

**CENTRALISING THE LOCATION OF ALL SUPPORT UNITS AT KIRKDALE
FIRE STATION**

Kirkdale is currently one of the two Operational Resource Centers in Merseyside, and is due for demolition and rebuilding as part of the Public Finance Initiative we are engaged in delivering. As a response to the increasing marine risk we will centralise all of our support units at Kirkdale. There is sufficient flexibility within the planned build to accommodate the extra support units and an efficiency gain would accrue as all expertise and training will be centralised in one location.

**ESTABLISH KIRKDALE FIRE STATION AS THE BASE FOR A MARINE AND
TUNNEL INCIDENT FIRST STRIKE TEAM**

Establishing a highly trained team in marine and tunnel incidents in a location adjacent to the two major risks in each category will not only enhance the speed of an initial attack, but also the availability of specialist knowledge and skills from the outset of the incident. This project will also benefit from the centralising of the Operational Resource Centre at Kirkdale.

**CONDUCT A REVIEW OF PATTERNS OF RISK AND DEVELOP AN
INTEGRATED EMERGENCY RESPONSE PLAN TO UTILISE THE FLEET OF
EMERGENCY RESPONSE VEHICLES WITH THE GREATEST DEGREE OF
EFFICIENCY AND FLEXIBILITY**

During the last few years Merseyside Fire and Rescue Service has diversified its fleet of emergency response vehicles. When the outcomes of the latest risk analysis are known, a plan should be formulated to integrate all of our emergency resources to ensure the complementary and efficient use of each type of appliance in areas of consistent types and levels of risk.

REVIEW DAY RELATED ROLES FILLED BY OPERATIONAL STAFF

To further strengthen our operational resilience and to ensure business continuity, a review of current day related uniformed posts will be conducted. Those posts where operational resilience or a development opportunity exists will continue to be filled by Grey Book staff. All other posts will be filled by Green Book employees. The reasoning behind this is clear, where a post does not rely on operational experience or does not contain any operational aspects or development opportunities then the potential for this role to be filled by a Green Book employee exists. The outcomes would result in increases in resilience through additional operation staff being available for duty, business continuity through the limiting of staff turnover in key positions and a reduction in costs. Green Book staff are currently our non operational personnel, Grey Book staff are operational staff.

FEASIBILITY STUDY INTO THE ISSUING OF RETAINED CONTRACTS TO GREEN BOOK (NON OPERATIONAL) STAFF

To increase resilience and offer our staff greater flexibility in their work life balance would be to conduct a feasibility study into the issuing of operational retained contracts to existing Green Book staff. The Green Book staff are currently our non operational personnel.

INTRODUCE PROVISION FOR NON OPERATIONAL PERSONNEL TO STAFF SUPPORT UNITS

Within the Service we have a wide range of demountable pods which contain ancillary equipment used to support our emergency first line response at larger more protracted incidents. The units in question do not attend incidents as a first response and are available only on request of the incident commander. We will introduce the facility for these appliances to be delivered to the incident ground by suitably trained non operational staff.

REVIEW PROCEDURES FOR PROVIDING SUPPORT AND EARLY INTERVENTION FOR STAFF SUFFERING FROM STRESS

We will review our current procedures for personnel who suffer from the effects of stress, with the aim of providing support and early intervention which is proven to improve health and expedite return to work.

APPENDIX B
(CFO/54/08)