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MERSEYSIDE FIRE & RESCUE SERVICE

To: All Members of the Community Safety and Protection Committee

R. Groves
Monitoring Officer

Tel: 0151 296 4000
Extn: 4124 Ally Kirby

Our ref   AK/RG

Date: 22nd January 2025

Dear all,

You are invited to attend a meeting of the **COMMUNITY SAFETY AND PROTECTION** to be held at on **THURSDAY, 30TH JANUARY 2025** in the Wirral Suite at Merseyside Fire and Rescue Service Headquarters, Bridle Road, Bootle.

The meeting will be available to watch via YouTube on the following link:

https://youtube.com/live/7iN60lvJObA?feature=share

Yours faithfully,

PP – A Kirby

Monitoring Officer

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MERSEYSIDE FIRE AND RESCUE AUTHORITY

COMMUNITY SAFETY AND PROTECTION COMMITTEE

30 JANUARY 2025

AGENDA

Members

Cllr Brian Kenny (Chair)
Cllr Edna Finneran
Cllr Jan Grace
Cllr Lynn O'Keeffe
Cllr Chris Page
Cllr Doreen Knight
Cllr Lynne Thompson
Cllr Ed Lamb
Cllr Lesley Rennie

1. **Apologies**

To consider any apologies for absence.

2. **Declarations of Interest**

To consider any Member declarations of interest in relation to any item on the agenda.

3. **Minutes of the Previous Meeting** (Pages 5 - 16)

To consider the public and exempt minutes of the last meeting held on 5th September 2024.

4. **Change of Appointment to the Authority** (Pages 17 - 20)

To consider the report relating to a Change of Appointment to the Authority (CFO/78/24).

5. **Financial Review 2024-25 October to December** (Pages 21 - 44)

To consider the report relating to Merseyside Fire and Rescue Authority's Financial Review 2024-25 October to December (CFO/80/24).

6. **IRMP 2021-24 Final Update** (Pages 45 - 236)

To consider the report relating to the IRMP 2021-24 Final Update (CFO/76/24).

7. **Bonfire 2024** (Pages 237 - 270)

To consider the Bonfire Report 2024 (CFO/79/24).

8. **Accidental dwelling fire fatality** (Pages 271 - 298)

To consider the report relating to Accidental Dwelling Fire Fatality (CFO/77/24).

9. **Workplace Wellbeing Charter** (Pages 299 - 340)

To consider the report relating to Workplace Wellbeing Charter (CFO/81/24).

10. **Procurement of Powered Respirator Suits** (Pages 341 - 344)

To consider the report relating to the Procurement of Powered Respirator Suits (CFO/75/24).

<u>**MERSEYSIDE FIRE AND RESCUE AUTHORITY**</u>

<u>**COMMUNITY SAFETY AND PROTECTION COMMITTEE**</u>

<u>**5 SEPTEMBER 2024**</u>

<u>**MINUTES**</u>

Present: **Cllr Brian Kenny (Chair)** Councillors Janet Grace, Edna Finneran, Ed Lamb, Doreen Knight, Lynn O'Keeffe, Lesley Rennie and Les Byrom CBE

Also Present: Deputy Chief Fire Officer Nick Searle
      Director of Finance and Procurement Mike Rea
      Monitoring Officer   Ria Groves

19. <u>**Grenfell Tower Inquiry Phase Two Report**</u>

The Chair updated Members on the recent Grenfell Tower Inquiry Phase Two report, which was published on the 4th September 2024.

It was noted that although a detailed report would be brought back to Authority in the future, the Committee's thoughts would remain with the families and loved ones of the 72 people who had lost their lives during the tragic events of 14th June 2017.

Regarding the safety and well-being of the communities in Merseyside, and in light of the front-line responders of the service, the Authority expressed their support for the publication of the Grenfell Tower Inquiry Phase Two report.

20. <u>**Apologies**</u>

Apologies were received from Councillors Paul Tweed and Lynne Thompson.

21. <u>**Declarations of Interest**</u>

There were no declarations of interest made in relation to any item on the agenda.

22. <u>**Minutes of the Previous Meeting**</u>

RESOLVED that the minutes of the last meeting held on 4th April 2024 were agreed as an accurate record.

23. <u>**Menopause Support**</u>

The Deputy Chief Fire Officer, Nick Searle presented the revised Menopause Policy to Members and highlighted the positive work undertaken by Merseyside Fire and Rescue Authority (MFRA) into supporting employees through the menopause.

Members were advised that a staff consultation exercise was undertaken in 2022 involving engagement with staff networks, the Menopause Lounge, and an internal staff survey. It was clarified that a crucial aspect of the initiative entailed the organisation of workshops and seminars conducted by MFRA's Occupational Health team, which was noted as successfully completed.

It was noted that the Strategic Leadership Team (SLT) agreed that from 1st April 2022, all employees would be able to reclaim the costs of their Hormone Replacement Therapy (HRT) prescriptions as part of an interim range of measures, including promotion of existing guidance and the Menopause Lounge, which were designed to improve the range of support offered to menopausal staff.

Deputy Chief Fire Officer Nick Searle highlighted the Menopause Policy, which was approved by the Community Safety Protection Committee on 6th April 2023, focused on raising awareness. It was explained that Officers utilised the guidance from the Women and Equalities Committee to develop a wider package of proposals, to support menopausal women.

Deputy Chief Fire Officer Nick Searle drew attention to the development of the informative guidance and e-learning packages which would reach a broader audience, noting that two learning packages were near completion. After the initial policy's approval, it was advised that self-guided risk assessments had been created to help women discuss and structure conversations with managers, colleagues, family, and doctors.

Members were advised that a trial period for female-only gym hours was currently being implemented three times a week at Service Headquarters. Members noted that on July 27th, 2024, a leading menopause consultant would conduct menopause champions training and that Liverpool would host the NFCC Menopause Conference on September 11 in the city centre.

Following the request to review the original Menopause Policy's language for inclusivity, Members noted that the policy had been revised to include comprehensive support details for staff. After consultations within MFRA's Gender Network and a review of national guidelines, it was noted that the language had been updated per ACAS recommendations.

Councillor Grace wanted to place on record her thanks and appreciation for the extensive research undertaken to update the policy, and the time spent in discussions with partners and stakeholders, including ACAS.

Councillor Byrom enquired if Members could attend the NFCC Menopause conference, noting that costs shouldn't be an issue. Councillor Byrom praised the assistance offered by MFRA to individuals impacted by menopause, he also welcomed and encouraged suggestions from Members for further improving the policy.

RESOLVED that;

a)   the support offered to menopausal women and other people who have a menstrual cycle including specific guidance documents, the Menopause Lounge support network, and the ability for staff to reclaim Hormone Replacement Therapy (HRT) prescription costs be noted; and

b)   the updated Menopause Policy which includes additional supportive measures developed following consultation with staff be approved.

24.   **Service Delivery Plan 2024-25 Q1 Update**

Deputy Chief Fire Officer Nick Searle presented the Service Delivery Plan Quarter 1 Update report for 2024-25, which outlined the scrutiny of the Authority's performance to date against its targets and objectives.

Members were informed that the Key Performance Indicator TC05, which related to special service calls, no longer had a set target, and would be used for quality assurance purposes only. It was noted that this decision reflected the nature of the incidents attended and would ensure that the service did not hinder public calls, nor were the Authority able to influence performance in areas such as assisting partner agencies.

The Deputy Chief Fire Officer Nick Searle explained that FC13, Total False Alarms Attended (discounting False Alarm Good Intent and FC24 Total Number of False Alarm Good Intent attended including Non-Alarm-Receiving Centre Domestic Incidents), would also no longer have a set target but would still be recorded for quality assurance. It was noted that no target was set for these figures to encourage reporting. It was emphasised that the Authority prioritised responding to calls, with attendance decisions made upon receiving them.

Attention was drawn to page 30 of the agenda/report wherein indicator (TC02) displayed 1,293 fires attended which MFRA responded to from April to June 2024, highlighting a decrease of 733 fewer incidents from last year. Members were advised that adverse spring weather may have contributed to this reduction, and that the Authority would reassess next year.

Deputy Chief Fire Officer Nick Searle noted on page 32 that while a red indicator was present, the overall trend was usually green due to seasonal changes. He explained that the red status related to injuries occurring from deliberate dwelling fires. In response, it was confirmed that the MFRA's Prevention team was investigating this issue to develop preventive measures and understand the causes.

Deputy Chief Fire Officer Nick Searle stated that in May 2024, the TR08 attendance standard for fire appliances responding to life-risk incidents, which was established at 90%, was successfully achieved within a 10-minute response timeframe, which resulted in a remarkable 100% attendance rate.

Councillor Byrom highlighted the importance of statistical reports for insight into the Authority's targets and objectives. It was noted that if Members wished to

escalate any broader issues, they could do so to the Authority or Scrutiny Committee for further review.

Deputy Chief Fire Officer Nick Searle highlighted the importance of monthly analysis of all relevant data and metrics to stay informed. The Authority's internal processes were explained as crucial for performance reviews and identifying improvement areas, it was noted that Strategy and Performance regularly review those metrics.

Councillor Lamb expressed his appreciation for the clarity of the report and the effective colour scheme, indicating progress. He highlighted the prevention section on page 63, expressing concern that the prevalence of orange might worry the public about unmet targets, noting that it may relate to specific stages throughout the year.

In response, the Deputy Chief Fire Officer explained that the orange status indicated potential delays in meeting the functional plan's schedule due to external factors like partner collaboration and pending actions from the National Fire Chiefs Council. It was also noted that the statistics were for the first quarter, and that the Authority expected to complete the remaining actions within the next nine months.

Councillor Doreen Knight highlighted page 38 and queried the increase in sickness absence levels. Head of Professional and Organisational Development, Mike Pilkington explained that various measures had been implemented following thorough examination led by a Task and Finish group of the Scrutiny Committee, and full Authority. It was noted that since the pandemic, sickness levels had increased as employees had been waiting for medical appointments, with access to NHS services becoming increasingly challenging therefore extending long term sickness absence. Members were assured that measures, including strong occupational health programmes and improved fitness support, were being implemented.

Ria Groves advised that the recommendation for the Authority to engage with the LGA, had been actioned.

RESOLVED that the attached Service Delivery Plan reports (Appendices 1-9) for publication on the website be approved.

25. **Financial Review 2024/25 - April - June**

The Director of Finance and Procurement, Mike Rea, introduced the Financial Review 2024/25 April – June report. Mike Rea explained the Revenue & Capital budgets, Reserves, and the Treasury Management updates, which covered the period up to the 30th June 2024.

Members attention was drawn to the revenue position contained on pages 139 to 141 paragraph 7, which outlined the Authorities budgetary movements within the first quarter, including the use of reserves for Home Fire Safety, a drawdown from the inflation provision for rising subscription fees and adjustments to reflect the availability of external funds to deliver specific projects, along with other

internal budget virements. It was explained that all the adjustments were self-balancing and did not impact the approved net budget requirement, which remained at £74.191m.

Paragraphs 9 through 15 outlined the robustness of the key revenue budget assumptions and the forecast spend for the financial year. The 2024/25 pay award assumption was set at 3% for all staff. It was advised that the finalised firefighter pay award was settled at 4%, which would require an increase in the current year of £340,000, and an increase of £450,000 for 2025/26 onwards.

Members were advised that the pay award for Local Government staff was still yet to be settled, noting that the employer had proposed £1,290 or 2.5%, whichever was greater. Mike Rea highlighted that this would exceed the current budget by approximately £40,000 per annum. It was acknowledged that there were no other significant growth pressures beyond those already included in the Medium-Term Financial Plan (MTFP).

Attention was drawn to the table on page 141, which summarised the anticipated year-end revenue position, the overall forecast was also explained as consistent with the approved budget.

The Capital movement within the first quarter was outlined on pages 141 to 142. It was noted that paragraph 17 explained the changes to the capital programme in the first quarter. It was advised that the rephasing of capital schemes at the end of 2023/24 had resulted in a net increase in the current planned spend of £8.6 million.

It was noted that the Capital Programme had been increased by £2.5 million to support the planned asset refresh on behalf of Home Office's for National Resilience. It was explained that this included £1.4million on the Enhanced Logistics Support programme and £1.1 million on the Marauding Terrorist Attack (MTA) Programme. Mike Rea directed Members to the table on page 142 which summarised the capital programme movements in the first quarter.

The reserve movements in the first quarter were detailed on page 143. It was noted that there had been minimal movement in reserves during this period, with a minor drawdown of £12,000 from the Community Risk Management Reserve. Members were advised that the general reserve had remained unchanged at £3.7 million.

The Treasury Management performance was detailed on pages 143 to 146, with Members noting the performance of Treasury Management was consistent with the approved Treasury Management Strategy for 2024/25.

It was noted that at the end of June the Authority held £27.3million of investments. Members were advised that all the Authorities investments were consistent with the approved Investment Strategy and within the approved strategy limits. It was observed that no new loans were acquired, and that borrowing remained at £33.7 million.

Councillor Grace expressed her gratitude to Mike Rea for the insights provided in the report, she enquired about the reserves allocated for pay awards and questioned their robustness.

Mike Rea explained the Authority's year-end actions, emphasising the significant allocation to inflation reserves to mitigate potential inflationary pressures, especially if pay increases exceed 3% or if non-pay expenses require extra funding. It was noted that the plan included seeking Member approval to use the inflation reserve if needed. It was highlighted that if growth could be maintained within the current budget, the Authority would do so this year and propose an additional increase of half a million pounds for next year's employee budget.

Councillor Byrom discussed firefighter pay increases and the development that had occurred in recent years, along with salary adjustments for other staff members. It was noted that Members had lobbied at the Local Government Association (LGA), emphasising that it was more equitable for all employees to receive the same level of pay rise.

Councillor Byrom expressed his uncertainty about the outcome of the negotiation, stating that the NJC (National Joint Council) handled negotiations for the three staff groups. He noted that the proposed 5% increase aligned with current inflation, but that it would require significant budget cuts for the Authority. He explained that in that eventuality the Authority would seek to lobby central government for financial support.

Mike Rea advised Members that the budget had incorporated an allocation for a 3% increase for all non-uniform staff. Noting that the uniformed category was set at 4%, while Green Book exceeded 5%, consequently, noting that an additional 2% would need to be sourced. Mike Rea advised Members of the plan to engage with ministers during the upcoming months regarding the overall budget-setting process, noting that if the pay increases were approved at this rate or higher, they would be included in lobbying efforts.

Councillor Byrom observed that within the LGA, there was a network comprising of Treasurers and Finance Officers from various regions across the country. He asked if this joint initiative was still in progress, Mike Rea confirmed that the work was continuing and that a meeting had been arranged for October 2024 to discuss the issue.

Councillor Rennie drew Member's attention to page 145, expressing her satisfaction with Wirral Council's investments, she requested clarification on the criteria that a council must meet before being considered.

Mike Rea stated that the investments in local councils were crucial for the overall total Investment Strategy and Treasury Management, within the Authority, ensuring that they met a robust criteria. It was noted that there remained a strong assurance that, despite potential section 114 notices, insolvency was unlikely due to consistent central government support.

Councillor Finneran asked for clarity as to why other local authorities in Merseyside were not included in the report. Mike Rea clarified that it was a matter of timing; specifically, occurring when the Authority had been actively seeking to lend money and other Authorities were simultaneously looking to borrow funds.

Mike Rea stated that the Investment Strategies were managed by Liverpool City Council (LCC), where the most secure and profitable returns would be identified. It was added that Local authorities represent one of the most stable investment options as it aligned with the Authorities cash flow, the duration of the investment, and the anticipated need for funds to cover future staff salaries or pension obligations.

RESOLVED that;

a)   the contents of the report be noted,

b)   the proposed revenue and capital budget alignments be approved,

c)   the use of the Inflation Reserve where required to cover pay awards above the 3% MTFP assumption be approved; and

d)   the Director of Finance and Procurement be instructed to continue to work with budget managers to maximise savings in 2024/25 and use any savings to reduce the level of capital borrowing.

26.   **The sale of Croxteth Fire Station & The TDA Site on Storrington Avenue**

This minute contains exempt information by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Close

Date of next meeting Thursday, 30 January 2025

Signed:_____   Date:_____

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

This report is Restricted

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**COMMUNITY SAFETY AND PROTECTION COMMITTEE**		
DATE:	**30 JANUARY 2025**	**REPORT NO:**	CFO/78/24
PRESENTING OFFICER	**MONITORING OFFICER, RIA GROVES**		
RESPONSIBLE OFFICER:	**RIA GROVES**	**REPORT AUTHOR:**	**RIA GROVES**
OFFICERS CONSULTED:	**STRATEGIC LEADERSHIP TEAM**		
TITLE OF REPORT:	**CHANGE OF APPOINTMENT TO THE AUTHORITY**		

APPENDICES:	APPENDIX: NONE

Purpose of Report

1. To inform Members of the change of appointment by St Helens Council to Merseyside Fire and Rescue Authority ('the Authority').

Recommendation

2. It is recommended that Members;

    a) note that following the sad passing of Councillor Linda Maloney the subsequent requirement for St Helens Council to nominate a replacement Labour Member to appoint to the Authority;

    b) note the appointment of Councillor Tracy Dickinson, as one of St Helens' nominated representatives to the Authority; and

    c) note and approve the appointment of Councillor Tracy Dickinson to the following Committees vacated by Councillor Linda Maloney:

        - Policy and Resource Committee
        - Scrutiny Committee

Introduction and Background

3. At the Authority's AGM on 13th June 2024, the Authority's political balance for the Municipal Year 2024/25, was confirmed as being:

    - 13 Labour
    - 2 Liberal Democrat
    - 1 Conservative
    - 1 Green
    - 1 Liverpool Community Independent

4. The Democratic Services Team received notification that Councillor Linda Maloney had sadly passed away and as such a replacement was required for the remainder of the municipal year.

5. As per St Helens Council's Constitution, appointments to outside bodies can be approved without a full council meeting and subsequently a nomination was received on Monday 13th January 2025.

6. It is recommended that Councillor Tracy Dickinson replace Councillor Linda Maloney and be appointed to the Policy and Resources Committee and the Scrutiny Committee for the remainder of the municipal year.

Equality and Diversity Implications

7. There are no equality and diversity implications arising directly out of this report.

Staff Implications

8. With the exception of some additional time and resources providing induction training for the newly appointed Member, there are no significant staff implications arising from this report.

Legal Implications

9. The Local Government and Housing Act 1989, s. 15 and 16 & Schedule 1 and The Local Government (Committees and Political Groups) Regulations 1990 provide for political proportionality rules and those nominated by District Councils to bodies such as Fire and Rescue Authorities.

Financial Implications & Value for Money

10. There are no additional financial or value for money implications arising from this report with one Member replacing another Member, the budget for Member expenses will remain unaffected.

Risk Management and Health & Safety Implications

11. There are no risk management or health and safety implications arising from this report.

Environmental Implications

12. There are no specific environmental implications arising from this report but the Democratic Services Team always enquire if newly appointed Members would like to receive their paperwork virtually as part of the department's environmental considerations.

Contribution to Our Vision:	*To be the best Fire & Rescue Service in the UK.*
Our Purpose:	*Here to serve, Here to protect, Here to keep you safe.*

13. The Authority consists of Members appointed by Merseyside's five District Councils. Members appointed to the Authority by the District Councils reflect and represent the constituency of each District; and have responsibility for making decisions in the best interests of the communities that the Authority serves.

BACKGROUND PAPERS

CFO/34/24   Structure of the Authority

GLOSSARY OF TERMS

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**COMMUNITY SAFETY AND PROTECTION COMMITTEE**		
DATE:	**30 JANUARY 2025**	**REPORT NO:**	**CFO/80/24**
PRESENTING OFFICER	**DIRECTOR OF FINANCE AND PROCUREMENT, MIKE REA**		
RESPONSIBLE OFFICER:	**DIRECTOR OF FINANCE AND PROCUREMENT MIKE REA**	**REPORT AUTHOR:**	**DIRECTOR OF FINANCE AND PROCUREMENT, MIKE REA**
OFFICERS CONSULTED:	**STRATEGIC LEADERSHIP TEAM**		
TITLE OF REPORT:	**FINANCIAL REVIEW 2024/25 - OCTOBER TO DECEMBER**		

APPENDICES:	APPENDIX A1:	REVENUE BUDGET MOVEMENTS SUMMARY
	APPENDIX A2:	FIRE AND RESCUE SERVICE REVENUE BUDGET MOVEMENTS
	APPENDIX A3:	CORPORATE SERVICE REVENUE BUDGET MOVEMENTS
	APPENDIX A4:	BUDGET MOVEMENTS ON RESERVES
	APPENDIX B:	CAPITAL PROGRAMME 2024/25
	APPENDIX C:	APPROVED AUTHORITY CAPITAL PROGRAMME 2024/25 – 2028/29

Purpose of Report

1. To review the revenue, capital, and reserves financial position for the Authority for 2024/25. The Authority receives regular comprehensive financial reviews during the year which provide a full health check on the Authority's finances. This report covers the period October to December 2024.

Recommendation

2. It is recommended that Members;

   a. approve the proposed revenue and capital budget alignments;

   b. approve the use of the forecast £0.800m savings to fund an increase in the Capital Investment Reserve and reduce the level of future borrowing, and;

   c. instruct the Director of Finance and Procurement to continue to work with budget managers to maximise savings in 2024/25 and use any savings to reduce the level of capital borrowing.

Executive Summary

Revenue:
The Authority approved a five-year medium-term financial plan (MTFP) at the Budget Authority meeting on 29th February 2024. The approved MTFP delivered a balanced budget for 2024/25 based on key budget assumptions around costs, in particular pay. This report updates Members on the 2024/25 budget position and any issues arising in the year that may impact on the future years' financial position.

The total budget requirement remains at the original budget level of £74.191m. Appendix A1 – A4 outline in detail all the revenue budget and reserve movements between October and December 2024.

Capital:
The current 5-year capital programme has a planned total investment of £54.546m over the 2024/25 – 2028/29 period, of which £24.628m relates to 2024/25. During the quarter, the capital programme planned spend has reduced by £2.454m in 2024/25. This takes into account an increase of £0.070m, relating to Home Office funded National Resilience assets, virements of £0.285m from Revenue Contribution to Capital Outlay (RCCO) / Capital Reserves, less slippage identified at Q3 into future years of £2.809m. The £0.355m increase in capital spend is fully funded from specific resources. The report outlines all the scheme adjustments in the year and the revised Capital Programme is outlined in Appendix B and C.

Reserves & Balances:
The general balance remains unchanged at £3.700m. The report outlines all the movement in reserves in the quarter and considers the current adequacy of the available reserves. All movements in committed reserves are outlined in Appendix A4.

Treasury Management:
No new long-term borrowing has been arranged and the Authority has continued its policy of reducing investments and only taking short-term borrowing to cover cash flow requirements.

Introduction and Background

3. The purpose of this report is to enable the Authority to monitor its income and expenditure levels against its budget on a regular basis throughout the year to ensure effective financial management.

4. This report reviews the Authority's financial position up to the end of the third quarter of 2024/25, (October – December 2024).

5. In order to ensure that the financial reviews provide a regular and effective financial health check on all aspects of the Authority's finances the following structure has been adopted.

Financial Review Structure	
Section	Content
A	Current Financial Year Review:- • Revenue Budget, • Capital Programme, and • Movement on Reserves
B	Treasury Management Review

(A) Current Financial Year – 2024/25

6. The purpose of the financial review report is to provide Members with an assurance that the approved budget remains robust and that the current forecast of expenditure can be contained within the available resources. If actual expenditure or income for the year is inconsistent with the current budget then the report will, if necessary, identify the appropriate corrective action.

Revenue Position:

7. Budget Movements: there have been a number of budget adjustments in the quarter, but as they are either self-balancing virements within department budgets or budget increases financed by reserves (in line with previously agreed Authority decisions), they have not changed the overall net revenue budget requirement. The budget adjustments in quarter 3 included:-

   o **A contribution from reserves of £0.331m**. Consisting of £0.032m drawdown from the Energy Reserve, £0.023m drawdown Health and Wellbeing Reserve – Contribution towards British Fire Fighter Challenge (approved by the Authority on 18th May 2023 – CFO/012/23) and £0.276m drawdown from the Capital Investment Reserve (approved by the Authority on the 17 October 2024 - CFO/59/24 Project Completion Report on the New Aintree Fire Station, Training and Development Academy/National Resilience Centre of Excellence) for additional requirements that arose during the end of the project.

   o A £0.641m drawdown from the Contingency/Inflation Provision to cover the Green and Red Book annual pay award and non-pay inflation and third-party contracts.

   o Other self-balancing virements to cover small adjustments within Green Book Staff and non-employee budget lines.

8. **The net budget requirement remains at £74.191m, which is consistent with the original budget**. Appendix A1 – A3 outline the budget movements in the quarter.

9.   <u>Update on Budget Assumptions and forecast actual expenditure.</u>

10.   The key budget assumptions for 2024/25 are:

- Annual pay awards of 3%, and
- Price inflation - general price increases of 3% to 4%; outsourced contracts increases of 6.7%.
- No significant unplanned growth pressures beyond those built into the MTFP.

11.   **Annual Pay awards:**
As previously reported in the Financial Reviews 2024/25 (April to June - report CFO/56/24 and July to September report CFO/69/24), the 2024/25 budget assumed a Grey book (Firefighters) pay award of 3%. The 2024/25 Firefighters pay award has been agreed at 4% and this is higher than the 3% included as the budget assumption for 2024/25. This exceeded the budget forecast by approximately £0.340m in 2024/25 and £0.450m in 2025/26.

The 2024/25 budget assumed a Green/Red book pay award of 3%. The Local Government staff 2024/25 pay offer of a £1,290 fixed sum on all NJC pay points 2 to 43 inclusive and 2.5% on all pay points above 43 was agreed with representative bodies on the 23rd of October 2024. This is equivalent to 5.7% on point 2 and 2.5% on point 43. For MFRS this would exceed the green/red book employee budget by approximately £0.040m.

It is anticipated that the settlement will be contained within the overall employee budget. The ongoing financial implications will be considered as part of the 2025/26 budget process.

12.   **Non-pay inflation;**
The latest forecasts indicate 2024/25 non-pay inflation can be contained within the inflation provision.

13.   **Unforeseen Growth;**
Other than the annual pay awards referenced in section 11, no 2024/25 unavoidable growth has been identified in the quarter.

14.   The following paragraphs consider the December forecast revenue outturn position and potential variances;

I.   **Employee Costs;**
Employee costs make-up nearly 80% of the Authority's revenue expenditure budget (*net of revenue costs associated with capital spend*) and is the most risk critical area of the financial plan. As a result, these costs are monitored extremely closely.

The non-uniform establishment forecast indicates a **£0.450m favourable variance** due to staff recruitment and retention issues and a number of staff not being at the top of the grade.

II. **Non-Employee Costs and Income;**
Forecasts have indicated a favourable variance in utility costs. The budget has a favourable variance of **£0.100m** following a budget re-alignment of utilities and business rates.

III. **Interest on Balances & Contingency for Pay & Prices**
Forecast investment income is expected to exceed the budget by **£0.150m** because of higher rates of interest and forecasts indicate a one-off saving on the contingency for pay and prices **£0.100m**

15. Overall, the latest forecast has identified a favourable net revenue variance of £0.800m. The Director of Finance and Procurement would recommend that Members approve that the £0.800m favourable variance be used to fund an increase in the Capital Investment Reserve and reduce the level of future borrowing. The table below summarises the year-end forecast position based on spend to the end of December 2024:

Anticipated Year-End Revenue Position (excl. National Resilience)

	TOTAL BUDGET	ACTUAL as at 31.12.24	FORECAST	VARIANCE
	£'000	£'000	£'000	£'000
Expenditure				
Employee Costs	63,784	47,252	63,334	-450
Premises Costs	4,148	2,549	4,048	-100
Transport Costs	1,442	1,019	1,442	0
Supplies and Services	3,749	2,344	3,749	0
Agency Services	7,477	5,028	7,477	0
Central Support Services	718	483	718	0
Capital Financing	11,855	0	11,855	0
Income	-16,205	-13,526	-16,205	0
Net Expenditure	76,968	45,149	76,418	-550
Contingency Pay & Prices	312	0	212	-100
Cost of Services	77,280	45,149	76,630	-650
Interest on Balances	-300	-1,003	-450	-150
Movement on Reserves	-2,789	0	-2,789	0
Total Operating Cost	74,191	44,146	73,391	**-800**

16. The Director of Finance and Procurement will continue to monitor the position during the year to look to deliver savings to fund additional revenue contributions to capital outlay in order to reduce the level of borrowing in the current capital programme.

17. Debtor accounts under £5,000 may be written off by the Director of Finance and Procurement. No debtor accounts were written off in the quarter.

Capital Programme Position:

18. The last financial review report (CFO/69/24) approved a 5-year capital programme worth £54.191m. This has now been updated for scheme additions and changes during quarter 3 of £0.355m, as outlined below:-

   a. The Authority manages the national resilience asset refresh on behalf of the Home Office and receives 100% funding for the scheme. During the quarter, a total of £0.070m of planned asset refresh has been identified.

   b. The additions also include new ICT hardware, £0.010m funded from revenue contribution to capital outlay and a £0.275m drawdown from the Capital Investment Reserve for additional requirements that arose during the end of the new Aintree Fire Station, Training and Development Academy/National Resilience Centre of Excellence building project (approved by the Authority on the 17 October 2024 - CFO/59/24 Project Completion Report on the New Aintree Fire Station, Training and Development Academy/National Resilience Centre of Excellence). The additional requirements included transportation and offloading of the donated train carriages, additional power to the rail tunnel, improved security measures, additional external water supplies for firefighting, additional access control measures and additional upgrades to the uninterruptible power supply, to ensure critical ICT infrastructure stays operational.

   c. Several self-balancing virements have taken place within the quarter, these include an increase in the Bromborough Fire Station refurbishment budget by £80k to assist with a number of build issues such as the water main supply, electrical main supply and gym flooring.

   d. Officers have reviewed the current 2024/25 programme to identify likely scheme start and completion dates and as a result identified £2.809m rephasing into 2025/26 and future years. The most significant rephasing is due to:

      i. A number of planned building schemes £1.519m have been rephased into 2025/26. These include Roofs and Canopy replacements £0.175m has been rephased into 2025/26, whilst the roof survey is being completed. Appliance Room Doors & Lighting Replacement Upgrades & SHQ Joint Control Room and White Goods & Catering Equipment £0.073m, rescheduling of works in line with major refits and door conditions. Tower Improvements £0.050m structural survey has been completed with works due to start in 2025. L.E.V System in Appliance Rooms £0.042m working with Health & Safety to determine future requirements. Crosby Fire Station refurbishment £0.092m, Equality Act/Access compliance work £0.200m, Lighting Replacement Surge Protectors £0.040m and Emergency Lighting £0.040m works being planned in line with major refurbishment work. Electric Vehicle Infrastructure works £0.050m on-going project to identify the best solution and locations. Newton-le-Willows £0.015m retention payment for LLAR accommodation. A further £0.742m has been rephased due to planned workload.

ii. A number of ICT schemes £0.352m have been rephased into 2025/26. ICT Hardware £0.050m, new devices to replace old devices plus 14 new devices for the TDA plus support for Windows 11. ICT Servers (SAN) £0.060m reviewing 2 tier storage solution as part of SAN refresh due in 2025/26. Planning Intelligence & Performance System £0.090m. Emergency Services Mobile Communication programme control room integration £0.066m. A further £0.086m has been rephased including wi-fi network, emergency safety network and health & safety application.

iii. Operational Equipment purchases £0.414m have been rephased into 2025/26. Hydraulic Rescue Equipment £0.200m, the SRT will be having new cutting equipment bought before the financial year end. Water Rescue Equipment £0.050m, new suits will now be procured in the next financial year. BA Equipment £0.010m due to recent incident resulting in large amounts of items that may need to be purchased. Marine Rescue Launch £0.012m this has been put on hold until the new flood van has been delivered. A further £0.142m has been rephased due to further research being carried out.

iv. Vehicle capital schemes £0.524m have been rephased into 2025/26 and future years. Special vehicle – POD Long Term Capability Management £0.211m the Authority has placed the order in 2024/25 but due to delivery lead times they won't be delivered until after April 2025. Two wildfire 4*4 vehicles £0.150m, a water rescue unit £0.070m and a panel van £0.037m have been rephased into 2025/26 along with £0.056m worth of smaller virements.

19. The capital programme changes actioned in the quarter are summarised in Table overleaf. The revised detailed capital programme is attached as Appendix B (2024/25 Capital Programme) and Appendix C (2024/25–2028/29 Capital Programme) to this report.

Movement in the 5 Year Capital Programme						
	Total	2024/25	2025/26	2026/27	2027/28	2028/29
Expenditure	£'000	£'000	£'000	£'000	£'000	£'000
Amendments to Approved Schemes;						
Scheme re-phasing	0.0	-2,809.1	2,988.9	-194.9	15.1	
NRAT Asset Refresh	70.0	70.0				
ICT Hardware/Drones	10.2	10.2				
TDA Build Capital Investment Reserve	275.0	275.0				
	355.2	-2,453.9	2,988.9	-194.9	15.1	0.0
Funding						
Unsupported Borrowing						
Scheme Re-phasing	0.0	-2,809.1	2,988.9	-194.9	15.1	
Grant						
Home Office - NRAT	70.0	70.0				
Revenue Contribution to Capital Outlay (RCCO)						
IT003 - ICT Hardware	10.2	10.2				
Capital Reserve						
BLD019 TDA Build - CFO/52/24 Cap Inv Res	275.0	275.0				
	355.2	-2,453.9	2,988.9	-194.9	15.1	0.0

Use of Reserves:

20. The analysis in Appendix A4 outlines the reserve movements in the quarter. A £0.331m draw-down adjustment was required in the quarter as outlined in paragraph 7 of this report.

21. The general revenue reserve has remained unchanged at £3.700m.

(B) Treasury Management

22. The Authority continues to "buy in" Treasury Management from Liverpool City Council. The following paragraphs reflect Treasury Management activities in the period October to December 2024/25.

23. **Prospects for Interest Rates;**

   At its meeting on 18th December 2024, the Bank of England's Monetary Policy Committee (MPC) voted 6 to 3 to maintain the bank rate at 4.75%. Three members of the committee preferred to reduce the bank rate by 0.25% to 4.5%. Since the MPC's previous meeting the 12-month CPI inflation measure had increased to 2.6% in November from 1.7% in September. This was slightly higher than previous expectations, owing in large part to stronger inflation in core goods and food.

   The Committee continues to monitor closely the risks of inflation persistence and will assess the extent to which the evolving evidence is consistent with more constrained supply, which could sustain inflationary pressures, or with weaker demand, which could lead to the emergence of spare capacity in the economy and push down inflation. Monetary policy will need to continue to remain restrictive for sufficiently longer, until the risks to inflation returning sustainably to the 2% target in the medium term have dissipated further. The Committee will decide the appropriate degree of monetary policy restrictiveness at each meeting.

   In November 2024, the American election saw the victory of Donald Trump, with the inauguration set for January 2025. The run up to the election saw elevated government borrowing costs in America given the general uncertainty, coupled with concerns over the inflationary impact of protectionist trade polices put forward by the Trump Campaign. In the UK the cost of borrowing has also risen since hitting a recent low in September 2024. The budget delivered by the Chancellor in October 2024 saw a significant increase in the levels of public spending and taxation. While the Chancellor described the budget as necessary to promote growth in the UK economy, the market reaction has seen elevated government borrowing costs given the anticipated higher levels of debt issuance that will be required over the coming years.

   PWLB rates for both long and short-term borrowing dipped to a recent low in September before increasing back up during the third quarter of the financial year. The 1-year PWLB started the quarter at 4.95%, before reaching a peak of 5.28% in late November, then subsequently fell back to finish the quarter at 5.19%. Longer term PWLB 50-year rates started the quarter at 5.09%, rose to a

peak of 5.68% in late December, finishing the quarter at 5.65%.

With current elevated borrowing rates, it may be advisable not to borrow long-term unless the Authority wants certainty of rate and judges the cost to be affordable.

24. **Capital Borrowings and the Portfolio Strategy;**

The borrowing requirement comprises of the expected movements in the Capital Financing Requirement and reserves plus any maturing debt which will need to be re-financed. The Authority envisages that new long-term borrowing of £8 million may be required in 2024/25. In the short-term, and at a time when long-term rates are relatively high, the Authority will continue to mitigate interest costs by use of internal resources ahead of further borrowing. Where borrowing is required, the Authority may initially choose to benefit from lower short-term rates available from the intra-authority market and consider taking longer-term PWLB debt when there is no further value to be obtained from the intra-authority market. Against this background, Treasury Officers will monitor the interest rate market and adopt a pragmatic approach to any changing circumstances.

Current PWLB lending terms have severely constrained the option to generate savings via debt rescheduling. Recent rises in longer term interest rates may provide more favourable debt rescheduling opportunities. Any rescheduling that takes place will be reported to members in monitoring reports.

25. **Annual Investment Strategy;**

The investment strategy for 2024/25 set out the priorities as the security of capital and liquidity of investments. Investments are made in accordance with the Ministry of Housing, Communities and Local Government (MHCLG) Guidance and CIPFA Code of Practice. Investments are made in sterling with an institution on the counterparty list.

Extreme caution has been taken in placing investments to ensure security of funds rather than rate of return. The use of deposit accounts with highly rated or part-nationalised banks and AAA rated money market funds has enabled reasonable returns in the current interest rate environment which has remained high in the third quarter of 2024/25. With the speculation that interest rates might start to fall in 2025/26, opportunities to add more duration to the investment balance will be explored in the coming months. In the period 1st Oct to 31 Dec 2024 the average rate of return achieved on average principal available was 4.96%. This compares with an average SONIA rate (Sterling Overnight Rate) of 4.81%.

The credit ratings and individual limits for each institution within the categories of investments to be used by the Authority in 2024/25 are as follow:

UK Government (including gilts and the DMADF)	Unlimited
UK Local Authorities (each)	Unlimited
Part Nationalised UK banks	£4m

Money Market Funds (AAA rated)	£3m
Enhanced Money Market (Cash) Funds (AAA rated)	£3m
UK Banks and Building Societies (A- or higher rated)	£2m
Foreign banks registered in the UK (A or higher rated)	£2m

The Authority had investments of £46.100m at the 31st December 2024 (this included a £36.342m firefighters' pension top-up grant received in July that will be utilised in the year)

26. **External Debt Prudential Indicators;**
The external debt indicators of prudence for 2024/25 required by the Prudential Code were set in the strategy as follows:

Authorised limit for external debt:	£71 million
Operational boundary for external debt:	£66 million

Against these limits, the maximum amount of debt reached at any time in the period 1 October to 31 December 2024 was £33.7 million.

27. **Treasury Management Prudential Indicators;**

The treasury management indicators of prudence for 2024/25 required by the Prudential Code were set in the strategy as follows:

a) Interest Rate Exposures

Upper limit on fixed interest rate exposures:	100%
Upper limit on variable interest rate exposures:	50%

The maximum that was reached in the period 1 October to 31 December 2024 was as follows:

Upper limit on fixed interest rate exposures:	100%
Upper limit on variable interest rate exposures:	0%

b) Maturity Structure of Borrowing

Upper and lower limits for the maturity structure of borrowing were set and the maximum and minimum that was reached for each limit in the period 1 October to 31 December 2024 was as follows: -

Maturity Period	Upper Limit	Lower Limit	Maximum	Minimum
Under 12 months	50%	0%	0%	0%
12 months and within 24 months	50%	0%	0%	0%
24 months and within 5 years	50%	0%	0%	0%
5 years and within 10 years	50%	0%	0%	0%
10 years and above	100%	0%	100%	100%

c) Total principal sums invested for periods longer than 365 days

The limit for investments of longer than 365 days was set at £2 million for 2024/25. Nil investments over 1 year have been placed so in the first three quarters of 2024/25.

Equality and Diversity Implications

28.   There are no equality and diversity implications contained within this report.

Staff Implications

29.   There are no staff implications contained within this report.

Legal Implications

30.   There are no legal implications directly related to this report.

Financial Implications & Value for Money

31.   See Executive Summary.

Risk Management and Health & Safety Implications

32.   There are no risk management and health & safety implications directly related to this report.

Environmental Implications

33.   There are no environmental implications directly related to this report.

Contribution to Our Vision: To be the best Fire & Rescue Service in the UK.

Our Purpose: Here to serve, Here to protect, Here to keep you safe.

34.   The achievement of actual expenditure within the approved financial plan and delivery of the expected service outcomes is essential if the Service is to achieve the Authority's Vision.

BACKGROUND PAPERS

CFO/13/24   "MFRA Budget and Financial Plan 2024/25-2028/29" Authority 29th February 2024.

CFO/56/24   "Financial Review 2024/25 – April to June" Community and Safety Committee 5th September 2024

CFO/69/24   "Financial Review 2024/25 – July to September" Policy and Resources Committee 12th December 2024.

