

Terminology/Glossary

You might not be familiar with all of the terminology used in these documents, as some is specific to the Fire and Rescue Service and not widely used or understood by all. Please refer to our Glossary document which explains key terms.

If you have any issues with viewing any of these documents, please contact us via the following email: wfrsr2r@warwickshire.gov.uk and we will try to assist.

This information document provides additional information on what is meant by Resourcing to Risk, with a focus on the impacts of the proposed service delivery model option 2a, (See below) throughout Warwickshire.

Resourcing to Risk refers to the service allocating its Prevention, Protection, and Response (PPR) resources based on an assessment of potential risks and hazards in Warwickshire. It is essentially about having the right people, with the right skills, at the right time, in the right place.

The proposed option is a risk-based model, and therefore, where the risk and activity are highest, the response time to incidents by the first appliance will be improved. The model does not offer an equitable response across the whole county, and this is reflected on the impact of attendance times in lower risk areas of the county.

Please see the R2R presentation which shows the comparison between the current and proposed service model in more detail.

Proposed Changes Across Warwickshire

The proposal will introduce the following shift systems that align resource availability to risk and activity levels:

- A day shift (0800 - 1800hrs)
- A night shift (1800 - 0800hrs)
- An evening shift (1800 - 2200hrs) – these are part time positions.
- Surge teams- available for recall in the event of significant incidents or periods of high demand within specified time periods from receiving a call e.g. Within 30 mins- 4hrs depending on requirements.

Currently WFRS on-call firefighters must live or work within five minutes of one of the on-call fire stations. They are not based on stations, they carry a pager, so when they get the call, they are ready to respond to any emergency. The current WFRS model requires on-call firefighters to attend their station for a two-hour drill (training) period once a week during the evening. The availability of on-call fire fighters is not guaranteed.

This on-call shift system will be replaced by:

- Evening shifts and surge teams part-time contracts providing equity of pay, conditions and competence.

- The evening shift ensures that resource levels align to risk and activity levels outside of the day shift. The evening shift will be based on a station which removes the requirement of a 5-minute turn-in time of the current on-call model, and enables the delivery of prevention, protection, response, and training requirements.

The surge teams will be on standby 24/7, 365 days per year, they are a guaranteed resource, and enable Warwickshire Fire and Rescue Service (WFRS) to recall firefighters to attend large incidents, or periods of high demand, within 30 mins - 4 hours from receiving a call, depending on requirements. This level of resilience is not currently available in WFRS. This would also improve recruitment opportunities as the requirement to live within 5 minutes of a station would be removed.

The proposed changes also enable WFRS to adopt a 'mean' average target in relation to response intervention times. This is in line with the approach taken by the Office of National Statistics (ONS) and other Fire and Rescue Services.

Further information on performance and attendance time can be found in the R2R WFRS Data supporting document.

Proposed Option Across the whole of Warwickshire

	No. of day fire appliances	No. of night fire appliances	No. of evening fire appliances	Number of surge team fire appliances
Option 2a	12	8	4	8

Option 2a proposes to introduce nationally recognised crewing systems.

Current Crewing Systems

Key:	
Nationally agreed crewing system	
Not nationally agreed	

224	Wholetime 24hr, operating 2 days shifts, 2 night shifts, 4 off.
Peak Demand Plus (PDP)	Wholetime 24hr. Each 24hr period is split into day positive hours on station followed by standby hours at night from home.
Day Crewing Plus (DCP)	Wholetime 24hr. Each 24hr is split into day positive hours on station followed by standby hours at night, also on station.
On-call (OC)	Staff respond to emergency incidents from home after being alerted.
Peak Demand	Wholetime, operating daytime crewing only
Surge	Fire fighters recalled within specified time periods to make additional appliances available to meet surge in incident activity levels

Day Crewing Plus (DCP) is a wholetime duty system that operates at Leamington, Stratford and Alcester Fire Stations. Peak Demand Plus (PDP) is a wholetime duty system that operates at Coleshill Fire Station.

The 'a' element of option 2a indicates that DCP and PDP are replaced with the nationally recognised shift pattern 224 (2 days shifts, 2 nights shifts, 4 days off) where applicable. This sustainable shift system enables greater resilience and reduces the risk of fatigue.

The tables below show the comparisons between the current and proposed service delivery model for each of the areas throughout Warwickshire.

