispatch of appliances and the co-ordination of emergency incidents.

Service Support
Staff

Other staff who do not fall under the category of emergency uniformed personnel. These staff will be employed in a number of areas.



If you're not careful a gas flame can easily become a deadly one. One in every four house fires in Scotland are caused by cooking accidents.

For a free home safety visit by your local Fire Service, who'll also fit a free 10-year smoke alarm, please text 'RAIL' to 61611.

DON'T GIVE FIRE A HOME



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