GLOSSARY OF TERMS

BOE   **B**ank **o**f **E**ngland

CIPFA   **C**hartered **I**nstitute of **P**ublic **F**inance and **A**ccountancy

CPI   **C**onsumer **P**rice **I**ndex

LGPS   **L**ocal **G**overnment **P**ension **S**cheme

MHCLG   **M**inistry of **H**ousing, **C**ommunities and **L**ocal **G**overnment

MPC   **M**onetary **P**olicy **C**ommittee

MTFP   **M**edium **T**erm **F**inancial **P**lan

NJC   **N**ational **J**oint **C**ouncil

NRAT   **N**ational **R**esilience **A**ssurance **T**eam

PWLB   **P**ublic **W**orks **L**oan **B**oard

TDA   **T**raining & **D**evelopment **A**cademy

RCCO   **R**evenue **C**ontribution to **C**apital **O**utlay

2024/25 REVENUE BUDGET MOVEMENT SUMMARY

Actual 2023/24	SERVICE REQUIREMENTS	Base Budget 2024/25	Qtr 1 Budget 2024/25	Qtr 2 Budget 2024/25	Reserve Draw-down	Virements	Qtr 3 Budget 2024/25
£'000		£'000	£'000	£'000	£'000	£'000	£'000
75,277	Fire Service	71,459	71,470	75,393	331	605	76,329
604	Corporate Management	593	603	603	0	36	639
0	NRAT MFRS Lead Authority (Budget Neutral)	0	0	0	0	0	0
75,881		72,052	72,073	75,996	331	641	76,968
0	Contingency for Pay/Price Changes	2,007	1,998	953	0	-641	312
75,881	TOTAL SERVICE EXPENDITURE	74,059	74,071	76,949	331	0	77,280
-1,045	Interest on Balances	-300	-300	-300	0	0	-300
74,836	NET OPERATING EXPENDITURE	73,759	73,771	76,649	331	0	76,980
	Contribution to/(from) Reserves:						
	Emergency Related Reserves						
0	Bellwin / Emergency Planning Reserve	0	0	0	0	0	0
0	Insurance Reserve	0	0	0	0	0	0
0	Facing The Future COVID-19 Reserve	0	0	0	0	0	0
-150	Collection Fund Deficit Reserve	0	0	0	0	0	0
	Modernisation Challenge						
400	Smoothing Reserve	0	0	0	0	0	0
150	Retrospective Holiday Pay	-530	-530	-530	0	0	-530
-290	Pensions Reserve	0	0	0	0	0	0
0	Recruitment Reserve	0	0	0	0	0	0
-282	Invest to Save Reserve / Collaboration Reserve	0	0	0	0	0	0
	Capital Investment Reserve						
-7,577	Capital Investment Reserve	974	974	-1,893	-281	0	-2,174
-69	PFI Annuity Reserve	-69	-69	-69	0	0	-69
	Specific Projects						
0	Community Sponsorship Reserve	0	0	0	0	0	0
130	Equipment Reserve	0	0	-11	5	0	-6
0	Community Engagement Reserve	0	0	0	0	0	0
88	Training Reserve	0	0	0	0	0	0
0	Health and Wellbeing Reserve	0	0	0	-23	0	-23
-50	Inflation Reserve	0	0	0	0	0	0
0	Clothing Reserve	0	0	0	0	0	0
	Ringfenced Reserves						
0	Kings Trust Reserve	0	0	0	0	0	0
-42	Community Risk Management Reserve	0	-12	-12	0	0	-12
57	Energy Reserve	57	57	57	-32	0	25
20	New Dimensions Reserve	0	0	0	0	0	0
700	Appropriation to / From Revenue Balances	0		0	0	0	0
-6,915	Movement in Reserves	432	420	-2,458	-331	0	-2,789
67,921	BUDGET REQUIREMENT	74,191	74,191	74,191	0	0	74,191
-33,249	Settlement Funding Assessment	-38,326	-38,326	-38,326	0	0	-38,326
-301	Collection Fund Deficit	-294	-294	-294	0	0	-294
0	Transitional Funding Pension	0	0	0	0	0	0
-34,371	Precept Income	-35,571	-35,571	-35,571	0	0	-35,571
-67,921	BUDGET FUNDING	-74,191	-74,191	-74,191	0	0	-74,191

2024/25 FIRE SERVICE REVENUE BUDGET MOVEMENT

Actual 2023/24	SERVICE REQUIREMENTS	Base Budget 2024/25	Qtr 1 Budget 2024/25	Qtr 2 Budget 2024/25	Reserve Draw-down	Virements	Qtr 3 Budget 2024/25
£'000		£'000	£'000	£'000	£'000	£'000	£'000
	EMPLOYEES						
	Uniformed						
36,814	Firefighters	40,927	41,158	41,947		179	42,126
1,740	Control	1,788	1,788	1,851		54	1,905
2,161	Additional Hours	2,139	2,139	2,182		18	2,200
40,715	**TOTAL UNIFORMED**	44,854	45,085	45,980	0	251	46,231
	APT&C and Manual						
11,741	APT&C	12,203	12,849	12,491		916	13,407
175	Tender Drivers	167	167	167		10	177
221	Catering	257	257	257		13	270
659	Transport Maintenance	750	750	750		31	781
61	Hydrant Technicians	61	61	61		3	64
81	Casuals	0	0	0			0
12,938	**TOTAL APT&C/MANUAL**	13,438	14,084	13,726	0	973	14,699
	Other Employee Expenses						
76	Allowances	49	49	49		3	52
0	Removal Expenses	1	1	1			1
923	Training Expenses	485	843	816		32	848
24	Other Expenses	9	9	9			9
6	Staff Advertising	7	7	7			7
138	Development Expenses	80	80	102		-13	89
268	Employee Insurance	147	147	142			142
-582	MPF Pen Fixed Rate	-241	-264	-564			-564
62	Enhanced Pensions	52	52	52		15	67
6	SSP & SMP Reimbursements	0	0	0			0
169	Catering Expenditure	125	124	125		43	168
-490	HFRA Capitalisation Payroll	-375	-375	-375			-375
600	**TOTAL OTHER EMPLOYEE EXPENSES**	339	673	364	0	80	444
	Pensions						
1,810	Injury Pension	1,825	1,825	1,825			1,825
28	Sanction Charges	21	21	21		18	39
91	Ill Health Retirement Charges	174	174	174		-33	141
0	Injury Gratuity	0	0	0			0
1,929	**TOTAL PENSIONS**	2,020	2,020	2,020	0	-15	2,005
56,182	**TOTAL EMPLOYEES**	60,651	61,862	62,090	0	1,289	63,379
	PREMISES						
13	Building Maintenance Repairs	29	29	29		-15	14
12	Site Maintenance Costs	25	25	27			27
2,036	Energy	1,722	1,722	1,732	32	-199	1,565
44	Rent	50	50	50		-1	49
1,749	Rates	1,810	1,810	1,904		148	2,052
252	Water	281	281	289		83	372
8	Fixtures	15	16	19		-4	15
0	Contract Cleaning	0	0	0			0
71	Insurance	54	54	54			54
4,185	**TOTAL PREMISES**	3,986	3,987	4,104	32	12	4,148
	TRANSPORT						
326	Direct Transport	362	361	362		4	366
11	Tunnel & Toll Fees	11	11	28		-11	17
129	Operating Lease	193	193	193		-1	192
500	Other Transport Costs	533	534	523		-1	522
75	Car Allowances	91	91	90		-2	88
282	Insurance	254	254	254		-3	251
1	Driving Licences	7	7	6			6
1,324	**TOTAL TRANSPORT**	1,451	1,451	1,456	0	-14	1,442

2024/25 FIRE SERVICE REVENUE BUDGET MOVEMENT *(continued)*

Actual 2023/24	SERVICE REQUIREMENTS	Base Budget 2024/25	Qtr 1 Budget 2024/25	Qtr 2 Budget 2024/25	Reserve Draw-down	Virements	Qtr 3 Budget 2024/25
£'000		£'000	£'000	£'000	£'000	£'000	£'000
	SUPPLIES & SERVICES						
9	Administrative Supplies	13	15	17		-3	14
267	Operational Supplies	318	301	308	1	4	313
11	Hydrants	10	11	11			11
54	Consumables	69	69	69			69
105	Training Supplies	162	167	171		47	218
127	Fire Prevention Supplies	55	54	53		18	71
10	Catering Supplies	21	19	17		-3	14
422	Uniforms	332	337	340			340
79	Printing & Stationery	97	97	97			97
4	Operating Leases	1	1	0			0
267	Professional Fees/Service	553	512	489	21	-12	498
888	Communications	874	875	878		38	916
16	Postage	15	15	16			16
6	Command/Control	4	9	9		-3	6
392	Computing	357	350	449			449
270	Medicals	269	269	269		55	324
56	Travel & Subsistence	64	66	76		-5	71
125	Grants/Subscriptions	107	115	119		3	122
0	Advertising	1	1	3	2	-1	4
47	Insurances	37	37	37			37
2	Furniture	13	14	13		-10	3
76	Laundry	82	82	82			82
25	Hospitality	7	43	51		1	52
65	Seconded Officers In	0	0	0			0
3,323	**TOTAL SUPPLIES & SERVICES**	3,461	3,459	3,574	24	129	3,727
	AGENCY SERVICES						
80	Super Fund Admin	126	150	150			150
1,698	ICT Service Provider	1,675	1,675	1,690		2	1,692
421	ICT Managed Suppliers	485	485	482		26	508
3,100	PFI Unitary Charges ((Int/Principal/Op Costs)	3,158	3,158	3,158		52	3,210
1,739	Estates Service Provider	1,734	1,734	1,798		119	1,917
7,038	**TOTAL AGENCY SERVICES**	7,178	7,202	7,278	0	199	7,477
	CENTRAL EXPENSES						
532	Finance & Computing	493	493	496		9	505
4	Central Expenses	0	0	1			1
536	**TOTAL CENTRAL EXPENSES**	493	493	497	0	9	506
	CAPITAL FINANCING						
7,596	PWLB Debt Charges	7,690	7,690	7,480			7,480
47	MRB Debt Charges	60	60	60			60
12,347	Revenue Contribution to Capital	375	387	4,053	275	9	4,337
-22	Early Settement of Debt (Pfi Refin)	-22	-22	-22			-22
19,968	**TOTAL CAPITAL FINANCING**	8,103	8,115	11,571	275	9	11,855
92,556	**TOTAL EXPENDITURE**	85,323	86,569	90,570	331	1,633	92,534
	INCOME						
13,124	Specific Grants	11,428	12,506	12,527		403	12,930
56	Sales	1	1	1			1
1,720	Fees & Charges	1,071	1,144	1,180		244	1,424
1,460	Rents etc	893	893	893			893
426	Recharges Secondments	210	210	210		303	513
267	Contributions	138	218	237		17	254
196	Recharges Internal	113	117	119		61	180
30	Other Income	10	10	10			10
17,279	**TOTAL INCOME**	13,864	15,099	15,177	0	1,028	16,205
75,277	**NET EXPENDITURE**	71,459	71,470	75,393	331	605	76,329

2024/25 CORPORATE MANAGEMENT REVENUE BUDGET MOVEMENT

Actual 2023/24	SERVICE REQUIREMENTS	Base Budget 2024/25	Qtr 1 Budget 2024/25	Qtr 2 Budget 2024/25	Reserve Draw-down	Virements	Qtr 3 Budget 2024/25
£'000		£'000	£'000	£'000	£'000	£'000	£'000
	EXPENDITURE						
	Finance & Legal costs						
79	Finance Officer	79	79	79			79
73	Legal Officer	89	89	89		3	92
	Democratic Rep (1020)						
15	- Travel & Subsistence	17	17	17			17
2	- Conference Fees	2	2	2			2
224	- Members Allowances	209	209	209		25	234
0	- Telephones	1	1	1			1
2	- Training	1	1	1			1
0	- Hospitality	1	1	1			1
10	Capital Financing Costs	0	0	0			0
	Central Expenses (1030)						
15	Bank Charges	15	15	15			15
105	District Audit Fees	100	100	100		8	108
79	Subscriptions	79	89	89			89
604	**TOTAL EXPENDITURE**	**593**	**603**	**603**	**0**	**36**	**639**

2024/25 NATIONAL RESILIENCE ASSURANCE REVENUE BUDGET MOVEMENT

Actual 2023/24	SERVICE REQUIREMENTS	Base Budget 2024/25	Qtr 1 Budget 2024/25	Qtr 2 Budget 2024/25	Reserve Draw-down	Virements	Qtr 3 Budget 2024/25
£'000		£'000	£'000	£'000	£'000	£'000	£'000
	EXPENDITURE						
2,559	Employee Costs		2,747	2,876		52	2,928
1	Premises Costs		0	0			0
7,819	Transport Costs		8,224	8,217			8,217
4,007	Supplies and Services Costs		5,757	5,914		13	5,927
28	Agency Costs		28	28			28
1	Central Expenditure		0	0		1	1
5	Capital Financing Costs		1,105	1,108		1	1,109
14,420	**TOTAL EXPENDITURE**	**0**	**17,861**	**18,143**	**0**	**67**	**18,210**
	INCOME						
14,420	Income		17,861	18,143		67	18,210
0	**NET EXPENDITURE**	**0**	**0**	**0**	**0**	**0**	**0**

Budgeted Movement on Reserves 2024/25

	Opening Balance	2024/25 Approved Budget Drawdown	Qtr 1 Drawdown & changes	Qtr 2 Drawdown & changes	Qtr 3 Drawdown & changes	Closing Balance
Commmitted Reserves	£'000	£'000	£'000	£'000	£'000	£'000
Emergency Related Reserves						
Bellwin / Emergency Planning Reserve	222					222
Insurance Reserve	534					534
Facing The Future COVID-19 Reserve	0					0
Collection Fund Reserve	100					100
Modernisation Challenge						
Smoothing Reserve	1,400					1,400
Retrospective Holiday Pay	680	-530				150
Pensions Reserve	300					300
Recruitment Reserve	1,814					1,814
Invest to Save / Collaboration Reserve	0					0
Capital Investment Reserve	3,204	974	0	-2,867	-281	1,030
PFI Annuity Reserve	1,304	-69				1,235
Specific Projects						
Community Sponsorship Reserve	55					55
Equipment Reserve	348			-11	5	342
Community Engagement Reserve	0					0
Training Reserve	300					300
Health and Wellbeing Reserve	30				-23	7
Inflation Reserve	1,200					1,200
Clothing Reserve	90					90
Ringfenced Reserves						
Kings Trust Reserve	0					0
Community Risk Management Reserve	258		-12			246
Energy Reserve	258	57			-32	283
New Dimensions Reserve	77					77
Total Earmarked Reserves	**12,174**	**432**	**-12**	**-2,878**	**-331**	**9,385**
General Revenue Reserve	**3,700**	**0**	**0**	**0**	**0**	**3,700**
Total Reserves	**15,874**	**432**	**-12**	**-2,878**	**-331**	**13,085**

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Capital Programme 2024/25

EXPENDITURE		Approved Budget	Q1 Budget	Q2 Budget	Q3 Amend-ments	Q3 Vire-ments	Q3 Budget	Actual to 31.12.24
		£	£	£	£		£	£
BUILDING & LAND PROGRAMME								
BLD001	Roofs & Canopy Replacements	192,100	220,000	220,000	-175,000		45,000	17,192
BLD003	Appliance Room Door Repairs	25,000	50,000	50,000	-30,000	-20,000	0	
BLD004	Concrete Yard Repairs	22,500	99,700	99,700			99,700	80,801
BLD005	Tower Improvements	35,000	52,700	52,700	-50,000		2,700	
BLD007	LEV Systems in Appliance Rooms	25,000	42,600	42,600	-42,600		0	
BLD011	Capital refurbishment	15,000	22,500	22,500			22,500	3,995
BLD013	Appliance Room Floors	130,000	152,000	152,000	-125,000		27,000	663
BLD014	Boiler Replacements	55,000	86,700	86,700	-50,000		36,700	19,843
BLD016	Community Station Investment	24,100	46,600	46,600		64,900	111,500	17,127
BLD018	Conference Facilities H/Q	5,000	50,000	50,000	-30,000		20,000	670
BLD020	5 Year Electrical Test	25,000	38,200	38,200			38,200	456
BLD026	Corporate Signage	16,300	30,300	30,300		-10,000	20,300	11,493
BLD031	Diesel Tanks		5,200	5,200			5,200	
BLD032	Power Strategy (Generators)	15,000	43,000	43,000		-5,000	38,000	
BLD033	Sanitary Accommodation Refurb	124,800	154,800	154,800	-140,000		14,800	480
BLD034	Office Accommodation	25,000	87,000	87,000	-70,000		17,000	7,581
BLD039	F.S. Refurbishment Heswall	23,900	23,900	23,900	-10,000		13,900	
BLD041	F.S. Refurbishment Aintree	0	30,300	30,300		-30,300	0	
BLD044	Asbestos Surveys	30,000	46,600	46,600	-18,000		28,600	27,968
BLD050	LLAR Accommodation Belle Vale	0	5,700	5,700			5,700	2,105
BLD053	Lighting Replacement	0	18,600	18,600	-10,000		8,600	497
BLD055	F.S. Refurbishment Bromborough	1,517,600	1,734,200	1,734,200		80,000	1,814,200	860,945
BLD057	F.S. Refurbishment Crosby	61,600	91,600	91,600	-91,600		0	
BLD058	H.V.A.C. Heating, Vent & Air Con	10,000	12,000	12,000			12,000	9,046
BLD060	Equality Act/Access Compliance Work	150,000	220,800	220,800	-200,000		20,800	3,999
BLD061	Lighting Conductors Surge Protectors	33,600	51,300	51,300	-40,000		11,300	
BLD062	Emergency Lighting	32,800	49,900	49,900	-40,000		9,900	1,482
BLD063	F.S. Refurbishment Kirby	0	52,900	52,900			52,900	15,491
BLD067	Gym Equipment Replacement	67,500	81,400	81,400	-40,000	-20,000	21,400	11,985
BLD068	SHQ JCC		23,100	23,100	-23,100		0	
BLD070	Workshop Enhancement	75,000	77,700	77,700	-77,700		0	
BLD075	LLAR Accommodation Newton Le Willows	0	36,800	36,800	-15,000		21,800	-4,693
BLD083	St Helens FS New Build			0			0	-3,376
BLD084	F.S. Refurbishment Croxteth		34,600	34,600		-34,600	0	
BLD085	F.S. Refurbishment Speke/Garston		25,500	25,500			25,500	6,879
BLD086	F.S. Refurbishment Old Swan		28,200	28,200			28,200	6,735
BLD088	F.S. Refurbishment Kensington	50,000	71,300	71,300	-71,300		0	
BLD089	F.S. Refurbishment Toxteth/Hub		30,000	30,000	-30,000		0	
BLD090	F.S. Refurbishment Wallasey	0	24,400	24,400	-10,000		14,400	1,859
BLD091	New Build TDA	2,129,600	3,146,900	3,217,900		275,000	3,492,900	2,926,047
BLD092	Service HQ. Offices	41,200	58,000	58,000			58,000	7,795
BLD093	Refurbishment MF1		25,000	25,000	-20,000		5,000	1,950
BLD094	Security Enhancement Works	25,000	41,000	41,000			41,000	21,582
BLD095	Electric Vehicle Infrastructure	65,000	97,800	97,800	-50,000		47,800	
BLD096	Passive Strategy	20,000	60,000	60,000			60,000	7,302
CON001	Energy Conservation Non-Salix	130,000	153,800	153,800			153,800	127,368
CON002	Energy Conservation Salix		1,800	1,800			1,800	
EQU002	Fridge/Freezer Rep Prog	33,000	38,400	38,400	-10,000	-5,000	23,400	8,506
EQU003	Furniture Replacement Prog	70,000	114,500	114,500	-50,000	-20,000	44,500	23,151
TDA001	TDA Refurbishment		36,400	36,400			36,400	
	Total	5,300,600	7,725,700	7,796,700	-1,519,300	275,000	6,552,400	4,224,923
FIRE SAFETY								
FIR002	Smoke Alarms (H.F.R.A.)	235,000	235,000	235,000			235,000	116,765
FIR005	Installation Costs (H.F.R.A.)	375,000	375,000	375,000			375,000	
FIR006	Deaf Alarms (H.F.R.A.)	25,000	25,000	25,000			25,000	21,150
FIR007	Replacement Batteries (H.F.R.A.)			0			0	
	Total	635,000	635,000	635,000	0	0	635,000	137,915

	EXPENDITURE	Approved Budget	Q1 Budget	Q2 Budget	Q3 Amendments	Q3 Virements	Q2 Budget	Actual to 31.12.24
		£	£	£	£		£	£
ICT								
FIN001	FMIS/Eproc/Payroll/HR Replacement	150,000	150,000	150,000			150,000	
IT002	ICT Software	405,000	575,400	475,400			475,400	282,451
IT003	ICT Hardware	131,460	399,010	413,710	-50,000	10,200	373,910	297,450
IT005	ICT Servers	65,000	65,000	65,000	-60,000		5,000	
IT018	ICT Network	112,000	371,300	331,300	-15,000		316,300	273,881
IT019	Website Development	10,800	10,800	10,800			10,800	
IT026	ICT Operational Equipment	15,000	140,500	140,500			140,500	9,995
IT027	ICT Security	2,000	2,000	2,000			2,000	243
IT028	System Development (Portal)	31,400	83,700	83,700			83,700	895
IT030	ICT Projects/Upgrades	5,000	8,500	8,500			8,500	
IT047	Legal Case Management System	30,000	40,000	40,000			40,000	16,790
IT055	C.3.I. C.&.C Communication & Information	5,000	48,100	48,100			48,100	41,138
IT059	ESMCP Project Control Room Integration		66,100	66,100	-66,100		0	
IT062	Capita Vision 3 Update (CFO/058/17)		31,300	31,300			31,300	
IT063	Planning Intelligence and Performance System	90,000	120,000	120,000	-90,000		30,000	
IT066	ESN Ready		20,700	20,700	-20,700		0	
IT068	Command & Control Suite		325,100	325,100			325,100	325,076
IT069	ICT Enhanced Mobilisation		140,000	140,000			140,000	23,008
IT070	OSHENS Renewal/Replacement	50,000	50,000	50,000	-50,000		0	
	Total	**1,102,660**	**2,647,510**	**2,522,210**	**-351,800**	**10,200**	**2,180,610**	**1,270,928**
NATIONAL RESILIENCE ASSET REFRESH								
NRAT001	NRAT Asset Refresh	0	106,300	478,300		-200	478,100	63,562
NRAT002	NRAT - DIM	0	2,233,400	2,233,400			2,233,400	1,905,539
NRAT003	NRAT - ELS		2,349,400	1,005,800			1,005,800	977,249
NRAT004	NRAT - USAR			8,000,000			8,000,000	
NRAT005	NRAT - Vehicles			60,000		70,000	130,000	25,500
NRAT006	NRAT - MTA	0	1,100,000	1,100,000		200	1,100,200	91
	Total	**0**	**5,789,100**	**12,877,500**	**0**	**70,000**	**12,947,500**	**2,971,940**
OPERATIONAL EQUIP. & HYDRANTS								
OPS001	Gas Tight Suits Other PPE	10,500	10,500	0			0	
OPS003	Hydraulic Rescue Equipment	360,000	421,500	421,500	-200,000		221,500	68,517
OPS005	Resuscitation Equipment	5,500	5,500	5,500			5,500	
OPS009	POD Equipment	20,000	97,700	47,700			47,700	12,298
OPS011	Thermal imaging cameras	170,000	200,000	200,000			200,000	197,250
OPS016	Gas Detection Equipment (MYRA DS)	100,000	120,300	20,300	-30,000		-9,700	692
OPS022	Improvements to Fleet	120,700	121,600	141,600		-16,500	125,100	67,230
OPS023	Water Rescue Equipment	65,500	106,300	106,300	-50,000		56,300	40,424
OPS024	BA Equipment		82,600	82,600	-10,000		72,600	43,537
OPS026	Rope Replacement	15,500	15,500	15,500			15,500	
OPS027	Light Portable Pumps	20,000	20,000	0			0	
OPS031	CCTV Equipment	80,000	80,000	0			0	
OPS033	Marine Rescue Equipment	11,000	12,700	12,700	-12,000		700	139
OPS034	Operational Ladders	15,000	15,000	15,000			15,000	8,100
OPS036	Radiation/Gas Detection Equipment	7,000	64,200	64,200			64,200	46,964
OPS038	Water Delivery System	10,000	10,000	10,000	-5,000		5,000	
OPS039	Water Delivery Hoses	18,500	19,200	19,200		16,500	35,700	16,521
OPS049	Bulk Foam Equipment	5,000	72,000	72,000	-20,000		52,000	44,451
OPS054	Electrical Equipment	10,000	12,200	12,200			12,200	3,596
OPS058	Operational Drones	5,000	5,000	5,800	-4,800		1,000	859
OPS059	Fire Ground Equipment	5,500	5,500	5,500		-1,500	4,000	
OPS060	SRT Equipment	70,000	90,100	90,100			90,100	32,530
OPS061	Hi-Rise Kits	10,500	14,500	4,500			4,500	
OPS062	Marine Firefighting	70,000	70,000	40,000	-28,000	-2,000	10,000	8,134
OPS063	Emerging Technologies	50,000	50,000	50,000	-50,000		0	
OPS064	Wildfire Equipment	5,000	5,000	5,000	-4,000		1,000	
OPS065	Communications		10,800	10,800		3,500	14,300	7,879
HYD001	Hydrants (New Installations)	18,500	18,500	18,500			18,500	2,259
HYD002	Hydrants (Replacements)	18,500	18,500	18,500			18,500	13,989
	Total	**1,297,200**	**1,774,700**	**1,495,000**	**-413,800**	**0**	**1,081,200**	**615,368**
VEHICLES								
VEH001	Fire Appliances	1,160,000	1,160,000	0			0	
VEH002	Ancillary Vehicles	409,750	845,350	540,550	-43,050		497,500	406,065
VEH004	Special Vehicles	971,000	1,387,600	1,104,000	-431,000		673,000	505,574
VEH005	Vehicles water Strategy	16,400	16,400	0			0	
VEH010	Marine Rescue Vessels		76,400	65,300	-50,100		15,200	
WOR001	Workshop Equipment	65,700	45,700	45,700			45,700	6,701
	Total	**2,622,850**	**3,531,450**	**1,755,550**	**-524,150**	**0**	**1,231,400**	**918,340**
	Grand Total	**10,958,310**	**22,103,460**	**27,081,960**	**-2,809,050**	**355,200**	**24,628,110**	**10,139,415**

EXPENDITURE	Approved Budget	Q1 Budget	Q2 Budget	Q3 Amend-ments	Q3 Vire-ments	Q2 Budget	Actual to 31.12.24
	£	£	£	£		£	£
Capital Receipts							
Sale of LLAR House Newton	435,000	435,000	435,000			435,000	
Sale of LLAR NWAS Land	80,000	80,000	80,000			80,000	
Sale of TDA/Croxteth FS	2,000,000	2,000,000	3,100,000			3,100,000	
Sale of Aintree FS	650,000	650,000	650,000			650,000	
Sale of Vesty A	550,000	550,000	550,000			550,000	
Sale of Vesty B	550,000	550,000	550,000			550,000	
Sale of Ritchie Avenue Stores	100,000	100,000	100,000			100,000	
R.C.C.O. / Capital Reserve							
Capitalisation of Sals HFRA (FIR005)	375,000	375,000	375,000			375,000	
IT Equipment (IT003)		12,450	27,150		10,200	37,350	37,350
Cap Refurb (BLD011) - Container Units		4,000	4,000			4,000	4,000
Op. Drones (OPS058) - 0295			800			800	800
NRAT - MTA (NRAT006) - Body Armour 2016		1,100,000	1,100,000			1,100,000	1,100,000
Capital reserve as per Q2 report			3,583,000			3,583,000	
BLD091 TDA Build Cap Inv Res			71,000		275,000	346,000	346,000
Grant							
NRAT National Resilience Grant		4,680,000	11,768,400		70,000	11,838,400	2,971,940
Total Non Borrowing	**4,740,000**	**10,536,450**	**22,394,350**	**0**	**355,200**	**22,749,550**	**4,460,090**
Borrowing Requirement							
Unsupported Borrowing	6,218,310	11,567,010	4,687,610	-2,809,050	0	1,878,560	5,679,325
Borrowing	**6,218,310**	**11,567,010**	**4,687,610**	**-2,809,050**	**0**	**1,878,560**	**5,679,325**
Total Funding	**10,958,310**	**22,103,460**	**27,081,960**	**-2,809,050**	**355,200**	**24,628,110**	**10,139,415**

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Type of Capital Expenditure	Total Cost £	2024/25 £	2025/26 £	2026/27 £	2027/28 £	2028/29 £
Major Site Works						
BLD039 FS Refurbishment Heswall	23,900	13,900	10,000			
BLD055 FS Refurbishment Bromborough	1,814,200	1,814,200				
BLD057 FS Refurbishment Crosby	391,600		91,600	300,000		
BLD063 FS Refurbishment Kirkby	815,000	52,900	762,100			
BLD073 SHQ Museum	191,000					191,000
BLD085 FS Refurbishment Speke/Garston	25,500	25,500				
BLD086 FS Refurbishment Old Swan	28,200	28,200				
BLD087 F.S. Refurbishment City Centre	250,000		250,000			
BLD088 FS Refurbishment Kensington	121,300		121,300			
BLD089 FS Refurbishment Toxteth	182,500		30,000		152,500	
BLD090 FS Refurbishment Wallasey	1,524,400	14,400	10,000	1,500,000		
BLD091 TDA New Build	3,492,900	3,492,900				
BLD093 Marine Fire 1 Refurbishment	143,300	5,000	20,000		118,300	
	9,003,800	5,447,000	1,295,000	1,800,000	270,800	191,000
LLAR Accommodation Works						
BLD050 LLAR Accommodation Belle Vale	5,700	5,700				
BLD075 LLAR Accommodation Newton-le-Willows	36,800	21,800	15,000			
	42,500	27,500	15,000			
General Station Upgrade Works						
BLD001 Roofs & Canopy Replacements	400,000	45,000	220,000	45,000	45,000	45,000
BLD003 Appliance Room Door Repairs	130,000		55,000	25,000	25,000	25,000
BLD004 Concrete Yard Repairs	189,700	99,700	22,500	22,500	22,500	22,500
BLD005 Tower Improvements	112,700	2,700	65,000	15,000	15,000	15,000
BLD013 Appliance Room Floors	272,000	27,000	155,000	30,000	30,000	30,000
BLD016 Community Station Investment	111,500	111,500				
BLD033 Sanitary Accommodation Refurbishment	234,800	14,800	160,000	20,000	20,000	20,000
TDA001 TDA Refurbishment	36,400	36,400				
	1,487,100	337,100	677,500	157,500	157,500	157,500
Other Works						
BLD007 LEV System in Appliance Rooms	62,600		47,600	5,000	5,000	5,000
BLD011 Capital Refurbishment	102,500	22,500	15,000	15,000	25,000	25,000
BLD014 Boiler Replacements	146,700	36,700	65,000	15,000	15,000	15,000
BLD018 Conference Facilities SHQ	70,000	20,000	35,000	5,000	5,000	5,000
BLD020 Electrical Testing	138,200	38,200	25,000	25,000	25,000	25,000
BLD026 Corporate Signage	40,300	20,300	5,000	5,000	5,000	5,000
BLD031 Diesel Tanks	5,200	5,200				
BLD032 Power Strategy	98,000	38,000	15,000	15,000	15,000	15,000
BLD034 Office Accommodation	187,000	17,000	95,000	25,000	25,000	25,000
BLD044 Asbestos Surveys	86,600	28,600	28,000	10,000	10,000	10,000
BLD053 Lighting Replacement	18,600	8,600	10,000			
BLD058 HVAC - Heating, Ventilation & Air Con	132,000	12,000	30,000	30,000	30,000	30,000
BLD060 Equality Act/Access Compliance Work	420,800	20,800	250,000	50,000	50,000	50,000
BLD061 Lightening Conductors & Surge Protection	71,300	11,300	45,000	5,000	5,000	5,000
BLD062 Emergency Lighting	69,900	9,900	45,000	5,000	5,000	5,000
BLD067 Gym Equipment Replacement	161,400	21,400	65,000	25,000	25,000	25,000
BLD068 SHQ JCC	23,100		23,100			
BLD070 Workshop Enhancement	77,700		77,700			
BLD092 Service Headquarters Offices	58,000	58,000				
BLD094 Security Enhancement Works	141,000	41,000	25,000	25,000	25,000	25,000
BLD095 Electric Vehicle Infrastructure Works	197,800	47,800	75,000	25,000	25,000	25,000
BLD096 Passive Fire Strategy	140,000	60,000	20,000	20,000	20,000	20,000
CON001 Energy Conservation Non-Salix	273,800	153,800	30,000	30,000	30,000	30,000
CON002 Energy Conservation Salix	1,800	1,800				
EQU002 White Goods & Catering Equipment	93,400	23,400	25,000	15,000	15,000	15,000
EQU003 Furniture Replacement Programme	194,500	44,500	75,000	25,000	25,000	25,000
	3,012,200	740,800	1,126,400	375,000	385,000	385,000
	13,545,600	**6,552,400**	**3,113,900**	**2,332,500**	**813,300**	**733,500**

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**COMMUNITY SAFETY AND PROTECTION COMMITTEE**		
DATE:	**30 JANUARY 2025**	**REPORT NO:**	CFO/76/24
PRESENTING OFFICER	**CHIEF FIRE OFFICER, PHIL GARRIGAN**		
RESPONSIBLE OFFICER:	**DEB APPLETON**	**REPORT AUTHOR:**	**DEB APPLETON JACKIE SUTTON**
OFFICERS CONSULTED:	**STRATEGIC LEADERSHIP TEAM**		
TITLE OF REPORT:	**IRMP 2021-24 FINAL UPDATE**		

APPENDICES:	**APPENDIX 1:**	**IRMP 2021-24 FINAL UPDATE**
	APPENDIX 2:	**RESPONSE IRMP OUTCOMES**
	APPENDIX 3:	**PREVENTION IRMP OUTCOMES**
	APPENDIX 4:	**PROTECTION IRMP OUTCOMES**
	APPENDIX 5:	**PREPAREDNESS IRMP OUTCOMES**
	APPENDIX 6:	**NATIONAL RESILIENCE IRMP OUTCOMES**
	APPENDIX 7:	**LJMU EVALUATION OF THE IRMP PROCESS**
	APPENDIX 8:	**RISKTEC EVALUATION OF IRMP OUTCOMES**

Purpose of Report

1. To request that Members consider the outcomes from the Integrated Risk Management Plan (IRMP) 2021/24 presented in the attachments to this report.

Recommendation

2. It is recommended that Members note the outcomes from the IRMP 2021/24.

Introduction and Background

3. The Authority published its IRMP 2021/24 in July 2021. The requirement to publish an IRMP is contained within the National Framework for Fire and Rescue Services 2018.

The requirement to produce an IRMP

4. The National Framework sets out the following requirements.

    Each Integrated Risk Management Plan must:

- reflect up to date risk analyses including an assessment of all foreseeable fire and rescue related risks that could affect the area of the authority;

- demonstrate how prevention, protection and response activities will best be used to prevent fires and other incidents and mitigate the impact of identified risks on its communities, through authorities working either individually or collectively, in a way that makes best use of available resources;

- outline required service delivery outcomes including the allocation of resources for the mitigation of risks;

- set out its management strategy and risk-based programme for enforcing the provisions of the Regulatory Reform (Fire Safety) Order 2005 in accordance with the principles of better regulation set out in the Statutory Code of Compliance for Regulators, and the Enforcement Concordat;

- cover at least a three-year time span and be reviewed and revised as often as it is necessary to ensure that the authority is able to deliver the requirements set out in this Framework;

- reflect effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies and partners; and

- be easily accessible and publicly available.

5. The Authority is fully compliant with these requirements.

6. In addition, in April 2021 the National Standards Board for fire and rescue services published the Community Risk Management Planning Standard and following that, the NFCC published guidance for Community Risk Management Planning. Both of these relate to the National Framework requirement to produce an IRMP, although the terminology is different. Members will be aware that this terminology has been adopted for the new Community Risk Management Plan ('CRMP') 2024/27.

7. Although the Standard was published during the period of public consultation on the IRMP 2021/24, MFRS was already broadly compliant with the Standard and changes made in the CRMP planning process have now provided further improvements.

Reporting on IRMP progress and outcomes

8. Members will be aware that regular update reports have been presented to the Authority during the duration of the IRMP. The final version of that update is attached at Appendix 1.

9. For this final report on the IRMP officers have also prepared outcome statements indication the extent to which short, medium and long term outcome objectives have been achieved. These can be found at Appendices 2-6.

Evaluation and external scrutiny

10.   IRMP evaluation reports have been commissioned by two external organisations. The first (attached at Appendix 7) is an evaluation by Liverpool John Moores University of the process the Service followed to produce the IRMP. It was completed in April 2023.

11.   In its conclusion this evaluation states that:

"The MFRS IRMP appeared compliant with the Fire and Rescue National Framework for England, the NFCC Competency Frameworks for Community Risk Management Planning guidelines, and the Fire Standards Board Community Risk Management Planning guidelines.
Stakeholders needs in terms of the local community, MFRS staff (in terms of safety / training), partner agencies (in terms of collaboration), and funders appeared to have been appropriately addressed.
A thorough and robust approach to risk identification, risk assessment, and risk management appeared to be present in the MFRS IRMP."

12.   The second evaluation, completed in November 2024 by Risktec looked specifically at the outcomes from the IRMP. This report (which is attached at Appendix 8) proposed a new approach to evaluation of IRMP/CRMP actions (and potentially other MFRS activities) in a way that is compliant with NFCC guidance. That process involves the creation of logic models which show on one page the inputs, outputs and outcomes related to MFRS priorities. MFRS has now adopted that model for the CRMP and the updates in Appendices 2-6 use this approach to demonstrate the outcomes from the IRMP 2021/24.

13.   In the executive summary of their report, Risktec said:

"Risktec's overall opinion is that the Service, having produced its own comprehensive picture of the context of Risk/Demands and Vulnerability and determined how well the current arrangements were working, are significantly underselling the scale and depth of its effectiveness. We found, through the development of the LOGIC Model, that the Actions are delivering more positive community safety outcomes in a way that makes a difference to the safety of people, buildings and places in Merseyside than it originally set out in the IRMP. These community safety outcomes will be realised over the short, medium and long-term but are already providing clear benefits to the Service and the community."

14.   Officers will incorporate recommendations from both evaluation reports into the delivery of the CRMP 2024/27 and the planning of future CRMPs.

HMICFRS feedback

15.   In the 2021 inspection report HMICFRS said "*The service has an effective integrated risk management plan"*

"After assessing relevant risks, the service has recorded its findings in an easily understood integrated risk management plan. This plan describes how prevention, protection and response activity is being or will be effectively resourced to mitigate or reduce the risks and threats its communities face, now and in the future."

16. *In* 2023 they said; *"The service has a detailed and effective risk management plan".*

   "The service uses an IRMP to assess risk at a local community level and record the findings. This plan describes how the service intends to use its prevention, protection and response activities to mitigate or reduce the risks and threats the community faces now and in the future. Information about previous incidents is analysed, and firefighters and equipment are aligned with demand and risk to make sure that the service's emergency response is effective."

Equality and Diversity Implications

17. An equality impact assessment was completed for the IRMP 2021/24 which was considered by the Authority in June 2021. The EIA for the new CRMP was considered by the Authority in October 2024.

Staff Implications

18. There are no staff implications resulting from this report. Any staff implications relating to the delivery of the IRMP have been dealt with through normal MFRS processes including reports to the Authority where appropriate.

Legal Implications

19. The requirement to produce an IRMP is part of the National Framework for Fire and Rescue Services 2018, which itself is a part of the Fire and Rescue Services Act 2004.

Financial Implications & Value for Money

20. The only costs associated with this final report relate to the evaluations. The LJMU report was provided free of charge and the cost of the Risktec report was contained within existing budgets.

Risk Management and Health & Safety Implications

21. The IRMP is specifically about the management of risk and the outcomes from the IRMP should assure Members that the Service is identifying all foreseeable risk and putting in place actions to mitigate that risk. Health and Safety is a major consideration during that process.

Environmental Implications

22. Environmental matters were considered during the implementation of the IRMP 2021/24, but this position has been strengthened within the CRMP 2024/27 where a specific action relates to the achievement of Net Zero.

Contribution to Our Vision:	*To be the best Fire & Rescue Service in the UK.*
Our Purpose:	*Here to serve, Here to protect, Here to keep you safe.*

23. The IRMP is one of the key documents that sets out how MFRA discharges its responsibilities in relation to the National Framework. Its entire focus is on reducing risk for the people of Merseyside.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

MFRA   **M**erseyside **F**ire and **R**escue **A**uthority

MFRS   **M**erseyside **F**ire and **R**escue **S**ervice

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ACTION NOS	IRMP ACTION	FUNCTION/ OWNER	UPDATE	START IRMP YEAR 1	DUE BY	STATUS (Red, Amber, Green)
Prev/2.1	Continue with our person-focused approach to Home Safety – targeting those over 65 and the most vulnerable due to socio-economic deprivation in Merseyside – knowing that smoke alarm ownership has diminished in these areas	Prevention	**Update Jul-Dec 2021** Home Fire Safety Checks were disrupted during the latter part of 2021 due to pandemic restrictions. We have maintained delivery of Safe and Well checks for those who are most vulnerable. The Service was able to hold its annual Older Persons Day completing approximately 750 HFSCs. **Year 1 Update – Jan-June 2022** Home Safety strategy is returned on track with both easing of lockdowns and introduction of Station Managers onto single stations. Group Manager Home Safety and Group Manager Operational Response remain accountable through Performance Management Group and meet frequently to discuss challenges regarding performance management. On target for yearly return of HFSC delivery. **Year 2 July-September 2022 update** Older person's day delivered 1579 HFSC. A similar approach will be taken to winter campaigns, which will utilise data from fatalities and serious injuries from December to March for the past 5 years. Performance of crews is closely managed by individual SMs for each stations supported by the GMs for Response and Home Safety who are in regular communication to ensure the annual target is achieved. **Year 2 October to December 2022 update**	YEAR 1 2021-22	Live throughout IRMP period	

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			Winter campaigns have been established and are being undertaken weekly. Sundays are being used to provide the most resource to each campaign. Due to a high number of fire fatalities some of the scheduled winter warm campaigns have been superseded with reassurance campaigns. Trends identified through evaluation of the fire fatalities are being explored, one example is the use of funding secured via Local Authorities to procure and install heat detectors in kitchens whilst undertaking normal business (HFSC). This decision was predicated on the identification that 5 out of 5 fires between 1/12/22-17/1/23 occurred in the kitchen involving cooking. A 'nominate a mate' scheme is also being introduced as another key trend identified was men, living alone, over the age of 50. **Year 2 January to June 2023 update** Target for station performance was achieved by operational crews. Winter campaigns continued to be delivered on Sundays. A move was made to install heat detectors instead of carbon monoxide alarms. A regional piece of work has been started to evaluate fire deaths across the regional and identify any trends. CFRMIS had a question added to identify E bike/scooter owners and bespoke leaflets were introduced. **Year 3 July to September update** The PCF will be enhanced with the pilot of introducing CIPHA data to assist with identifying and targeting the most vulnerable in 4 wards in the Toxteth Station area (St. Michaels, Riverside, Princes Park and Greenbank). MFRS will work with Public Health and the Civic Data Co-operate		

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			to evaluate whether the data is accurate. This will be combined with the NFCC work looking a competency when delivering HFSC. **Year 3 October to December update** Meetings continue with regards to the Information Sharing Agreement sign off by individual GP surgeries. MFRS are looking to implement the pilot delivery in Toxteth's area as soon as possible and evaluate as to the accuracy and relevance of the information shared. **Year 3 Jan-Sept FINAL update** The initial pilot period has now concluded within the Toxteth area and all the data collected has been shared with University of Liverpool to evaluate against the risks highlighted both by MFRS and CFRS. Pilot 2 will commence in all likelihood in Jan 2025 when the data has been fully evaluated by the University. MFRS are fully involved in the process and have shared all findings with partners throughout the pilot phase.			
ACTION NOS	IRMP ACTION	FUNCTION/ OWNER	UPDATE	START - IRMP YEAR 2	DUE BY	
Res/1.5	**Year 2**: St Helens - To select a suitable appliance (Scorpion) and initiate the tender process. Scoping for stowage/water delivery and suitability	Prep/Resp	Year 1 Update – Jan-June 2022 Year 1 action was complete. This further work has been carried into Year 2 Year 2 July-September 2022 update **HRET (High Reach Extendable Turret appliance)** – Group formed to analyse the market on Stingers and Scorpion	YEAR 2 2022-23	Phase 2 2022 For completion in Yr 3	

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for risk within Merseyside. To purchase and deliver training on the appliance and place on the run.		appliances and kit requirements. Specification drawn up from all requirements in consultation with Legal and Procurement. Tender published and closed 30th September 2022. Tender Evaluation took place. Report went to SLT 22nd November 2022 and then will be reported to MFRA on 15th December 2022. Delivery will be dependent on chassis availability so expected in financial year 2023/24. **Year 2 October to December 2022 update** HRET Report approved at SLT 22nd November 2022 and MFRA on 15th December 2022. Contract awarded. Delivery will be dependent on chassis availability so it is expected in the financial year 2023/24. **Year 2 January to June 2023 update** Delivery of HRET (High Reach Extendable Turret appliance) vehicle is expected in November 2023 then the familiarisation training can be delivered **Year 3 July to September update** Preparedness - No change - As previous update Response - awaiting delivery of appliance to St Helens before actioning **Year 3 October to December update** Response - awaiting delivery of appliance to St Helens before actioning **Year 3 Jan-Sept FINAL update** **Preparedness -** The HRET is in the final stages of the build after some unforeseen delays. Delivery is expected in		

			February with the training for TDA staff and Workshops staff to start in January followed by training for the crews on station **Response** – Discussions have taken place with workshops around vehicle type and specification. Work underway to implement into response fleet looking at attendance times for St Helens area. Options include P1 wholetime, P2 day crewed, whole time retained or comp crewed. Options to be taken to Ops Board prior to appliance being available on the run.			
Res/1.6b	**WALLASEY** – Marine and Ships Firefighting (Off Shore capability) **YEAR 2**:To initiate a training day for staff at Wallasey and Crosby to conduct either internal, external or off site training in relation to Marine risk. This may include theory, ships visits, TDA or Marine Tac Ad input. To obtain and utilise FRMR modules aligned to an "alongside response" as the background to theory training. To establish cross border relationships	Response	**Year 1 Update – Jan-June 2022** Year 1 action was complete. This further work has been carried into Year 2 **Year 2 July-September 2022 update** **Phase 1 – Training/Information/Instruction:** Marine Training has an allocated training session each week. Operational crews training consists of a Theory/Table Top approach, utilising Marine Tactical Advisor additional resources, Ship Familiarisation Visits to Cammel Lairds and practical training on station. A relationship continues to develop with Peel Ports, arranging further familiarisation visits to multiple vessel types and to identify any practical training areas available. Lancashire FRS have visited Wallasey and have taken part in a familiarisation visit of Cruise Liner/Military ships at Cammel Lairds. It is anticipated that this will be reciprocated with Wallasey Crews visiting Morecombe	YEAR 2 2022-23	Phase 2 – April 2022 For completion in year 3	

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with other FRS to improve our response in the maritime environment. To identify and secure local infrastructure or assets for visits or exercising.		Fire Station and attending a familiarisation visit of a roll on roll off vessel. An SLT report highlighting two potential proposals for operational crews at Wallasey and Crosby to attend a Ship Fire Fighting Course has been produced. One option is an external provider that will deliver a 1 day bespoke course at the TDA. The second is an external 2 day bespoke practical course at the Fire Service College. Phase 2 (2022-23): Identification and Acquisition of PPE & Equipment for Specialist Crews and MRSU. **Year 2 October to December 2022 update** **Phase 1 – Training/Information/Instruction:** Bespoke Marine Ship Fire Fighting Course at the Fire Service College has been approved and signed off at December Operations Board. Provisional dates are currently being discussed with the Fire Service College with final approval required by Time and Resource Management. All 42 staff across Crosby and Wallasey will have completed the course by July 2023. Phase 2 (2022-23): Identification and Acquisition of PPE & Equipment for Specialist Crews and MRSU. Phase 3 (2023-24): Continuing Professional Development programme incorporating Practical Training and Familiarisation Sessions, building upon the relationship with Peel Ports. **Year 2 January to June 2023 update**			

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		Phase 1 – Training/Information/Instruction: Three course dates have now been set with Fire Service College for bespoke Marine Ship Fire Fighting course. May 18th and 19th June 28th and 29th July 19th and 20th Three cohorts of 15 operational personnel across Wallasey and Crosby have been allocated, which will not impact appliance availability across the self rostering system in line with discussions with Time and Resource Management. Transport has been arranged with a minibus allocated by Workshops and a small van for transport of fire kit from Ops Equipment. **Phase 2 (2022-23):** Identification and acquisition of PPE & equipment for Specialist Crews and Marine Rescue Support Unit has begun. Review meeting is scheduled with Station Manager. **Phase 3 (2023-24):** Continual Professional Development programme incorporating practical training and familiarisation sessions, building upon relationship with Peel Ports has begun. This will be led by Group Manager and Station Manager. **Year 3 July to September update** **Phase 1 – Training/Information/Instruction:** A total of 45 Operational Personnel have completed a bespoke Marine Ship Firefighting Course at the Fire Service College,	

receiving a Certificate of Achievement. This has been well received by Operational Crews, a full evaluation will take place

Phase 2 (2022-23) - Identification and Acquisition of PPE & Equipment: A range of identified Marine Equipment has been identified, purchased for trial:
- 38mm Hose
- Dedicated Branch
- Piercing Lance
- Dividing Breeching and Connection
- Purpose Made Marine Fire Fighting Bag
- Obelisk
- Motorola Comms
- Wayfinder Lines

Working alongside Health and Safety Manager Josh Griffin at Camel Lairds to test Pumping Distance/Pressure is suitable.