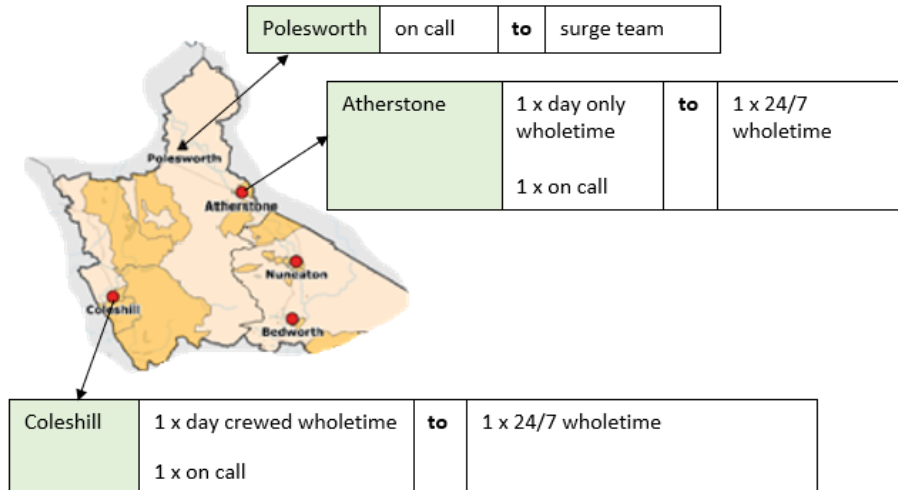
Proposed Changes in North Warwickshire

The current wholetime day (Peak Demand Plus) fire appliances at Coleshill is replaced with a wholetime shift crewed fire appliances (24/7), on a 224 (2 day shifts on, 2 night shifts on, 4 off) shift pattern.

Location	Current		Proposed service model (Option 2a)
Coleshill	1 x wholetime day (PDP) fire appliance 1 x on-call fire appliance (28% availability)		1 x 24/7 (224 shift) wholetime fire appliance
Atherstone	1 x wholetime day only fire appliance 1 x on-call fire appliance (45% availability)		1 x 24/7 (224 shift) wholetime fire appliance
Polesworth	1 x on-call fire appliance (68% availability)		surge team

Summary

Option 2a



Attendance Times, North Warwickshire

The table below shows the first fire appliance attendance times based on the data modelling:

P1 & P2 Incidents – Average First Attendance		
Area	Current	Proposed service model (Option 2a)
Service Wide	10:37	10:20
North Warwickshire	11:09	11:02

The next (second) supporting fire appliance will arrive in:

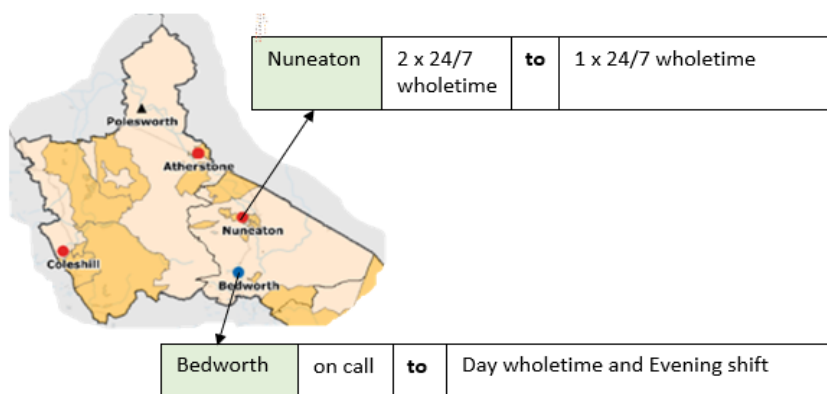
Area	Current	Option 2a
Service Wide	14:16	14:28
North Warwickshire	14:24	16:33

Proposed Changes in Nuneaton & Bedworth

Location	Current	Option 2a
Nuneaton	2 x 24/7 wholetime fire appliances	1 x 24/7 wholetime fire appliance
Bedworth	1 x on-call fire appliance (47% availability)	1 x day fire appliance 1 x evening shift fire appliance

Summary

Option 2a



Attendance Times, Nuneaton and Bedworth

The table below shows the first fire appliance attendance times based on the data modelling:

P1 & P2 Incidents – Average First Attendance		
(Mins : Secs)		
Area	Current	Option 2a
Service Wide	10:37	10:20
Nuneaton & Bedworth	8:34	7:59

The next (second) supporting fire appliance will arrive in:

