

Wiltshire Fire Brigade

Wiltshire & Swindon Fire Authority



Performance Summary 2005 – 2006



Andy Goves – Chief Fire Officer
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I would welcome any comments you may have on this Performance Summary and would encourage you to visit our website at www.wiltshirefirebrigade.gov.uk, where you will find invaluable fire safety advice that really can save your life in an emergency.

Thank you for your interest in the work of Wiltshire Fire Brigade.

A handwritten signature in blue ink that reads 'Andy Goves'.

Andy Goves

Introduction – Chief Fire Officer

Welcome to this Performance Summary for the Wiltshire Fire Brigade.

The “Modernisation Agenda” emanating from the Office of the Deputy Prime Minister [ODPM] continues apace producing unprecedented levels of change for us all within the Brigade and, with it, challenges and opportunities to further improve our service to the public. It is a credit to the organisation and its people that a very high level of service delivery continues to be provided throughout this major change agenda, protecting the public of Wiltshire and Swindon.

Our existing high profile partnership arrangements continue to be developed as we reposition the Fire and Rescue Service in the ‘mainstream’ of the community. We will continue to explore ways of using our facilities for the benefit of the community we serve, as we have a presence in the major areas of population within Wiltshire and Swindon.



Comprehensive Performance Assessment

All Fire Authorities in England were inspected by the Audit Commission during 2005/6 as part of the Comprehensive Performance Assessment (CPA) process. This was an assessment of how well the authority was being run at a corporate level – it did not inspect the way or standard of how we responded to emergency incidents.

The CPA framework asked the questions and scored nine themes, which from the overall score provided a category of either poor, weak, good or excellent.

A full copy of our CPA report can be obtained from the Audit Commission. www.audit-commission.gov.uk.

The CPA inspection identified Wiltshire Fire Brigade as being a weak Authority, although the Audit Commission acknowledged our operational standards as being strong and we achieved high scores in both achievement of objectives and improvement.

We have fully accepted the areas of improvement identified by the Audit Commission and have set out in our CPA Improvement Plan a number of key areas that we intend to strengthen. An overview of the actions we intend to take under each key area are:

■ Human Resource Management

- Allocate more capacity to drive organisational development forward
- Succession planning and developing leadership skills
- Reduce sickness levels
- Increase under represented groups within our workforce

■ Service Planning

- More effective procurement
- Develop our IT infrastructure
- Implement a integrated planning framework

■ Performance Management

- Place managing performance at the core of the organisation
- Provide performance information to all staff

■ Elected Member Engagement

- Revise our governance structures
- Provide members with the skills and support to undertake their role

Our CPA Improvement Plan is only part of the changes we are implementing under the government's modernisation agenda and in June 2006 we will be integrating all the priorities we need to deliver into one document, called the Business Plan 2006-2010.

Integrated Risk Management

Integrated Risk Management is the development of a balanced approach by the Fire and Rescue Service to reducing risk within the community.

This is achieved by combining prevention, protection and emergency response, on a risk-assessed basis in order to improve the safety of the community and also create a safer working environment for fire-fighters.

This year's plan will be available at the end of June. It will incorporate our Community Safety initiatives, what we have achieved over the last year and how we are looking to drive those forward over the coming year. Our Community Safety initiatives are listed on page 5.



Business Continuity

Under the Civil Contingencies Act (CCA) Fire Authorities now have a statutory duty to have plans in place to ensure that they can continue to deliver critical services in the event of an emergency.

The Authority's business continuity plans focus on the following critical functions that enable it to complete its vision, strategic aims and comply with statutory requirements :

- Responding to 999 Emergencies.
- Delivering statutory fire safety.
- Supporting national resilience.
- Any functions that support the above.

These plans will ensure that the Authority meets public expectations and continues to provide a service in the event of a disruption or emergency, and ensure the recovery of the Authority in a planned and controlled manner.

Best Value

As part of the Brigade's continuous assessment, an annual Best Value Performance Plan is published every June. This reports on the past year's performance and our targets and plans for the coming year and beyond. This year's plan will be incorporated in the new Business Plan which will be available by the end of June.

We are required to report on Best Value Performance Indicators (BVPIs). These are nationally set areas where service and performance have been identified by the Office of the Deputy Prime Minister, as being required to be monitored.



We also develop a number of local performance indicators (LPIs) which provide useful information over a number of services.