A practical demo of a Hydropen is being scheduled at Peel Ports, this would be the first acquired within the UK
Phase 3 (2023-24) - CPD Program: Workshops are scheduled to begin in September with crews at Wallasey and Crosby to discuss CPD programme. To include 4 weekly approach:

Theory
- Accredited IFE Presentation
- Additional Tac Ad Presentations
- Test of Competence Exam

Table Tops

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			• Incidents via Ship Plan Table Tops • Effective Command Sessions Familiarisation Visits • Cammel Lairds • Sea Truck • Svitzer • Peel Ports • Returning Ship Masters of Cruise and Military Ships Practical Exercises • Identified sites, Camel Lairds, Seatruck and Svitzer • Cross Boarder Exercises with GMFRS and Lancashire • Incident Command and Fire Fighter Practical Assessments Seatruck have delivered a bespoke presentation to all crews, including a familiarisation visit. This is preparation for exercise in Heysham November/December. An exercise with Svitzer is scheduled for 11th October, this will be used to test alternative PDA options **Year 3 October to December update** Thorough testing of 38mm hose and dedicated branch has been completed, including Flow Rates at various lengths, heights and compartment fire fighting in fire behaviour unit. TN and supporting report to be completed.			

			HydroPen demo at TDA taken place on 22nd January with Operational Crews in attendance, prototype has been left with us on trial until April. Four Appliance Seatruck Exercise highlighted an immediate issue with Comms Radios, to be discussed. Marine & HAZMAT CPD programmes will be embedded into the Station plans at Wallasey, Crosby and St Helens Fire Stations. These Sessions will be Assured by the OA team periodically and results recorded on the OSHENSs systems. The findings will be reviewed to identify any common trends and ways in which these can be improved via future training. **Year 3 Jan-Sept FINAL update** Marine CPD in place and continuing with dedicated Wednesday afternoon training for Wallasey / Crosby. Ops Board presentation scheduled for 30th October to propose new Pre Determined Attendance (PDA) trial, including dedicated roles for specialist stations, complimentary crewing of Marine Rescue Support Unit (MRSU) and governance in terms of Standard Operating Procedure update. Training to uplift staff at Wallasey and Crosby that have not received initial ships firefighting course at Fire Service College has been discussed with POD.			

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| Res/1.6g | **HESWALL** – Wildfire – All terrain vehicle – Complementary crewed

Year 2 Action
Implement training for Wildfire specialism utilising a professional accredited resource. Conduct scoping exercise for PPE and initiate selection/tender process for vehicles. | Response | <u>Year 1 Update – Jan-June 2022</u>
Year 1 action was complete. This further work has been carried into Year 2

<u>Year 2 July-September 2022 update</u>
A report was provided to Ops Board on 31st August 2022. The report outlined a number of training options/providers to improve knowledge and understanding of the wildfire specialism. Ops Board approved the report and Northumberland (NFCC Lead for Wildfire) provided a bespoke wildfire training course in October 2022. The course was delivered to a total of 28 staff including Operational Crews from Heswall and Formby and a number of Senior Officers; this completes Phase 1.

Phase 2 has begun with Station Managers at Heswall and Formby continuing to engage with Operational Crews. The specialist staff at Heswall and Formby are working with Wildfire Tac Ads and Operational Equipment/Stores to identify suitable PPE/Equipment for Wildfire Specialism.

<u>Year 2 October to December 2022 update</u>
Drones have been procured. Internal training will take place initially and external training will take place after April 1st. Operational Equipment have ordered samples of wildfire PPE.
Workshops have arranged for a demo of a wildfire vehicle. Other types will need to be reviewed before a decision can be made.
4x4 driver training is in the process of being arranged for those that have not yet undertaken this training. | YEAR 2 2022-23 | Phase 2 2022

To be completed Yr 3 | |

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			Ops Preparedness have worked with stations to compile a wildfire requirement report. A meeting has been held to discuss this with Group Manager Operational Response. At the request of Area Manager Response, this has been added to the agenda for the Operational Improvement Group. **Year 2 January to June 2023 update** After significant changes to staffing at Heswall, there will be a requirement for additional initial training in 2023/24. Northumberland FRS has been asked to provide dates for training. Specifications for vehicles and equipment have been completed, a procurement framework is being identified to use. Operations Board paper will be completed to seek budgetary support for both of the above. Meeting with Director of Recreation for Wirral BC has been completed. Contacts for all Wirral BC staff and mapping for all open land on Wirral has been received. Site visits are to commence with 5 Operational Response Plan locations. 4x4 training dates have been identified and awaiting nominations. Drone training for Heswall in May and June. Formby has received 1 session with a second planned. The first internal training event planned for June at Formby, with both station staff. Report presented to Operational Improvement Group (OIG), defining all aspects of the wildfire specialism.			

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Service Instruction to be considered and presentation to Station Manager group at Standardisation meeting to be made, to promote role and capabilities of the wildfire specialism.
Reporting to OIG is to continue in relation to training element.

Year 3 July to September update

Training Provision – Northumberland are unable to confirm any availability for training before March 24. This is being monitored for any changes. POD have been approached to source alternative provider.
Internal competency training – Working with TDA and national Tac Ads group to design MFRS training programme including learnpro and practical sessions to maintain wildfire competency.
4x4 training - going ahead with next dates in January already filled. Towing courses have no dates as yet.
Equipment
PPE – procurement in progress. Presenting at Ops Board 23/11.
Tools –Tools have been procured, Technical notes and risk assessments are in draft and training requirements will be considered before issue to stations.
Vehicle
Specification issued to Transport Manager for consideration and procurement. Details of equipment and water to be sent to Workshops. Estimation of water capacity is also required.
Other
Drone is fully operational on appliances

Working with Wirral Council Parks and Recreation team to develop their wildfire risk assessment tools and to focus their work packages on known areas of risk. Based upon historic incident data and Wildfire risk calculation.
The primary goal is for this work to support the introduction of controlled burn as an alternative firefighting tactic.(letting fires which have already started, burn to a prepared control line. Not starting the fire ourselves).
Drone Team have completed mapping for Bidston Hill which in terms of resource demand is the highest in the Service over the last 5 years. This is to be shared with WBC to support identification of high risk wildfire areas on the hill.

Year 3 October to December update
Training Provision – Northumberland FRS have provided initial training dates in May. Staffing is working on nominations.

Internal competency training/assessment – Working with TDA and national Tac Ads group to design MFRS training and SPA to maintain wildfire competency.

4x4 training – driver courses have been completed. Towing courses have no dates as yet.

Equipment
PPE – procurement in progress.
Tools –Tools have all been procured, Technical notes and risk assessments are in draft and training requirements will be considered before issue to stations.
Vehicle

				Specification issued to Transport Manager for consideration Final decision to be made at February meeting for procurement.			
				Other			
				Target date for launch is 31st March 2024			
				Developing urban wildfire risk assessment template to assist Wirral BC with managing over 400 plots of open land. Presenting at Summer preparedness event to promote this work with other Local Authorities.			
				Year 3 Jan-Sept FINAL update			
				Initial training is now provided as business as usual using Northumberland FRS as provider.			
				A suite of 8 E learning modules is held on Merseylearn, on an annual cycle for personnel at Heswall and Formby.			
				A practical course has been designed to complement the Level one E Learning. This has been delivered twice to the group, with two more event planned. The frequency for this training will be every two years and on demand.			
				Driver training is on going as business as usual.			
				The teams have attended one regional exercise and will be planned in for future exercises.			
				Formby has completed an off station exercise with a wildfire theme. This requirement will be made via the station plans if amendments are accepted for 2025.			
				Equipment			
				All equipment has now been issued to both stations. Modification to M32L1 stowage is required to allow the equipment to be carried. The SI for the wildfire vehicles is still required.			
				Service Instructions for all equipment have been drafted and await release for consultation by the operational equipment team.			

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			PPE Existing Personal Protective Equipment (PPE) will be used at the present time. Vehicle Procurement specifications are awaiting completion of weight of equipment and water capacity to be carried. Additional budget bid has been made for completion of procurement. Other Wirral council have approved the Urban Wildfire risk assessment tool which started in September. This has been shared with national wildfire group at WBC request for feedback. This is the first tool of its kind that most respondents are aware of. The capability is available on request and is contained within the current super six wildfire input.			
Res 1.6.h	**FORMBY**– Wildfire – All terrain vehicle – Complementary crewed **Year 2 Action** Implement training for Wildfire specialism utilising a professional accredited resource. Conduct scoping exercise for PPE and initiate selection/tender process for vehicles.	Response	Year 1 Update – Jan-June 2022 Year 1 action was complete. This further work has been carried into Year 2 Year 2 July-September 2022 update See 1.6g the update for duplicate action. Year 2 October to December 2022 update See 1.6g the update for duplicate action Year 2 January to June 2023 update See 1.6g the update for duplicate action Year 3 July to September update See 1.6g the update for duplicate action	YEAR 2 2022-23	Phase 2 2022 To be completed in Yr3	

			Year 3 October to December update See 1.6g the update for duplicate action **Year 3 Jan-Sept FINAL update** See 1.6g the update for duplicate action			
Res/1.6i	Flexible working vehicle - a temporary capability (a 32nd fire engine) during 2021 to ensure there are no negative impacts on our emergency response due to specialist training.	Response	**Update Jul-Dec 2021** A Review is underway of potential options of where MFRS would locate a temporary 32nd fire engine **Year 1 Update – Jan-June 2022** This action is not completed so will move to year 2. **Year 2 July-September 2022 update** Proposal for a possible plan is being taken to People (Inclusion) Board for agreement. This action will move to Year 3 2022/24. **Year 2 October to December 2022 update** Proposal is being taken to Culture and Inclusion Board on 6th March 2023 for agreement. This action will move to Year 3 2022/24. **Year 2 January to June 2023 update** Expression of interests have been sent out to personnel who have previous shown an expression of interest in flexible working. Meeting has been arranged with Area Manager and all the chairs and vice chairs of the staff network groups. **Year 3 July to September update**	YEAR 1 2021-22	March 2022 To be completed Yr3	

| | | | Meetings have now taken place between staff network chairs and Area Manager for Operational Response. A survey monkey has been produced and completed by networks and previous flexi working applicants. A meeting is planned for 30th November with Area Manager for Operational Response and Head of Human Resources to discuss Survey Monkey results and research carried out by the University of Liverpool around flexible working.

Year 3 October to December update
The expression of interest for operational staff has now been agreed and will be taken to SLT IN February. TRM have approved release of personnel to crew 32nd appliance.

Year 3 Jan-Sept FINAL update
Preparatory work completed for 32nd appliance. Expression of interest sent out to staff but numbers short of what is needed for full implementation. Action to be carried into Community Risk Management Plan (CRMP) 2024-27 for further planning. | | | |
| Prep/4.2 | Continue to review how up to date operational risk information is gathered and provided to operational staff at incidents and how this can be shared with other fire and rescue services across borders | Preparedness/ | **Update Jul-Dec 2021**
A new approach to collecting and using site specific risk information has been approved. Cross border information is available to staff on Mobile Data Terminals and our intranet. We will use the national Resilience Direct platform for sharing risk information with neighbouring fire and rescue services.

Operational Intelligence will launch a PORIS risk assessment process by April 2022, in order for Operational Crews to triage current category 3&4 Site | YEAR 2 2022-23 | March 2022

For completion in Yr3 | |

so we can work together effectively		Specific Risk Information records to determine accurate risk categories which will be captured in the CFRMIS management information system. Further Operational Intelligence configuration includes the production of a data capture form, approval process, automation of uploading and format of how the risk information is consumed at various stages of an incident. **Year 1 Update – Jan-June 2022** Examining building protection type codes and creating a new scoring level to ensure high risk properties request a SSRI. Training package is being created and the data capture form will be trialled by certain stations and will inform them if a SSRI is needed. **Year 2 July-September 2022 update** Operational Planning Managers have been working with Data Management on the data capture of incident data, protection data and anti-social behaviour fires using 5 years of data to form the assessment. Next steps are to present a system to AM Preparedness, then to Operations Board. Proposing a trial of the system at Bromborough and Crosby for a couple of months. **Year 2 October to December 2022 update** PORIS scoring mechanism has been finalised, externally validated and formally approved. Presented to Operations Board Jan 2023. The new process will be trialled at Crosby and Bromborough with Service-wide roll out expected early 2023.		

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			Data capture form and new Ops Intel module to be progressed with CIVICA (the developers of CFRMIS) and other FRS. **Year 2 January to June 2023 update** Liverpool John Moores University (LJMU) performed an independent review on new PORIS process. Target 1 and 2 assessments have been included in Stations Plans; to be completed by 31 Mar 2024. Working with Protection and Prevention to deliver Operational Preparedness Functional Plan 23/24 No 7. A new SSRI Module will be launched In CFRMIS. **Year 3 July to September update** 1340 PORIS assessments completed as of 05.10.23. PORIS Performance Management Tool now developed and presentation to be provided to SM at standardisation 13.10.23. Work continues to update SI following feedback end completion target for Dec 2023. The data capture has now been designed, the team are now working with System Support and Civica to look at mapping our existing data across to the new form, a test will be conducted in October. Further discussion required on Output form and mapping tools, this will be discussed with AM Sheridan and GM Knock in October to allow work to commence. **Year 3 October to December update** Draft data capture form now complete pending minor quality assurance, cross mapping exercise to compare new form and existing data within progress now			

			completed and given to Civica, awaiting test. Work to commence on data output based on staff feedback from Liverpool University survey. Mapping to be discussed with GM/AM. **Year 3 Jan-Sept FINAL update** Data Capture form now agreed with CIVICA and purchase order has been raised. Data capture form currently under development with CIVICA, awaiting test product prior to go live. North West Risk group has an updated 2024 data sharing agreement in place, 10km for high risk and 3km for lower risk. On going work to be done on this on a regional and national level.			
Prep/4.3	Provide the most up to date kit and equipment to firefighters to keep them safe whilst making sure that we have the right type of fire engines and other emergency appliances to deal with the risks we have identified	Preparedness	Update Jul-Dec 2021 All specialist assets had the inventories reviewed during the summer of 2021. The Service has introduced a process for staff to propose new ideas which can be submitted from Portal forms and incident debriefs. It is now aligned to OSHENS, debrief feedback and significant incidents reports. The review continues into quarter 4. Year 1 Update – Jan-June 2022 Research and development review programme and schedule created by AM Response to manage. Year 2 July-September 2022 update Foam - Ongoing. Regular meetings with the North West Technical Officers Group. (C8 and C6 disposal, sourcing suppliers, storage of new stocks, reviewing the operational delivery of foam to the incident ground).	YEAR 2 2022-23	July 2021 – Ops paper on Specialist Appliance Review. For completion during Yr3	

			Drager Repeater Packs - To boost telemetry during high rise incidents. Two packs have been loaned to MFRS, with these trials in the advanced stages and proving positive. **High Rise Bags** – Two bespoke high-rise bags have been designed and manufactured to carry predetermined equipment. Operational trials are imminent. Research and development FB7 Process - FB7's to be incorporated onto the intranet Portal and proposed as a drop box process. **Year 2 October to December 2022 update** Foam - Approved at Operations Board January 2023 to purchase new foam and dispose of old foam. Ops Equipment working with Systems Support to develop Research & Development portal area and will be launched when the new portal SharePoint is live. R&D Survey to be presented to watches on station:- • 2nd February - Green Watch • 6th February - White Watch • 16th February - Blue Watch • 20th February - Red Watch Senior officer Grab Bags launching February 2023. **Year 2 January to June 2023 update** New Research and Development Portal area requested and agreed to be launched following the upgrade to SharePoint Online. Action complete when launched on the new Portal. **Year 3 July to September update**			

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			Still awaiting new Research and Development Portal area to be launched due to upgrade to SharePoint Online. Update on new process will be provided to Ops Board Nov 2023. Year 3 October to December update Still awaiting new Research and Development Portal area to be launched due to upgrade to SharePoint Online. All staff can feed back issues with PPE and uniform via the portal. In early 2024 intentions to run road shows so staff can look at Ops Equipment ideas and feedback on equipment. Updates will be published in the hot news to staff informed of research projects and current purchases Ops Equipment regularly attending the gender network meetings. **Year 3 Jan-Sept FINAL update** Provided FASTYs to assist staff with water rescues, ensuring a fasty safer rescue for both the victim and the rescuer Purchased four Sonar which enables crews to identify possible search areas within a body of water and four reach pole cameras, these allow crews to commit to the water with the reach pole and clear underwater vision making a subsurface rescue possible within the survivable time frame New, multipurpose F2XR rescue helmets for SRT providing them with the best possible protection available in all scenarios where there is no fire. New Compartment fire kit utilising Vizlite tape. This tape glows making the wearer more visible when on roadways or when operating in dark Smokey structures.			

			New state of the art FLIR K series thermal image cameras have been purchased with five setting so staff can change the screen to assist with the environment. Enhanced torniquet and blast bandages have been procured to improve and uplift provisions on the fire appliances for major incidents.			
ACTION NOS	**IRMP ACTION**	**FUNCTION/ OWNER**	**UPDATE**	**START - IRMP YEAR 3**	**DUE BY**	
Res/1.2a	Combine the stations at Aintree and Croxteth fire stations	Response	**Update Jul-Dec 2021** Following consultation in April/May 2021 with the public, stakeholders, partners, local councillors and staff there was overwhelming support for our proposals. The Fire Authority approved submission of plans to Liverpool City Council in December 2021 and the land deal is expected to be complete by May 2022. **Year 1 Update – Jan-June 2022** The project received consent on 3rd May 2022 by Liverpool City Council granting planning permission for the 12-acre site on Long Lane. MFRA Approved project on 9th June 2022 The contract for the build has been awarded to Wates Construction. Build expected to be complete by mid-2024. **Year 2 July-September 2022 update** The project is progressing well with full design achieved to RIBA stage 4. Pre commencement planning conditions are progressing well and an October 2022 start date is anticipated on site. Build still on track for a completion in early 2024.	YEAR 1 2021-22	March 2024 complete For completion Yr 3	

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Year 2 October to December 2022 update
Significant water on the site has delayed progress on groundwork; however, the groundworks are still progressing well and foundations are due to be laid and steelwork due to commence in March 2023. Significant design work has been agreed with further detail required on realistic fire training scenarios.

Confirmation received from NWAS that the HART element of Croxteth will not combine at the new site. A completion date of 29/04/24 is currently forecast.

Year 2 January to June 2023 update
All design work complete and build progress is to a developed stage. All steel work in place, with floor slabs forecast to be laid during April/May 23. Consultation has taken place with POD regarding staff engagement prior to any selection process. The project is on track to be complete by 29/04/24, where it is expected the new station will be operational.

Year 3 July to September update
Project Manager - The majority of external fabrication works are complete and the building is weather tight. Internal fit out continues, and preparation underway for services and telecommunications. USAR garage largely complete with internal fit out to be completed. Initial stage of staff selection process complete, with available roles advertised. Further final selections to be completed at later stage. Go live date is still on track.

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				Response - All staff members at Aintree have now expressed an interest in alternative working locations and all but one have confirmed acceptance for April 2024. **Year 3 October to December update** Response – All transfers from Aintree have been agreed to commence from the completion date of the new site. Project Manager - External fabrication works are complete and the Internal fit out is at an advanced stage. USAR garage is complete with only minor electrical works to be completed. Final staff selection still to be completed in early 2024. The 'Go live' date is still on track and is set for 1st May, 2024. **Year 3 Jan-Sept FINAL update** The new station was constructed on time with all staff selection taking place, and personnel occupying the site on May 1st, 2024. This fulfilled the proposal to combine the stations at Aintree and Croxteth fire stations to create a superstation (Hybrid/Specialist Rescue station) along with a new Training and Development Academy to be built on land at Long Lane, Aintree. The project was given approval for closure at Executive Board on 27/06/24. **COMPLETE**.			
Res/1.2b	Create a superstation (Hybrid/Specialist Rescue station) along with a new Training and Development Academy to be built on	Preparedness		Update Jul-Dec 2021 Project Manager and Area Manager Response are progressing requirements. Updates as Res1.2a above Year 1 Update – Jan-June 2022	YEAR 1 2021-22	March 2024 For completion Yr 3	

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	land at Long Lane, Aintree		The project received consent on 3rd May 2022 by Liverpool City Council granting planning permission for the 12-acre site on Long Lane. MFRA Approved project on 9th June 2022 The contract for the build has been awarded to Wates Construction. Build expected to be complete by mid-2024. **Year 2 July-September 2022 update** The project is progressing well with full design achieved to RIBA stage 4. Pre commencement planning conditions are progressing well and a October 2022 start date is anticipated on site. Build still on track for a completion in early 2024. **Year 2 October to December 2022 update** As 1.2a update **Year 2 January to June 2023 update** All design work complete and build progress is to a developed stage. All steel work in place, with floor slabs forecast to be laid during April/May 23. Initial training plan for 2024 in place. The project is on track to be complete by 29/04/24, where it is expected the new station will be operational. **Year 3 July to September update** The majority of external fabrication works are complete and the building is weather tight. Internal fit out continues, and preparation underway for services and telecommunications. Preparation underway for specialist command suite installation to take place in early 2024 and final layout for secondary Fire Control has been agreed. TDA garage largely complete with internal fit out to be			

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completed. External Classroom 1 is largely complete, with Classrooms 2 and 3 in a early stage of development. USAR rig is largely compete, and foundations of HazMat rig are complete. 1 Training Tower is now complete. External brickwork of high rise is underway. Project plan is complete with all transition dates. Go live date is still on track.

Year 3 October to December update
Project Manager - External fabrication works to station and TDA building are complete and the Internal fit out is at an advanced stage. The first 'fit out' of the specialist command suite is complete with installation planned for Feb/Mar 2024. TDA garage at an advanced stage. External Classroom 1 is nearing completion, with Classrooms 2 and 3 at an advanced stage of construction. USAR rig is compete with the collapsed building/rubble pile nearing completion. The HazMat rig construction is complete with fire scenario installation underway in Jan/Feb 2024. The 6 storey BA House and Terraced section are being fitted with specialist Fire scenario units in Jan 2024. All training towers are now in place for the TDA, with the station tower to be refurbished and installed in early 2024. The transition date for the TDA is still on track and is set for 6th May, 2024.

Year 3 Jan-Sept FINAL update
The new station was constructed on time with all staff selection taking place, and personnel occupying the site on May 1st, 2024. This fulfilled the proposal to combine the stations at Aintree and Croxteth fire stations to create a superstation (Hybrid/Specialist Rescue station) along with a new Training and Development Academy to be built on

			land at Long Lane, Aintree. The project was given approval for closure at Executive Board on 27/06/24. **COMPLETE.**			
Res/1.3	We are also looking into how a new Training and Development Academy could be used to provide training for other fire and rescue services to support our role as National Resilience Lead Authority and we are working to find funding to help with this	Preparedness/ National Resilience/ Response	**Update Jul-Dec 2021** Autumn/Winter 2021 grant has been received from National Resilience. Training Zone workshops have been held to plan multi use areas, National Resilience areas and to increase commercial income from the new Training and Development Academy. Group Manager for Training and Development Academy has taken an additional action to look at future opportunities in commercial income. **Year 1 Update – Jan-June 2022** The project received consent on 3rd May 2022 by Liverpool City Council granting planning permission for the 12-acre site on Long Lane. MFRA Approved project on 9th June 2022 The contract for the build has been awarded to Wates Construction. Build expected to be complete by mid-2024. **Year 2 July-September 2022 update** Grant received from National Resilience. Training Zone workshops are being held to develop multi use areas, National Resilience and increase commercial income. **Year 2 October to December 2022 update** Project Group Manager is reporting progress to Deputy Chief Fire Officer. Training and Development Academy (TDA) are assisting with the project	YEAR 1 2021-22	March 2024 For completion Yr3	

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TDA Executive Board Meeting 16th January 2023. Group Manager TDA is exploring commercial opportunities achievable within new site development

Year 2 January to June 2023 update
Group Manager Training and Development Academy is still exploring commercial opportunities achievable within new site development, and meetings with Liverpool Growth Partnership planned.

Year 3 July to September update
Group Manager Training and Development Academy is still exploring commercial opportunities achievable within new site development, and meetings with Liverpool Growth Partnership planned.

Year 3 October to December update

Preparedness/Response
TDA Business Development are looking at the new TDA facilities along with capacity for inclusion in the strategy development. This strategy should be completed in time for the move to the new TDA site.
TDA manager attending growth partners meetings. Commercial continues to explore new business opportunities. Flexible working contracts still available and discussions in place with TDA staff.
TDA staff involved in Knowledge Transfer Programme headed by AM Murphy NR to explore international training.

National Resilience

NR Training team will continue to work with Ops Preparedness to ensure a smooth transition of NR course delivery at the new TDA.
Knowledge Transfer Project Team established to look at international opportunities

Year 3 Jan-Sept FINAL update
TDA, National Resilience (NR) and International Search and Rescue (ISAR(staff moved into the new site in May 2024. Opening ceremonies held. TDA staff transition to new site has been excellent they continued to manage business as usual so minimal disruption occurred. TDA Transition Board assessing full capability of the new site. The site is sufficiently flexible to deliver multiple sessions simultaneously. AMC and core training matrix populated with increased attendance to 2 yearly for all modules.

Knowledge Transfer and Commercial Officer recruited to explore commercial opportunities. Work in progress creating risk assessments, terms of use agreements, costing models, insurance cover, contracts, corporate comms strategy, reviewing TDA Business development and also exploring further opportunities.   New Commercial opportunities held at new site - Isle of Man FRS Recruit Course in July, Malta FRS/St John's Ambulance USAR Familiarisation Training held in July, Ministry of Defence Training Exercise held in September.

National Resilience update
NR Training team continues to work with Ops Preparedness (TDA) ensuring the smooth transition of NR course delivery at the new TDA.

			Knowledge Transfer Project Team established to look at international opportunities.			
Res/1.6d	**LONG LANE** – Search & Rescue (Urban Search and Rescue Mods – Specialist Rescue Appliance) – immediately available supplemented on a retained basis	Preparedness/NR	<ins>Update Jul-Dec 2021</ins> As above <ins>Year 1 Update – Jan-June 2022</ins> The project received consent on 3rd May 2022 by Liverpool City Council granting planning permission for the 12-acre site on Long Lane. MFRA Approved project on 9th June 2022 The contract for the build has been awarded to Wates Construction. Build expected to be complete by mid-2024. Corp Comms video publication 9/6 - <ins>https://youtu.be/p6Hc6hNP2kk</ins> Search and Rescue Team (SRT)/ Urban Search and Rescue (USAR) team will be staffed as per the current arrangements. This is a robust delivery method in line with USAR national concept of operations with a retained element. <ins>Year 2 July-September 2022 update</ins> As 1.2a <ins>Year 2 October to December 2022 update</ins> As 1.2a <ins>Year 2 January to June 2023 update</ins> As 1.2a <ins>Year 3 July to September update</ins> As 1.2a	YEAR 3 2023-24	March 2024 For completion Yr 3	

			Year 3 October to December update As 1.2a Search and Rescue Team (SRT) Review underway prior to move to new Long Lane site to ensure the most effective operating model to ensure delivery of NR national concept of operations. **Year 3 Jan-Sept FINAL update** The new station was constructed on time with all staff selection taking place, and personnel occupying the site on May 1st, 2024. NR/ISAR moved into the new location on May 17th, 2024, and all external training areas were complete by June 24th, 2024. This fulfilled the proposal to combine the stations at Aintree and Croxteth fire stations to create a superstation (Hybrid/Specialist Rescue station) along with a new Training and Development Academy to be built on land at Long Lane, Aintree, including the external NR training areas for national courses. The project was given approval for closure at Executive Board on 27/06/24. **COMPLETE.**			
Res/1.7	Continue to work with North West Ambulance Service to develop an Integrated Demand Management Programme for times of high demand such as during the Covid 19 pandemic.	Response	**Update Jul-Dec 2021** MFRS have met with the Chief Medical Officer for NWAS to open discussions on Integrated Demand Management. Previous Emergency Medical Response documents (MOU and Service Instruction) have been shared and discussions will continue. Further meetings will be planned but this discussion will probably carry over into the next functional planning year. **Year 1 Update – Jan-June 2022**	YEAR 1 2021-22	March 2024	

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			Ongoing **Year 2 July-September 2022 update** Ops Response are awaiting a data return from Process Evolution (providers of our operational response modelling software) to the following questions: 1. If MFRA attended all of these incidents what would our 10 minute response standard look like? 2. Looking specifically at these incident types only what would our predicted average response standard be for these incidents i.e. 5, 6, 7 mins etc? This information will inform our conversations with NWAS and hopefully enable progress against the IRMP action. **Year 2 October to December 2022 update** Information is being provided by Process Evolution and Strategy and Performance. This data has been provided to the Area Manager Response and Assistant Chief Fire Officer who have requested Response staff to cross reference attendance time data with survivability rates. **Year 2 January to June 2023 update** Request made to North west Ambulance Service (NWAS) for comparable data to support correlation between early intervention CPR times and Operational Response times. No response from NWAS. Enquiries are ongoing to obtain NWAS data and present report into findings compared to first appliance in attendance times. **Year 3 July to September update**			

			Data from NWAS 'Red 1' calls is collated by Strategy and Performance. Project is on hold pending national EMR discussions. **Year 3 October to December update** Update as above. **Year 3 Jan-Sept FINAL update** Project is on hold pending national EMR discussions.			
Prev/2.2	Complete over 50,000 homes safety visits per year (150,000 in total over the life of this Plan)	Prevention	<u>Update Jul-Dec 2021</u> Year 2021/22 will be impacted by the pandemic, details are reported to the Authority. Progress monitored by Performance Management Group for yearly reporting <u>Year 1 Update – Jan-June 2022</u> Home Safety Strategy reset took place at year end 2021 into new financial year 2022. It is back on track with both easing of lockdowns and introduction of Station Managers onto single stations. Group Manager Home Safety and Group Manager Operational Response remain accountable through Performance Management Group and meet frequently to discuss challenges regarding performance management. On target for yearly return of HFSC delivery. <u>Year 2 July-September 2022 update</u> Figures for 2021/22 year are on target and close work with GM Home Safety and GM Response is ensuring crews maintain the excellent progress made so far. Campaigns will look to target the most vulnerable based on our data. The approach taken for older person's day provided a higher % return in identifying high risk residents, this will	YEAR 1 2021-22	March 2024 This action will be live for the entire IRMP	

		be adopted for future campaigns. Partner agencies will also be included on campaigns **Year 2 October to December 2022 update** Shortfall between station plan total (45,951) and IRMP commitment (50,000) for year 2022-2023 identified. This has been discussed between Prevention and Response and a robust plan implemented. Winter campaigns are being used to increase output from stations. Station totals for 2023-2024 have been adjusted to reflect 50,000. **Year 2 January to June 2023 update** 47,771 HFSC were completed by operational crews, this exceeded the target set via the station plans but is short of the target set out in the IRMP (50,000). Campaigns will be conducted throughout 2023/24 to ensure the overall IRMP target is achieved. **Year 3 July to September update** 31,685 HFSC have been completed by Operational Crews this year and are on target to meet the 50,000. Campaigns continue to be delivered to make up any shortfall on the 150,000 3-year target. **Year 3 October to December update** Operational Crews have delivered 39,942 Home Fire Safety Checks up to and including 31st December 2023. Of those HFSC, 59.3% (against a target of 60%) have been delivered against individuals aged 65 years old and over. Operational Crews are on target to meet the 50,000 target for 2023-2024 and the 150,000 target for 2021-2024. **Year 3 Jan-Sept FINAL update**		

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			Operational crews have delivered 38,738 Home Fire Safety Checks up to September 2024.Of these HFSC 57% (against a target of 60%) have been delivered against individuals aged 65 years old and over. Achieving 52,555 for year 2023-24 and achieving the 150,000 target for 2021-2024			
Prev/2.3	10,000 Safe and Well Visits per year (30,000 in total over the life of this Plan)	Prevention	**Update Jul-Dec 2021** It is anticipated that Prevention advocates will hit the target for the year. Figures reported at Performance Management Group (PMG) – next year will see the introduction of CFRMIS which will improve efficiency. **Year 1 Update – Jan-June 2022** Home Safety Strategy reset took place at year end 2021 into new financial year 2022. It is back on track with both easing of lockdowns and introduction of Station Managers onto single stations. Group Manager Home Safety and Group Manager Operational Response remain accountable through Performance Management Group and meet frequently to discuss challenges regarding performance management. On target for yearly return of Safe and Well delivery. **Year 2 July-September 2022 update** Prevention are still on target to meet the 10,000 Safe and Well visits. There has been a slight reduction in September/October as this was due to the User Acceptance Testing (UAT) and subsequent full implementation of CFRMIS. Updates will continue to be given at Performance Management Group (PMG). **Year 2 October to December 2022 update**	YEAR 1 2021-22	March 2024 This action will be live for the entire IRMP	

Staffing challenges have affected the cumulative total of Safe and Well visits (approx. 7,500 at present). A concerted effort will be made in February and March in an attempt to meet the 10,000 figure. Updates will continue to be given at Performance Management Group (PMG).

Year 2 January to June 2023 update
Vulnerable Persons Advocates delivered 8,967 High Risk Safe and Well visits which was below the target of 10,000. This was due to a combination of factors affecting the size and capacity of the team. The Prevention Team will be aiming to deliver 11,000 High Risk Safe and Well visits in 2023-2024 to achieve the 3-year target of 30,000.

Year 3 July to September update
Vulnerable Persons Advocates have exceeded the target of 833 Safe and Well visits in July, August and September and following a report to the CRM Board and PMG are on track to achieve the 10,000 Safe and Well visits for 2023-2024 and the 30,000 target for the three year IRMP.

Year 3 October to December update
Vulnerable Person Advocates have delivered 7,995 Safe and Well visits up to an including 31st December 2023. The team are on target to deliver against 10,000 Safe and Well visits for 2023-2024 and 30,000 Safe and Well visits for 2021-2024.

Year 3 Jan-Sept FINAL update
Vulnerable Person Advocates have delivered 7,554 Safe and Well visits up to an including 30th September 2024. The team have achieved the target to deliver against

			10,000 Safe and Well visits for 2023-2024 and 30,000 Safe and Well visits for 2021-2024.			
Prev/2.4	Reach 6,000 (10%) of homes in the highest deprived neighbourhoods using targeted campaigns based on analysis of accidental and fatal fires data in addition to the Index of Deprivation 2019 which identifies the areas of highest poverty and deprivation	Prevention	**Update Jul-Dec 2021** This target will be met with a mix of HFSC and Safe & Well visits (details reported through Performance Management Group). **Year 1 Update – Jan-June 2022** Prevention Station Managers will utilise their operational locations to pilot campaigns with teams linking up Strategy and Performance with operational response to ensure a valued Prevention service delivery. **Year 2 July-September 2022 update** Station Managers are utilising the PIPS performance management system to guide stations to the most deprived areas of their station grounds to undertake engagement and prevention activates target those most at risk due to factor including deprivation and known associated vulnerabilities. **Year 2 October to December 2022 update** Station managers are delivering PIPS training to stations (WM & CM) alongside support from Strategy and Performance staff. Briefing notes to crews around emerging themes and the impact on local communities are being produced and distributed (e.g. Cost of Living Crisis). Planned campaigns are targeted against data including Index of Multiple Deprivation. **Year 2 January to June 2023 update**	YEAR 1 2021-22	March 2024 This action will be live for the entire IRMP	

			Stations are utilising the PIPS performance management system to identify and target these areas, this will be reviewed against incident data. Briefings to crews for campaigns cover this to ensure a consistent message. Community safety campaigns are being held monthly with one of the factors around the area being targeted is deprivation. **Year 3 July to September update** Update as above – continue to deliver regular campaigns. **Year 3 October to December update** **Year 3 Jan-Sept FINAL update** Update as above – continue to deliver regular campaigns			
Prev/2.5	We will renew our focus on working with the Registered and Private Rented Housing Sector to help us identify those most in need, as well as those aged over 65	Prevention	**Update Jul-Dec 2021** This action has been delayed due to COVID, however Liverpool City Council have relaunched its strategy to engage with the private rented sector, MFRS will be engaged in this targeting. **Year 1 Update – Jan-June 2022** Station Manager Home Safety has now picked up the reference following an internal structure change. Conference in planning stages for completion in Q3 2022. **Year 2 July-September 2022 update** Planning is ongoing with SM Home Safety leading on this alongside safeguarding manager **Year 2 October to December 2022 update**	YEAR 1 2021-22	December 2021 This action will be live for the entire IRMP	

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Protection undertook to deliver a Registered Social Landlord (RSL) conference. A decision was made to run separate events due to the volume of information required to be discussed. Ongoing work with Protection around sheltered accommodation.

Year 2 January to June 2023 update
As part of MFRS response to the rise of fatal fires in Sheltered Accommodation, we will be working in collaboration with Registered Providers, Protection and Response in respect of vulnerable adults in these types of properties. We will also combine this with the introduction of a pilot using NHS data (CIPHA) to ensure a more targeted and intelligence led approach to engaging with vulnerable adults.

Year 3 July to September update
Prevention will be running a Registered Provider conference in early 2024, which will look at the risks for prevention and specialised housing such as Sheltered Accommodation. Safeguarding will also be included in the agenda.

Year 3 October to December update
In response to spike in fatal and accidental dwelling fires, Prevention and Protection are working in collaboration with Registered Providers to deliver Home Fire Safety Checks, Site Specific Risk Inspections and Safe and Well visits to Sheltered Accommodation across Merseyside. This is being delivered in line with Protections Risk Based Inspection (RBI) programme.

Year 3 Jan-Sept FINAL update

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			The Sheltered Accommodation scheme is progressing with the One Team approach. Prevention lead with support from Protection, Preparedness and Response colleagues. It is highlighting high risk residents who are more vulnerable to accidental fires but also building an awareness of what all the functions bring to the scheme. It has had a positive effect on all departments involved.			
Prot/3.2	Visit every high and very high risk premises (7,500 over the life of the Plan)	Protection	**Update Jul-Dec 2021** This target has been affected by the pandemic and staff retention issues. This figure is also subject to revision following implementation of CFRMIS (Community Fire and Risk Management Information System) and the proposed move from the Premises Risk Model to the IFOG Planner (Inspection Frequency Officer Grade). This will create a more intuitive and intelligence led approach to auditing high and very high-risk premises. IFOG will indicate priority premises in order and it is anticipated this may cause the number of inspections to decrease. To date, 1087 audits have been completed in this year's reporting period, the target is 7500 over the 3 years of the IRMP **Year 1 Update – Jan-June 2022** IFOG (Inspection Frequency Officer Grade) planner is now fully operational. High risk premises inspections remain on target for current financial year. We will look to address the shortfall from year one once all new personnel are fully qualified to level 4 as this will minimise the mentoring elements required by more senior inspectors thus releasing resources to undertake more inspections.	YEAR 1 2021-22	March 2024 This action will be live for the entire IRMP	

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			Year 2 July-September 2022 update Current Risk Based Inspection Programme informs relevant inspection frequencies for such premises. Current performance indicators show we remain on target to deliver against this action by the determined deadline. **Year 2 October to December 2022 update** A more detailed scrutiny of the Risk Based Inspection Programme (RBIP) has revealed that the methodology and identification of the 7500 very high/high risk premises needs to be clarified. Training of new staff to ensure they are competent to undertake audits in high risk premises has impacted on the capacity of the team. The 7500 figure is also subject to revision following implementation of CFRMIS (Community Fire and Risk Management Information System) and the move from the previous Premises Risk Model (PRM) to the IFOG Planner (Inspection Frequency Officer Grade). This will create a more intuitive and intelligence led approach to auditing high and very high-risk premises and will indicate priority premises in order. It is anticipated that this may cause the number of very high/high risk inspections to decrease. **Year 2 January to June 2023 update** At the close of 2022/23 financial year, 5,198 very high/high risk visits had been completed, leaving a total of 2,302 to deliver in 2023/24 in order to reach the 7,500 target. Average output for years 1 and 2 was 2,599 per year so we are on course to achieve our objective.			