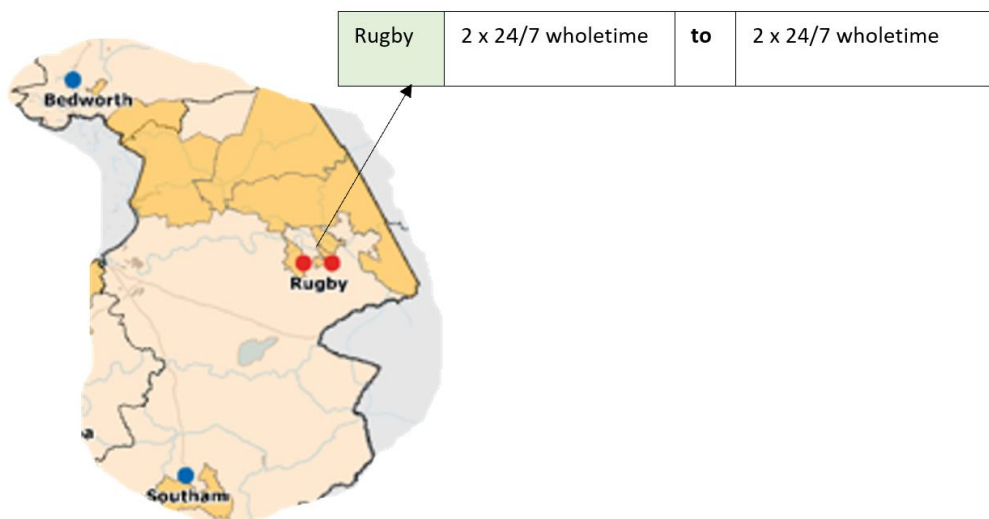
P1 & P2 Incidents – Average Second Attendance		
(Mins : Secs)		
Area	Current	Option 2a
Service Wide	14:16	14:28
Nuneaton & Bedworth	11:20	13:14

Proposed Changes in Rugby

Location	Current	Option 2a
Rugby	2 x 24/7 wholetime pumps	2 x 24/7 wholetime pumps

Summary

Option 2a



Attendance Times, Rugby

The table below shows the first fire appliance attendance times based on the data modelling:

P1 & P2 Incidents – Average First Attendance		
(Mins : Secs)		
Area	Current	Option 2a
Service Wide	10:37	10:20
Rugby	9:18	9:07

The proposed option offers an improved attendance in Rugby because of the change in resourcing at supporting fire stations.

The next (second) supporting fire appliance will arrive in:

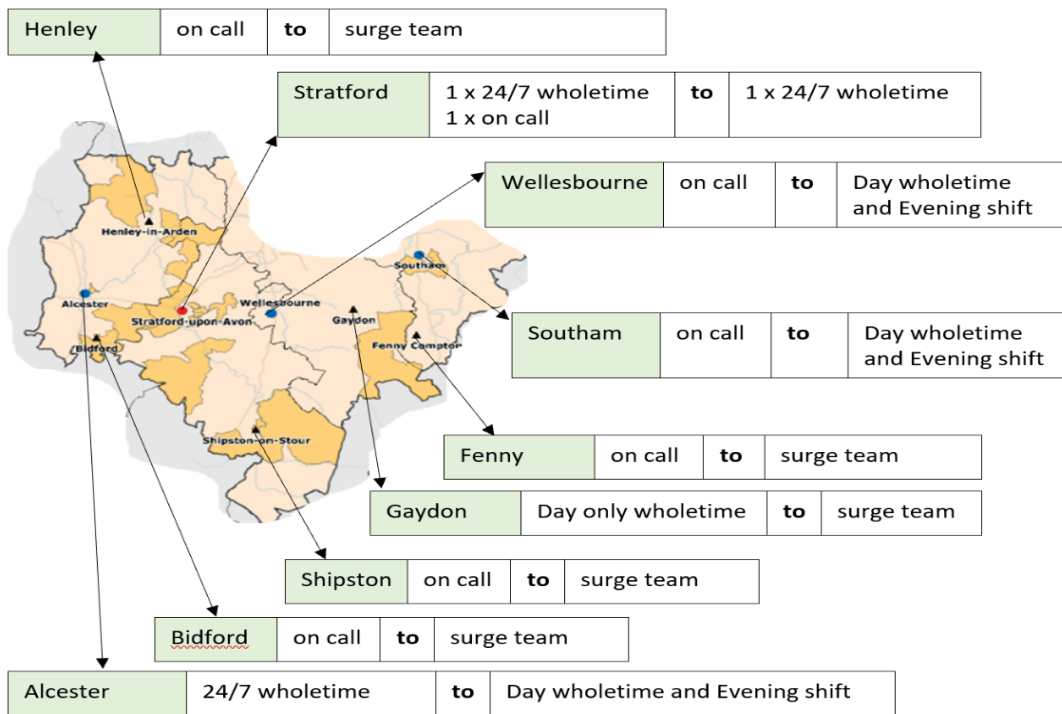
P1 & P2 Incidents – Average Second Attendance		
(Mins : Secs)		
Area	Current	Option 2a
Service Wide	14:16	14:28
Rugby	11:27	11:21