All our performance indicators are linked to our strategic aims, which are:

1. Reduce the number of fires and other emergency incidents.
2. Reduce the loss of life and number & severity of injuries occurring in fires and other emergency incidents.
3. Reduce the commercial, economic and social impact of fires and other emergency incidents.
4. Safeguard the environment and heritage (natural and built).
5. Develop our organisation and staff to provide the community with value for money.

The following page lists our Best Value Performance Indicators set by the Office of the Deputy Prime Minister.

Below is a key to assist you.

KEY	
	On target or above
	Below target
* Indicates performance has improved on the previous year	

If you would like more information on any of the above, or you would like a copy of our Business Plan 2006-2010, then please contact Corporate Services on 01793 731111 or visit our website.

BVPI	Description	Strategic Aim	Actual 2004/2005	Target 2004/2005	South West Region Average 2003/2004	Family Group Average 2003/04	National Average 2003/2004
2a	The level of the Equality Standard for Local Government to which WFB conforms	5	1	1	Less than Level 2		
2b	Duty to promote race equality	5	47.37%	42.11%	57.43%	47.17%	58.40%
8	The percentage of invoices for commercial goods and services which were paid by WFB within 30 days or mutually agreeable period of receipt	5	84.10%	100.00%	91.79%	91.76%	89.95%
11a	The percentage of the top 5% of earners who are women	5	0.00%	0.00%	1.62%	3.13%	4.74%
11b	The percentage of the top 5% of earners from minority ethnic communities	5	0.00%	0.00%	0.54%	1.14%	1.44%
12i	Average number of working days/shifts lost due to sickness absence – Wholetime Uniformed	5	8.32*	7.50%	12.15	9.85	10.51
12ii	Average number of working days/shifts lost due to sickness absence - All Staff	5	8.91*	8.00	12.97	10.78	10.99
15i	Percentage of employees retiring on grounds of ill-health - Wholetime	5	0.89%	0.90%	1.22%	1.27%	1.53%
15ii	Percentage of employees retiring on grounds of ill-health - Control & Support Staff	5	0.91%	1.00%	0.58%	0.51%	0.52%
17a	Percentage of uniformed staff from minority ethnic communities	5	1.89%*	1.80%	0.92%	1.04%	1.94%
17b	Percentage of minority ethnic community population of working age in WFB area	N/A	2.75%	N/A	1.14%	3.38%	3.48%
142i	Total calls to fires (excluding false alarms) per 10,000 population	1	38.18*	35.75	66.47	71.96	96.55
142ii	Total calls to primary fires per 10,000 population	1	21.80*	21.38	30.18	30.14	34.87
142iii	Total calls to accidental fires in dwellings per 10,000 dwellings	1	16.86	13.30	15.89	16.02	18.96
143i	Number of deaths arising from accidental dwelling fires per 100,000 population	2	0.00	0.48	0.44	0.45	0.57
143ii	Number of injuries arising from accidental dwelling fires per 100,000 population	2	5.95*	4.90	7.62	7.82	10.31
144	Percentage of accidental dwelling fires confined to room of origin	3	93.29%	90.00%	Not Available 2003/04		
146ii	Number of calls to malicious false alarms attended per 1,000 population	3	0.17*	0.22	0.62	0.54	0.92
149i	Number of false alarms caused by automatic fire detection apparatus per 1,000 non-domestic properties	3	122.89*	150.62	112.64	129.63	139.71
150	Expenditure per head of population on the provision of fire and rescue services	5	£31.91	£31.91	£31.70	£29.60	£35.05
157	The number of types of interactions that are enabled for e-delivery as a percentage of the types of interaction that are legally permissible for e-delivery	5	71.37%	84.35%	67.27%	59.50%	53.88%
206	The number of deliberate fires per 10,000 population	1 & 3	6.93	7.90	Not collected 2003/04		



The Community Safety Team is been working on the following projects over the last twelve months:

Working with Young People

Salamander Project – this is a week’s course run on a fire station, targeting young people who are excluded from school or possibly involved in crime. The course gives each young person time to reflect on their situation and encourages a change of lifestyle.

Juvenile Fire Setters – Wiltshire Fire Brigade run a counselling service for young people, who have been involved in deliberate or accidental fire setting.

Fire Cadets - we sponsor and run two fire cadet units. The units give an opportunity for boys and girls aged 13 to 17 a chance to work with fire brigade equipment and to learn to work together as a team. This also gives them an adventurous outlook on life and a sense of purpose while preparing for a possible future.