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| | | | CFRMIS (Community Fire Risk Management Information System) has been populated with the work flow requirements for the 2023/24 financial year based on premises identified within our reviewed risk based inspection programme (RBIP). **Year 3 July to September update** Current performance against the 7,500 premises shows over 6,800 premises visited. Current projection indicates the 7,500 total will be achieved by end of financial year. The revised RBIP and implementation of CFRMIS will generate the periodic anniversaries for revisits of higher risk premises. In addition, elements such as business safety engagement activities are likely to reveal premises that are currently classified as low to medium risk, in to the higher risk category resulting in additional premises to visit for our regulatory teams as we move in to the new CRMP period. **Year 3 October to December update** Performance continues to show that the 7500 target will be met. **Year 3 Jan-Sept FINAL update** Total of high and very high risk visits at close of 2023/24 financial year is 8124. Target achieved and closed in the associated PID. | | | |
| Prot/3.5 | Deliver a full response to Grenfell Tower Fire | Protection | **Update Jul-Dec 2021** This is still ongoing with good progress being made. To date, 30 of the 46 recommendations are established | YEAR 1 2021-22 | March 2023 | |

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| | Inquiry recommendations | | within Service; 6 are awaiting changes to legislation and National Fire Chiefs Council (NFCC) guidance, and plans are in place to address the remaining 10.

Year 1 Update – Jan-June 2022
32 of 46 actions now fully discharged
8 remain in progress (e.g. stairwell protection teams, fire survival guidance)
6 cannot yet be addressed as they are dependent on the implementation of the new Fire Safety (England) regulations due January 2023

Year 2 July-September 2022 update
8 of 46 recommendations are at amber status (GR02, GR12, GR17, GR18, GR19, GR21, GR25 and GR29) with progress against each recorded on the dedicated action tracker.

6 of 46 not yet commenced (GR08, GR09, GR28, GR30, GR38 and GR39). These are reliant on release of new legislation due for release from January 2023.

32 of 46 are complete and delivered.

Year 2 October to December 2022 update
38 of 46 GTI (Grenfell Tower Inquiry) phase 1 recommendations are now implemented with the remaining elements to be discharged fully by close of the financial year.

Year 2 January to June 2023 update
43 of the 46 recommendations have now been discharged (93%). The remaining 3 are linked to external | | | |

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| | | | requirements by other agencies, legislative/guidance provision from the Home Office and internal consultation on the provision of additional control measures as part of our high rise firefighting procedures.

All of these elements have been included within the 2023/23 Protection functional delivery plan and will be addressed accordingly.

Year 3 July to September update
We remain at 3 of the 46 recommendations still to be delivered. The 43 that have been completed have been reviewed for assurance purposes and we have confirmed they remain embedded within the service.

Status summary regarding the 3 remaining recommendations is as follows:

GR21: Agreement has been reached with MERPOL for transfer of Fire Survival Guidance information and this is now in place. NWAS require a Northwest FRS approach. This is being taken to NWFC on 20th November and will be raised at the next Northwest Fires in Tall Buildings Meeting to gain further momentum. MAIT will also aid in this as NWFC, NWAS and ourselves are early adopters.

GR28: Requires a legislative response and cannot be determined nor influenced by MFRA (with the caveat contained in GR29 below).

GR29: Depending on HSE outcomes, the change in our High Rise firefighting SOP will enable us to deliver against this recommendation and GR28, as Stairwell Protection | | | |

			Teams (SPT) introduction will be an enabler to GR28. That being "guidelines to carry out partial or total evacuation of high rise buildings". **Year 3 October to December update** Full discharge of the remaining 3 actions is dependent on the outcomes of local consultation processes but projected to be discharged by July 2024. **Year 3 Jan-Sept FINAL update** Full discharge of the remaining 3 actions now influenced by broader national consultation on high rise procedures. Current projections are that the training associated with the remaining actions from Grenfell phase 1 will commence in January 2025. This will then see the remaining 3 recommendations closed.			
Prot/3.6	Complete 6,336 medium to low risk visits over the life of the Plan. These will be carried out by our fire station-based firefighters	Protection	**Year 1 Update – July-June 2022** Since April 2021 to present day, Simple Operational Fire Safety Assessments (SOFSA) completed by operational personnel is 2201. For context, using the old SOFSA system, from April 2021 to May 10th 2022, average number of SOFSA per month was 124. **Year 1 Update – Jan-June 2022** Since the inception of the new system in the Community Fire Risk Management Information System (CFRMIS) (10th May 2022) this average has increased to 195 per month. Based on current projections, this suggests a predicted delivery of 6101 SOFSA over the life of the IRMP (a	YEAR 1 2021-22	March 2024 This action will be live for the entire IRMP	

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| | | | shortfall of 235). This does not take account of any directed campaigns during that time nor any increase in performance over the average of 195.

Based on the projected shortfall of 235, and 20 months remaining of the current IRMP this averages out as 11.75 extra SOFSA required per month. Based on the current average of 195 SOFSA per month, If each of the 22 stations completed 1 extra SOFSA per month from now until the end of the IRMP, we will increase output by a further 440 SOFSA thus exceeding the 6336 target by 205.

Year 2 July-September 2022 update
Qtr 2 has recorded the completion of a further 685 SOFSAs bringing the year to date total to 1365. The monthly average has improved from 195 per month to 227. This increase will undoubtedly have been supported by the services involvement in supporting the NFCC Business Safety Week. This update marks the midpoint against the 3 year plan with 3551 SOFSAs being completed against the target of 6336 and a further improved monthly average of 197. If this completion rate continues for the remainder of the plan we remain on target to exceed the SOFSA target.

Year 2 October to December 2022 update
Quarter 3 sees SOFSA figures at 1960 at time of reporting. Current trajectory indicates that we are on target to exceed the in year target to complete 2,112 by end of the financial year and keeps us on track to complete 6,336 within the IRMP lifespan.

Year 2 January to June 2023 update | | | |

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			SOFSA (Simple Operational Fire Safety Assessments) total at the end of year 2 is 4,610 leaving 1,726 to deliver in order to reach the 6336 target by the end of 2023/24. Years 1 and 2 average performance is 2,305 so we are well on target to achieve the IRMP commitment in this regard. **Year 3 July to September update** SOFSA performance projections across the stations indicate we remain on course to meet the 6,336 target by close of the financial year. **Year 3 October to December update** SOFSA performance projections across the stations indicate we remain on course to meet the 6,336 target by close of the financial year. **Year 3 Jan-Sept FINAL update** Total SOFSA delivered over the life of the IRMP is 6856 at close of 2023/24 financial year. Target achieved and closed in the associated PID.			
Prep/4.6	Prepare our fleet of vehicles for a move to alternative fuels	Preparedness/Estates	**Update Jul-Dec 2021** This action will involve a whole organisational change project that we will deliver over several years. Work is ongoing to ensure we are compliant with the Government expectation by 2030. **Year 1 Update – Jan-June 2022** As above **Year 2 July-September 2022 update**	YEAR 1 2021-22	March 2024 This action will be live for the entire IRMP	

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| | | | An electric vehicle demonstration was held in August. Workshops manager is obtaining costings for electric vehicles. Estates looking into electric charging points options at selected MFRS properties. A meeting has been arranged to discuss hybrid vehicle options.

As reported previously this action will involve a whole organisational change project that we will deliver over several years. Work is ongoing to ensure we are compliant with the Government expectation by 2030.

Year 2 October to December 2022 update
As reported previously this action will involve a whole organisational change project that we will deliver over several years. Work is ongoing to ensure we are compliant with the Government expectation by 2040.

Year 2 January to June 2023 update
Petrol Hybrid response vehicles are being procured. Working with Estates who are installing electric charging points.

This action is in the Operational Preparedness Functional Plan 2023/34 No 10. Help Build a Sustainable Fire and Rescue Service for the Future.

Year 3 July to September update
First Net Zero Implementation group meeting has been held. Ongoing work on fleet decarbonisation has progressed and the delivery of the first 6 Petrol/Hybrid vehicles are expected January 2024. 7 more to order next year. | | | |

			Year 3 October to December update The first six Hybrid vehicles will be delivered March 2024. This is slightly behind schedule due to production delays within the vehicle manufacturing industry. A further nine Hybrid vehicles are in the process of being ordered with an expected delivery date of October 2024. Net Zero actions have been allocated to departments. **Year 3 Jan-Sept FINAL update** 15 Petrol Hybrid vehicles have been delivered and are now in service as flexi duty officer cars. A further 6 will be purchased in 2025/26			
NR/5.2	Support the Government's plans to refresh the National Resilience Assets	National Resilience	**Update Jul-Dec 2021** The National Resilience Assurance Team (NRAT) will work with the Lead Authority (Merseyside FRS) Home Office, along with internal and external UKFRS stakeholders to facilitate and complete a comprehensive review of National Resilience capabilities and undertake major asset refresh as part of the New Dimension 2 project to ensure specialist National Resilience capabilities remain efficient and effective. **Year 1 Update – Jan-June 2022** National Resilience Assurance Team (NRAT) continue to work with Home Office (HO) to deliver major asset refresh of National Resilience (NR) capabilities as part of ND2 work packages. The Detection Identification Monitoring (DIM) capability is currently at the procurement stage with. The Enhanced Logistics Support (ELS) Capability review has been concluded and is entering the procurement phase. Both DIM and ELS have been	YEAR 1 2021-22	This action will be live for the entire IRMP	

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| | | | allocated HO funds for this phase of work. The Urban Search & Rescue (USAR) capability review is continuing and should conclude by the end of 2022. Additional funds for staffing to support this work across the 3 capabilities has been secured. High Volume pump and Mass Decontamination capability reviews have been paused and will recommence ahead of the next Government comprehensive spending review. It is expected that ND2 will now be delivered over a longer duration than originally envisaged.

Year 2 July-September 2022 update
As this is a medium to long term project previous updates remain up to date.

Year 2 October to December 2022 update
As this is a medium to long term project previous updates remain up to date.

Year 2 January to June 2023 update
As this is a medium to long term project previous updates remain up to date. Update reports are provided through the National Resilience Board (NRB) and Strategic Resilience Board (SRB).

Year 3 July to September update
Update reports are provided through the National Resilience Board (NRB) and Strategic Resilience Board (SRB).

Year 3 October to December update | | | |

			Update reports are provided through the National Resilience Board (NRB) and Strategic Resilience Board (SRB). **Year 3 Jan-Sept FINAL update** Update reports are provided through the National Resilience Board (NRB) and Strategic Resilience Board (SRB).			

IRMP 2021/24 Action Updates – Oct-Dec 23 updates. Most recent updates are highlighted in yellow

ACTION NOS	IRMP ACTION	FUNCTION/ OWNER	UPDATE – ACTIONS COMPLETE IN YEAR 1	START IRMP YEAR 1	DUE BY	STATUS (Red, Amber, Green)
Res/1.1	Introduce a Hybrid duty system at Kirkdale fire station	Response/ Preparedness	**Update Jul-Dec 2021** Appliances moved from Croxteth to Kirkdale on 1st December 2021. Station went live at 1030hrs. **Year 1 Update – Jan-June 2022** This action is now complete and closed	YEAR 1 2021-22	December 2021	
Res/1.4	Combine the duty systems at Liverpool City and Kensington fire stations to create a Dual Station Hybrid – including a Specialist Command and Control function	Response	**Update Jul-Dec 2021** All moves of specialist units completed. All moves to happened on the 1st December. Following consultation with staff the dual hybrid will no longer progress but skillsets will be mirrored across both locations. **Year 1 Update – Jan-June 2022** This action is now complete and closed	YEAR 1 2021-22	November 2021	
Res/1.5	Introduce a Stinger/Scorpion fire engine at St Helens to replace the complementary crewed Combined Platform Ladder.	Prep/Resp	**Update Jul-Dec 2021** Specifications for the vehicle are being finalised with the supplier **Year 1 Update – Jan-June 2022** Spec meeting 5th August: Tender to be released 12th August 2022	YEAR 1 2021-22	January 2023	
Res/1.6a	Create specialist capabilities/fire stations:	Response	**Update Jul-Dec 2021** All moves of specialist units completed. All moves to happened on the 1st December. Following consultation with	YEAR 1 2021-22	November 2021	

	LIVERPOOL CITY – Command and Control (Incident Command Unit and Welfare Pods) - provided on a retained basis (deployed within 30 minutes)		staff the dual hybrid will no longer progress but skillsets will be mirrored across both locations. **Year 1 Update – Jan-June 2022** Specialist training on command has been provided to all station at Liverpool City and Kensington in January 2020. This action is now complete and closed			
Res/1.6a.1	**LIVERPOOL CITY** – Relocate 1 Combined Platform Ladder 34 (CPL) from Kirkdale to Liverpool City and train drivers	Response	**Update Jul-Dec 2021** Wholetime Combined Platform Ladder established, 45m High Reach Extendable Turret (HRET) not yet purchased. **Year 1 Update – Jan-June 2022** This action is now complete and closed	YEAR 1 2021-22	Phase 1 – 17 July 2021 Phase 2 – November 2021 Phase 3 - TBC	
Res/1.6b	**WALLASEY** – Marine and Ships Firefighting (Off Shore capability) – Breathing Apparatus Support Unit (BASU), General Purpose Unit (GPU) and Marine & Tunnel Pods - provided on a retained basis (deployed within 30 minutes)	Response	**Update Jul-Dec 2021** All assets are now located at Wallasey and are available for mobilisation with retained crew. **Year 1 Update – Jan-June 2022** All specialists assets have been moved to Wallasey. The marine and ships firefighting capability for Wallasey and Crosby is still being advanced so this element of the action will move to Year 2. Ops Board paper confirmed alongside response as initial phase for training rollout. FRMR modules 1, 2, 8, 9, 10 selected as most appropriate. Marine Tac Ad group enrolled with NFCC Maritime to gain documents. Training days at Wallasey/Crosby confirmed for each Wednesday with Marine	YEAR 1 2021-22	Phase 1 – 30 August 2021 Phase 2 – April 2022	

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			Unit familiarisation and theoretical input. To advance to onsite/on-board visits to supplement specialist knowledge. Joint endeavour with SM Warwick Lancashire Fire and Rescue to conduct joint training between Merseyside facilities (Cammell Lairds etc) and Morecambe/Heysham docks as away days. **Year 1 actions now complete.** **YEAR 2 Action** :To initiate a training day for staff at Wallasey and Crosby to conduct either internal, external or off site training in relation to Marine risk. This may include theory, ships visits, TDA or Marine Tac Ad input. To obtain and utilise FRMR modules aligned to an "alongside response" as the background to theory training. To establish X Border relationships with other FRS to improve our response in the maritime environment. To identify and secure local infrastructure or assets for visits or exercising.			
Res/1.6c	**ST HELENS** – Hazmat – Hazmat Environmental Protection Unit (HMEPU) & Bulk Foam Unit Pods - provided on a retained basis (deployed within 30 minutes)	Response	**Update Jul-Dec 2021** All appliances were in place by November 2021. Initial training has been received with Hazmat and specialist training to be delivered in January/February 2022. Asset is available on retained activation. **Year 1 Update – Jan-June 2022** This action is now complete and closed	YEAR 1 2021-22	Phase 1 – September 2021 Phase 2 – TBC	

Res/1.6e	**KIRKDALE** – Terrorist Response Specialist Capability and Flood Response (Mass Decontamination Unit (MDU) / Marauding Terrorist Attack (MTA) Specialist Responder) – immediately available supplemented on a retained basis	Response/Prep	**Update Jul-Dec 2021** Mass Decontamination Unit was moved to Prescot on 13th January 2022, this was a change outside of IRMP proposals that was approved at Ops Board on 29th November 2021. Staff to be trained by 31st March 2022 Marauding Terrorist Attack (MTA) is fully available Flood Response is fully available **Year 1 Update – Jan-June 2022** This action is now complete and closed	YEAR 1 2021-22	December 2021	
Res/1.6f	**BELLE VALE** – Water (High Volume Pump) Inc. all LLAR stations – staffed on a whole time (permanent) basis	Response	**Update Jul-Dec 2021** The High Volume Pump (HVP) is continually staffed by one driver. The original plans for training related to this action were not appropriate for the staff involved and other options are being considered. **Year 1 Update – Jan-June 2022** This action is now complete and closed	YEAR 1 2021-22	Completed	
Res/1.6g	**HESWALL** – Wildfire – All terrain vehicle – Complementary crewed	Response	**Update Jul-Dec 2021** The vehicle is due for replacement in 2023-24 and budget has been identified. Appropriate training is being identified. **Year 1 Update – Jan-June 2022** Training secured with Northumberland FRS anticipated 4th/5th October and 12/13th October 22. Funding approved via POD and planning for staff allocation to cover all existing	YEAR 1 2021-22	March 2022	

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			personnel in progress. Course reflects 2 day enhanced awareness Wildfire course. Working party established via Tac Ads to investigate best Personal Protective Equipment measures, consideration to Northumberland model. Funding secured 50k for 2x 4x4 vehicles (Formby and Heswall) and scoping exercise completed to investigate Polaris and Haggalund vehicle types, ruled as unsuitable for what is required within MFRS.			
Res/1.6h	**FORMBY**– Wildfire – All terrain vehicle – Complementary crewed	Response	**Update Jul-Dec 2021** The vehicle is due for replacement in 2023-24 and budget has been identified. Appropriate training is being identified. **Year 1 Update – Jan-June 2022** Training secured with Northumberland FRS anticipated 4th/5th October and 12/13th October 22. Funding approved via POD and planning for staff allocation to cover all existing personnel in progress. Course reflects 2 day enhanced awareness Wildfire course. Working party established via Tac Ads to investigate best Personal Protective Equipment measures, consideration to Northumberland model. Funding secured 50k for 2x 4x4 vehicles (Formby and Heswall) and scoping exercise completed to investigate Polaris and Haggalund vehicle types, ruled as unsuitable for what is required within MFRS.	YEAR 1 2021-22	March 2022	
Prev/2.6	Recruit Prevention staff who truly reflect the diverse communities we serve so we can fully understand and address	Prevention/ POD	**Update Jul-Dec 2021** Prevention Department is reviewing its workforce profiles (gender, age, ethnicity etc). The team has two members co-opted onto the Positive Action Working Group and staff who support a number of networks. There has been some success in the recruitment of women to the team but we want to do	YEAR 1 2021-22	December 2021	

	the inequalities that exist		more to encourage people form under represented ethnic backgrounds to join us. **Year 1 Update – Jan-June 2022** Department heads still lead diverse teams and encourage those from under represented groups to be a part of the delivery team against prevention activity.		
Prot/3.4	Increase mobile/agile working for staff	Protection	**Update Jul-Dec 2021** All inspecting staff have been given mobile devices to enhance agile working. CFRMIS is progressing and once fully operational with all modules will see greater use of mobile working. **Year 1 Update – Jan-June 2022** Agile working remains an extant measure across the department for those personnel who are able to operate as such. This has recently been highlighted again across the team as part of measures in looking to minimise financial impact for individuals. Action complete.	YEAR 1 2021-22	January 2022
Prot/3.7	Fire Safety Inspectors will visit every registered Petroleum storage site in Merseyside	Protection	**Update Jul-Dec 2021** A regular programme of inspections is underway and we are on track to achieve this objective **Year 1 Update – Jan-June 2022** Scheduled as part of functional delivery plan for 2022/23 **Year 2 July-September 2022 update** Scheduled as part of functional delivery plan for 2022/23. On target for annual risk based inspections, with progress	YEAR 1 2021-22	March 2024

			monitored through the performance management group (PMG) **Year 2 October to December 2022 update** All Petroleum sites have been actioned and completed. ACTION CLOSED Q3 2022/23			
Prot/3.8	Monitor and assess all applications for new Explosive Storage Licences as well as responding to complaints received relating to any of these sites	Protection	**Update Jul-Dec 2021** A total of 168 explosives visits were completed during the reporting period. Only two complaints were received by the Service during the reporting period, but neither required enforcement action. **Year 1 Update – Jan-June 2022** Preparations for Explosive Licensing will commence at the end of July with a view to providing outputs in quarter 3. **Year 2 July-September 2022 update** The explosives licences are now being issued and site visits are being conducted by both District and HQ teams, jobs are being recorded in CFRMIS. Complaints are being handled and triaged through the HQ Watch Managers. **Year 2 October to December 2022 update** All licensing applications have been actioned and completed. We have identified the need to rebrand the associated LPI to ensure it more accurately reflects our departmental activity in this area. ACTION CLOSED Q3 2022/23	YEAR 1 2021-22	March 2024	
Prot/3.9	Our drone capability will be introduced after	Protection	**Update Jul-Dec 2021** We have implemented our drone capability.	YEAR 1 2021-22	September 2021	

	being proposed in our previous Plan.		**Year 1 Update – Jan-June 2022** This action is now complete			
Prep/4.1	Continue working with Blue Light partners to support them and improve services to the public whilst maintaining our response to fires and other emergencies	Preparedness	**Update Jul-Dec 2021** A structure is now in place for collaboration opportunities. The assisting NWAS gaining entry Memorandum of Understanding is now well embedded as business as usual. The Interoperability Voice Channel trial is now up and running to promote the use of multi-agency radio talk groups at operational incidents. Further collaboration opportunities are currently being explored in the following areas: • Use of Drones • Welfare at Incidents • The Charter for bereaved families through public tragedy • High Demand - Frequent Call Handling. **Year 1 Update – Jan-June 2022** Operational PLATO training for all senior officer Command training. This training is conducted at the JCC and Rose Hill, Merseyside Police HQ Blue Light Collaboration Board • New Terms of Reference to be circulated and agreed by group. • Information Sharing agreement to circulated and agreed by group to support collaboration opportunities such, frequent call handler. • Drone leads have been given agreed parameters to work to 3 main areas: o Training – efficiency savings, costs	YEAR 1 2021-22	March 2021 OP Functional Plan 2021-22	

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			o Shared learning – debriefs, what went well o Resilience – take-off and landing sites, payloads. • There has been an initial meeting and they will meet again at the end of June they will provide a further presentation and update at the next board meeting. Priority discussion will be take-off and landing sites. **Year 2 July-September 2022 update** Structure in place for collaboration opportunities CLOSED			
Prep/4.5	Develop operational plans for all key risks including heritage sites and sites of scientific interest	Preparedness/ Response	**Update Jul-Dec 2021** Site Specific Risk Information (SSRI) survey undertaken and completed in September 2021. 2000 Heritage sites are to be considered for exercising options. This was reported to Operations Board on 29th November 2021. Heritage sites are now incorporated into the SSRI update reported to Ops Board. **Year 1 Update – Jan-June 2022** Aligning building protection type codes to PORIS assessment and creating a new scoring level to ensure high risk properties request a SSRI. Questions are being created to ensure process is fit for PORIS assessment is fit for purpose. Training package is being created and the data capture form will be trialled by certain stations and will inform them if a SSRI is needed. Liverpool University have been commissioned to speak with specific Operational crews examine Firefighter Perspectives of the Content, Format, and Use of Site-Specific Risk Information.	YEAR 1 2021-22	March 2022	

Prep/4.7	Introduce ways of staffing our Fire Control that reflects the demands on the service, increases the resilience of the team and enhances development opportunities for staff.	Preparedness	**Update Jul-Dec 2021** A new shift pattern has been introduced with an element of retained cover included to improve resilience. The new shift pattern is now in consultation, aiming to close action March 2022. **Year 1 Update – Jan-June 2022** Implemented 1st June after a long consultation. SMA post advertised and interviews are 22 June. Detailed Action Plan in place and progressing to deliver.	YEAR 1 2021-22	January 2022	
ACTION NOS	**IRMP ACTION**	**FUNCTION/ OWNER**	**UPDATE – ACTIONS COMPLETE IN YEAR 2**	**START IRMP YEAR 1**	**DUE BY**	**STATUS (Red, Amber, Green)**
Prev/2.7	Our fire stations and Prevention teams will be joined by staff from all departments to take an organisation-wide approach to monthly themed Community Safety campaigns that help us interact with large numbers of people, often working with partner organisations too.	Prevention	**Update Jul-Dec 2021** This has been evidenced during the Bonfire Period and Older Persons Day. Arson advocates routinely work with Merseyside Police and local Officers on walkabouts at a local levels on a weekly / monthly basis. This activity will feature as part of the Community Safety plan for Prevention. Service staff encouraged to support campaigns in line with the prevention calendar **Year 1 Update – Jan-June 2022** Campaigns continue to run in each district on a monthly basis. The Arson Team have recently moved in to Old Swan fire station to work as a team and we can direct resources to the risks as they are identified across the county. **Year 2 July-September 2022 update**	YEAR 1 2021-22	March 2024	

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			Monthly campaigns completed by Arson Officers and partners continue to be run in each district on a monthly basis. A review of these campaigns is in progress with a view to involving all Prevention teams, ops crews and partners in each district. **Year 2 October to December 2022 update** Update as above **Year 2 January to June 2023 update** New Prevention monthly campaigns will be introduced from April 2023. These will involve up to 5 appliances, Home Safety Team members, Arson Officers, Senior Officers and a number of partners. These campaigns will be run across the region with 2 dedicated to each district on a rolling basis. Action complete and business as usual			
Prot/3.1	Build up our team of specialists working in this area by increasing our Protection Officers, initially temporarily using Government funding.	Protection	**Update Jul-Dec 2021** We have employed a number of new staff to fill these roles and plan to employ more. Recruitment is also underway for three firefighters (already employed) who will be trained to undertake auditor/inspection duties. All of this will be funded through government grants. All recruitment has been completed and staff are expected to commence their roles in mid-March. **Year 1 Update – Jan-June 2022** The Auditor and Inspector cohort is now increased to 40 personnel across the four district teams. In addition, job evaluations have been completed for auditors, inspectors, Fire Engineering design technicians and protection compliance managers with the relevant uplifts applied. Five	YEAR 1 2021-22	January 2022	

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Senior Fire Safety Inspector posts have also been introduced into the department funded from existing budget lines.
A clear line of development is now visible within a revised and updated departmental organisational chart and is hoped will assist with staff retention.
Additional fixed term posts may be introduced utilising PPRU Protection Uplift grants.

Year 2 July-September 2022 update
Full departmental review undertaken with staffing levels at their highest reported level. Departmental structure updated and skills competence of all fire safety regulators in the team being monitored to ensure suitable and sufficient skill sets in place to discharge inspection requirements against our risk based inspection programme.

Year 2 October to December 2022 update
Recruitment for externally funded Building Safety Regulator (BSR) related posts has commenced and will result in additional expertise being brought into the team. Have also submitted a request to be able to remove the Auditor role in the team and replace with Inspector in development so as to support succession planning in the medium to longer term.

Year 2 January to June 2023 update
A more streamlined means of personnel progressing from auditor to inspector is now in place which has removed the requirements for personnel at auditor (inspector development) status to have to wait for an inspector position becoming available. They now have their work based evidence reviewed over a period of time and are then signed off in accordance with the competency framework requirements and transition to inspector competent status.

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| | | | Across the directorate there are now 26 Green book inspectors in post (some still to be signed off as competent at time of update) with the majority being funded from within the Protection cost centre (23 posts). In addition, we have recruited a Fire Engineer and 2 additional inspectors utilising dedicated additional finding provision from the Home Office. Furthermore, we will be recruiting an additional 4 inspectors on fixed term contracts utilising the Protection Uplift Grant funding provision.

The directorate resources look healthy at present time. We are reliant on continued grant funding to support some posts and would look to secure longer term security in this regard in order to sustain our staffing levels at the current levels. Action complete | | | |
| Prot/3.3 | Introduce a new Management Information System that links the areas of Protection, Firefighter Safety and Prevention activity and keeps all our risk information in one place | Protection | **Update Jul-Dec 2021**
During 2021 CFRMIS (Community Fire and Risk Management Information System) was implemented in the Fire Protection Department and is predominantly being used for recording data from Fire Safety Audits.

Plans for 2022 include the introduction of standard letters, the use of the application by the Planning and Building Regulations Department, Explosives licencing, Fire Safety concerns reporting and the recording of Simple Operational Fire Safety Audits (SOFSA).
Prevention have launched Home Fire Safety Checks (HFSC) on CFRMIS. Work continues to introduce CFRMIS for our Fire Service Direct call centre and Safe and Well Visits
Operational Intelligence will launch a PORIS (Provision of Operational Risk Information System) assessment by April | YEAR 1 2021-22 | December 2021 | |

2022, in order for Operational Crews to assess current category 3&4 Site Specific Risk Information (SSRI) records to ensure accurate risk category will be captured in CFRMIS

Year 1 Update – Jan-June 2022
The Protection module has been fully implemented, as set out in the Community Fire Risk Management Information System (CFRMIS) project initiation document. Sophtlogic legacy system has been decommissioned and the contract cancelled. Therefore, the associated work-package (WP) has now been closed and an end of WP report has been published. There is ongoing project assurance work being carried out which includes a staff survey.

Prevention HFSC went live and is successfully being used by operational crews. A staff survey is being conducted to evacuate the HFSC form and CFRMIS process. Significant CFRMIS development has been undertaken between a partnership of MFRS and Civica, in order to produce Fire Service Direct, quick screens and a calendar based booking system. This is due to be tested in the coming weeks.

The final objective is to integrate the Safelincs national HFSC system into CFRMIS, along with workflows to create high risk and vulnerable person referrals. MFRS have entered a partnership with Civica to develop a new version of the CFRMIS Operational Intelligence module that will be using by all UK FRS CFRMIS users. It is envisaged that personnel will be able to use PORIS assessments to triage risk by September 2022 and the full product would be available early next year and MFRS Ops Intel will go live the end of March 23.

Year 2 July-September 2022 update

			Prevention and Protection modules are now embedded and live with refinements and enhancements being addressed based on end user feedback. Operational Intelligence module development has commenced. **Year 2 October to December 2022 update** The Operational Intelligence module development and implementation will be rolled into the new financial year and this action has been subsequently rolled into the 2023/24 functional delivery plan. **Year 2 January to June 2023 update** As previously reported, the Protection and Prevention element of the CFRMIS (Community Fire Risk Management Information System) application has been delivered and is being utilised as business as usual. Refinements will continue for a period as part of seeking to evolve the application. We continue to support colleagues in Preparedness in their work on developing the operational intelligence element and this is included as a workstream in our 2023/24 functional delivery plan. Action complete for Prevention and Protection			
Prep/4.4	Make sure that staff know how to command incidents assertively, effectively and safely at incidents. This includes comprehensive training and exercising against all foreseeable risk, including high rise	Preparedness	**Update Jul-Dec 2021** A new Command Training Strategy was put in place in September 2021. The training delivery programme is an 18-month plan with a target date of March 2023. A trial of command software 'Effective Command' took place in December which will enhance how information is recorded and the training programme.	YEAR 1 2021-22	March 2023	

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	incidents, terrorist attacks, marine response, emergency medical response, flooding and wildfire incidents which will enable us to continue to adapt to an ever changing environment		Command Strategy, to be delivered by March 2023. **Year 1 Update – Jan-June 2022** The Command Strategy is now embedded in MFRS, this will be delivered by March 2023. The 'Effective Command' trial ended in April 2022, MFRS have now entered into a 3-year contract for the command software. **Year 2 July-September 2022 update** The Command Strategy is now embedded in MFRS, this will be delivered by March 2023. The 'Effective Command' trial ended in April 2022, MFRS have now entered into a 3-year contract for the command software. **Year 2 October to December 2022 update** The Command Strategy is now embedded in MFRS, this will be delivered by March 2023. **Year 2 January to June 2023 update** The command strategy is now embedded.			
ACTION NOS	**IRMP ACTION**	**FUNCTION/ OWNER**	**UPDATE – ACTIONS COMPLETE IN YEAR 3**	**START IRMP YEAR 1,2,3**	**DUE BY**	**STATUS (Red, Amber, Green)**

| NR/5.1 | Ensure National Resilience capabilities are available and fit for purpose through our assurance process. This includes visits to all fire and rescue services where National Resilience assets are based, large scale exercises and training | National Resilience | **Update Jul-Dec 2021**
Key Performance Indicators are now online. Assurance processes are planned and this is a continual process. Regular six-weekly National Resilience (NR) meetings are in place and held regularly to plan to address any internal and external National Resilience gaps.

Year 1 Update – Jan-June 2022
The National Resilience Assurance Team visit and assure all FRS's across England and Wales and follow a robust National Resilience Assurance Framework with outcomes communicated through a NR Statement of Assurance which is presented to the National Resilience Board on an annual basis.

MFRS NR manager meetings have been reinstated with governance to ensure actions and assurance can met at NR asset locations within MFRS. NR asset managers have received;
1. NCAF update
2. NR procedures
3. NRAT assurance and assistance capability
4. NR training tool

This action will continue into Year 2 of IRMP 21-24

Year 2 July-September 2022 update
As above

Year 2 October to December 2022 update
As above

Year 2 January to June 2023 update | YEAR 1 2021-22 | Live throughout IRMP period | |

			As this is a medium to long term project previous updates remain up to date. National Update reports are provided through the National Resilience Board (NRB) and Strategic Resilience Board (SRB) and the Lead Authority Functional Plan MFRS National Resilience Update reports are provided through the Ops Board and the NR Internal Functional Plan **Year 3 July to September update** This is considered Business as Usual for NR who have a set 3 year assurance cycle. Assurance Reports are then issued to individual FRS's. National Update reports are provided through the National Resilience Board (NRB) and Strategic Resilience Board (SRB) and the Lead Authority Functional Plan MFRS National Resilience Update reports are provided through the Ops Board and the NR Internal Functional Plan			

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Action Area - Response	Res 1.1 Introduce a Hybrid duty system at Kirkdale Fire Station			

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Improvements in response standard during the evening as night cover will be available on immediate response.	Yes	Flood capability will enhance response capability for the service.	Yes	Development of staff for National resilience capability who can be relocated to Aintree station as and when staffing gaps appear.
Enhanced response capability with right people and equipment in the right place at the right time to meet demand profile of the Service and its community.	Yes	Provision of flexible working arrangements, attracting a more diverse range of applicants meeting EDI objectives 1,2 & 3.	Yes	Embed and retain a qualified professional team.
Enhanced capability for MTA, this will supplement the response of the MTA capability at Aintree station.	Yes			

Action Area - Response	Res 1.2a Combine Aintree and Croxteth Fire Stations

Expected Outcomes				
Short	Achieved	Medium	Achieved	Long Term
Recall of firefighters with retained contracts to provide more appliances increasing operational resource capability with positive impact on response standard and incident management.	Yes	Provision of flexible working arrangements, attracting a more diverse range of applicants meeting EDI objectives 1,2 & 3.	Yes	Evidence of a sustainable operating model for the Service with National Resilience capability situated at new training site.
Reduction of fire stations by combining Aintree and Croxteth will result in cost savings such as utilities, upkeep of old stations and any rent issues.	Yes			
Better facilities for staff posted to new Aintree station.	Yes			

Action Area - Response	Res 1.2b Create a superstation & new Training Academy at Long Lane

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
A new training facility will provide excellent facilities that will improve firefighter knowledge and skills that will ultimately make Merseyside a safer place to live. Due to cross over from old site to the new site will impact on the amount of training courses provided initially.	Yes Yes	Opportunity to progress the amount and quality of training modules/sessions to be delivered at the new TDA. Opportunity for staff at Aintree station, and stations across the service, to fully utilise the training facilities for large scale exercises.	Yes Yes	Established as a recognised centre of excellence for national training and also local collaboration training.

Action Area - Response	Res 1.3 Provide training for other FRSs to support our role as National Resilience Lead Authority

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Joined up national working with other FRS's to ensure quality response when the need arises.	Yes	Utilisation of the new training academy will support the offer to provide training to other FRS's.	Yes	Exploration and execution of delivering international courses. Revenue will be re-invested in the training capabilities.
National resilience re-assurance audits to be conducted for regional FRS's national resilience assets.	Yes	Revenue from other FRS' either via NR or Commercial.		

Action Area - Response	Res 1.4 Combine the duty systems at Liverpool City and Kensington Fire Stations			
Expected Outcomes				
Short		Medium		Long Term
	Achieved		Achieved	
Improvements in response standard during the evening as night cover will be available on immediate response.	Yes	Provision of flexible working arrangements, attracting a more diverse range of applicants meeting EDI objectives 1,2 & 3.	Yes	Jump crewing to be explored and initiated across all specialist appliance stations. Approval from Ops Board required.
Enhanced response capability with right people and equipment in the right place at the right time to meet demand profile of the Service and its community. CPL will be available 24/7.	Yes			
ICU and Welfare available via recall to duty.	Yes			
CPL 45 training for all drivers at station 11.				

Action Area - Response	Res 1.5 St Helens - Introduce a Stinger/Scorpion fire engine

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Response and equipment are aligned with demand and risk captured in IRMP.	No	Reduction in demand and mobilisation of appliances with increased awareness of capability and delivery model.	No	Evaluation of the location the stinger is positioned to be evaluated to see if this is the best option for MFRS. Consideration following evaluation to relocate the stinger.
Effective mitigation of the risk of harm to communities, staff and partners with enhanced capability and response to incidents.	No	Enhanced use as a Corporate resource.	No	
Increased resilience of specialist capabilities.	No	Declaration of 13/16 arrangements will see cross border mobilisation.	No	
Greater understanding of capability and potential use for future development.		Experience of using the stinger will result in improved firefighting tactics and firefighter safety.	No	

Action Area - Response	Res 1.6a LIVERPOOL CITY – Command and Control (Incident Command Unit & Welfare Pod)

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Training of staff to use both the ICU and Welfare vehicle to be commenced. Mobilisation action plans to be updated and utilisation of both assets using retained activation.	Yes Yes	Dedicated teams to respond with the vehicles and provide the necessary skills and knowledge to successfully support the incident they are mobilised to.	Yes	Look at the possibility to work towards jump crewing of specialist assets.

Action Area - Response	Res 1.6a1 LIVERPOOL CITY – Relocate 1 combined platform ladder 34 (CPL) from Kirkdale to Liverpool City

Expected Outcomes				
Short	Achieved	Medium	Achieved	Long Term
Training of staff located at station 11 to be a priority in relation to CPL skill set.	Yes	Sufficient number of CPL operators and drivers with the staffing model at stations 11 and 12.	Yes	A view to upskilling staff at stations 11 and 12 to operate the potential purchase of a CPL 45.
Detached duties to be utilised until sufficient number of trained staff for operating the CPL 34.	Yes			
Faster mobilisation to the risks of the City Centre	Yes			

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Action Area - Response	Res 1.6b Wallasey – Marine firefighting capability and provide additional support vehicles on retained basis.

Expected Outcomes				
Short		**Medium**		**Long Term**
	Achieved		Achieved	
Mitigation of risk of harm to the staff and other emergency service responders to a marine incident on the Mersey.	YES	CRMP 2024-27 inclusion of action to continue to upskill FFs upgrade equipment, review maintenance of training and amend the pre-determined attendance	No – continued over time	Research into development of firefighting tactics and firefighter safety procedures, rapid fire development and potential explosive atmosphere will change marine procedures in the future.
Increased ability to mitigate potential harm to vulnerable groups (age, disability) who may be visiting Liverpool by ship.	YES	Develop relationships with Cammel Lairds, Seatruck and Svitzer, as well as access to an array of Ships Masters of Cruise and Military Ships visiting Liverpool Ports	YES	
Improved relationships enabling MFRS to take part in practical training and familiarisation sessions.	YES	Development of cross border training to extend skills and knowledge.	YES	

Action Area - Response	Res 1.6c ST HELENS Hazmat HMEPU & Bulk Foam pods

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Dedicated specialist teams to operate the Hazmat HMEPU & Bulk Foam pods.	Yes	Skill set of the staff located at St Helens station to be uplifted to assist with a dedicated team when incidents occur.	Yes	Dedicated specialist team that can be mobilised to incidents and effectively operate the Hazmat HMEPU & Bulk Foam pods.
Change to retained mobilisation of the assets.	Yes			Jump crewing arrangements for speed of mobilising hazmat capability.

Action Area - Response	Res 1.6d Long Lane SRT (Urban Search and Rescue Mods – specialist rescue appliance) Immediately available

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Dedicated specialist teams to operate the Urban Search and Rescue Mods – specialist rescue appliance.	Yes	Specialist rescue appliance will enhance response capability for the service.	Yes	Established team to support the service at complex incidents.
Enhanced capability due to investment in new vehicle and equipment.	Yes	Provision of flexible working arrangements, attracting a more diverse range of applicants meeting EDI objectives 1,2 & 3.	Yes	

Action Area - Response	Res 1.6e Kirkdale - Create Specialist Capabilities (Terrorist & Flood Response)			
Expected Outcomes				
Short	Achieved	Medium	Achieved	Long Term
Reassurance to vulnerable communities that the Service can respond effectively.	YES	Ability for MFRS to respond effectively even if attack methodology develops in the future.	YES	Mitigation of potential reputational damage from ineffective response to a specified threat. Positive contribution to CONTEST agenda
Declaration of MTA response as National Resilience Asset. Positive contribution to EDI agenda objectives 1, 2, 3 and 4.	YES	Achievement of Assurance from National resilience Capability Team.	YES	
Mitigation of risk of harm to the community, staff and other emergency service responders.	YES	Enhanced community reassurance and engagement.	YES	

Action Area - Response	Res 1.6f BELLEVALE Water – High Volume Pump on all LLAR stations - staffed on a wholetime permanent basis

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Immediate response of the HVP to assist with large scale incidents that require large volumes of water.	Yes	HVP capability will enhance response capability for the service.	Yes	Improved response and operator capability.
Enhanced capability due to increase in staffing numbers at station 17.	Yes	Provision of flexible working arrangements, attracting a more diverse range of applicants meeting EDI objectives 1,2 & 3.	Yes	

Action Area - Response	Res 1.6g Heswall – wildfire – all terrain vehicle

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Response and equipment are aligned with demand and risk	Yes	Reduction in demand and mobilisation of appliances with increased awareness of capability and delivery model.	Yes	Continue to advance specialist capability by attending specialist training.
Effective mitigation of the risk of harm to communities, staff and partners with enhanced capability and response to incidents.	Yes	Enhanced use as a specialist resource.	Yes	
Increased resilience of specialist capabilities.	Yes	Declaration as a and cross border asset for mobilisation.	Yes	
Greater understanding of capability and potential use for future development. Meet value for money principles.				

Action Area - Response	Res 1.6h FORMBY Wildfire – all terrain vehicle

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Response and equipment are aligned with demand and risk	Yes	Reduction in demand and mobilisation of appliances with increased awareness of capability and delivery model.	Yes	Continue to advance specialist capability by attending specialist training.
Effective mitigation of the risk of harm to communities, staff and partners with enhanced capability and response to incidents.	Yes	Enhanced use as a specialist resource.	Yes	
Increased resilience of specialist capabilities.	Yes	Declaration as a and cross border asset for mobilisation.	Yes	
Greater understanding of capability and potential use for future development. Meet value for money principles.	Yes			

Action Area - Response	Res 1.6i Increase fire engine disposition across MFRS.

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Marginal improvements in response standard.	YES	Reduction in request for mutual aid through section 13/16 arrangements.	YES	Evidence of a sustainable operating model for the Service with potential to increase fire appliances across the Service to manage demand.
Enhanced response capability with right people and equipment in the right place at the right time to meet demand profile of the Service and its community.	YES	Provision of flexible working arrangements, attracting a more diverse range of applicants meeting EDI objectives 1,2 & 3.	YES	
Recall of firefighters with retained contracts to provide more appliances increasing operational resource capability with positive impact on response standard and incident management.	YES			

Action Area - Response	Res 1.7 Work with NWAS to develop an Integrated Demand Management Programme			
Expected Outcomes				
Short		Medium		Long Term
	Achieved		Achieved	
Assist NWAS with peak demand situations such as Covid or REAP demand to ensure the public of Merseyside are kept safe. Enhance firefighter medical capability so assistance can be provided for additional medical issues.	Yes Yes	To explore the feasibility of MFRS staff assisting with driving of ambulances when a pandemic occurs.	Yes	Look at the national picture to progress EMR for MFRS staff.