Proposed Changes in Stratford

Location	Current	Option 2a
Stratford-on-Avon	1 x 24/7 wholetime fire appliance 1 x on-call fire appliance (19% availability)	1 x 24/7 (224 shift) wholetime fire appliance
Bidford-on-Avon	1 x on-call fire appliance (56% availability)	surge team
Alcester	1 x 24/7 wholetime fire appliance	1 x day fire appliance 1 x evening shift fire appliance
Henley-in-Arden	1 x on-call fire appliance	surge team

	(43% availability)	
Wellesbourne	1 x on-call fire appliance (58% availability)	1 x day fire appliance 1 x evening shift fire appliance
Gaydon	1 x wholtime day only fire appliance	surge team
Fenny Compton	1 x on-call fire appliance (4% availability)	surge team
Shipston-on-Stour	1 x on-call fire appliance (11% availability)	surge team
Southam	1 x on-call fire appliance (56% availability)	1 x day fire appliance 1 x evening shift fire appliance

Summary
Option 2



Attendance Times, Stratford

The table below shows the first fire appliance attendance times based on the data modelling:

P1 & P2 Incidents – Average First Attendance		
(Mins : Secs)		
Area	Current	Option 2a
Service Wide	10:37	10:20
Stratford	11:45	13:49

The next (second) supporting fire appliance will arrive in:

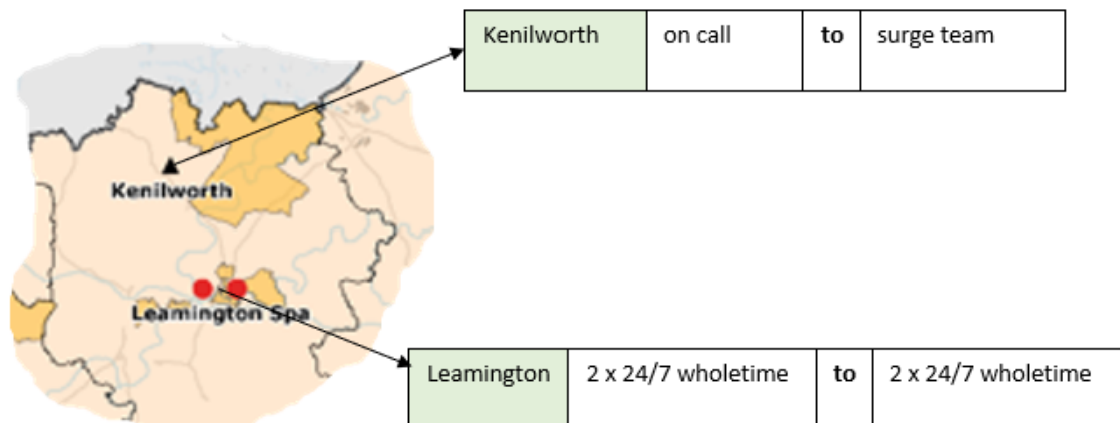
P1 & P2 Incidents – Average Second Attendance		
(Mins : Secs)		
Area	Current	Option 2a
Service Wide	14:16	14:28
Stratford	16:53	20:15

Proposed Changes in the Warwick area

Location	Current	Option 2a
Leamington	2 x 24/7 wholetime fire appliance	2 x 24/7 (224 shift) wholetime fire appliance
Kenilworth	1 x on-call fire appliance (34% availability)	surge team

Summary

Option 2a



Attendance Times, Warwick area

The table below shows the first fire appliance attendance times based on the data modelling:

P1 & P2 Incidents – Average First Attendance		
(Mins : Secs)		
Area	Current	Option 2a
Service Wide	10:37	10:20
Warwick	8:48	9:20

The next (second) supporting fire appliance will arrive in:

P1 & P2 Incidents – Average Second Attendance		
(Mins : Secs)		
Area	Current	Option 2a
Service Wide	14:16	14:28
Warwick	10:29	10:43