Safe Drive Stay Alive - in an effort to educate Wiltshire’s young prospective drivers about their actions and possible consequences whilst they are driving, Wiltshire Fire Brigade and their Community Safety Partners have produced ‘Safe Drive Stay Alive’.



This is a road show type event; which is based around a video reconstruction of a road traffic collision, interspersed with onstage testimonies from serving members of the emergency services.

Stories are also heard from a parent who lost their child in a road traffic collision, and a person left disabled by the actions of a young driver. This is a powerful and emotional initiative that brings home the very real consequences of poor driving behaviour.

Staywise - Staywise is a website that combines the resources of the U.K’s most safety conscious agencies like the Police, Fire and Ambulance services to offer a one-stop shop for applied learning.



It is free to access and easy to use. This is a multi-media experience that makes learning fun and inspirational and is available to all schools throughout the country.

Junior Good Citizen - working with Wiltshire Police and the Ambulance Service, the programme teaches safety to more than 2,000 children from primary schools across Wiltshire.

Safety in the Home

Vulnerable people - we are working in communities and identifying vulnerable areas and those living within it. These areas are then targeted, offering home safety checks and free smoke alarms.

Smoke Alarms - the community safety team are on target to fit more than 6,000 smoke alarms for vulnerable members of the community.

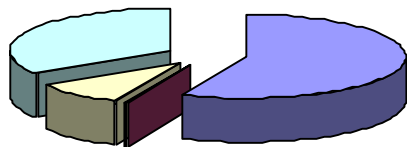




Funding 2005-2006

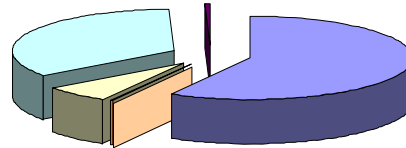
We receive a grant from central government and an allocation of national non-domestic rates, which fund a proportion of our budget requirement. The remainder is raised through a precept on the local taxpayer, through their district council.

Below, is a breakdown of our funding for 2005-2006:-



- Council Tax £11,768,795 (56%)
- Collection Fund Surplus £52,788 (0%)
- Revenue Support Grant £1,821,501 (9%)
- National Non-domestic Rates £7,186,476 (35%)

Funding 2006-2007

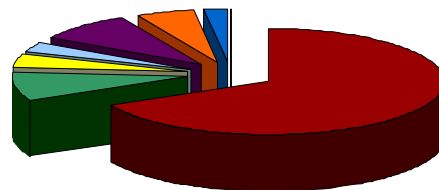


- Council tax 12,563,970 (58.80%)
- National non-domestic rates £7,448,000 (34.85%)
- Collection fund surplus £52,830 (0.25%)
- Less return of transitional grant £134,000 (-0.63%)
- Revenue support grant £1,438,000 (6.73%)

Budget 2006-2007

The total revenue budget for 2006-2007 is £21,368,800.

Below, is a break down of the budget for 2006/2007:-



- Employees £14,459,100 (67.66%)
- Transport Costs £648,700 (3.04%)
- Specific Projects 487,900 (2.28%)
- Pensions 1,848,000 (8.65%)
- Supplies & Services 1,889,900 (8.84%)
- Establishment of reserves 0 (0.00%)
- Premises 893,200 (4.18%)
- Capital Financing Charges 1,142,000 (5.34%)

Planned Spending

We employ 676 staff, we have 25 fire stations and maintain a large fleet of vehicles that are on call 24 hours a day 365 days a year.

The total revenue budget for 2005-2006 is £20,829,500.

Below, is a break down of the budget for 2005-2006:-



- Employees £14,115,900 (68%)
- Pension Costs £2,017,300 (10%)
- Premises Costs £857,300 (4%)
- Transport Costs £624,500 (3%)
- Supplies & Services £1,621,800 (8%)
- Capital Financing Charges £998,700 (5%)
- Specific Projects £494,000 (2%)
- Establishment of reserves £100,000 (0%)

Contact Us



If you require Fire Safety advice,
contact Community Safety free on:

0800 389 7849

Headquarters

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Tel: 01380 723601

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**For all Fire and Rescue Emergencies Call:
999**

In the event of a Fire:

- Raise the alarm
- Evacuate the premises - do not stop to collect valuables
- Call the Fire Brigade -dial 999



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