Action Area - Response	Res 3.9 Introduction of Drone (aerial) capability			

Expected Outcomes				
Short	Achieved	Medium	Achieved	Long Term
Response and equipment are aligned with demand and risk	YES	Reduction in demand and mobilisation of appliances with increased awareness of capability and delivery model.	YES	Ability to influence drone capability and technology.
Effective mitigation of the risk of harm to communities, staff and partners with enhanced capability and response to incidents.	YES			
		Enhanced use as a Corporate resource.	YES	
Increased resilience of specialist capabilities.	YES	Increased collaboration with partners to tackle specific risk types including wildfires.	YES	
Provision of support to emergency service partners with enhanced interoperability.	YES	Declaration as National Resilience asset and cross border mobilisation.	YES	
Greater understanding of capability and potential use for future development. Meet value for money principles.	YES			

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Action Area - Prevention	Prev 2.1 Target HFSC to over 65's and the most vulnerable across Merseyside				
Expected Outcomes					
Short		Medium		Long Term	
	Achieved		Achieved		
Accidental dwelling fires are proven to fall in those areas where more Home Fire Safety visits are undertaken Improved station level productivity.	YES/	Reduced risk to firefighters because of less mobilisations associated potential for appliance accidents, ff injury at incidents and impact on the Service.	YES	Efficiency savings to the Service and improve the safety and emotional welfare of crews and the community. Long term welfare benefits for staff and the community. For every £1 invested there is a financial saving of £2.75 and indirect economic benefits. Tackling the challenges brought by socio-economic deprivation – which in the Liverpool City Region.	
Reduced appliance demand.	YES	A reduction in risk affecting people in our communities due to fewer accidental dwelling fires, associated injuries and fatalities in the home from our programme of home safety visits, identification of risk, fitting or appropriate smoke detectors and educational input on fire hazards in the home.	YES		
Number of ADFs lower than would be expected given the level of deprivation.	YES				
Home safety visits play preventing ADFs and the associated negative impacts for the community.	YES				

Action Area - Prevention	Prev 2.2 Complete over 50,000 homes safety visits per year (150,000 in total over the life of this Plan)			
Expected Outcomes				
Short		Medium		Long Term
	Achieved		Achieved	
Accidental dwelling fires are proven to fall in those areas where more Home Fire Safety visits are undertaken Improved station level productivity.	YES	Reduced risk to firefighters because of less mobilisations associated potential for appliance accidents, ff injury at incidents and impact on the Service.	YES	Tackling the challenges brought by socio-economic deprivation – which in the Liverpool City Region.
Reduced appliance demand. Number of ADFs lower than would be expected given the level of deprivation.	YES	A reduction in risk affecting people in our communities due to fewer accidental dwelling fires, associated injuries and fatalities in the home from our programme of home safety visits, identification of risk, fitting or appropriate smoke detectors and educational input on fire hazards in the home.	YES	For every £1 invested there is a financial saving of £2.75 and indirect economic benefits. Long term welfare benefits for staff and the community. Efficiency savings to the Service and improve the safety and emotional welfare of crews and the community.
Home safety visits play preventing ADFs and the associated negative impacts for the community.	YES			

Action Area - Prevention	Prev 2.3 10,000 Safe and Well visits per year (30,000) in total over the life of the plan)

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	Long term welfare benefits for staff and the community.
Increased diversity of the workforce supporting improved engagement and interaction with diverse communities.	YES	Reduction in risk in communities, fewer accidental dwelling fires, associated injuries and fatalities in the home.	YES	For every £1 invested there is a financial saving of £2.75 and indirect economic benefits.
Reduction across key performance related indicators over the three years of the IRMP.	YES	Reduced risk to firefighters, less mobilisations and potential for appliance accidents, ff injury at incidents and impact on the Service.	YES	Tackling the challenges brought by socio-economic deprivation – which in the Liverpool City Region.
Ability to make real time changes in response to emerging issues (such as the cost-of-living crisis or emerging technologies.	YES	Reduced appliance demand, greater productivity from stations.	YES	
FRS accepted by the community enabling access to crews.	Not measured as yet			

Action Area - Prevention	Prev 2.4 Reach 6,000 (10%) of homes in the highest deprived neighbourhoods using targeted campaigns

Expected Outcomes				
Short		**Medium**		**Long Term**
	Achieved		Achieved	
Increased diversity of the workforce supporting improved engagement and interaction with diverse communities.	YES/ NO	Reduction in risk in communities, fewer accidental dwelling fires, associated injuries and fatalities in the home.	YES/ NO	Long term welfare benefits for staff and the community.
Reduction across key performance related indicators over the three years of the IRMP.	YES/ NO	Reduced risk to firefighters, less mobilisations and potential for appliance accidents, ff injury at incidents and impact on the Service.	YES/ NO	For every £1 invested there is a financial saving of £2.75 and indirect economic benefits.
Ability to make real time changes in response to emerging issues (such as the cost-of-living crisis or emerging technologies.	YES/ NO	Reduced appliance demand, greater productivity from stations.	YES/ NO	Tackling the challenges brought by socio-economic deprivation – which in the Liverpool City Region.
FRS accepted by the community enabling access to crews.	YES/ NO	Home safety visits play across the Merseyside region in preventing ADFs and the associated negative impacts for the community	YES/ NO	

Action Area - Prevention	Prev 2.5 Renew our focus on working with the Registered and Private Rented Housing Sector			
Expected Outcomes				
Short		Medium		Long Term
	Achieved		Achieved	
Accidental dwelling fires will decrease in the properties of those RSLs engaged	Not meas ured as yet	Reduced risk to firefighters because of less mobilisations associated potential for appliance accidents, ff injury at incidents and impact on the Service.	YES	Efficiency savings to the Service and improve the safety and emotional welfare of crews and the community.
Improved partner working, effectiveness and productivity.	YES			Long term welfare benefits for staff and the community.
Reduced appliance demand..	YES	A reduction in risk affecting people in our communities due to fewer accidental dwelling fires, associated injuries and fatalities in the home from our programme of home safety visits, identification of risk, fitting or appropriate smoke detectors and educational input on fire hazards in the home.	YES	For every £1 invested there is a financial saving of £2.75 and indirect economic benefits.
Number of ADFs lower than would be expected given the level of deprivation.	YES			Tackling the challenges brought by socio-economic deprivation – which in the Liverpool City Region.
Home safety visits play preventing ADFs and the associated negative impacts for the community.	YES			

Action Area - Prevention	Prev 2.6 Recruit Prevention staff who truly reflect our diverse communities

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Reduction in accidental fires within less represented communities, reducing smoking and alcohol consumption.	Not measured	Reduced demand for the Service and our partners, making local communities a safer place for our staff and the local community.	YES	Service delivery business as usual in accordance with equality needs for our diverse community demographic.
Community cohesion and relationship building for resilience during times of crisis and emergency.	YES	Reduction in the impact of ASB and fire and rescue related matters within under represented communities.	YES	
Safer through reduction of the impact of antisocial behaviour to communities and firefighters.	YES	Increased potential for communities to request the intervention.	YES	
More individuals form less represented communities delivering the Service	YES			

Action Area - Prevention	Prev 2.7 Monthly themed monthly Community Safety locality-based campaigns working with partners			

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Healthier through reduction in accidental fires within the high-risk communities, reducing smoking and alcohol consumption.	YES	Reduced demand for the Service and our partners, making local communities a safer place for our staff and the local community.	YES	All partners agreement to deliver their resources, assets and capabilities within a targeted local community as business as usual.
Cleaner localities by removing community risks and hazards.	YES	Reduction in the impact of crime and antisocial behaviour on the most vulnerable in the communities.	YES	
Safer through reduction of the impact of antisocial behaviour to communities and firefighters.	YES	Increased potential for communities to request the intervention.	YES	
Closer partnership working leading to, stronger more resilient communities.	YES			

Action Area - Protection	Prot 3.1 Build up our team of specialists by increasing our Protection Officers

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Improved staff retention enabling increased cohort of competent personnel and delivery of audits and other statutory duties.	YES	Increased options and considerations from a succession planning perspective based on demand and competence levels.	YES	Sustained delivery of statutory duties to reduce risks and incidents in the built environment.
Increased competency removing duplication of effort with workload more evenly distributed.	YES	Increased assurance of delivery of statutory duties.	YES	Protection Directorate that represents our communities, has the levels of skills and competency to be effective and successful in their roles and has sustainable resources for the future.
Function focussed on an intelligence led approach to life protection and delivery of premises audits.	YES	Continue to evolve our risk-based inspection programme methodology.	YES	Supporting the local and national economy to grow.
Improved data and intelligence.	YES			
Improved communication across the function.	YES			

Action Area - Protection	Prot 3.2 Visit very high and high-risk premises (7,500 over the life of the Plan)

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Enhanced safety of the public in all its forms through assessment of compliance in high risk premises	YES	Stronger working relationships with local authority partners and increased productivity.	YES	Review of validity of the current NFCC risk ratings due to societal, cultural and other factors changing risk in the community and use of non-domestic property.
Define, understand and interpret high risk premises.	YES	Increased productivity and response standards for protection	YES	Positive impact through provision of protection service to the diverse communities and businesses of Merseyside
Reduction in risk and incidents in the built environment through fire safety intervention.	YES	Improved work-life balance	YES	Reduced risk of harm from non-compliance with fire safety legislation across our communities.
		Effective management of succession planning	YES	Help the local and national economy row.
Greater flexibility and ability of the service to react to new risks.	YES	Increased diversity of the Protection workforce.	YES	
Respond to risk in the community when premises are identified as having potential need for fire safety intervention.	YES	Reducing vulnerability to fire in non-domestic buildings	YES	

Action Area - Protection	Prot 3.3 Introduce a new Management Information System linking Protection, Firefighter Safety and Prevention activity and keeps all our risk information in one place.

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Reduction in duplication of effort when capturing data.	YES	Greater sharing of premises related data and information across the directorates.	YES	Potential for other expansion and use of the CFRMIS into (petroleum, explosives) Development of our own iteration of CFRMIS (in conjunction with the provider CIVICA) enabling shared learning and best practice with several other FRS.
Easier reporting and notification links between operational crews and functional directorates.	YES	Further development of referral Forms and quick- screens will be explored as part of future developments.	YES	
Improvement in data capture from completed jobs to provide performance information for Home Office, HMICFRS and NFCC.	YES			
Cost savings as result of removal of redundant systems.	YES			

Action Area - Protection	Prot 3.4 Increase mobile/agile working for staff

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Provision of mobile devices affords inspectors options around working at their district locations, other service premises and locations or from home.	YES	Further CFRMIS enhancements across multiple modules will see increased use and enhance the ability to work remotely.	YES	More ideas and solutions being generated from within the team leading to further long term enhancements across the function.
Enhanced work/life balance for team members.	YES	Reduction in completion times for audits and inspections.	YES	More personnel considering lateral or upward progression through the function.
Reduced financial impact for team members.	YES	More stable/sustained staff retention due to personnel valuing the flexibility afforded around work locations and routines.	YES	Reduction in carbon footprint resulting from fewer or shorter journeys to and from work.
		Opportunities for team members to experience other areas within the function due to increased appetite for learning and development.	YES	

Action Area - Protection	Prot 3.5 Deliver a full response to Grenfell Tower Fire Inquiry recommendations

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
The delivery of all 46 recommendations from the GTI phase 1 report supporting the departmental objective of ensuring local businesses and communal residential areas are maintained in a manner that affords the highest levels of safety to our communities and our firefighters.	NO	Organisational learning from GTI Phase 1 Report and incorporated into new policies and procedures.	YES	Elimination of risk to those that are vulnerable because of their socio-economic, ethnicity and other protected characteristics.
		Additional control measures for stairwell protection teams escalated to national level conversations within the NFCC and with the HSE.	YES	Any implemented changes will be embedded and form part of business as usual.
Premises have, and are being, made safer through remediation and operational personnel are far better equipped to deal with HRRBs and any other premises where external walls may become involved in fire.	YES	The BRR work within the high-rise premises creates an ongoing periodic re-inspection frequency for these buildings within our RBIP.	YES	Ability to react positively to further changes to legislation and guidance.

Action Area - Protection	Prot 3.6 Complete 6,336 medium to low risk visits over the life of this plan

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Efficient use of our operational crews in addressing low/medium risk premises.	YES	Expand the initial foundational knowledge obtained by operational crews into a formal qualification to be provided to all operational personnel.	NO	Potential for operational crews to undertake secondment type activity in to the Protection function as part of their development and/or to support potential peak level activities born out of local, regional or national priorities/initiatives.
Minimise/reduce the need to engage specialist fire safety regulators in lower risk interventions thus maximising capacity to deal with higher risk elements within the RBIP.	YES	Create opportunities for Protection personnel to mentor/support operational personnel.	NO	
Increase fire safety knowledge across our operational workforce.	YES	Via analysis of data, determine the rationale around types of premises identified for SOFSA purposes and subsequently inform future KPIs in this area.	YES	
Broaden the number and type of premises receiving fire safety interventions.	YES			

Action Area - Protection	Prot 3.7 Fire Safety Inspectors will visit every registered Petroleum storage site in Merseyside

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Create a standardised approach across all Protection Districts associated with the licensing and inspection of petroleum storage sites.	YES	Build Petroleum site inspections in to the IFOG planner so as to ensure inspection frequencies for such sites become an embedded element of our RBIP.	YES	Develop a more automated process for petroleum site inspections so as to minimise administrational and processing times thus making us more efficient.
Increase the cohort of regulators within Protection competent in this area.	YES	Protection of on-site workers and surrounding communities due to reduced incident numbers.	YES	Enhanced environmental protection and sustainability.
Deliver development training to the relevant personnel to ensure their knowledge is aligned to current standards and guidance.	YES	Reduction in fire-related incidents due to risk mitigation and enhanced preparedness measures.	YES	Increased facility longevity and asset value.

Action Area - Protection	Prot 3.8 Monitor and assess all applications for new Explosive Storage Licenses & complaints

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Immediate risk reduction through hazard identification and verification of compliance.	YES	Reduction in operational incidents at such sites.	YES	Future proofing infrastructure to adapt to amendments to existing legislation or the introduction of new regulatory frameworks.
Prevention of any regulatory violations.	YES	Development of an automated process embedded within CFRMIS to promote efficiencies.	YES	Regulatory efficiency and consistency arising from established compliance frameworks and data analysis.
Enhanced community and firefighter safety through identification of suitable controls and community assurance.	YES	Amendment to performance indicators to reflect varying levels of applications year on year.	YES	
Standardisation of licensing applications process.	YES	Stronger regulatory and industry relationships and collaboration.	YES	

Action Area - Preparedness	Prep 4.1 Work with Bluelight Partners to support them and improve services to the public.			

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Collaboration is Business as Usual Increased support between blue light partners and improvements to services.	YES/ NO	PAPA development of a cross-organisation, cross region development of modern recruitment practices in support of the Equality Act.	YES/ NO	Enhanced business and strategic value for those in the collaborative partnership. Cultural Change Increased public sector efficiency and effectiveness
Improved inter service working relationships and communications.	YES			
Increased multi-agency prevention activity leading to reduction in arson, road traffic accidents, and support to those at risk in the community including those in crisis.	YES	Tackling mental health stigma and discrimination.	NO	
		Shared estate schemes with capital and revenue budget savings. Increased use of technology to support training, sharing of information and intelligence.	NO	
Improved interoperability and use of JESIP.	YES			
Increased engagement with the community.	YES	Increased capability sharing within blue light collaborative partnership.	NO	

Action Area - Preparedness	Prep 4.2 Review how operational risk information is provided

Expected Outcomes				
Short	Achieved	Medium	Achieved	Long Term
Operational Risk generated, used and provided to operational personnel based on agreed 6 key areas.	YES/NO	Effective re-inspection frequency regime for each level of SSRI embedded across the Service.	YES/NO	Enhanced intraoperability in cross border working Streamlining data capture form and risk information through CFRMIS Learning to inform national direction with SRRI/PORIS.
Planning intelligence performance system PIPS utilised for incident data.	YES/NO	Post implementation review of SSRIs and the system looking for new ways to expand or improve the process.	YES/NO	
Shared Protection Information from Prohibition and Enforcement data.	YES/NO	SSRI's process active monitoring by Station Managers with performance managed by Response.	YES/NO	
Shared Prevention Information from ASB data (deliberate secondary fire data), in the Local Super Output Area (LSOA) within which the premises resides.	YES/NO	Standardised approach and consistency embedded across the Service.	YES/NO	

Action Area - Preparedness	Prep 4.3 Provide the most up to date kit & equipment to firefighters to keep them safe			

Expected Outcomes				
Short		**Medium**		**Long Term**
	Achieved		Achieved	
Research alternative PPE inline with current standards. Work with NFCC PPE group.	YES	New compartment fire kit procured. Tender currently out for tech rescue glove.	YES	Improved positive impact on staff.
Improve water rescue and sub surface capability.	YES	9 Fastys, 4 reach pole cameras and 4 sonar devices are now in service reducing the risk to staff and improving the time it takes to rescue and or locate a casualty in the water.	YES	Continue to look for developments in technology so staff do not have to enter the water. Look at new improved dry suits that are quicker to done.
Improve the thermal imagery capability. New Flur cameras procured for every appliance.	YES			Training being delivered by TDA, workshops are fitting the charger to all appliances.

Action Area - Preparedness	Prep 4.4 Make sure that staff know how to command incidents, assertively, effectively and safely

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
The service has well trained incident commanders who are regularly assessed and take part in exercises in accordance with the Command Strategy.	YES/ NO	Information about previous incidents is constantly analysed, and commanders training is aligned with demand and risk.	YES/ NO	Command Strategy and learning embedded across MFRS Enhanced inter and intra –operability and compliance with JESIP
Standardised command training to ensure consistency and is delivery is continually monitored.	YES/ NO	Enhanced training facilities developed to replicate real world incidents.	YES/ NO	
Compliance with national operational guidance.	YES/ NO	Positive outcomes of effective command at incident through OA/debrief process.	YES/ NO	
Improved attendance at command training and use of new technologies and command input.	YES/ NO	Safer firefighters. More effective response to incidents.	YES/ NO	
Meet command hours requirement as per NW FRS	YES/ NO			

Action Area - Preparedness	Prep 4.5 Develop operational plans for all key risks including heritage sites

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
Ensure the Operational response plans (ORPs) that are located on the service portal under operational information are accurate.	YES	Ensure all ORPs are reviewed and in date.	YES	Improved positive impact on staff utilisation the Operational Response plan against specific sites within their station area.
Ensure that the current schedule for review of ORPs are accurate.	YES	Assure service delivery that the ORPs are accessed, and they are fit for purpose.	YES	
Ensure ORPs are accessible for staff particularly station based staff.	YES	Ensure that all key risks are captured, stored, and shared.	YES	
Better relationships with local partners and owners of key risk sites.	YES	Ensure that out of date key risks are removed from system.	YES	

Action Area - Preparedness	Prep 4.6 Prepare our fleet of vehicles for a move to alternative fuels

Expected Outcomes

Short		Medium		Long Term	
	Achieved		Achieved		
Due to the nature of the project, short term plans for this will be completed over a three year period. The gradual introduction of low emission vehicles into the vehicle fleet will lower the impact on the environment.	YES	Medium term objectives for this project to be completed by 2030. The introduction of Ultra Low Emission Vehicles (ULEVs) will be phased into the ancillary fleet in line with the vehicle capital replacement programme.	Yes	Long term objectives for this project will be in line with the Governments Road to Zero Strategy which aims to ensure all new cars and vans from 2035 will have zero emissions from the tail pipe.	Yes
After the introduction of Mild Hybrid diesel vehicles into the fleet, MFRS will further reduce environmental impacts by replacing diesel FDO cars with Petrol self - charging hybrids. The aim is for the full FDO fleet to be hybrid by the end of 2025.	YES	Workshops will work closely with the estates team to align the introduction of the ULEVs with the Estates infrastructure delivery plan.			

Action Area - Preparedness	Prep 4.7 Introduce new ways of staffing in Fire Control

Expected Outcomes

Short	Achieved	Medium	Achieved	Long Term
Improved resilience within Fire Control.	YES/ NO	A more diverse workforce Increased employment opportunities.	YES/ NO	Positive outcomes of Cultural Change Programme and the opening of more career pathways for Fire Control personnel
Improved flexible working and Service ability to grant leave.	YES/ NO	Improved training and development opportunities Improved management of Fire Control with emphasis on improved performance.	YES/ NO	
Minimal impact upon the watch systems currently used.	YES/ NO			
Assistance to those with caring responsibilities.	YES/ NO			
Staffing model that reflects the demands on the Service.	YES/ NO	Control staff fully integrated into command, training, exercising debrief and assurance activity.	YES/ NO	
New contracts that do not present any potential negative impacts in relation to Age, Disability, or other protected characteristics.	YES/ NO			

Action Area - Preparedness	PREP 6.1 Renewable power source project

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
• Review current Standard Operational Procedures (SOPs) – specifically relating to storage sites, vehicles, and transport networks.	YES	• Revise current eLearning module.	YES	• Review report to be produced by Area Manager Keen and assess impact. Group recommendations into deliverable areas for: Single service -MFRS Sector wide – NFCC Multiagency – LSP, MRF
		• Produce a training package suitable for operational crews.	YES	
• Produce Operational information note (s) relevant to risk type where required.	YES	• Identify any new kit & equipment to mitigate risk.	YES	
• Produce Operational Response Plan for Orsted Bess and similar sites if required.	YES	• Assist in producing command assessments suitable for CM/WM & SM	YES	

Action Area - Preparedness	NR 5.1 Ensure National Resilience Capabilities are available and fit for purpose

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
The Home Office is assured that UK FRS NR assets are assured, fit for purpose and are able to effectively respond to and resolve serious, significant and catastrophic incidents.	YES	The UK has suitable and sufficient assets to respond to and resolve serious, significant and catastrophic incidents throughout the UK in the medium term.	YES	The UK has suitable and sufficient assets to respond to and resolve major incidents throughout the UK in the long term.

Action Area - Preparedness	NR 5.2 Support Government plans to refresh NR assets

Expected Outcomes

Short		Medium		Long Term
	Achieved		Achieved	
The Home Office is assured that the UK Fire and Rescue Service has sufficient capabilities to effectively respond to and resolve serious, significant and catastrophic incidents.	YES	MFRA as NR Lead Authority, effectively supports interoperability with partner agencies and Devolved Administrations. The UK has suitable and sufficient assets to respond to and resolve serious, significant and catastrophic incidents throughout the UK in the medium term.	YES YES	The UK has suitable and sufficient assets to respond to and resolve serious, significant and catastrophic incidents throughout the UK in the long term.

Evaluation of Merseyside Fire and Rescue Service Integrated Risk Management Plan

2021 – 2024

Contents

1. Overview

This report was produced by staff from the School of Computer Science and Mathematics in Liverpool John Moores University following a request from Merseyside Fire and Rescue Service (MFRS) for an evaluation of their Integrated Risk Management Plan (IRMP) for 2021 – 2021.

The elements of the evaluation were:

- Compliance with relevant Integrated Risk Management Planning Guidelines (UK Home Office Fire and Rescue National Framework for England, UK NFCC Competency Frameworks for Community Risk Management Planning, and UK Fire Standards Board Community Risk Management Planning)

- Addressing stakeholder needs (Local community, MFRS staff (safety / training), Partner agencies (collaboration), funders)

- The MFRS IRMP Methodology (risk identification, risk assessment, risk management)

Dr Mark Taylor

Dr Ian Jarman

Mrs Hulya Francis

13/04/2023

2. Introduction

Integrated Risk Management is the development of a balanced approach by a Fire and Rescue Service to reduce risk within the community. This combines 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 firefighters. All English fire and rescue services have duties and responsibilities defined by legislation including: The Fire and Rescue Services Act 2004; The Civil Contingencies Act 2004; The Fire Safety Order 2005; and The National Framework 2018

Merseyside is an area in the north west of England, that includes the metropolitan districts of Knowsley, Liverpool, Sefton, St Helens and Wirral. Merseyside spans 249 square miles (645 km^2) of land containing a mix of urban areas, suburbs, semi-rural and countryside locations. In 2019 Merseyside had a population 1,429,910. Merseyside is one of the most deprived areas in England, with Knowsley being the 3rd most deprived local authority in England and Liverpool being 4th. Large areas of Merseyside fall within the highest ratings of social deprivation.

This report was produced by staff from the School of Computer Science and Mathematics in Liverpool John Moores University following a request from Merseyside Fire and Rescue Service (MFRS) for an evaluation of their Integrated Risk Management Plan (IRMP) for 2021 – 2021.

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3. Compliance with relevant guidelines

For the purposes of the evaluation of the MFRS IRMP compliance with the following English national guidelines was examined:

- Fire and Rescue National Framework for England 2018

- NFCC Competency Frameworks for Community Risk Management Planning

- Fire Standards Board Community Risk Management Planning

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3.1 Fire and Rescue National Framework for England 2018

The Fire and Rescue National Framework 2018 states that all English Fire and Rescue Services have to produce an Integrated Risk Management Plan (IRMP).

Under the framework, Fire and Rescue Services should:

- Make appropriate provision for fire prevention and protection activities and response to fire and rescue related incidents
- Identify and assess the full range of foreseeable fire and rescue related risks their areas face
- Collaborate with emergency services and other local and national partners to increase the efficiency and effectiveness of the service they provide
- Be accountable to communities for the service they provide
- Develop and maintain a workforce that is professional, resilient, skilled, flexible and diverse

In particular, the MFRS IRMP should include:

- The types of fire and rescue related risks that could affect Merseyside
- Fire and other types of emergency prevention
- Incident response
- Working with other organisations
- Use of resources
- Inspecting fire safety management by businesses and organisations
- Public / trade unions / staff associations consultation

The MFRS IRMP would appear to have provided a detailed discussion and justification of all the elements defined by the Fire and Rescue National Framework 2018.

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3.2 NFCC Competency Frameworks for Community Risk Management Planning

The National Fire Chief Council Competency Frameworks for Community Risk Management Planning guidelines concern the delivery of effective community risk management planning in terms of:

- Identifying and managing the risks faced by the local community

- Prioritising activities

- Allocating the right level of resources to each area of services

- Evaluating the outcomes of activities and incorporating this learning into future planning

In particular, the MFRS IRMP should:

- Demonstrate how protection, prevention and response activities have and will be used collectively to prevent and/or mitigate fires and other incidents to reduce the impact on its communities (including Business), firefighters and to promote economic wellbeing

- Effectively consult and engage with communities, MFRS staff and stakeholders at appropriate stages of the community risk management planning process

- Use a robust risk analysis process (giving due regard to existing and emerging local, regional, and national hazards) to support evidenced, transparent, and inclusive decision-making regarding resource deployment

- Ensure resource deployment decisions are balanced against an assessment of internal and external resource availability (including collaborative and cross-border working opportunities and via National Resilience) and other key organisational influences that inform the overall strategic planning process

The MFRS IRMP would appear to have provided a detailed discussion and justification of all the elements covered by the National Fire Chief Council Competency Frameworks for Community Risk Management Planning guidelines.

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3.3 Fire Standards Board Community Risk Management Planning

The Fire Standards Board Community Risk Management Planning guidelines concern a fire and rescue service assessing foreseeable community related risks and deciding how those risks will be mitigated.

The MFRS IRMP should:

- Utilise and share accurate data and business intelligence (from both internal and external sources) to support evidenced-based decision making, horizon scanning, cross border risk identification and organisational learning
- Ensure transparency in the community risk management planning process through ongoing engagement and formal consultation processes
- Ensure that organisational decisions and the measures implemented support equality, diversity, inclusivity, are non-discriminatory and meet legislative, framework and governance requirements linked to Community Risk Management
- Be able to evidence its external and internal operating environment and the strategic objectives the community risk management plan is seeking to achieve
- Identify and describe existing and emerging local, regional and national hazards, the hazardous events that could arise and the risk groups (People, Place, Environment and Economy) that could be harmed
- Analyse risk, and determine the risk levels and prioritise risk accordingly
- Make decisions about the deployment of resources based on the prioritised risk levels and planning assumptions involved.
- Continually evaluate the effectiveness, efficiency and delivery of the community risk management plan and the organisational impact of risk management decisions
- Provide training and/or support (where required) to all who are involved in the development, management and implementation of the community risk management plan

The MFRS IRMP would appear to have provided a detailed discussion and justification of all the elements covered by the Fire Standards Board Community Risk Management Planning guidelines.

4. Stakeholder analysis

Under the NFCC guidelines a key requirement is to ensure transparency within the process of developing an IRMP, therefore stakeholder and public engagement is essential to seek feedback and raise awareness. There should be effective consultation throughout the IRMP development and at all review stages with the community, its workforce, and representative bodies and partners.

The MFRS IRMP provides clear information regarding how MFRS conducted detailed stakeholder analysis in terms of the local community, MFRS staff (with regard to safety and staff training), partner agencies (with regard to collaboration), and funders.

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4.1 Local community

To address the needs of local residents the MFRS IRMP includes plans to broaden fire prevention activity to include providing free home fire safety checks for vulnerable people living in more deprived areas in addition to continuing to focus on older Merseyside residents. In addition, the MFRS IRMP plans the creation a new super-station to replace two fire stations that are reaching the end of their useful life, whilst securing an improvement in response times.

The MFRS IRMP addresses the needs of local businesses via plans to increase the ability to inspect high risk buildings and assist building owners and occupiers to comply with fire safety law by recruiting more fire safety inspectors.

MFRS consulted the public, MFRS staff and partner organisations such as Councils and the Police before writing the IRMP, and before publishing the final IRMP.

The MFRS IRMP would appear to appropriately address the needs of the local community.

4.2 MFRS staff (safety / training)

As part of the IRMP MFRS intend to create a new Training and Development Academy which will support expansion of staff training. The MFRS Equipment and Stores teams research and review fire engines and equipment and follow developments in new fire kit and uniform to keep firefighters safe.

The MFRS IRMP covers operational preparedness to provide firefighters and officers with training and information in order to deal with all emergency incidents safely and effectively. This includes the Operational Assurance Team (OAT), who along with Senior Officers monitor incidence response and consider the health and safety of MFRS staff when responding to or dealing with fires and other emergencies. The team recommends improvements following incidents attended and training and recommend training, equipment or changes that are needed to improve and protect the safety of MFRS staff. This also includes the MFRS Health and Safety (H&S) Department that also manages performance monitoring systems, carries out investigations following accidents and other events and supports all departments with risk assessments, technical advice and training.

The MFRS IRMP would appear to appropriately address the needs of MFRS staff in terms of safety and training.

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4.3 Partner agencies (collaboration)

Under the English National Framework, fire and rescue services should identify those at greatest risk from fire, and work closely with other organisations in the public and voluntary sector, as well as with the police and ambulance services. Fire and rescue services are also expected to develop partnerships to support risk reduction services to those identified as vulnerable, including from exploitation or abuse, and wherever possible to share intelligence and relevant risk data.

MFRS utilises information that partner organisations collect to identify those who would be most likely to have a fire or other emergency and who would be most likely to suffer harm.

The MFRS IRMP includes detailed analysis of information from the NHS regarding people aged over 65 that are targeted for fire prevention services. The IRMP also includes work done with other partner agencies to help their vulnerable clients.

MFRS conducts approx. 10,000 Safe and Well visits per year which are carried out by Prevention Advocates across Merseyside. The Safe and Well visit focuses on key aspects of health and in most cases connects people with partner agencies for further assessment as well as addressing fire safety concerns in the home.

The MFRS IRMP would appear to appropriately address the needs of partner agencies in terms of appropriate forms of collaboration.

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4.4 Funders

Under the English National Framework, fire and rescue authorities must manage their budgets and spend money properly and appropriately, and ensure the efficient and effective use of their resources, pursuing all feasible opportunities to keep costs down while discharging their core duties effectively. Fire and rescue authorities should regularly review the numbers and deployment of firefighters and other staff to ensure that their fire and rescue service has a workforce that is commensurate with the risks that they face.

MFRA receives funds from grants from central government and Council Tax payments. MFRS operates in an environment of ongoing government funding challenges. The MFRS IRMP proposed operational changes have been created within existing planned budgets covering spend on staff, equipment, and services.

The needs of funders have been addressed in the IRMP via operational changes, including the use of a range of approaches to staffing fire stations and fire engines flexibly to meet demand and risk.

The MFRS IRMP would appear to appropriately address the needs of funders in terms of detailed discussion and justification on the use of funds provided.

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5. MFRS IRMP methodology

The MFRS IRMP Methodology was evaluated in terms of risk identification, risk assessment, and risk management.

5.1 Risk identification

Under the English National Framework, every fire and rescue authority must assess all foreseeable fire and rescue related risks that could affect their communities, whether they are local, cross-border, multi-authority and/or national in nature from fires to terrorist attacks. Regard must be had to Community Risk Registers produced by Local Resilience Forums and any other local risk analyses as appropriate.

MFRS conducted work around the National Security Risk Register and the Community Risk Register created by the Local Resilience Forum in order to identify risks in Merseyside for the IRMP. MFRS identified six high impact incident types within Merseyside: Terrorist Related Incidents, Marine Incidents, Wildfires, Flooding, Fires in large buildings, and Fires at recycling and waste processing plants.

The IRMP also covered risks associated with other types of incidents including air, road, rail, tunnels and heritage sites, as well as the more common risks including road traffic collisions and house fires.

As part of the IRMP MFRS used local and national information to assist in identifying over 65,000 places in Merseyside that needed to comply with the Fire Safety Order, and assigned appropriate risk categorisation.

The MFRS IRMP would appear to utilise a thorough and robust risk identification approach for all the likely risks that may be encountered.

5.2 Risk assessment

Under the English National Framework, fire and rescue authorities must put in place arrangements to prevent and mitigate relevant risks, either through adjusting existing provision, effective collaboration and partnership working, or building new capability. Fire and rescue authorities should work through the Strategic Resilience Board where appropriate when determining what arrangements to put in place.

The MFRS IRMP covers the detailed analysis of the locations of emergency incidents and the link between deprivation and fire incidences, and also covers the work done through the Strategic Resilience Board.

The MFRS Operational Preparedness directorate considers all the foreseeable fire and rescue related risks that could affect the local community, from fires to terrorist attacks. MFRS Operational Preparedness staff work alongside partners, such as local councils, the NHS, the Police and the Ambulance Service.

The MFRS IRMP describes how MFRS continues to review how up to date operational risk information is gathered and provided to operational staff at incidents and how this can be shared with other fire and rescue services across borders to work together effectively.

The MFRS IRMP would appear to utilise a thorough and robust risk assessment approach for all identified risks.

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5.3 Risk Management

Under the English National Framework, fire and rescue authorities must make provision for promoting fire safety, including fire prevention, and have a locally determined risk-based inspection programme in place for enforcing compliance with the provisions of the Regulatory Reform (Fire Safety) Order 2005 in premises to which it applies. Fire and rescue authorities should target their fire safety, prevention and protection resources on: those individuals or households who are at greatest risk from fire in the home; those most likely to engage in arson or deliberate fire setting; and on those non-domestic premises where the life safety risk is greatest. Consideration could also be given to non-domestic premises which are at risk from fire in order to mitigate loss to economic wellbeing.

The MFRS IRMP covers the detailed analysis of the locations of emergency incidents (which is used to plan the locations of fire stations, fire engines (and other specialist equipment) and staff) and the detailed analysis of the time of day of incidents. As part of the IRMP MFRS will be introducing a new Management Information System and mobile technology in order to be more efficient and effective.

The MFRS IRMP includes plans to increase the ability to inspect high risk buildings and assist building owners and occupiers to comply with fire safety law by recruiting more fire safety inspectors. The IRMP factored the risks identified in the risk assessment exercise into the wider training and exercise programme within MFRS. Site specific risk information is gathered for operational plans for high risk places, in addition to holding large scale exercises with partner agencies to test such plans.

The IRMP includes plans to broaden fire prevention activity to include providing free home fire safety checks for vulnerable people living in more deprived areas in addition to continuing to focus on older Merseyside residents.

The IRMP includes risk management in terms of analysis of the locations of vulnerable people based upon information about people aged over 65 from the NHS that is used to target prevention services at this most vulnerable group. The IRMP discusses the effectiveness of MFRS prevention activities in terms of the falls in number of both deliberate and accidental dwelling fires.

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MFRS fire crews carry out approx. 50,000 Home Fire Safety Check per year as well as approx. 10,000 Safe and Well visits which are carried out by Prevention Advocates across Merseyside. The Safe and Well visit focuses on key aspects of health and in most cases connects people with partner agencies for further assessment as well as addressing fire safety concerns in the home.

Supporting the Home Safety Strategy, MFRS has Community Safety Strategies that help to reduce arson and other deliberate fires, and improve road and water safety.

The MFRS IRMP would appear to include a thorough and robust risk management approach.

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6. Action plan

The action plan contained in the MFRS IRMP included the creation of new / combined fire station locations and duty systems; the creation of specialist fire stations; the development of a training academy; enhancements to fire protection, fire prevention, and partner agency working; and environmental planning.

6.1 New / combined fire station locations and duty systems

The MFRS IRMP included the introduction of a hybrid duty system at Kirkdale fire station; the combination of the stations at Aintree and Croxteth to create a super-station (Hybrid/Specialist Rescue station); and the combination of the duty systems at Liverpool City and Kensington fire stations to create a Dual Station Hybrid – including a Specialist Command and Control function.

The above would appear to be an appropriate response to changing staffing requirements and the need for a specialist command and control function for major events.

6.2 Training academy

MFRS had identified that as well as increased demand for specialist fire and rescue services, there were also changes in the frequency and nature of the types of fires and other incidents attended. For example, increases in the number of wildfires and flooding incidents.

Therefore, there would be an increased demand for more specialist training in terms of the use of a wider variety of specialist equipment (e.g. Hazmat and Marine and Ships Firefighting equipment), and in terms of training for previously less common incidents such as wildfires and flooding incidents.

The development of a training academy would appear to be an appropriate response to address the predicted volume and level of training required for future fire and incident response.

6.3 Specialist fire stations

The MFRS IRMP included the creation of specialist fire stations:

LIVERPOOL CITY – Command and Control (Incident Command Unit and Welfare Pods)

WALLASEY – Marine and Ships Firefighting (Off Shore capability) – Breathing Apparatus Support Unit (BASU), General Purpose Unit (GPU) and Marine & Tunnel Pods

ST HELENS – Hazmat – Hazmat Environmental Protection Unit (HMEPU) & Bulk Foam Unit Pods

LONG LANE – Search & Rescue (Urban Search and Rescue Mods – Specialist Rescue Appliance)

KIRKDALE – Terrorist Response Specialist Capability and Flood Response (Mass Decontamination Unit (MDU) / Marauding Terrorist Attack (MTA) Specialist Responder)

BELLE VALE – Water (High Volume Pump)

HESWALL and FORMBY– Wildfire – All terrain vehicle

The geographic positioning of the specialist fire stations would appear to be appropriate in terms of the proximity to specific local risks. For example, the wildfire specialist stations are positioned near to the largest areas of grassland and woodland in Merseyside, and the Hazmat specialist fire station in St Helens is near to the main area of industrial / chemical works.

The addition of specialist equipment at the specialist fire stations (e.g. all terrain vehicles for wildfires; marine and ships firefighting equipment; Hazmat equipment; flood response equipment) would appear appropriate to the current and future anticipated risks affecting Merseyside.

6.4 Fire protection

With regard fire protection via the implementation of PORIS (Provision of Operational Risk Information System) within Merseyside Fire and Rescue Service:

The approach developed was clearly evidence-based, using both national and local data. The approach was valid as it adopted all the aspects of the national PORIS guidelines.

The validity of the approach was assessed via the number of fire incidences at premises during the last five years, the number of enforcement orders, and the incidence / level of anti-social behaviour. Reliability was assessed via trialing the approach with firefighters over a period of time.

Clear guidance regarding the use of the approach by firefighters was provided via linkage of the descriptors used in PORIS for severity and likelihood to standard operating procedures. A mechanism for updated guidance from national / international / organizational sources being incorporated into the approach had been created.

Overall, the use of a variety of sources of data, the adherence to PORIS guidelines, and the thoroughness of implementation (especially in terms of the descriptors being linked to standard operating procedures) would indicate that the approach to fire protection via PORIS implementation within MFRS is both thorough and professional.

6.5 Fire prevention

MFRS had undertaken research both internally and with external partners to identify those most vulnerable to fire incidences, injuries, and fatalities. This was then used to appropriately target fire prevention activities with regard to Home Fire Safety Checks and Safe and Well visits. In particular, MFRS undertook detailed examination of the effects of old age and deprivation upon fire incidences, injuries, and fatalities, and the different mechanisms for targeting fire prevention.

The MFRS IRMP continues the person-focused approach to Home Safety, which targets those over 65 and the most vulnerable due to socio-economic deprivation in Merseyside. This is corroborated by smoke alarm ownership having diminished in areas of higher levels of deprivation. The IRMP plans to

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reach homes in the highest deprived neighbourhoods using targeted campaigns based on analysis of accidental and fatal fires data in addition to the Index of Deprivation 2019 which identifies the areas of highest poverty and deprivation.

MFRS fire crews carry out approx. 50,000 Home Fire Safety Check per year as well as approx. 10,000 Safe and Well visits per year are carried out by Prevention Advocates across Merseyside. The Safe and Well visit focuses on key aspects of health that can be associated with increased fire risk such as smoking and alcohol consumption and mobility impairments.

Overall, it would appear that MFRS has appropriately identified, assessed, and managed fire prevention by addressing the needs of those most vulnerable to fire risk.

6.6 Partner agency working

MFRS fire crews carry out approx. 10,000 Safe and Well visits per year which are carried out by Prevention Advocates across Merseyside. The Safe and Well visit focuses on key aspects of health and in most cases connects people with partner agencies for further assessment as well as addressing fire safety concerns in the home. The MFRS IRMP continues to review how up to date operational risk information is gathered and provided to operational staff at incidents and how this can be shared with other fire and rescue services across borders to work together effectively.

Overall, the MFRS IRMP would appear to address the needs of partner agencies and develops the framework for enhanced data sharing.

6.7 Environmental planning

Changes in weather patterns are increasing the risks of wildfires and flooding within Merseyside. The MFRS IRMP appeared to appropriately address changes in weather related risk patterns with the creation of specialist fire stations at Heswall and Formby that have all terrain vehicles suitable for tackling wildfires in nearby grassland and woodland, and flood response in Kirkdale. Overall, the MFRS IRMP would appear to include appropriate actions to address increased fire and flood risks due to changing weather patterns.

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6. Conclusions

The MFRS IRMP appeared compliant with the Fire and Rescue National Framework for England, the NFCC Competency Frameworks for Community Risk Management Planning guidelines, and the Fire Standards Board Community Risk Management Planning guidelines.

Stakeholders needs in terms of the local community, MFRS staff (in terms of safety / training), partner agencies (in terms of collaboration), and funders appeared to have been appropriately addressed.

A thorough and robust approach to risk identification, risk assessment, and risk management appeared to be present in the MFRS IRMP.

Overall MFRS has shown achievements in fire prevention activities in terms of the falls in number of both deliberate and accidental dwelling fires. In addition, the average attendance time for fire incidents attended by MFRS is 5 minutes 55 seconds from a fire engine being alerted to an incident by Fire Control to it arriving at the incident, which is one of the fastest response times in England. It would appear that MFRS operates in a professional, effective, and efficient manner, as demonstrated by the thoroughness and care in the development of the IRMP.

7. References

Fire Standards Board Community Risk Management Planning https://www.firestandards.org/standards/approved/community-risk-management-planning-fss-rmp01/

MFRS Integrated Risk Management Plan 2021 2024 https://www.merseyfire.gov.uk/about/our-plans-and-performance/integrated-risk-management-plan-irmp/#

NFCC Competency Frameworks for Community Risk Management Planning https://www.ukfrs.com/competency-frameworks-community-risk-management-planning

UK Home Office Fire and Rescue National Framework for England https://www.gov.uk/government/publications/fire-and-rescue-national-framework-for-england--2

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Report

Review of the Benefits realised by the Actions delivered through the IRMP 2021-24

Prepared for – Merseyside Fire and Rescue Service

Document Number: MFRS-06-R-01

Issue: 2.0

Date: 11th November 2024

EXECUTIVE SUMMARY

The Fire and Rescue National Framework for England (The Framework), states that all English Fire and Rescue Services have to produce an Integrated Risk Management Plan (IRMP) that reflects the types of fire and rescue related risks that could affect their locality. Merseyside Fire and Rescue Service (MFRS) set out its approach to this requirement within the Fire Authority's IRMP 2021-24, and the supporting IRMP Planning Process Guidance 2021.

During the development of the IRMP the Service listed three themes that they believed would make a difference to the safety of people, buildings, and places in Merseyside: Risk, Demand and Vulnerability. At the same time as the Service reviewed its Equality, Diversity, and Inclusion (EDI) Objectives to reflect its aims over the same period of the IRMP incorporating statements of its commitment to EDI in relation to its staff and to the services it delivers to its communities.

The internally published IRMP Planning Process Guidance 2021 states that the Service intends to use the IRMP to 'explain how we will use our firefighters, fire engines, other employees and equipment to reduce risk and respond to emergencies'.

In this statement the Service signalled the importance of the understanding of effectiveness and that even where their activities already have an existing evidence-base they will evaluate effectiveness in order to seek a broader understanding of the benefits realised through the interventions (Actions) contained within the most recent IRMP.

The purpose of this Review was to identify where there is evidence of benefits realised through the Actions in the IRMP of their effectiveness. The Review focussed on sixteen selected Actions chosen by the Service to be subjected to the Review.

Guidance Note 1 sets out the principle aims of an IRMP being to reduce the number of fires and other emergency incidents that occur, and thereby the resultant deaths and injuries, and to protect the built and natural environment. The overall net effect should be to improve community safety.

Therefore, throughout the Review we have used the term 'community safety outcomes' as this is the term used in IRMP Guidance Note 1 which we believe best describes effectiveness.

The Review gathered feedback from the individual Actions owners, and where appropriate their teams, using the key questions, as described in the Magenta Book and by assessing supporting evidence provided to Risktec.

As a result Risktec were able to follow the processes listed below:

- Review documents provided by MFRS to comprehend how MFRS evaluates the community safety outcomes of its IRMP.
- Develop individual Logic Models for each of the Actions across the Service's four functional areas incorporating the evidence provided and statements contained in related documents i.e. Fire Standards
- Discuss at a workshop how the Service could use the Logic Model, and what aspects from other examples could be incorporated into a bespoke Logic Model.

The outcome of the Review is contained within this Report for consideration by MFRS as to how it continuously improves its understanding of the Service's effectiveness. This may in turn assist the evaluation of the next iteration of the CMRP and other Service planning arrangements.

Risktec's overall opinion is that the Service, having produced its own comprehensive picture of the context of Risk/Demand and Vulnerability and determined how well the current arrangements were working, are significantly underselling the scale and depth of its effectiveness.

We found, through the development of the Logic Model, that the Actions are delivering more positive community safety outcomes in a way that makes a difference to the safety of people, buildings and places in Merseyside than it originally set out in the IRMP.

These community safety outcomes will be realised over the short, medium and long-term but are already providing clear benefits to the Service and the community.

The Service should however take a cautious approach when considering the amount of effort it invests into attributing community safety outcomes, across the three themes of Risk/Demand/Vulnerability, directly to any specific intervention when there is considerable complexity and interrelationship to plot and unravel. The effort versus benefit of outcome may not be justified.

At the time of the review the IRMP was coming to the end of its three-year cycle and the Service are actively moving towards the newly titled Community Risk Management Plan (CRMP). As a result it is Risktec's opinion that the Service

should adopt a Logic Model that best captures and monitor the expected community safety outcomes delivered by the new CRMP.

It is Risktec's view that this opportunity exists as functional managers have been through the process of gathering evidence using a Logic Model through the Review. If agreed internally Officers may now utilise this process at the start of the CRMP in a way that the evidence may also be utilised for a multitude of purposes – Assurance, Audit, Inspection, Assessment etc.

In addition the evidence, if presented in an infographic format, could be used to great impact in both internal and community communications to show how the Service is accountable to its staff and the communities and what positive community safety outcomes are to be delivered through the CRMP.

In the Report we have made a number of recommendations and proposals for the use of a bespoke MFRS Logic Model that may be used as a basis for future CRMP evaluations. This Logic Model has been developed from feedback received from the Action owners and the facilitated workshop.

ISSUE RECORD

Issue	Date	Author Name	Reviewer Name	Approver Name	Revision History
1.0	11-Nov-24	Gary Walsh	Gary White	Gary White	Issue to client
2.0	25-Nov-24	Gary Walsh	Gary White	Gary White	Updated following client comments

DISTRIBUTION

Debbie Appleton   Merseyside Fire and Rescue Service

File   Risktec Solutions Limited, Warrington, United Kingdom

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ABBREVIATIONS

Abbreviation	Description
IRMP	Integrated Risk Management Plan
CRMP	Community Risk Management Plan
CRMG	Community Risk Management Group
MFRS	Merseyside Fire and Rescue Service
PID	Project Initiation Document

1   INTRODUCTION

1.1   Overview

Under section 21 of the Fire and Rescue Services Act 2004 ("the 2004 Act"), the Secretary of State must prepare a Fire and Rescue National Framework for England [2], and the priorities contained within the Framework are for fire and rescue authorities to:

- make appropriate provision for fire prevention and protection activities and response to fire and rescue related incidents.
- identify and assess the full range of foreseeable fire and rescue related risks their areas face.
- collaborate with emergency services and other local and national partners to increase the efficiency and effectiveness of the service they provide.
- be accountable to communities for the service they provide; and
- develop and maintain a workforce that is professional, resilient, skilled, flexible, and diverse.

The Framework states that all English Fire and Rescue Services have to produce an Integrated Risk Management Plan (IRMP) that reflects the types of fire and rescue related risks that could affect their locality. Merseyside Fire and Rescue Service (MFRS) set out their approach to address this requirement within the Fire Authority's IRMP [5]. The IRMP was approved by the Fire Authority for the period 2021-2024.

The Service went further than some fire and rescue services when developing their own analysis of risk by considering three key themes that would make a difference to the safety of people, buildings, and places in Merseyside: Risk, Demand and Vulnerability.

At the same time MFRS reviewed its Equality, Diversity, and Inclusion (EDI) Objectives to ensure that they reflected the Service's aims over the same period including clear statements of its commitment to EDI in relation to its staff and to the services it intended to deliver to its communities.

MFRS believes that understanding the efficiency and effectiveness of its interventions and their impacts is critical to effective decision-making. Given the importance of this approach the Service deemed that even where activities already have an existing evidence-base, it is important to have an independent view and evaluation of the effectiveness of the IRMP 2021-24.

The main purpose of this Review was to identify where particular interventions (Actions) and have proven to be beneficial within the context of Risk/Demand and Vulnerability and effective in particular where they have delivered community safety outcomes within the period of the IRMP.

The Service indicated that it would like to use the outcomes of the Review to inform its understanding of its own picture of effectiveness and assist the evaluation of future interventions including those contained in the newly agreed Community Risk Management Plan (CRMP) and other Service planning arrangements.

The example National Fire Chiefs Council Logic Model [7] (See Appendix A) has been used by Risktec to capture a picture of the effectiveness of the Actions in the IRMP. Through feedback at a facilitated workshop Risktec has developed a variant of this Logic Model to be considered for use by MFRS in the future (See Appendix B).

In addition Risktec has provided a commentary on the Service's picture of effectiveness and where applicable made recommendations of what might be done differently to improve outcomes for the Service and the Community as a key element of the forthcoming CRMP.

1.2   Evaluation Process

There are generally three main types of evaluation: process, impact and value-for-money evaluations; each focused on gathering evidence through the answering of different types of questions.

For a full understanding of whether the selected Actions within the IRMP had worked, how, why and for whom, Risktec proposed to apply the NFCC Logic Model with minor amendments to create a draft MFRS LOGIC Model which could then be used to collate evidence through the review.

The main collection of evidence by Risktec was undertaken by using a Questionnaire developed from the content of the Magenta Book [1]. was updated in 2020, and provides guidance for local authorities, and other relevant place-stakeholders, applying for funding and creating business cases. It focuses on how to evaluate impacts, processes, and projects.

To capture evidence Risktec used a desktop study supplemented by in-depth exploration of the sixteen Actions over four functional areas of the Service as contained in the IRMP. The evidence gathered was then triangulated and confirmed or enhanced through interviews with the relevant individual IRMP Action Owners asking the key questions, as described in the Magenta Book.

- BEFORE – How was the proposal expected to work? How was it expected to be delivered? Are its assumptions still valid?

- DURING – Is the proposal working as intended? Is it being delivered as intended? What are the emerging impacts? Why? How can it be improved? Have there been unintended consequences?

- AFTER – Has the intervention work? What have we learned about its design and its implementation? Are the changes sustained?

Risktec then collated the relevant evidence into the draft MFRS LOGIC Model showing the inputs, outputs, and outcomes, plus values/metrics achieved against each Action within the IRMP to measure their effectiveness in the context of Risk, Demand, Vulnerability, and EDI.

The use of this approach has assisted Risktec in determining whether there are any existing values/metrics in place within the Service against which effectiveness in the context of Risk, Demand, Vulnerability, and EDI could be measured.

The outcomes of the Questionnaire (Appendix C) were used during the desktop study to provide not only a summary of how progress was made against each Action but also to collating evidence of the sequence of inputs, outputs, and outcomes. The outcomes were collated into an individual MFRS Logic Model for each of the sixteen Actions reviewed. The final draft Logic Model was then appraised by each Action owner and presented to the Community Risk Management Group (CRMG) in a facilitated workshop.

In all normal circumstances the evaluation process through the development of a Logic Model would be formed before an Action is fully approved for implementation. The results of the evaluation would then be used to help shape the intervention's design and even assist the thinking on how it will be implemented. Following this route would enable the Service to assure itself that it had applied critical rigour in approval of the Actions and if necessary, pilot the ideas and implementation and undertake early stress testing of their proposals to explore:

• how the intervention is expected to work and what evidence supports this thinking;
• why the intervention might not work and what evidence is there to support this;
• where the risks and uncertainties lie;
• how the policy works at a smaller scale and in a controlled environment;
• what baseline evidence should be used to measure future change against.

NB. In an operational environment the use of the Joint Decision Control process would mirror this method [3].

In effect developing Logic Models within this Review at this stage in the IRMP cycle necessitated reverse engineering of the methodology to gather evidence and capture potential outcomes over the short, medium and long term to be recorded within the draft MFRS Logic Models.

By doing this Risktec were able to explore more conclusive statements on the design, implementation and outcomes for each Action, by answering questions such as:

- did the intervention work?
- what were the effect size and cost?
- what contribution did the intervention make to the outcome?
- how did this relate to what was predicted to happen?
- were there any unintended or negative impacts?
- does this represent value-for-money?
- what have we learned about what works in this space?
- what are the transferable lessons?

As a result Risktec have been able to create a commentary on the delivery of the Service's picture of effectiveness and where applicable identify what might be done differently to improve outcomes for the Service and the Community.

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1.3   Scope

MFRS requested that Risktec undertake an independent evaluation of effectiveness, and the scope of work and deliverables were agreed as detailed below:

1   Develop a MFRS Logic Model by asking the key questions, as described in the Magenta Book, to provide a summary of progress against the Actions contained within the IRMP collating evidence of the sequence of inputs, outputs, and outcomes, which in turn will determine the values/metrics for which effectiveness in the context of Risk, Demand, Vulnerability, and EDI can be measured.

2   Where applicable we will identify what might be done differently to improve outcomes for the Service and the Community.

1.3   Scope

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2   INTEGRATED RISK MANAGEMENT PLAN

The Framework states that all English Fire and Rescue Services have to produce an IRMP that reflects the types of fire and rescue related risks could affect their locality. The extant guidance for IRMPs and their development predates the most recent IRMP. This guidance has not been updated for some years; however the emphasis remains the same. IRMP Guidance Note 1 sets out the principle aims of an IRMP being to reduce the number of fires and other emergency incidents that occur, and thereby the resultant deaths and injuries, and to protect the built and natural environment.

Overall the expectation of the IRMP process was to achieve improvements in community safety outcomes as the key measures of good performance and success.

IRMPs fundamentally involve the shifting the focus in fire and rescues service planning to put people first, looking at the risks arising from the full range of fires and other emergency incidents, and at the options for their reduction and management.

Services are therefore expected to provide a fully integrated, risk-managed approach to community safety, fire safety inspection and enforcement, and emergency response arrangements that will contribute to a safer environment.

The term 'community safety outcomes' is contained within IRMP Guidance Note 1 [10] suggesting that there should be arrangements for monitoring and auditing performance to help Service's review the effectiveness of their policies and procedures.

In addition to this approach to an integrated service delivery model fire and rescue authorities were advised that they should consider in their IRMPs the diverse needs of the population they serve and to assess how best to meet these needs, particularly in relation to community safety provisions.

Furthermore, local authorities have a duty to prepare strategies and plans for several other purposes, e.g. community strategies, Equality Action Plans, etc. and fire and rescue authorities should co-ordinate their IRMP's process with these, and the plans of other relevant agencies if they are to have maximum effect.

The Service's intention is to use data and intelligence to examine Risk, Demand and Vulnerability in Merseyside, to determine trends and areas on which they will focus on to address foreseeable risk and deliver high quality services.

The Service has set out in its internal IRMP Planning Process Guidance [4] how it will develop this by applying the following processes:

- Consider what types of fire and rescue related risks could affect Merseyside.
- Show how we will work to prevent fires and other types of emergencies and explain how we will respond to incidents that do happen to reduce the impact on Merseyside communities. We will also work with other organisations to do that.
- Explain how we will use our firefighters, fire engines, other employees and equipment to reduce risk and respond to emergencies.
- Explain how we will ensure we comply with and enforce the law that sets out how businesses and organisation manage fire safety in their buildings.
- Last for at least three years and be updated as often as is needed to reassure the public that we are still doing what we need to do.
- Show that we have listened to the public and other people and organisations that have an interest in what we do as we write our plan.
- Be easy for people to access and be available to everyone.

A draft action plan is then produced and monitored by the IRMP (CRMP) group to ensure that the Service understands how the actions are being delivered over the three-year life of the IRMP.

In terms of monitoring and evaluation the Actions are managed in greater detail by the Strategic Board and the IRMP (CRMP) Group which provides a forum and general oversight that the Actions are on track for delivery within the term of the IRMP. The IRMP (CRMP) Group uses as Project Initiation Document (PID) and Tracker to assist this process.

The IRMP Planning Process Guidance also states that evaluation should be in place to determine the success of each Action either internally or with external support.

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3   THE LOGIC MODEL

Risktec proposed the use of the Logic Model as the most effective approach and method of answering the requirements of the Review.

The Logic Model is a systematic and visual way to present and understand the relationships among the resources, activities, outputs, and outcomes of a programme i.e. IRMP/CRMP. It is widely used in programme planning, implementation, evaluation, and communication.

The Logic Model is a tool that helps plan the implementation and evaluation of an intervention (Action). An intervention being anything the organisation deems substantial enough and is intended to elicit change, including a programme, policy, project, regulation or changes in the delivery method.

Therefore any activity can be an intervention – often these are new projects, policies or tactics introduced to solve a particular problem. By mapping the Logical relationship between the problem, your response (the intervention), and the outcome that you plan to achieve, you can show how and why your intervention might work.

Logic Models increase the likelihood that programme efforts will be successful because they:

- Communicate the purpose of the programme and expected results.
- Describe the actions expected that lead to the desired results.
- Become a reference point for everyone involved in the programme.
- Improve programme staff expertise in planning, implementation, and evaluation.
- Involve stakeholders, enhancing the likelihood of resource commitment.
- Incorporate findings from other research and demonstration projects.
- Identify potential obstacles to programme operation so that staff can address them early on.

A basic Logic model typically has two "sides" - Process and Outcome. The Process section describes the programme's inputs (resources), activities, and outputs (direct products). The Outcome section describes the intended effects of the programme, which caan be short term, intermediate, and/or long term. Assumptions under which the programme or intervention operates, and the contextual factors can also be included in a Logic Model. These are often noted in a box below or on the left side of the Logic Model diagram.

Figure 1: Layout of a General Logic Model
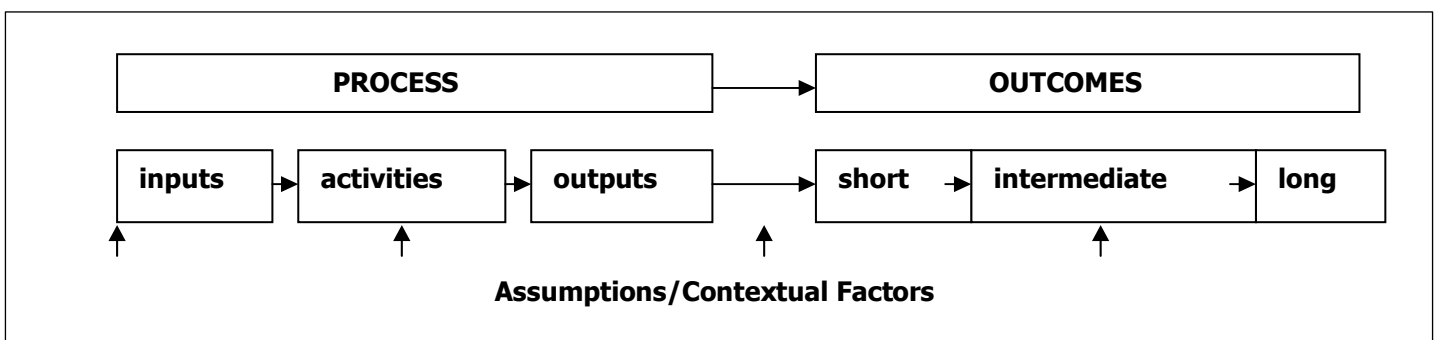
The Logic Model is made up of a number of components**:**

Inputs: Resources such as time, money, staff, volunteers, technology, equipment, and materials required to conduct the programme.

Activities: Specific actions or interventions that use inputs to achieve the outputs.

Outputs: The tangible and direct results of programme activities, often measured in terms of volume or completion.

Outcomes: Short-term and intermediate changes that occur as a result of the programme's activities and outputs. These can include changes in knowledge, attitudes, skills, behaviour, or condition.

Impact: The long-term, sustained changes that occur as a result of the programme, often at the community or societal level.

3.1   Benefits of Using the Logic Model

The Logic Model illustrates an overview of a project or process in a simple one-page diagram. It tells the story of how a Service's activities will lead to the anticipated outcomes. Produced at the outset of a programme it can provide a clear overview that can be used to explain the why? the processes, outputs, and other elements all linked together.

A Logic Model is also a depiction what the programme will do and what it is to accomplish.

- It provides an opinion of the incremental events/changes that occur because of the outputs.

- It is a series of "if-then" relationships that, if implemented as intended, lead to the desired outcomes.

- It is made up of several linked components from Inputs through to Outputs and Outcomes.

- It highlights assumptions, all of which should be clearly defined – and can identify those that need to be treated as a risk.

- In considers the influences that have a direct impact on the project and the outcomes.

The Logic Model also provides a useful assurance and evaluation tool that assesses whether the intervention is delivering the expected outputs and outcomes some organisations term this approach Logic Checks performed centrally at key points in the development and implementation of an intervention.

Therefore by mapping the Logical relationship between your problem, your response (the intervention), and the outcome you hope to achieve, you can show how and why your intervention might work.

Anyone involved in planning or developing an intervention can consider using a Logic Model, but they Ideally developed collaboratively by practitioners, evaluators and key stakeholders. The use of different stakeholders can help identify things you may have missed or not considered. For example, a frontline practitioner may highlight an operational risks that those in more strategic roles might miss.

A Logic Model can also help you and your stakeholders agree the core objectives and resources for the project, helping to plan your intervention and its implementation.

4   FINDING OF THE REVIEW

The IRMP has been developed to show the Service and its communities that continuous improvements are being made to meet all the known and emergent risks on Merseyside, especially changing risk both in the built environment, potential incident types, and the vulnerabilities of the community and the distribution of resources is evidently matched to the pattern of risks identified in the IRMP.

The IRMP is heavily focussed on providing capabilities that meet the intervention needs of the six key risks, however, in our view, the overall net effect is likely to deliver positive community safety outcomes.

If the core principle of the IRMP remains to reduce the number of fires and other emergency incidents that occur, and thereby the resultant deaths and injuries, and to protect the built and natural environment then more could be done to plan and measure the outcomes of each Action to ensure the Service has the full picture of its effectiveness.

The Service has reported the progression of all of the Actions contained within IRMP 2021-24 with success being the completion of Actions within the timetable of the Plan. The IRMP Planning Process Guidance states that evaluation should be in place to determine the success of each Action either internally or with external support. However the Guidance does not articulate what 'success' might look like.

As a result the extent of the benefits or 'success' in terms of community safety outcomes are not always explicit in the context of Risk/Demand and Vulnerability - rather they are presented as being the deliverables in the form of Actions being 'completed'.

Despite this we can see clear evidence of significant achievements given the number and complexity of the interventions and their implementation process and other pressures on the Service that are not always under their control.

Some Actions are largely dependent on the contribution of other partners and to achieve full benefit realisation and effectiveness requires their full engagement with the joint intervention. Working with partners often requires the most effort.

Specific Actions put into place through the IRMP are delivering the right competencies, additional capabilities which were not previously available to responding crews and resources to manage the range of incidents it may face.

Not all outcomes are fully mapped or measured in a way that assists the collation of evidence that proves the effectiveness of the community safety outcomes. This is particularly evident in how Vulnerability is being tackled in terms of the Actions evaluated for the three functional areas of Response, Protection and Preparedness.

If the benefit and effectiveness of the interrelationship between Protection, Prevention, Response and Preparedness when describing outcomes could be further well defined then it is our opinion that richer evidence would be unearthed.

The Fire Authority is fortunate to have benefitted from good and responsible planning by Service managers. This has created an exceptional opportunity for investment that many UK Fire and Rescue Services do not enjoy. However, the IRMP does not demonstrate how more effective the Service is through this managed transferral in resources through the implementation of the Actions contained within this IRMP.

Prevention already has a significant and substantial existing evidence-base which is well understood and used to target activities. However, a continuous evaluation of effectiveness is necessary to best understand which activities are effective and achieve the best community safety outcomes. This approach enables the Service to have a continuous updating of its picture of effectiveness. This becomes particularly important when the nature of society changes such as through and after the pandemic and as a result, those activities which were once effective may become less so and professional judgements would need to be made to amend extant strategy.

We identified through the desktop review and meetings with Action owners that there is some evidence of a cost benefit analysis to support the evidence of a positive outcome from each Action but this is not reflected across all Actions equally or targeted at those where it could add value to the Service's statement on use of Resources within the IRMP that ' When deciding how to tackle Risk, Demand and Vulnerability we also have to think about how we spend our budget to make sure we have the most positive impact on our communities'. This is most when continued investment can make small marginal gains in community safety outcomes, but

they are most often the gains that the public respond positively towards e.g. improved service delivery, or response time, reduction in fatalities and injuries in fire etc.

Evidence collected in this way is also likely to support all five of the Services Budget Principles laid out in the IRMP but especially Principle Five 'To allocate resources having considered the impact on our diverse communities and our employees'.

Risktec has also considered how the Logic Model approach using the key questions, as described in the Magenta Book reviewed its Equality, Diversity, and Inclusion (EDI) Objectives fits within this Review. What was found during the evidence gathered through the Questionnaires and development of each Logic Model was that although there could be a direct relationship between Actions delivered from Response, Protection and Prevention especially in terms of Vulnerability this was often difficult to articulate, and community safety outcomes were created rather than being intuitive.

4.1   Statement on Evidence of Effectiveness

The Service has shown a high level of effectiveness in its ability to manage through the complexities of policy and other changes through the successful 'delivery' all of the Actions contained within IRMP 2021-24 with completion of Actions within the timetable of the Plan. The overall net effect of the planning for and delivering the Actions within the term of the IRMP is likely to deliver more positive community safety outcomes in the short, medium and long term.

This is in our view evidence of significant achievements managed by the Service at a time when there are several complex pressures on the Service that are not always under their control.

The overall net effect of the delivery of the sixteen Actions evaluated within this Review as to their effectiveness and benefits and the investment in the Service is in our opinion considerable in terms of the reduction in Demand and Risk.

During the development of the Logic Model Action owners contributed countless more community safety outcomes in a way that makes a difference to the safety of people, buildings and places in Merseyside than was outlined in the IRMP.

Despite a number of Actions falling short of the Service's aspiration this is not as a result of lack of ambition on the part of MFRS and where partnerships are active these arrangements are embedded the outcomes are positive and are delivering collaborative endeavours that are providing positive community safety outcomes.

The Service has improved on the effectiveness of its own resilience and response arrangements it is in Risktec's view better prepared and actively aware of what 'being effective' at incidents looks like. Specific Actions discharged within the term of the IRMP are delivering the right competencies and additional capabilities which were not previously available to responding crews and resources to manage the range of incidents that the Service may face.

There is some evidence of a cost benefit analysis to support the Actions within Prevention which indicate a positive return on investment.

5   CONCLUSIONS

Having produced its comprehensive picture of the context of Risk/Demand and Vulnerability and having determined how well the current arrangements were working it is our view that MFRS is significantly underselling the effectiveness of the Service through changes delivered within this IRMP.

Understanding the efficiency and effectiveness of interventions and their impacts is critical to effective decision-making. In 2019, HM Treasury published an updated Public Values Framework, which reinforced the importance of maximising the value delivered from public spending and improving outcomes for citizens.

Robust evaluation has a crucial role to play in meeting these goals.

This Review has been a systematic assessment of the design, implementation and outcomes of the Actions contained within the Service's IRMP. It has involved Risktec developing an understanding how each of the sixteen Actions were implemented. The Review has offered an opportunity for individual Action owners, and their teams, to rethink and reflect on the formation of the proposed intervention, and then to contextualise in their own words what effects the intervention and implementation of the change has had, for whom and why, taking the opportunity during the review to look forwards over time.

During the development of the Logic Model we found that MFRS is delivering more community safety outcomes in a way that makes a difference to the safety of people, buildings and places in Merseyside than it currently outlines in the IRMP.

These community safety outcomes achieved over the short, medium and long-term are presenting clear benefits to the Service and the community. These community safety outcomes in turn provide the opportunity to gather evidence once to be used many times for a multitude of purposes – Assurance, Audit, Inspection, Assessment, Community and Stakeholder engagement etc.

One of the main questions for the Service to examine is the amount of effort it will put into attributing community safety outcomes, across Risk/Demand/Vulnerability, directly to any specific intervention when there is considerable complexity and interrelationship to plot and unravel.

Attribution is about how much of the outcome (a reduction of risk and drop in demand for FRSs) was caused by the intervention itself or by other external factors (e.g. living conditions). Attribution is about living conditions and health conditions, for example gas safety and electrical safety that can contribute to fires and injuries at home and health.

In the case of a low-risk, well-evidenced and low priority intervention, a light-touch monitoring and evaluation exercise to ensure it has been delivered as intended and achieved the predicted outcomes is likely to be all that is necessary. Often a qualitative rather than in-depth quantitative approach through the create of system for data collection and KPI's may also be appropriate and sufficient to prove effectiveness and benefit realisation.

Anyone involved in creating an intervention can develop a Logic Model. Ideally Logic Models are developed collaboratively by practitioners, evaluators and key stakeholders as by involving different groups can help identify things you may have missed or not considered. For example, a frontline practitioner may highlight operational risks that those in more strategic roles might miss.

A Logic model can also help you and your stakeholders agree the core objectives and resources for the project, helping to plan your intervention.

Logic models can also help monitor implementation, acting as a useful project health check and should be reviewed during implementation and updated as new information becomes available.

However, in respects to its EDI Objectives which are presented in great detail within Appendix 2 of the IRMP, there is a clear process as to how the Service will measure success. Following feedback from the Action Owners and the Workshop it is Risktec's opinion that the use of the Logic Model would not add any value to the Service's approach to measuring the success of its EDI Objectives.

6   RECOMMENDATIONS

The Service should:

1. Consider the outcomes of the Review to inform its own continuous process of understanding of its own picture of effectiveness.

2. Provided that there is agreement that the components of the proposed MFRS Logic Model is suitable it should be adopted to assist the evaluation of interventions included in the newly agreed Community Risk Management Plan (CRMP) but should made more user friendly by applying infographics that show the information based on internal or external application.

3. Take a balanced approach to the effort required to attributing community safety outcomes, across Risk/Demand/Vulnerability, directly to any specific intervention.

4. Utilise a range of both qualitative and quantitative measures to capture evidence of community safety outcomes and apply these at the start of the process of creating Logic Models for new interventions.

5. Consider how when capturing the contents of the component parts of the Logic Model the Service should undertake early stress testing of their proposals to explore:

    *   how the intervention is expected to work and what evidence supports this thinking;
    *   why the intervention might not work and what evidence is there to support this;
    *   where the risks and uncertainties lie;
    *   how the policy works at a smaller scale and in a controlled environment;
    *   what baseline evidence should be used to measure future change against.

6. Review the use of the extant Project Initiation Document (PID) and Tracker to ensure that they are clear which process they are supporting and how Action owners report back on progress with interventions.

7. Consider the potential stakeholders to an intervention and where suitable involve them in the planning or developing the Logic Model.

8. Consider how community safety outcomes against the key theme of 'Vulnerability' can be addressed and explained through the Logic Model and within the CRMP in terms the three functional areas of Response, Protection and Preparedness.

9. Create every opportunity to capture the benefits and effectiveness of the interrelationship between Protection, Prevention, Response and Preparedness when describing community safety outcomes.

10. Build upon the already significant and substantial existing evidence-base captured through prevention activity over the last 20 years which is well understood and used to target activities by planning in advance a programme of continuous evaluation to understand which activities are effective and achieve the best community safety outcomes.

11. Review how cost benefit analyses may assist in providing evidence of effectiveness and in turn indicates a positive return on investment for the investments made through the Actions delivered within the CRMP.

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Appendix A   NFCC LOGIC MODEL

Logic model **example**	Project Scope	Stakeholder and Public Engagement Activities			
	Process		**Expected Outcomes**		
Inputs	Activities	Outputs	Short term	Medium	Long term
Decision makers FRS employees Impacted groups Local communities Key stakeholders Budget Other resources	Review of legislative and statutory duties Define the scope and purpose of stakeholder / public consultation Define roles Risk Assessment Produce consultation mandate / objectives Pre-consultation activities Produce / disseminate / collect / analyse consultation materials	Reporting Mid-point review Final report Action plans	Better understanding of the needs of the local communities and stakeholders which FRS are seeking to support.	Implementation of changes / activities which reflect the views of the consultation	Create a CRMP that is more closely aligned to local community / stakeholder needs

Assumptions – funding in place to support consultation / strategic buy-in / resource allocated for delivery

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MERSEYSIDE FIRE AND RESCUE SERVICE USE GUIDANCE AND LOGIC MODEL

Merseyside Fire and Rescue Service LOGIC Model Guidance

A *LOGIC Model* helps shape the evaluation of the benefits of a specific action implemented by the Service. It sets out the influences and assumptions of a project, e.g. what the action (or components within it), aimed to do, what and who is involved, and what changes **are expected** to be observed. The development of these *LOGIC Models* have been completed (with as much detail as possible) by applying the step-by-step guidance below with each **Model** being populated from the feedback of the Service's functional managers assisted by the completion of the Evaluation Questionnaire and provision of supporting evidence.

1. Populate the LOGIC Model template with details of the scope, inputs, activities, outputs and outcomes associated with the Action (intervention)

2. In the inputs box, include short descriptions of what will be invested in the aspect(s) of the IRMP that will require evaluating - this should include things like funding (cost / source), staff, equipment, buildings, and any other resources utilised.

3. Define the activities you expect to conduct in delivering your evaluation – i.e. what will need to happen in delivering IRMP Action. You can add in to these any quantities for each activity and who might be tasked with carrying this out.

4. In the outputs box, document the direct results that are expected from carrying out the activities. These could include things like reports; tools; manuals; data etc.

5. The Expected Outcomes are the intended results, community safety outcomes, impacts, you are planning to, and expect, to deliver through the IRMP outputs, and the benefits that will be realised: e.g improved service, health in a community, or response times.

6. Every project works from a series of *Assumptions* – consider things such as imperatives that will condition the success of the intervention. Be clear about It is important to be clear about what these are, so that risks can be managed.

7. Capture any *External Factors or Influences* that might impact on the intervention - it is important to acknowledge these so that they can be mitigated for.

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Action Area -	Intervention Description

Process Aspects			Expected Outcomes		
Inputs	Activities	Outputs	Short term	Medium	Long term

Assumptions:
•

Influences:
•

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Appendix B — PROPOSED LOGIC MODEL FOR MERSEYSIDE FIRE AND RESCUE SERVICE

Action Area -

Intervention Description -

Process Aspects

Expected Outcomes

Inputs	Activities	Outputs	Short term	Medium	Long term

Policy Aims

Assumptions:
•

Influences:
•

LOGIC CHECKPOINTS
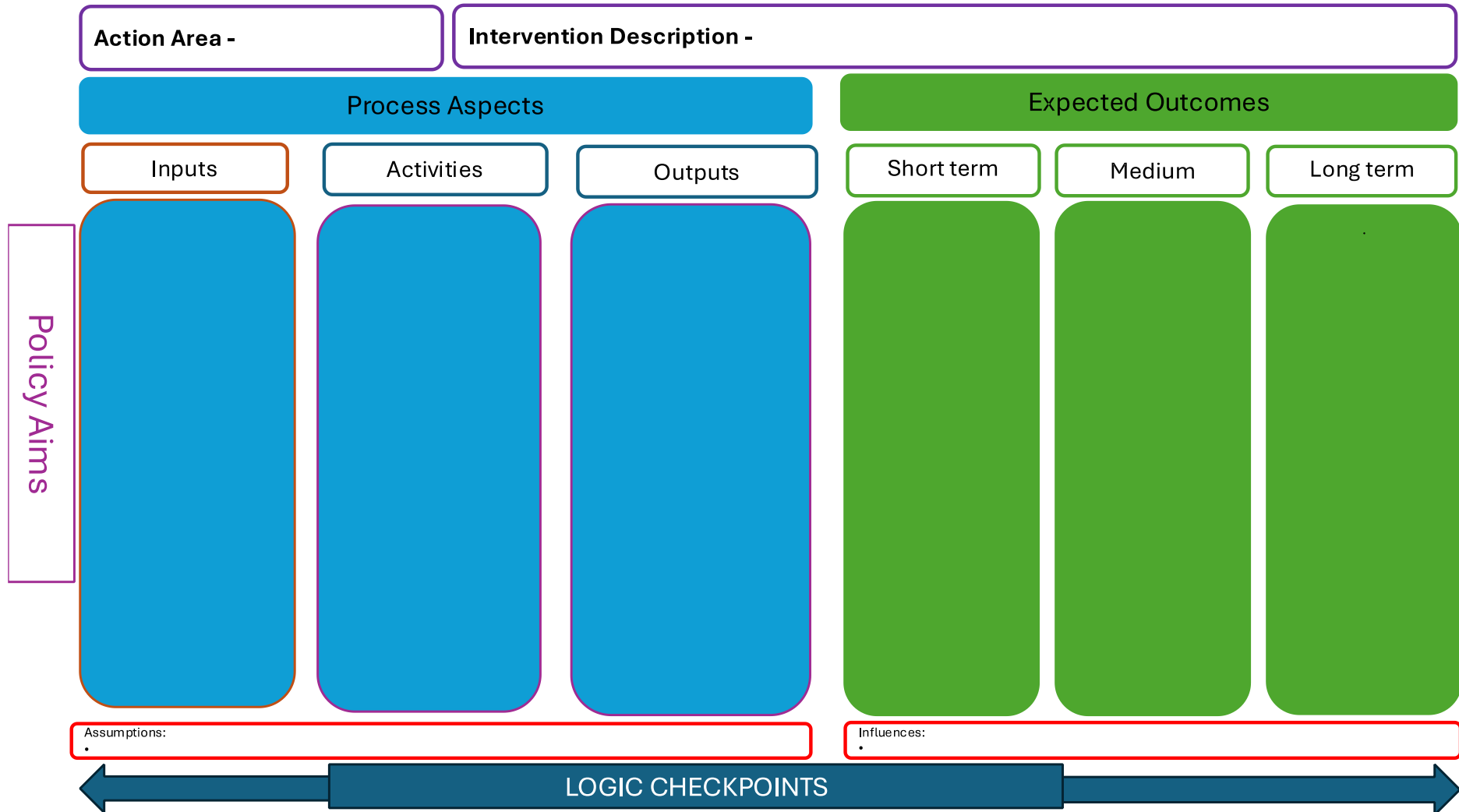
Appendix C   QUESTIONNARE

<table>
<tr><td colspan="2"><div style="text-align:center; color:red; font-weight:bold">Good policy-making necessitates a thorough understanding of the intervention and how it is expected to achieve the expected outcome.</div></td></tr>
<tr><td colspan="2"><div style="color:red; font-style:italic">Action Owners are asked to provide a statement of the Outcomes expected from delivering the IRMP outputs, and the benefits that have or will be realised from these outcomes: things like improved service delivery, reduction in specific fires, improved resident safety etc. The statements should be made in the context of the three themes of Risk, Demand and Vulnerability and the Service's Objectives for Equality, Diversity and Inclusion</div></td></tr>
<tr><td>RISK - We identify people, buildings and places where there is a likelihood of an emergency incident happening that would have a potentially serious effect on our communities. For example, we work with the people responsible for buildings and locations to help to reduce that risk and we plan and review how we would deal with an emergency if it did occur.</td><td></td></tr>
<tr><td>DEMAND – We use information about incidents that have happened in the past and analyse how we have responded to them, to better understand what happened and how efficient and effective we have been. For example, this enables us to plan to respond effectively and efficiently to similar emergencies that occur in the future.</td><td></td></tr>
<tr><td>VULNERABILITY – We use information that we and other organisations collect to identify the types of people who would be most likely to have a fire or other emergency and who would be most likely to suffer harm. This could be because of personal characteristics such as age or illness, or something that might be related to where people live, work or visit such as high levels of deprivation. For example, we use this information to provide services, on our own and with others, to prevent and respond to fires and other emergencies. Vulnerability can be anywhere on Merseyside, so we need resources available everywhere, but vulnerability is worse in areas of deprivation of which Merseyside have some of the highest levels.</td><td></td></tr>
<tr><td>We are committed to Equality, Diversity And Inclusion in relation to our staff and to the services we deliver to our communities. Treating people fairly is a priority of course, but being aware of equality, diversity and inclusion is also important because it means we can tailor our services to</td><td></td></tr>
</table>

Review of the Benefits realised by the Actions delivered through the IRMP 2021-24
Merseyside Fire and Rescue Service

Document No: MFRS-06-R-01
Issue: 2.0

meet what people need from us and we can also work to make sure that our staff reflect the people they serve.

OBJECTIVE 1

Create a strong Inclusive organisation that is positive to rising to the future challenges we face.

OBJECTIVE 2

Ensure that people from diverse communities receive equitable services that meet their needs.

OBJECTIVE 3

Reducing fires and other incidents amongst vulnerable people in the protected groups and deprived areas

OBJECTIVE 4

To ensure that all staff can undertake their role whilst understanding the need for and the benefits of equality, diversity and inclusion

OBJECTIVE 5

To continue to aspire for equality, diversity and inclusion excellence; measuring ourselves against best practise and benchmarking tools within the Fire & Rescue Service and other sectors.

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Process Evaluation
Process evaluation: What can be learned from how the intervention was delivered?

Impact evaluation
Evidence from those delivering the intervention: typically, although policies are often designed centrally as part of the IRMP they are delivered by others, in many cases through a long delivery chain. This evaluation is also alive to the needs and issues of all those in the delivery chain.

BEFORE – What was learnt from previous evaluations of similar interventions?	Response
How was the intervention expected to work?	
How was it expected to be delivered – timescale, resources?	
Are its original assumptions still valid?	
Was the intervention piloted and tested before full roll-out?	

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Was the roll-out be designed to maximise potential learning?	
What assessment of internal/external factors was made?	
Any evidence that informs how the intervention was designed, how best to implement similar design, interventions and what the likely outcomes might be that helps identify and reduce uncertainty.	
DURING – Is the intervention working as intended?	**Response**
Was it delivered as intended?	
How did internal or external influences affect the delivery?	
What are the emerging impacts?	

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Why?	
How could delivery of the intervention be improved?	
Have there been unintended consequences?	
Any evidence on the implementation of the intervention and any emerging outcomes so that it can be continually improved.	
AFTER – Did the intervention work and what difference has it made?	**Response**
By how much – what has been the level of improvement, is it being measured?	
What causal factors have resulted through the observation of impacts?	

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At what cost? Has a Value for money assessment been undertaken?	
What has been learned about its design and its implementation? Did the policy contribute to the outcome?	
Are the changes sustainable?	
Provides evidence on the design, implementation and outcomes, drawing out lessons for the future and providing an assessment of the overall impact of the intervention.	
Any Case Studies, Surveys, Observational studies, KPI's developed to track the intervention?	

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Action Owner: Additional Comments for the Evaluation?

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Merseyside Fire and Rescue Service

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Appendix D   EXAMPLE MFRS LOGIC MODEL FOR INDIVIDUAL ACTIONS

Action Area - Response | **Wallasey – Marine firefighting capability and provide additional support vehicles on retained basis.**

Process Aspects			Expected Outcomes		
Inputs	Activities	Outputs	Short term	Medium	Long term
Review of data and intelligence to examine Risk, Demand and Vulnerability across Merseyside to identify historic appliance use and most effective location of appliances. *Review the risk profile due to the L2 project and the increase in vessel size, tonnage and type.* *Review of training needs analysis, delivery methods and costs.* *IMRP consultation* *Fire Authority decision* *Budget increases approval of investment and ongoing costs.*	*Identification and procurement of kit and equipment.* *Operational Board Paper recommending external preferred Ship Fire Fighting Course.* *Programme of initial and refresher training for staff including use of Effective Command to enhance training.* *Review of deployment and mobilisation procedures.* *Staff engagement leading to an expansion of training to Crosby.*	*Location of specialist capability at specific stations.* *Enhanced skills of FFs to deal more effectively with maritime incidents in port through attendance at Marine Ships Firefighting Course.* *Development of maintenance of competence framework.* *Workforce succession plan.* *Reciprocal visits with neighbouring FRS to exchange and extend knowledge base.* *Emerging outcome that Complementary Crewing of the MRSU rather than Retained to Recall Process would be preferred model.*	*Mitigation of risk of harm to the staff and other emergency service responders to a marine incident on the Mersey.* *Increased ability to mitigate potential harm to vulnerable groups (age, disability) who may be visiting Liverpool by ship.* *Improved relationships enabling MFRS to take part in practical training and familiarisation sessions.*	*CRMP 2024-27 inclusion of action to continue to upskill FFs upgrade equipment, review maintenance of training and amend the pre-determined attendance* *Develop relationships with Cammel Lairds, Seatruck and Svitzer, as well as access to an array of Ships Masters of Cruise and Military Ships visiting Liverpool Ports* *Development of cross border training to extend skills and knowledge.*	*Research into development of firefighting tactics and firefighter safety procedures, rapid fire development and potential explosive atmosphere will change marine procedures in the future.*

Assumptions:
- CRMP 2024-27 will approve further investment in new equipment, access to emerging technology and FRS response resources
- Investment in Ship Rig at the TDA will provide practical training in house.

Influences:
- Change in risk profile of marine traffic on the Mersey.
- Positive s*taff engagement leading to changes in policy, procedure, equipment and training.*

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RISKTEC OFFICES

PRINCIPAL OFFICE

Risktec Solutions Ltd
Wilderspool Park
Greenall's Avenue
Warrington
WA4 6HL
United Kingdom
Tel +44 (0) 1925 611 200
enquiries@risktec.tuv.com

EUROPE

Aberdeen
Bristol
Derby
Edinburgh
Glasgow
London
Rijswijk

MIDDLE EAST

Dubai
Muscat

SOUTH EAST ASIA

Kuala Lumpur
Singapore

NORTH AMERICA

Calgary
Houston

TÜV RHEINLAND HEADQUARTERS

TÜV Rheinland Group
Industrial Services
Am Grauen Stein
51105 Cologne, Germany
tuv.com

risktec.tuv.com

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**COMMUNITY SAFETY AND PROTECTION COMMITTEE**		
DATE:	**30 JANUARY 2025**	**REPORT NO:**	CFO/79/24
PRESENTING OFFICER	**CHIEF FIRE OFFICER, PHIL GARRIGAN**		
RESPONSIBLE OFFICER:	**AREA MANAGER MARK THOMAS**	**REPORT AUTHOR:**	**GROUP MANAGER MARK SOPP**
OFFICERS CONSULTED:	**LINDSAY SCHOFIELD - COMMUNITY SAFETY CO-ORDINATOR JOHN FIELDING – BUSINESS INTELLIGENCE MANAGER STRATEGIC LEADERSHIP TEAM**		
TITLE OF REPORT:	**BONFIRE REPORT 2024**		

APPENDICES:	**APPENDIX A**	**BONFIRE REPORT 2024**

Purpose of Report

1.   To update Members on the outcomes of the Bonfire period 2024.

Recommendation

2.   It is recommended that Members;

(a) note the content of the report and the commitment and endeavours of Merseyside Fire & Rescue Service in the delivery of the Bonfire Plan through Operation Banger 2024 and;

(b) note the increase in incidents this year and the intention of Officers to develop a clear and unambiguous position statement in relation to approved community bonfires (which meet clear safety requirements) and others developed without the appropriate safeguards in place to protect the public.

Introduction and Background

3.   There has been a significant increase in the number of secondary fires during the reporting period between 19th October and 7th November (which is referred to as the Bonfire Period) despite the response of Merseyside Fire and Rescue Service and partners. During the period, the number of deliberate secondary fire incidents attended by Merseyside Fire and Rescue Service ('MFRS') was 357. This is an increase of 184 incidents (106.4%) on 2023.

Incident	2023	2024	Change	% Change
04 01 Derelict Building	3	3	0	0.0%
04 02 Grassland	8	16	8	100.0%
04 03 Intentional Burning / Bonfire	62	126	64	103.2%
04 04 Outdoor Structure	5	10	5	100.0%
04 05 Refuse Fire	95	202	107	112.6%
04 06 Derelict Vehicle	0	0	0	0.0%
Grand Total	**173**	**357**	**184**	**106.4%**

4. MFRS traditionally receive a significant increase in calls for the Service over the   Halloween and Bonfire period. In order to limit those demands our annual Bonfire Plan was implemented to help mitigate the number of 999 calls and the overall number of ASB fires MFRS attend.

5. Given the post-covid relaxing of community restrictions, and in synthesis with cuts in Local Authority funding, there was a notable increase in unregulated, community run, bonfire events.

6. As a result, the Local Resilience Forum ('LRF') convened a multi-agency exercise to address some of the challenges witnessed over this period. This exercise was attended by Merseyside Police, Merseytravel, MFRS and Local Authority partners with a view to reviewing the previous year and plan for 2024.

7. On the 4th, 5th and 6th November, MFRS adopted a tolerant approach to bonfires. Bonfires were risk assessed and allowed to continue to burn if the bonfire did not pose a risk to people or property, and there was evidence that the bonfire was being managed safely.

8. It is, however, the preference of MFRS that bonfires do not form part of the celebrations, given the blight on the environment and the unseen effect of vulnerable members of the community.

9. The risk to members of the public at such unregulated events also is of growing concern to the Authority, a matter we will be raising with our partners in preparation for the forthcoming bonfire period.

10. It was noticeable through social-media monitoring, that content-creators and social media platforms were reporting frequently in respect of bonfire sizes. This caused a perceived competitive approach from those organising the larger bonfires. Through the Operation Banger planning process, it should be noted that local communities were engaged with bonfire events, although it was also evident that the same community members raised concerns when more individuals became involved, and the bonfires grew larger.

11. We are clear that the media influence gave our communities the impression that unregulated bonfires were acceptable and there would be no likelihood of ramifications related to the risks they pose. This is absolutely not the case.

12. Also noteworthy, social media content shows legitimate businesses dropping useable goods at the sites of the larger bonfires. For example, large goods vehicles were observed dropping 'clean' pallets at sites to add to fuel for bonfires. Other feedback indicates that at certain sites fees were being charged for members of the public to bring large goods such as old beds or sofas to add to the fuel. The Authority will work with its partners to address this unregulated

approach which presents a risk to public safety and the environment.

13. It is the view of the Authority that only events approved by the Safety Advisory Group would be supported, thereby ensuring that suitable safeguards are in place for those involved in the running of the events and those attending.

14. Officers are currently developing an unambiguous policy statement in this regard, which will detail the position of the Authority alongside the expectations we place on both our partner and stakeholders in this regard.

15. However, the wider context will be considered in relation to community impact and reductions in anti-social behaviour in support of well-managed, regulated community bonfire events, subject to the appropriate safeguards in place.

16. Officers are currently working with LRF partners to establish and understand these increases and will engage academic partners to support further evaluation. Whilst it is clear that there has been an exponential rise in bonfire activity, Merseyside Police have reported a 13% downturn in ASB activity for the three key nights in comparison with 2023 activity.

17. This insight will inform the development of the Authority's policy in this regard.

18. Returning to the period itself the Prevention Directorate began planning for the Bonfire period commenced in June 2024.

19. Merseyside Police led Operation Banger, the multi-agency operation which co-ordinates Police, Fire and Local Authority activity over the Halloween and Bonfire period. This included monthly Silver meetings chaired by Merseyside Police at the JCC. The monthly meetings involved all Police Commanders responsible for the implementation of Operation Banger and representatives from MFRS and other agencies.

20. MFRS Corporate Communications Team produced a bespoke Bonfire Communications Strategy which included:

   - A series of infographics carrying unique messages on social media.
   - A series of videos utilising MFRS staff to carry out unique messages around bonfire.
   - Bonfire Leaflets - distributed by MFRS staff and partner agencies.
   - Video animations in relation to the dangers of arson and the impact of ASB in local communities.
   - School presentations for both juniors and Seniors.

21. MFRS staff along with partners visited schools to deliver key messages highlighting the impact of arson and ASB in local communities. MFRS and partners (PCSO's) visited schools and delivered our message to children and young people.

22. Violence at work increased from 4 occurrences in 2023 to 10 instances this year. These occurrences ranged from eggs being thrown at vehicles to fireworks used as a weapon towards firefighters. There was an increase in the volume of 999 calls dealt with by MFRS control room throughout the bonfire period compared to the same period in 2024. This is evidenced in the below table.

5th November ONLY	2023	2024	Difference	Percentage Difference
Total	188	285	97	51.6%

30th October to 5th November	2023	2024	Difference	Percentage Difference
Total	536	723	187	34.9%

19th October to 7th November	2023	2024	Difference	Percentage Difference
Total	1208	1887	679	56.2%

23. The table below identifies that during the 2024 period the number of deliberate secondary fire incidents attended to was 357.
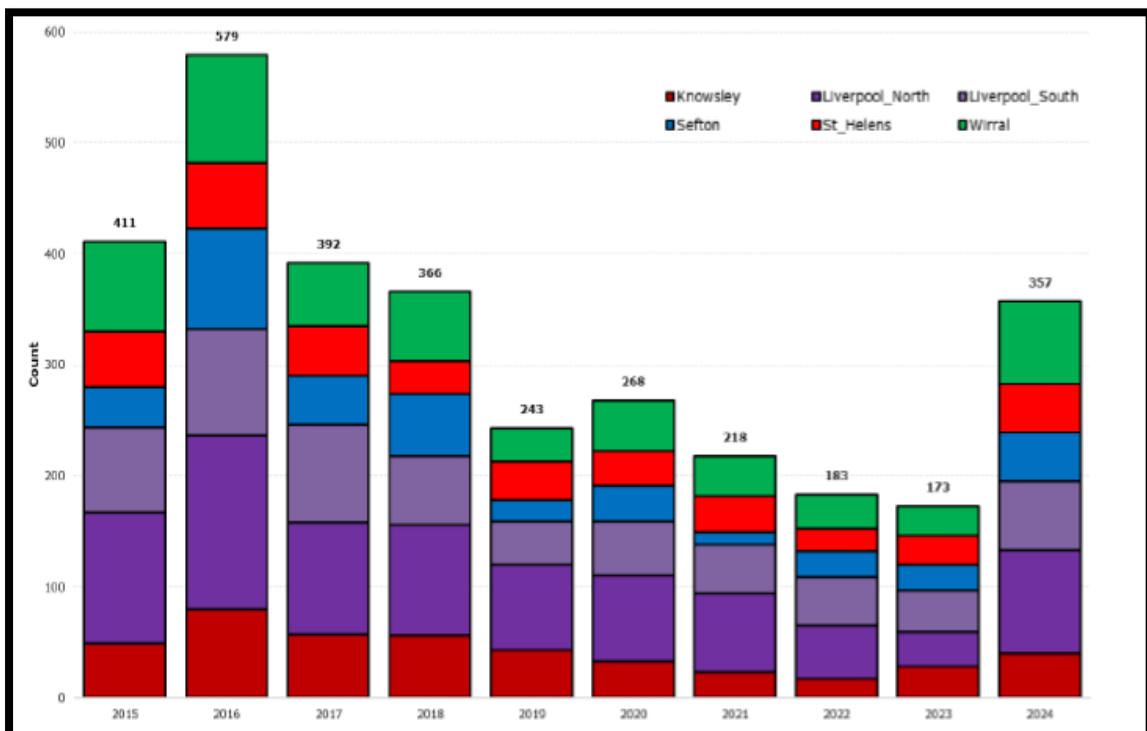
24. The table below provides a cumulative analysis of deliberate secondary fire incidents through the 2024 period, contrasting it with previous years.

Cumulative Daily Totals of Deliberate Secondary Fires

Business Intelligence, Strategy & Performance   Date: November 2024
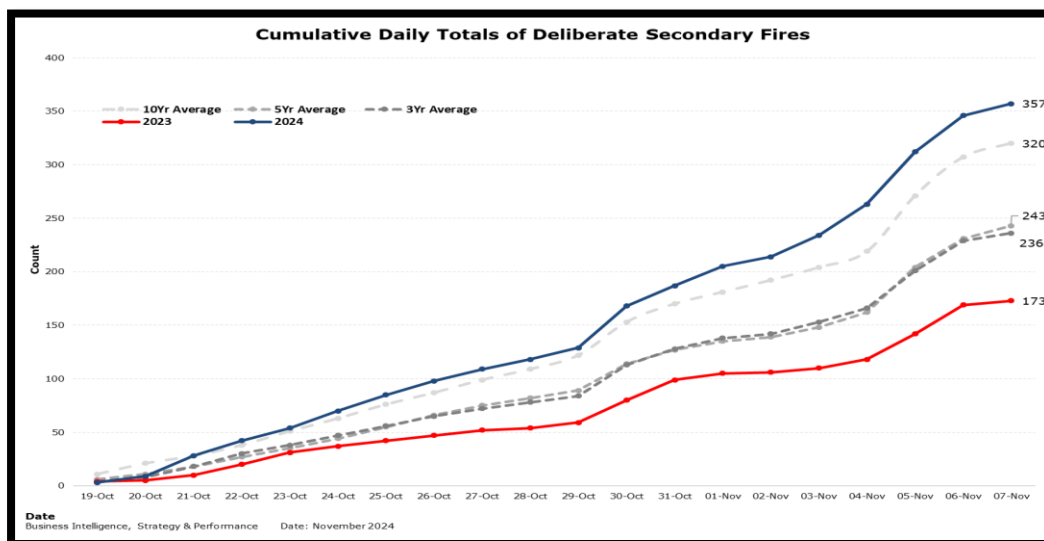
25. Despite the increase in incidents MFRS adopted a proactive approach during this year's Bonfire period and ensured high visibility throughout the recording period. Tactics utilised included:

- MFRS utilised the offer of Probation Service to assist with removing fly tipping
- Fly tipping referrals
- Community risk management routes
- Tipper trucks in each district.

Equality and Diversity Implications

26. The MFRS communications team utilised both organic content and boosted posts for the Halloween and Bonfire social media campaign, with a budget of **£500** (half of the previous year's budget).

27. During the Halloween and Bonfire period, the MFRS social media content had almost **300,000** impressions (number of unique users who see the content) across Facebook, Instagram, Twitter/X and Nextdoor. MFRS launched their Nextdoor channel during the Halloween and Bonfire period, with over **50,000** users across Merseyside viewing our messages during this time

Staff Implications

28. A number of directorates and departments contributed significantly during the bonfire period.

29. The Liverpool, Knowsley, Sefton, St Helens and Wirral Street Intervention Teams (SIT) worked throughout the reporting period in high demand areas to engage with young people and local communities about the associated dangers of the period.

30. The Operational Support Room was utilised to support co-ordination of prevention staff completing high visible presence and Street Intervention Teams.

Training Implications

31. To satisfy the Health and Safety at Work etc. Act 1974, all staff during the tipper tucks have received a driver validation by the Driving School and all staff on the tipper trucks are manual handling trained.

Legal Implications

32. Under the Explosives Regulations 2014 and the Health and Safety at Work etc. Act 1974, Protection Officers visited retailers storing fireworks for sale to ensure compliance with legislation.

Financial Implications & Value for Money

33. All costs for delivering the bonfire plan were sourced from planned budgets or supported by external partners.

Risk Management and Health & Safety Implications

34. In considering the risk management implications for staff operating within Merseyside during key nights, a decision was made to utilise the Operational Support Room.

Environmental Implications

35. In order to reduce the impact and noticeable increase of fly tipping, tipper trucks operated pre bonfire to remove hazardous waste or combustible materials to minimise the impact on the environment and the safety of MFRS staff.

36. A post Bonfire night sweep took place on the 6th November. This involved fire crews patrolling their station areas in order to extinguish smouldering bonfires in known fire locations. Appliances remained available for redirection by Fire Control.

Contribution to Our Vision:	*To be the best Fire and Rescue Service in the UK*
Our Purpose:	*Here to Serve, Here to Protect, Here to Keep you Safe*

37. Effective joint working with our partners from the Police, Housing Associations and Local Authority ensures the highest quality operational response is delivered to Merseyside residents.

38. The delivery of the Bonfire Plan aims to limit and reduce the threat of the number of Anti-Social Behaviour incidents and deliberate fires across Merseyside.

39. Its aim is to reduce the risk of attacks on firefighters through education and

engagement. It also promotes key safety messages to allow the public to have a safe Halloween and bonfire period free from harm and injury.

40. MFRS maintainedits attendance standard to life risk incidents throughout the bonfire period.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

IIT	**I**ncident **I**nvestigation **T**eam
JCC	**J**oint **C**ontrol **C**entre
MFRA	**M**erseyside **F**ire & **R**escue **A**uthority
MFRS	**M**erseyside **F**ire & **R**escue **S**ervice
OIC	**O**fficer **i**n **C**harge
OSR	**O**perational **S**upport **R**oom
SHQ	**S**ervice **H**ead **Q**uarters
SIT	**S**treet **I**ntervention **T**eams

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Summary Report for Incident Activity during 2024 Bonfire Period

AUDIENCE

AUTHORITY
STRATEGIC LEADERSHIP TEAM
TEAMS INVOLVED IN BONFIRE PLAN

COMMUNITY RISK MANAGEMENT DIRECTORATE
STRATEGY & PERFORMANCE DIRECTORATE

Date work received: 08th November 2024
Date work completed: 25th November 2024
Page 1 of 27
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1. *Agreement*

For the purpose of this report the following agreement was made between the client and the Strategy & Performance Directorate.

This work was requested by Area Manager Mark Thomas and received 8th November 2024.

The Manager[1] has approved this report/ piece of work can be undertaken by the Strategy & Performance Directorate.

If the scope of the work changes, authorisation must be again obtained and would be noted within the version control document sheet.

It was agreed that this report would be produced in draft format by December 2024 and would be sent electronically to the Director of Strategy & Performance and AM Mark Thomas for comment.

The Manager / Client agreed that their comments would be received back by December 2024. The final report, which will always be in PDF format, would be produced by December 2024, subject to receiving comments.

---

[1] Deb Appleton

2.   *Summary*

This report provides a summary analysis of deliberate secondary fires and incidents of violence at work across Merseyside during the 2024 Bonfire Period, with a comparison against previous years. For the purpose of this report, the Bonfire Period is defined as the 19th October – 7th November.

The headlines from this report can be summarised as follows:
- The key days during 2024 were: Wednesday (30th October), Thursday (31st October) and Tuesday (5th November)
- During the 2024 bonfire period, **357** deliberate secondary fires were attended by Merseyside Fire & Rescue crews. When compared to the 2023 period, this is an increase of **184** incidents or **106.4%**.
- Performance at a district level was as follows:
    - Knowsley saw **40** incidents, which is an increase of **12** incidents or **42.9%.**
    - Liverpool as a whole saw **155** incidents, which is an increase of **86** incidents or **124.6%** compared to 2023.
        - North Liverpool saw **93** incidents, which is an increase on 2022's performance of **62** incidents or **200.0%.**
        - South Liverpool saw **62** incidents, which is **24** more than 2023's performance.
    - Sefton saw **44** incidents which is **21** (**91.3%**) more than in 2023.
    - St Helens saw **44** incidents, an increase on 2023's performance of **18** incidents or **69.2%.**
    - Wirral saw **74** incidents, which is **47** or **174.1%** more than last year.
- When aggregated proportionally to incidents per 10,000 population – Sefton had the fewest incidents with **1.6**. Liverpool had the highest proportion of **3.1** incidents per 10,000 population.
- On the 5th November 2024, crews attended **49** incidents. 29 of these incidents involved intentional burning/bonfires.
- The top wards for incidents attended were: Belle Vale (**22**) followed by Norris Green (**20**), Bidston & St James (**16**)
- When compared to the previous year, stations that had large reductions were: 11 – Liverpool City (-6), 21 – Bromborough (-3), 32 – Formby (-1), 33 -Southport (-7) and 42 – Kirkby (-3).
- There were increases in incidents particularly in: 19 – Aintree (34), 20 – Birkenhead (21), 16 – Old Swan (19) and 17 – Belle Vale (18).
- There were **10** incidents of violence at work during the 2024 bonfire period, 6 more than in 2023.
- The latter part of the period was particularly dry for the time of year[2]

Date	16th Oct to 22nd Oct	23rd Oct to 29th Oct	30th Oct to 5th Nov	6th Nov to 12th Nov
Rainfall	63mm	22mm	1mm	1mm

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[2] Figures taken from hydrology reports published by the Environment Agency on a weekly basis. This version shows rainfall covering 2024 Bonfire Period Rainfall and river flow summary 13 November to 19 November 2024

3.   *Introduction*

Traditionally the bonfire period leads to increased numbers of incidents, specifically deliberate secondary fires and violence at work. This report presents an analysis of incidents during the 2024 Bonfire Period in Merseyside, contrasted with the 2023 period as well as historical retrospectives.

For the purpose of this report, the bonfire period covers the following period: 19th October to 7th November, allowing for a direct date-to-date comparison.

4.   *Methodology*

To identify and analyse any trends in incidents during the 2024 Bonfire Period the following methodologies were followed:
- The period of analysis covered from 00:00:00hrs on 19th October to 23:59:59hrs on 7th November.
- Fire related incidents analysed within this report are all deliberate secondary fires[3] as recorded by Merseyside Fire & Rescue Service mobilisation system Vision. Instances of Violence at Work have been taken from the OSHENS Health and Safety reporting system.
- Deprivation data used within this report is based on Indices of Deprivation 2019 (obtained from Department for Communities and Local Government).
- Population figures are based on mid-2022 and census 2023 population estimates published by Office for National Statistics
- The analytical tools adopted in this report include:
  - MapInfo 17 Mapping software – used to identify hotspot areas for incidents and used to filter data according to district and ward level.
  - Crystal Reports – utilised to extract raw data and information from the Vision mobilising system.
  - Excel 365 – used to analyse raw data.

After the local elections in May 2023, Liverpool's wards were split into 64 from the previous number of 30. All historic data has been updated with these new wards and this will cause changes in the historic ward table (page 10).

It should be noted that the majority of the analysis contained within this report will be presented at the Merseyside level. Six additional local authority appendices[4] supplement this main report, (section 6).

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[3] Deliberate secondary fires are based on FSEC (Fire Service Emergency Cover). Incident codes include: 04 01 – Derelict Building, 04 02 – Grassland, 04 03 – Bonfires, 04 04 – Outdoor Structure, 04 05 – Refuse, 04 06 – Derelict Vehicle.
[4] Liverpool is divided into Liverpool North and Liverpool South.

5. Results

5.1 Retrospective Analysis

Chart 1: 10 Year retrospective analysis of deliberate secondary fires

Historical Retrospective of Bonfire Period Incidents - 10 Years

Business Intelligence, Strategy & Performance   Date: November 2024
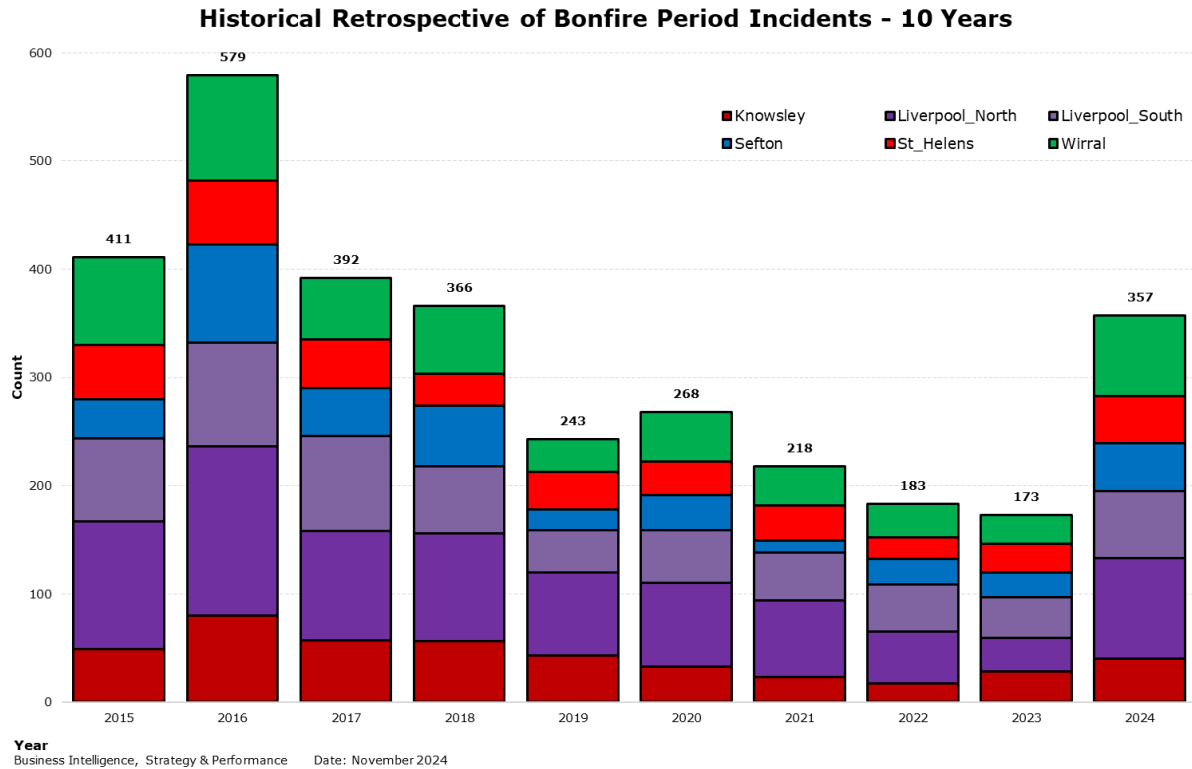
Chart 1 identifies that during the 2024 bonfire period the number of deliberate secondary fire incidents attended by Merseyside Fire and Rescue Service was 357. This is an increase of 184 incidents (106.4%) on 2023.

The 357 incidents attended during the 2024 bonfire period is the highest number of incidents attended for the period since 2018, breaking the downward trend seen since 2020.

When compared to the most recent high in 2016 (579 incidents), 2024's total represents an overall reduction of 38.3%.

5.2 Incident Breakdown

Table 1: Breakdown of incident types attended during 2023 and 2024 bonfire period

Incident	2023	2024	Change	% Change
04 01 Derelict Building	3	3	0	0.0%
04 02 Grassland	8	16	8	100.0%
04 03 Intentional Burning / Bonfire	62	126	64	103.2%
04 04 Outdoor Structure	5	10	5	100.0%
04 05 Refuse Fire	95	202	107	112.6%
04 06 Derelict Vehicle	0	0	0	0.0%
Grand Total	173	357	184	106.4%

Table 1 identifies that most deliberate secondary fires attended were "04 05 Refuse Fire" with 202 incidents (an increase of 112.6%) – this incident type accounts for 56.6% of total incidents. This was then followed by "04 03 Intentional Burning/ Bonfire" with 126 incidents, an increase of 103.2%.

There were 3 "04 01 Derelict Building" fires, the same as 2023, while there were 0 "04 06 Derelict Vehicle" fires, the remaining incident types saw minor increases between the two years.

5.3 Temporal Analysis

Chart 2: Comparison of incidents by Day
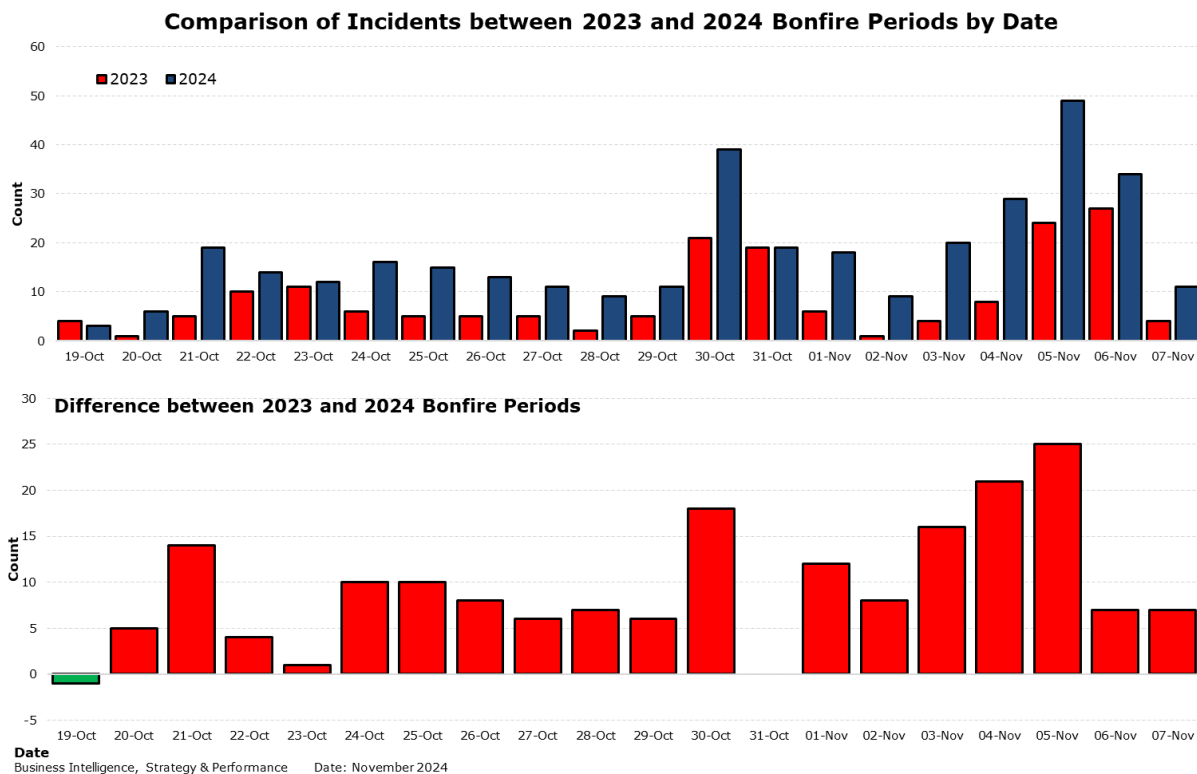
Chart 2 provides a comparison of deliberate secondary fire incidents by day between 2023 and 2024. The chart shows that incidents occurred each day

with 3 distinct peaks around: 21st October, 30th October to 1st November and 6th November to 6th November.

The lower chart shows that most days in the period saw an increase in incidents, with the exceptions of 19th October (-1 reduction) and 31st October which saw the same number (19) as during 2023.

Chart 3: Cumulative Analysis of Deliberate Secondary Fires

Cumulative Daily Totals of Deliberate Secondary Fires
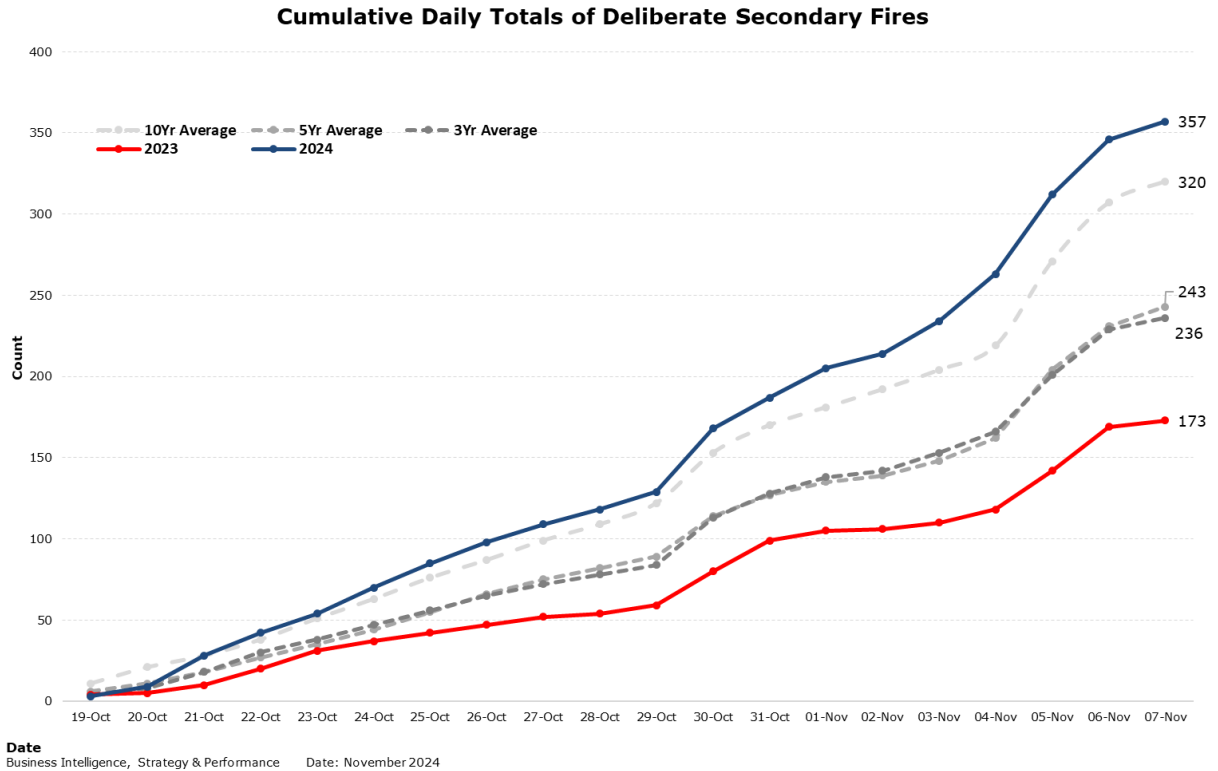
Chart 3 provides a cumulative analysis of deliberate secondary fire incidents through the 2024 period, contrasted with: 2023, and the 3, 5 and 10-year averages. The chart shows that on the 19th and 20th October there were cumulatively a similar number of incidents attended during the average 3 and 5 year before increasing to join the average 10 year line on 21st October. Beyond these dates, the cumulative line for 2024 is above the average 10 year line.

Table 2: 5th November Analysis

Incident Type	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
04 01 Derelict Building	0	1	0	2	1	0	0	0	0	0
04 02 Grassland	2	5	1	2	1	0	1	0	0	0
04 03 Intentional Burning / Bonfire	46	41	17	21	19	68	11	13	6	29
04 04 Outdoor Structure	6	4	3	2	0	0	1	1	0	0
04 05 Refuse Fire	25	30	39	31	14	10	13	18	18	20
04 06 Derelict Vehicle	0	0	0	0	0	0	0	0	0	0
Grand Total	**79**	**81**	**60**	**58**	**35**	**78**	**26**	**32**	**24**	**49**
Total for each year	411	579	392	366	243	268	218	183	173	357
% of incidents for 5 November	19.2%	14.0%	15.3%	15.8%	14.4%	29.1%	11.9%	17.5%	13.9%	13.7%

Table 2 identifies that on 5th November 2024, 49 deliberate secondary fires were attended, more than twice the previous year (24). This is 39.5% lower than the recent high of 81 in 2016.

When analysing incidents by type, the majority (29 from 49) were "04 03 intentional burning/bonfires" and 20 were "04 05 refuse fires".

5.4 Location Analysis

Table 3: Comparison of incidents attended by district, between 2023 and 2024 bonfire periods (*with incidents per 10,000 population*)[5]

District	2023	2024	Change	% Change
Knowsley	28 (1.8)	40 (2.5)	12 (0.7)	42.9%
Liverpool	69 (1.4)	155 (3.1)	86 (1.7)	124.6%
Liverpool North	*31*	*93*	*62*	*200.0%*
Liverpool South	*38*	*62*	*24*	*63.2%*
Sefton	23 (0.8)	44 (1.6)	21 (0.7)	91.3%
St Helens	26 (1.4)	44 (2.4)	18 (1)	69.2%
Wirral	27 (0.8)	74 (2.3)	47 (1.4)	174.1%
Grand Total	173 (1.2)	357 (2.5)	184 (1.3)	106.4%

Table 3 provides a breakdown of incidents attended by district, comparing the 2023 and 2024 periods. In summary, the table provides the following results:
- Knowsley – an increase of 12 (42.9%)
- Liverpool – increased by 86 (124.6%)
  - Liverpool North – increased by 62 (200.0%)
  - Liverpool South – increased by 24 (63.2%)
- Sefton – an increase of 21 (91.3%)
- St Helens – an increase of 18 (69.2%)
- Wirral – an increase of 47 (174.1%)

When aggregated to incidents per 10,000 population; Sefton saw the fewest incidents during 2024 with 1.6 incidents per 10,000 population. By contrast, Liverpool had the greatest amount with 3.1 per 10,000 population.

Table 4: Top wards for deliberate secondary fires during 2024 bonfire period

Rank	Ward	District	2023	2024	Difference	% Difference
1st	Belle Vale	Liverpool South	7	22	15	214.3%
2nd	Norris Green	Liverpool North	2	20	18	900.0%
3rd	Bidston & St James	Wirral	2	16	14	700.0%
4th	Birkenhead & Tranmere	Wirral	9	12	3	33.3%
=5th	Sutton	St Helens	1	11	10	1000.0%
=5th	Walton	Liverpool North	0	11	11	#DIV/0
7th	New Brighton	Wirral	1	10	9	900.0%
=8th	Linacre	Sefton	3	10	7	233.3%
=8th	Kensington & Fairfield	Liverpool North	1	8	7	700.0%
10th	Leasowe & Moreton East	Wirral	0	8	8	#DIV/0

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[5] The proportion has been rounded to the one decimal place

Table 4 shows the top 10 wards for deliberate secondary fires during the 2024 bonfire period. The table identifies that Belle Vale had the largest number of incidents (22) followed by: Norris Green (20) and Bidston & St James (16).

The table identifies that Wirral had 4 wards in the top ward list; followed by Liverpool North with 3. Liverpool South, Sefton and St Helens had 1 ward each in the top 10.

For the 1st time since 2014, Knowsley does not have a ward in the top 10.

Table 5: Historical Ward Analysis[6]

Rank	20145	2016	2017	2018	2019	2020	2021	2022	2023	2024
1	Town Centre	Birkenhead & Tranmere	Springwood	Linacre	Shevington	Vauxhall	Dingle	Birkenhead & Tranmere	Town Centre	Belle Vale
2	Bidston & St James	Town Centre	Seacombe	Cherryfield	Town Centre	Derby	Town Centre	Walton	Birkenhead & Tranmere	Norris Green
3	Bromborough	Norris Green	Birkenhead & Tranmere	Northwood	Norris Green	Parr	Bidston & St James	Garston	Speke	Bidston & St James
4	Norris Green	Bidston & St James	Linacre	Bidston & St James	Northwood	Birkenhead & Tranmere	Norris Green	Rock Ferry	Garston	Birkenhead & Tranmere
5	Birkenhead & Tranmere	Belle Vale	Croxteth	Walton	Vauxhall	Rock Ferry	Birkenhead & Tranmere	Linacre	Belle Vale	Walton
6	Dingle	Croxteth	Dingle	Birkenhead & Tranmere	Croxteth	Belle Vale	Shevington	Thatto Heath	Bromborough	Sutton
7	New Brighton	Dingle	Halewood South	Speke	Knotty Ash & Dovecot Park	Northwood	Rock Ferry	Speke	Stockbridge	New Brighton
8	Seacombe	Seacombe	Town Centre	Bromborough	Bold	Garston	Parr	Whiston & Cronton	Cherryfield	Linacre
9	Northwood Ward	Ford	Cherryfield	Ford	Walton	Speke	County	Earlestown	Northwood	Kensington & Fairfield
10	Page Moss Ward	Northwood	Norris Green	Norris Green	Birkenhead & Tranmere	Linacre	West Park	Gateacre	City Centre North	Leasowe & Moreton East

Table 5 provides a historical look at the top 10 wards for deliberate secondary fires over the last 10 years. The table shows evidence that the top wards in 2024 appear sporadically across other years, except for Birkenhead & Tranmere which has appeared every year.[7]

The wards of Sutton and Leasowe & Moreton East have not appeared in previous years, while New Brighton has appeared once before.

The wards to see the most deliberate secondary fires over the 10 years are Birkenhead & Tranmere (110) followed by Town Centre (92) and Norris Green (90).

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[6] Please see page 14 for a complete list of wards in each district
[7] Dingle was equal 8th in 2019, alongside Bold, Walton and Birkenhead & Tranmere

Chart 4: Comparison of incidents attended by station area

Comparison of Incidents between 2023 and 2024 Bonfire Periods by Station

Difference between 2023 and 2024 Bonfire Periods
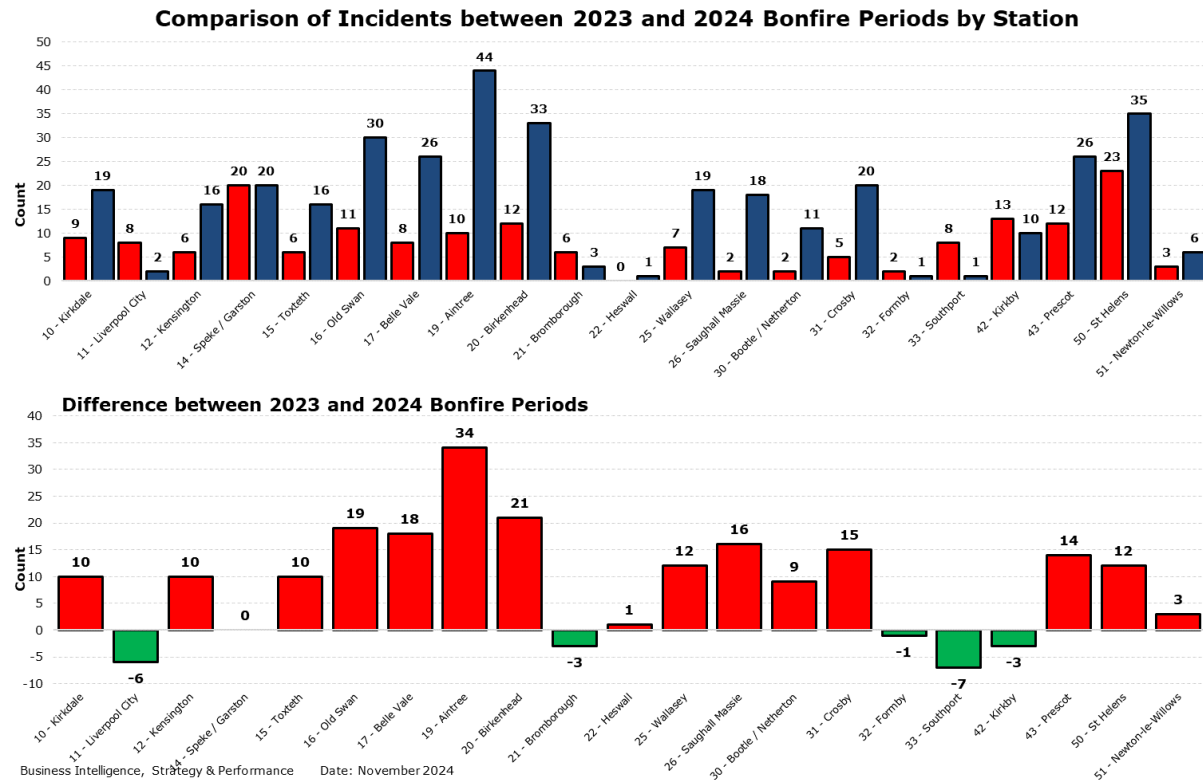
Chart 4 identifies that 5 station areas saw reductions in incidents: 11 – Liverpool City (-6), 21 – Bromborough (-3), 32 – Formby (-1), 33 - Southport (-7) and 42 – Kirkby (-3). There were increases in incidents particularly in: 19 – Aintree (34), 20 – Birkenhead (21), 16 – Old Swan (19) and 17 – Belle Vale (18). 14 – Speke/Garston saw the same number as in 2023.

5.5 *Violence at Work*

Table 6: Overall counts of Violence at Work by district since 2020

District	2020	2021	2022	2023	2024
Knowsley	1	0	3	0	1
Liverpool	6	6	1	2	6
Liverpool North	*3*	*3*	*1*	*2*	*2*
Liverpool South	*3*	*3*	*0*	*0*	*4*
Sefton	0	1	1	1	0
St Helens	0	0	0	0	0
Wirral	1	1	0	1	3
Grand Total	**8**	**8**	**5**	**4**	**10**

During the 2024 bonfire period there were 10 incidents of violence at work, 6 more than the previous year. Over the 5-year period, there was an average of 7 incidents per year, with the majority (21) taking place in Liverpool. There have not been any incidents of violence at work in St Helens over the 5-year period.

It should be noted that though violence at work incidents are an unwanted aspect of the fire fighter role / arson officer role, it is imperative that all occurrences are reported as this intelligence allows partner organisations to

target areas of risk as well as feeds into risk assessing areas where crews &
arson officer teams could be working in future.

Table 7: Details of Violence at Work during 2024 bonfire period

Address	Call Date	Station	District	Ward	Details
WALTON HALL PARK, WALTON HALL AVENUE, WALTON, LIVERPOOL,L9	24/10/2024 18:46	19	Liverpool North	Walton	While the fire was being extinguished, brick and stones thrown at crew
SHACKLADY ROAD,PENTLAND ROAD,NORTHWOOD,KIRKBY,L33	30/10/2024 20:28	42	Knowsley	Northwood	Youths throwing stones at crew
VICTORIA PARK,TRANMERE,CH42	30/10/2024 20:48	20	Wirral	Birkenhead & Tranmere	Eggs thrown at van whilst on street teams. No injuries.
SCARGREEN RECREATION FIELD, SCARGREEN AVENUE, LIVERPOOL,L11	30/10/2024 21:51	19	Liverpool North	Norris Green	Youths attempting to access lockers and ride appliance when leaving scene
EGERTON STREET,NEW BRIGHTON,CH45	02/11/2024 20:21	25	Wirral	New Brighton	Youths firing rockets at crew and appliance
PRICE STREET, CORPORATION ROAD, BIRKENHEAD, CH41	05/11/2024 18:18	20	Wirral	Bidston & St James	Firework discharged into crowd of public and fire-fighters. Resulted in injury to child
CA\,WINDOW LANE, LIVERPOOL, L19	05/11/2024 18:36	14	Liverpool South	Garston	Number of youths of unknown age who were watching the bonfire fired fireworks at crew
WINDOW LANE, LIVERPOOL, L19	05/11/2024 22:28	14	Liverpool South	Garston	Crew subjected to verbal abuse and missiles being thrown in our direction
MILL STREET, DINGLE, LIVERPOOL, L8	06/11/2024 01:21	15	Liverpool South	Dingle	Youth threw object at appliance
MILL STREET,BERESFORD ROAD, DINGLE, LIVERPOOL, L8	06/11/2024 05:25	15	Liverpool South	Dingle	Vehicle was struck by object thrown by youth on mill street in Toxteth

5.6 Deprivation Analysis

Chart 5: Deliberate Secondary Fires in Relation to Local Deprivation[8]

Deliberate Secondary Fires in Relation to Indices of Local Deprivation

Business Intelligence, Strategy & Performance   Date: November 2024
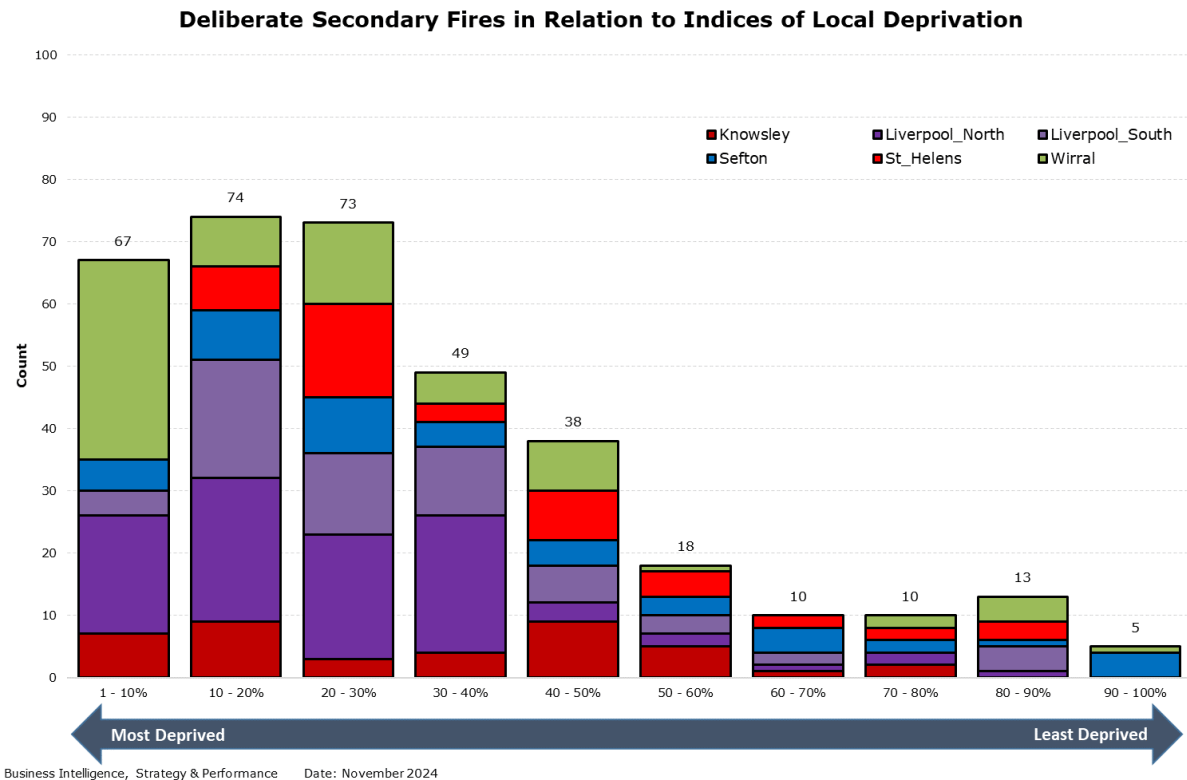
Chart 5 graphically illustrates the link between deliberate secondary fire incidents & areas of deprivation. The chart clearly identifies that more deliberate fire incidents occur in areas of high deprivation as opposed to areas of least deprivation.

6.   Appendices

The following appendices include: a temporal analysis by day & hour with mapping including brief breakdowns of incidents attended by district, identifying hotspot areas & incidents of note.

Only wards to have seen more than 1 incident are shown in the top ward tables.

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[8] The chart axis runs from 1-10% which represents the most deprived areas of Merseyside and 91-100% which represents the least deprived

Table 8: Wards by District

Knowsley	Liverpool North	Liverpool South	Sefton	St Helens	Wirral
Cherryfield	Anfield	Aigburth	Ainsdale	Billinge and Seneley Green	Bebington
Halewood North	Broadgreen	Allerton	Birkdale	Blackbrook	Bidston and St James
Halewood South	Brownlow Hill	Arundel	Blundellsands	Bold	Birkenhead and Tranmere
Northwood	City Centre North	Belle Vale	Cambridge	Earlestown	Bromborough
Page Moss	Clubmoor East	Calderstones	Church Sefton	Eccleston	Clatterbridge
Prescot North	Clubmoor West	Canning	Derby	Haydock	Claughton
Prescot South	County	Childwall	Dukes	Moss Bank	Eastham
Roby	Croxteth	Church	Ford	Newton	Greasby Frankby and Irby
Shevington	Croxteth County Park	City Centre South	Harington	Parr	Heswall
St. Gabriels	Everton East	Dingle	Kew	Rainford	Hoylake and Meols
St. Michaels	Everton North	Edge Hill	Linacre	Rainhill	Leasowe and Moreton East
Stockbridge	Everton West	Festival Gardens	Litherland	Sutton	Liscard
Swanside	Fazakerley East	Garston	Manor	Thatto Heath	Moreton West and Saughall Massie
Whiston & Cronton	Fazakerley North	Gateacre	Meols	Town Centre	New Brighton
Whitefield	Fazakerley West	Grassendale & Cressington	Molyneux	West Park	Oxton
	Kensington & Fairfield	Greenbank Park	Netherton and Orrell	Windle	Pensby and Thingwall
	Kirkdale East	Mossley Hill	Norwood		Prenton
	Kirkdale West	Much Woolton & Hunts Cross	Park Sefton		Rock Ferry
	Knotty Ash & Dovecot Park	Penny Lane	Ravenmeols		Seacombe
	Norris Green	Princes Park	St Oswald		Upton
	Old Swan East	Sefton Park	Sudell		Wallasey
	Old Swan West	Smithdown	Victoria		West Kirby and Thurstaston
	Orrell Park	Speke			
	Sandfield Park	Springwood			
	Tuebrook Breckside Park	St Michaels			
	Tuebrook Larkhill	Toxteth			
	Vauxhall	Waterfront South			
	Walton	Wavertree Garden Suburb			
	Waterfront North	Wavertree Village			
	West Derby Deysbrook	Woolton Village			
	West Derby Leyfield				
	West Derby Muirhead				
	Yew Tree				

Map 1: Geographical Breakdown of Incidents across Merseyside
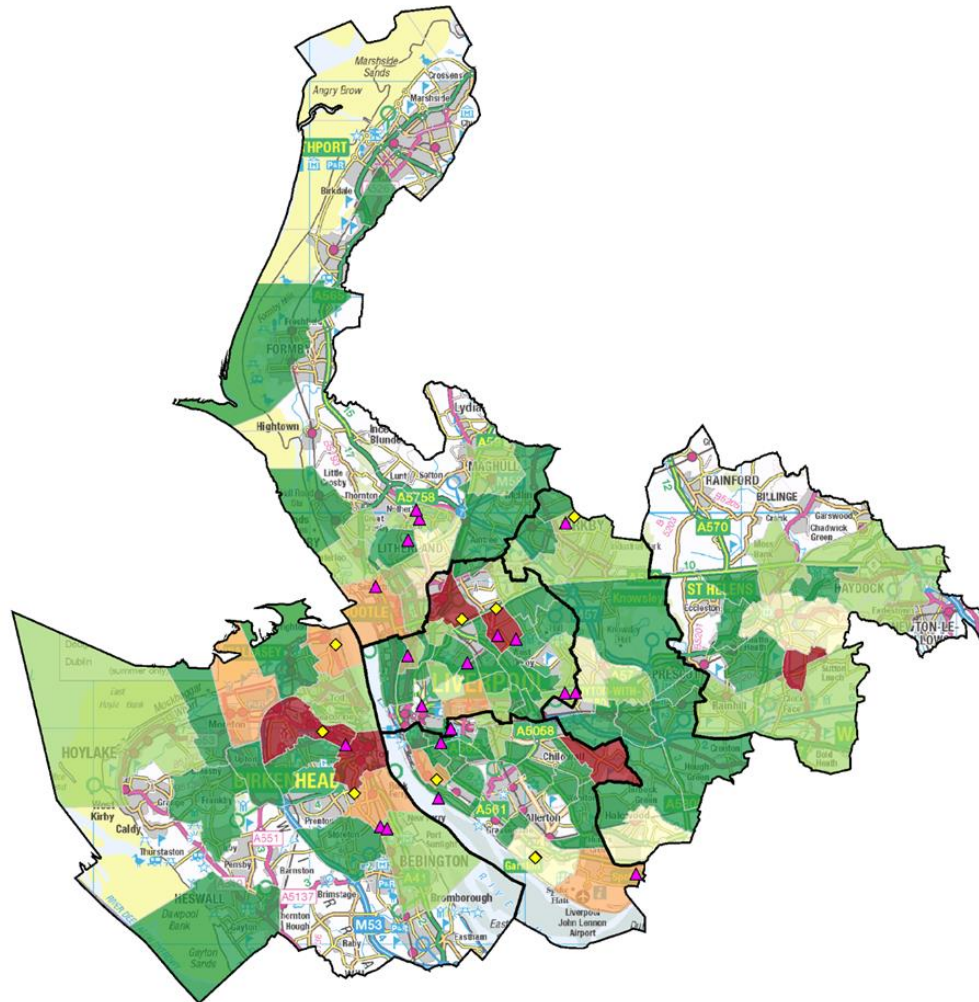
Distribution of Deliberate Secondary Fires during 2024 Bonfire Period overlaid with incidents of Violence at Work and Fireworks

Author: Business Intelligence, Strategy & Performance   Date: November 2024   Produced Using MapInfo
Map Reference:
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Map 2: Geographical Breakdown of Incidents in Knowsley

Legend
Thematic Key

■	1 to <3 incidents	(54)
■	3 to <5 incidents	(26)
■	5 to <7 incidents	(8)
■	7 to <11 incidents	(7)
■	11 to <23 incidents	(6)
◇	Violence at Work Incident	
▲	Firework Incident	
☐	Ward Boundary	
☐	District Boundary	
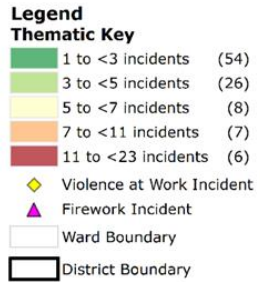
Ward	Count
Halewood South	6
Stockbridge	6
Page Moss	6
Northwood	4
St. Michaels	3
Cherryfield	3
St. Gabriels	2
Shevington	2
Prescot North	2
Prescot South	2
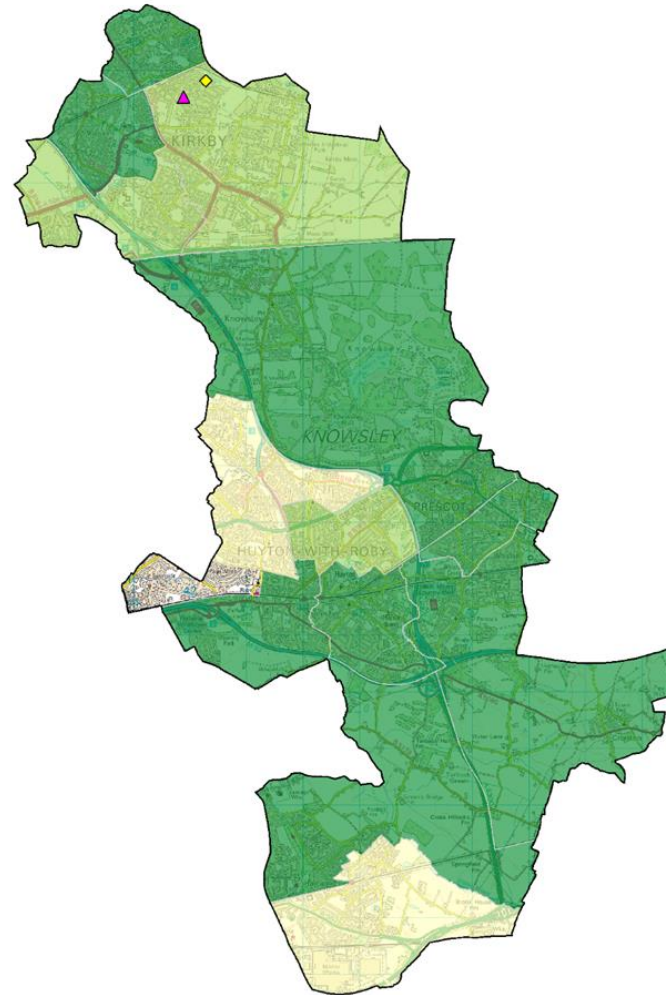
Firework Incidents

Ward	Count
Northwood	1

VAW Incidents

Ward	Count
Northwood	1

Distribution of Deliberate Secondary Fires in Knowsley during 2024 Bonfire Period overlaid with incidents of Violence at Work and Fireworks

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Chart 5: Temporal Breakdown of Incidents in Knowsley

Deliberate Secondary Fires by Date - Knowsley
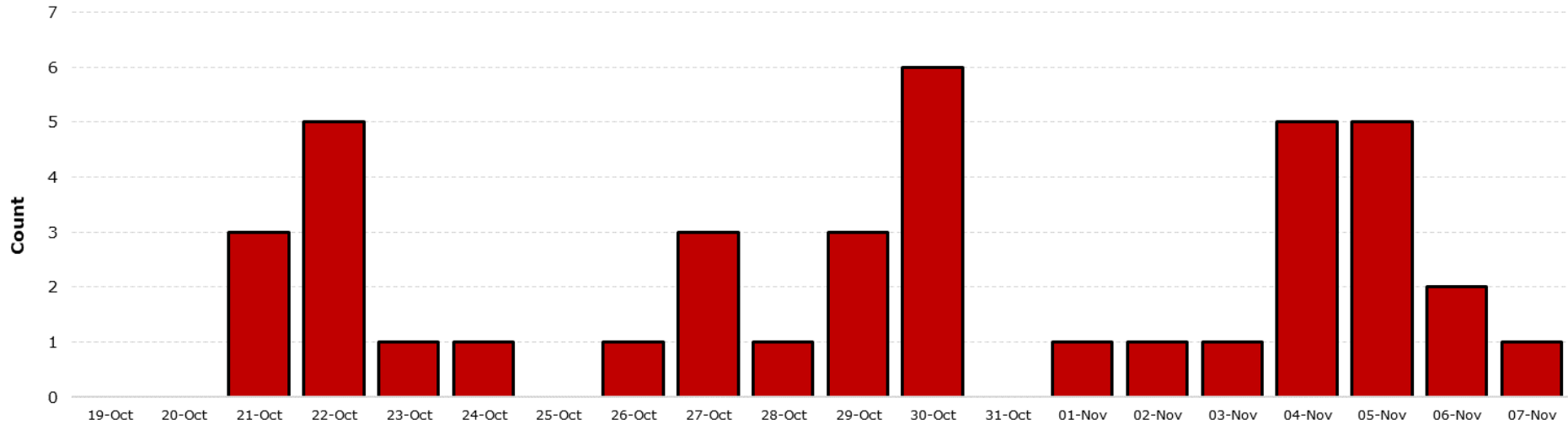
Deliberate Secondary Fires by Hour - Knowsley

Business Intelligence, Strategy & Performance   Date: November 2024

Map 2: Geographical Breakdown of Incidents in Liverpool North

Legend
Thematic Key

■	1 to <3 incidents	(54)
■	3 to <5 incidents	(26)
■	5 to <7 incidents	(8)
■	7 to <11 incidents	(7)
■	11 to <23 incidents	(6)
◆	Violence at Work Incident	
▲	Firework Incident	
	Ward Boundary	
	District Boundary	
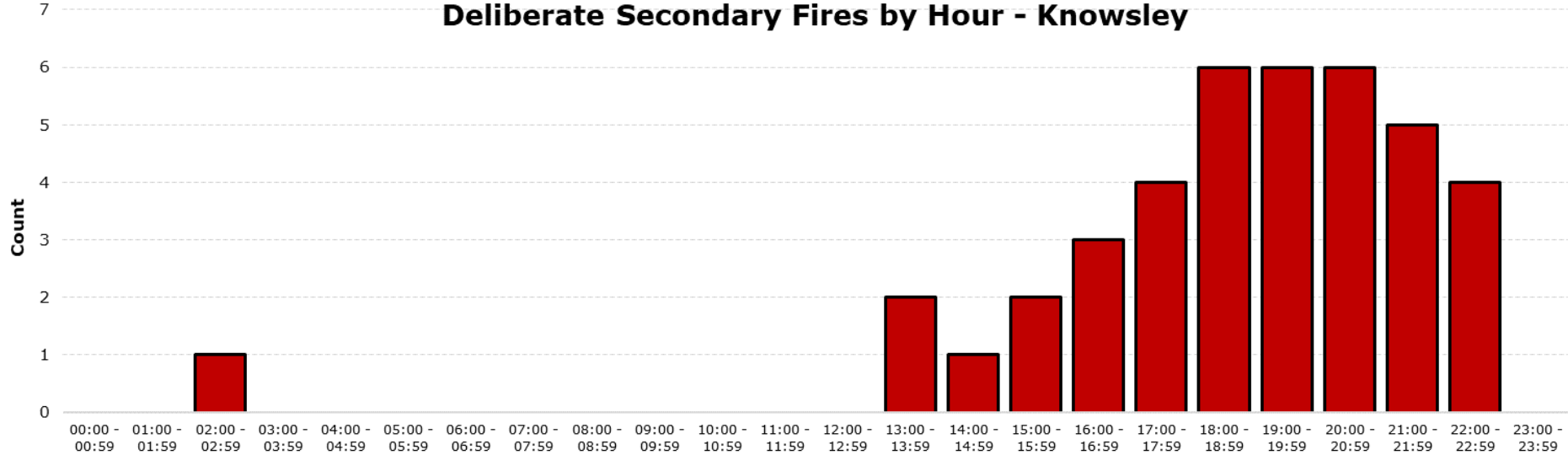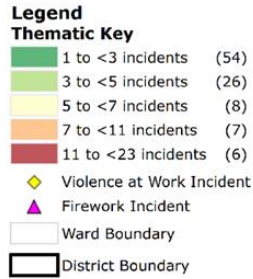
Ward	Count
Norris Green	20
Walton	11
Kensington & Fairfield	8
Everton East	5
Old Swan West	4
Yew Tree	4
County	4
Knotty Ash & Dovecot Park	4
Fazakerley East	3
Everton North	3
Kirkdale West	3
West Derby Leyfield	2
Stoneycroft	2
Kirkdale East	2
Tuebrook Larkhill	2
Croxteth Country Park	2
Vauxhall	2
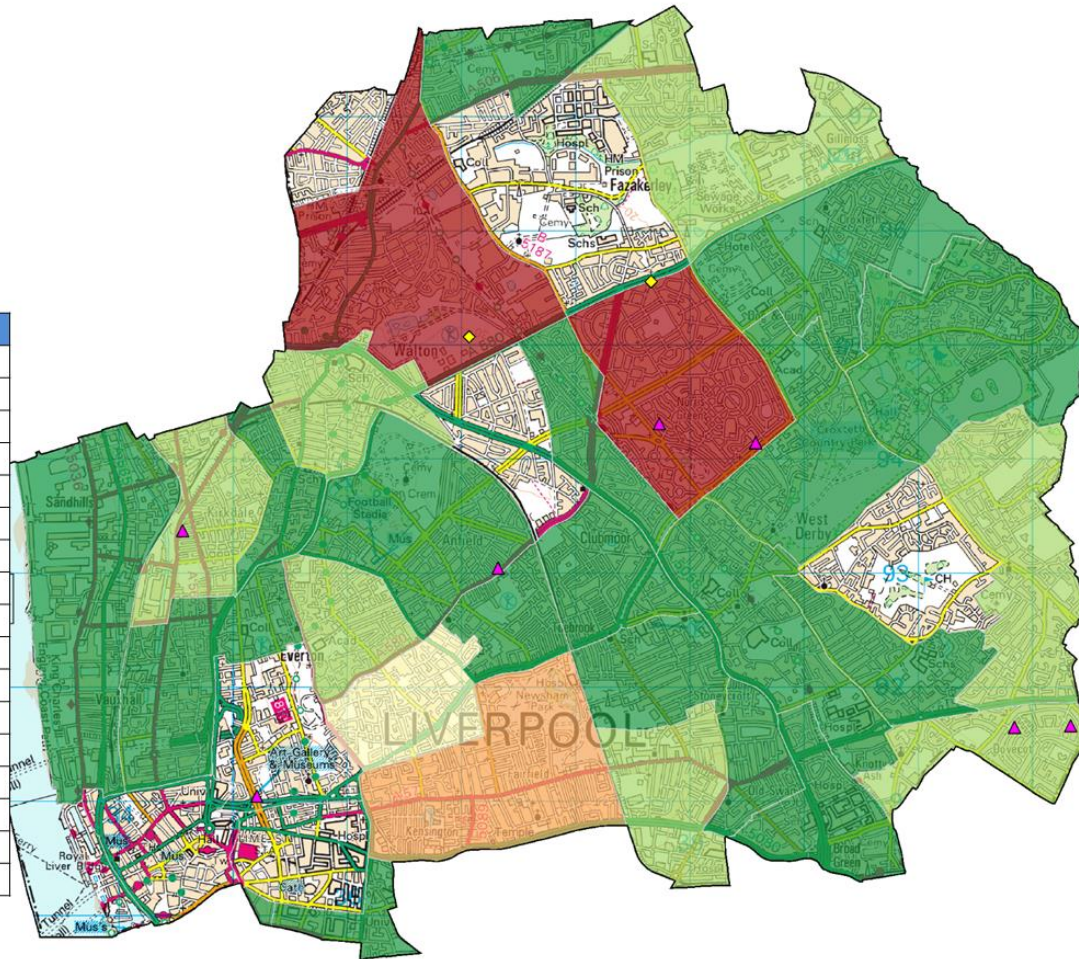
Firework Incidents

Ward	Count
Knotty Ash & Dovecot Park	2
Norris Green	2
Anfield	1
Everton West	1
Kirkdale West	1

VAW Incidents

Ward	Count
Walton	1
Norris Green	1

Distribution of Deliberate Secondary Fires in Liverpool North during 2024 Bonfire Period overlaid with incidents of Violence at Work and Fireworks

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Map Reference:
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N

Chart 6: Temporal Breakdown of Incidents in Liverpool North

Deliberate Secondary Fires by Date - Liverpool North
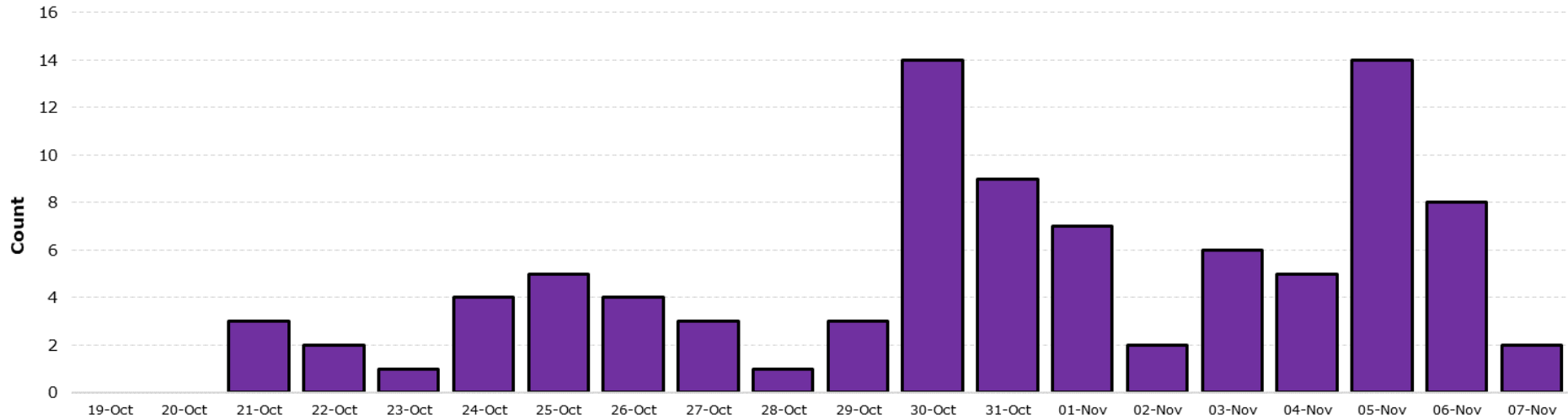
Deliberate Secondary Fires by Hour - Liverpool North
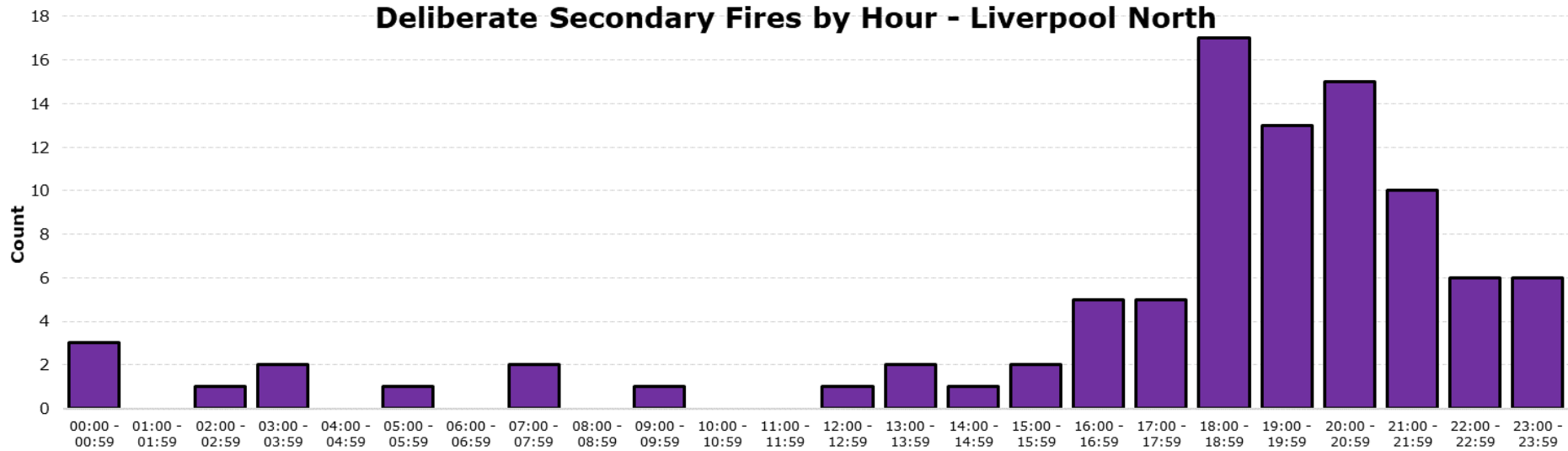
Business Intelligence, Strategy & Performance   Date: November 2024

Map 3: Geographical Breakdown of Incidents in Liverpool South

Ward	Count
Belle Vale	22
Dingle	7
Speke	7
Garston	6
Wavertree Village	3
Toxteth	2
Princes Park	2
Festival Gardens	2
Church	2
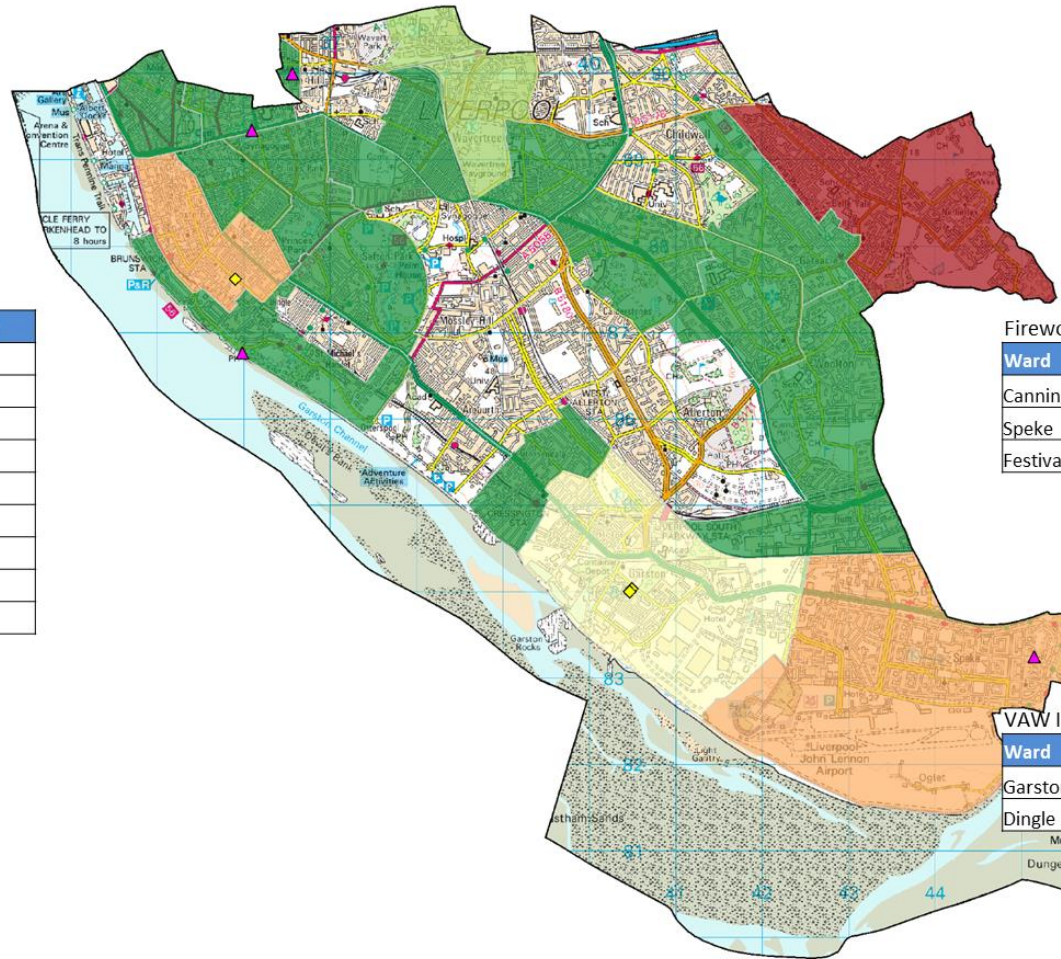
Firework Incidents

Ward	Count
Canning	2
Speke	1
Festival Gardens	1

VAW Incidents

Ward	Count
Garston	2
Dingle	2

Distribution of Deliberate Secondary Fires in Liverpool South during 2024 Bonfire Period overlaid with incidents of Violence at Work and Fireworks

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Chart 7: Temporal Breakdown of Incidents in Liverpool South

Deliberate Secondary Fires by Date - Liverpool South

Deliberate Secondary Fires by Hour - Liverpool South

Business Intelligence, Strategy & Performance   Date: November 2024
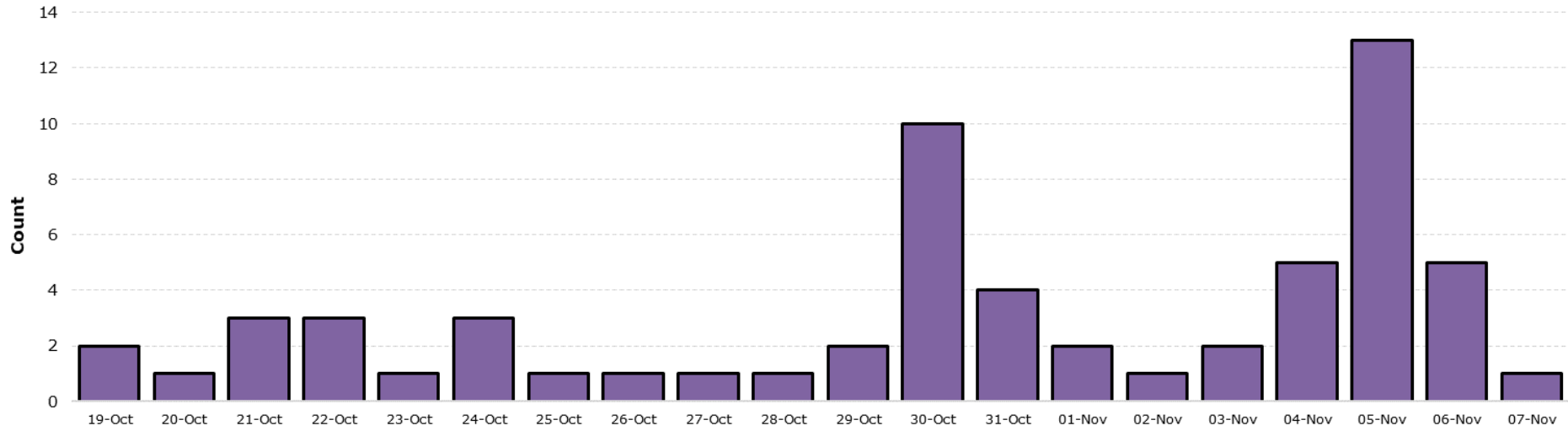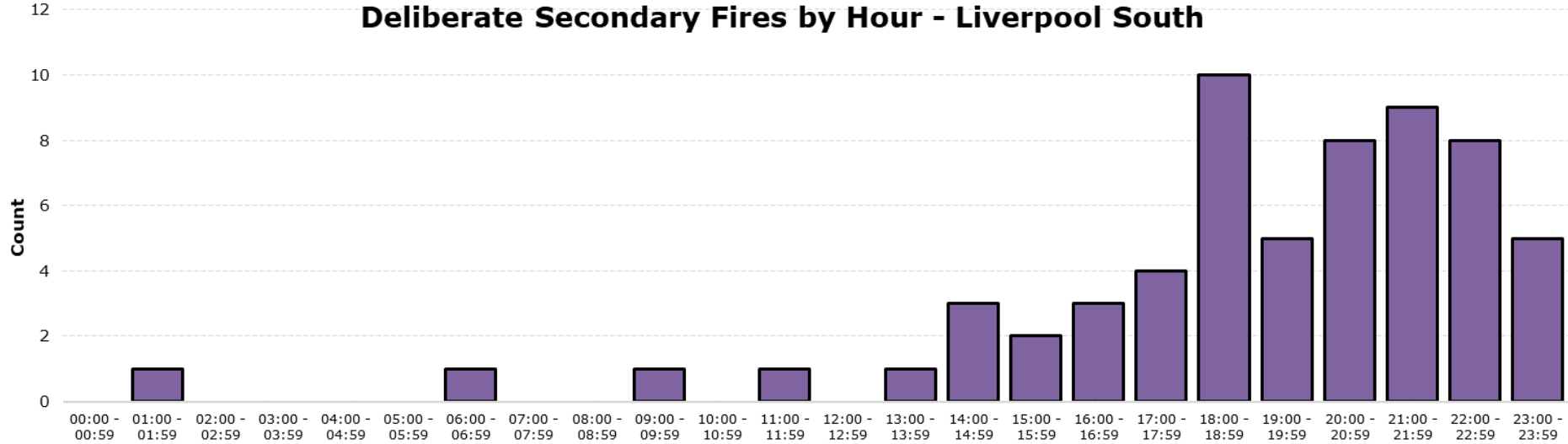
Map 4: Geographical Breakdown of Incidents in Sefton

Legend
Thematic Key

1 to <3 incidents	(54)
3 to <5 incidents	(26)
5 to <7 incidents	(8)
7 to <11 incidents	(7)
11 to <23 incidents	(6)
◇ Violence at Work Incident	
▲ Firework Incident	
Ward Boundary	
District Boundary	

Ward	Count
Linacre	10
Netherton and Orrell	6
Victoria	4
Litherland	4
Church Sefton	4
Derby	4
St Oswald	3
Sudell	3
Ford	2
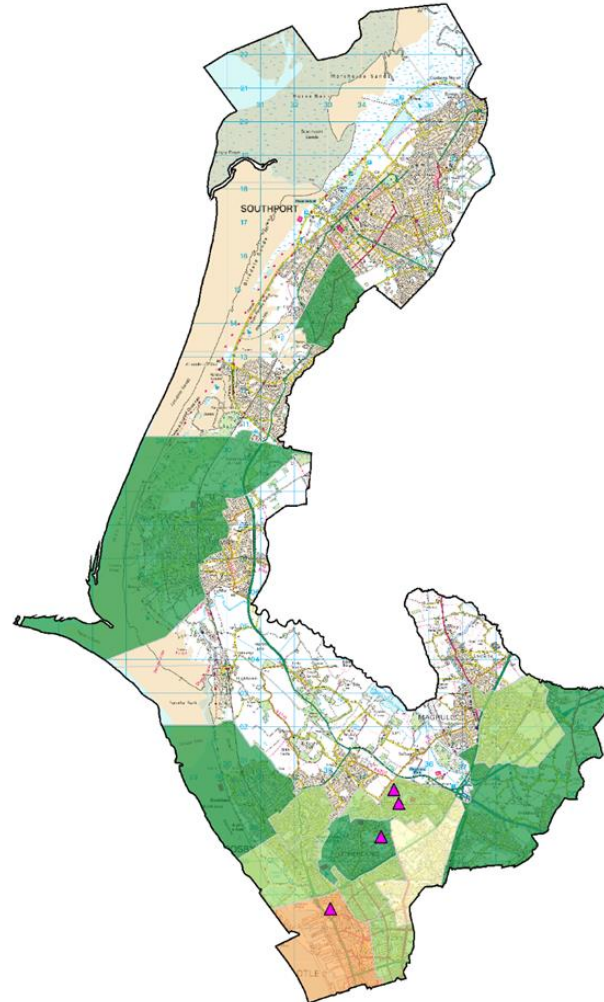
Firework Incidents

Ward	Count
St Oswald	2
Ford	1
Linacre	1

VAW Incidents

Ward	Count

Distribution of Deliberate Secondary Fires in Sefton during 2024 Bonfire Period overlaid with incidents of Violence at Work and Fireworks

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N

Chart 8: Temporal Breakdown of Incidents in Sefton

Deliberate Secondary Fires by Date - Sefton
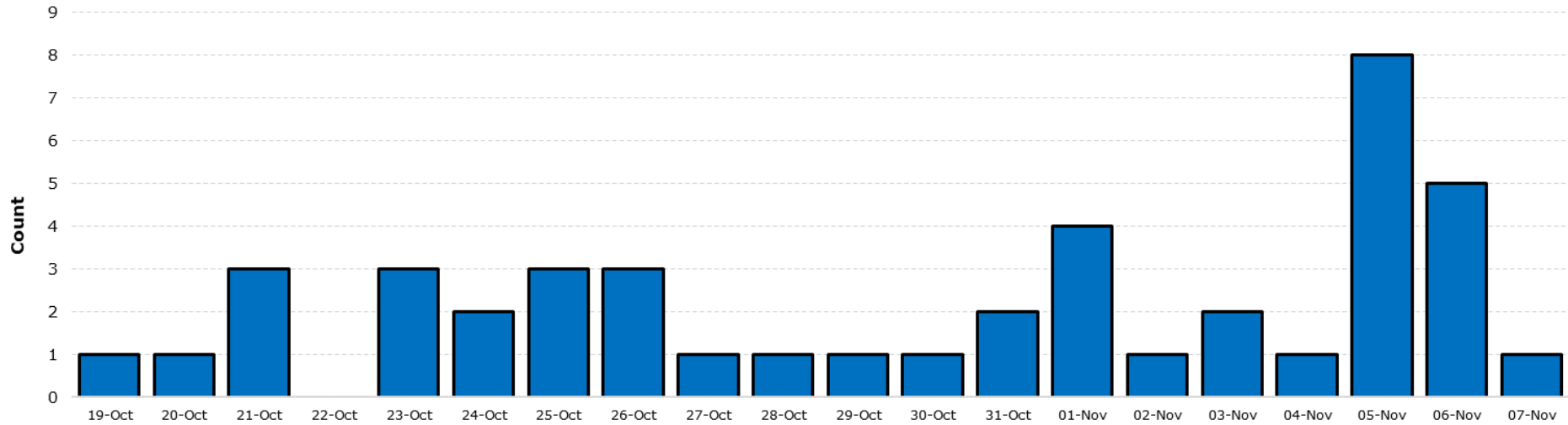
Deliberate Secondary Fires by Hour - Sefton
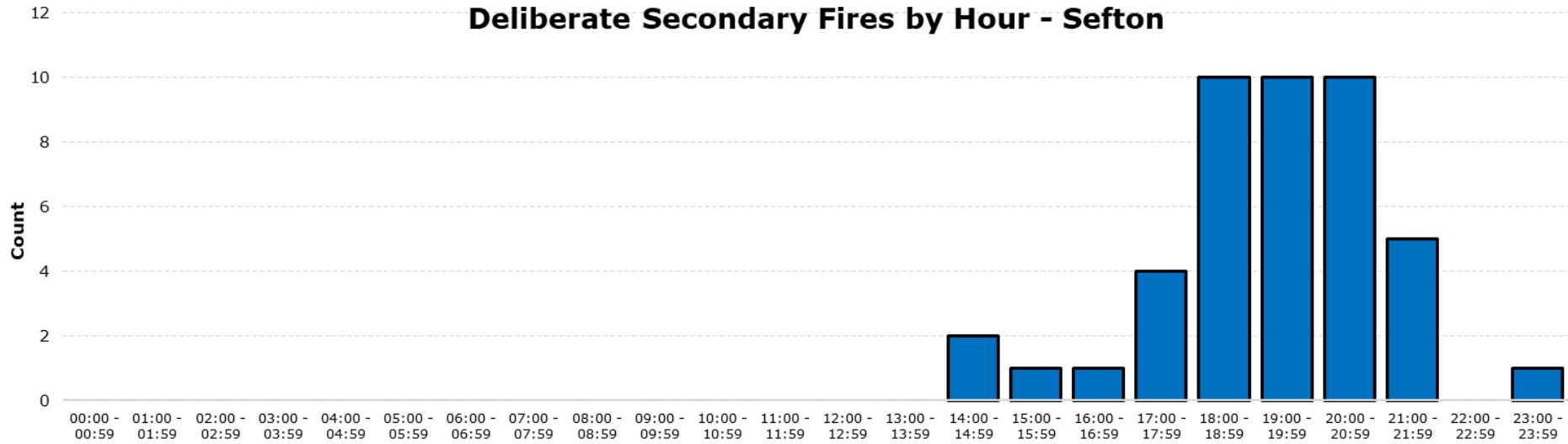
Business Intelligence, Strategy & Performance   Date: November 2024

Map 5: Geographical Breakdown of Incidents in St Helens

Ward	Count
Sutton	11
Town Centre	6
Parr	5
Bold	4
Earlestown	3
Moss Bank	3
Rainhill	3
Haydock	3
Thatto Heath	2
Blackbrook	2
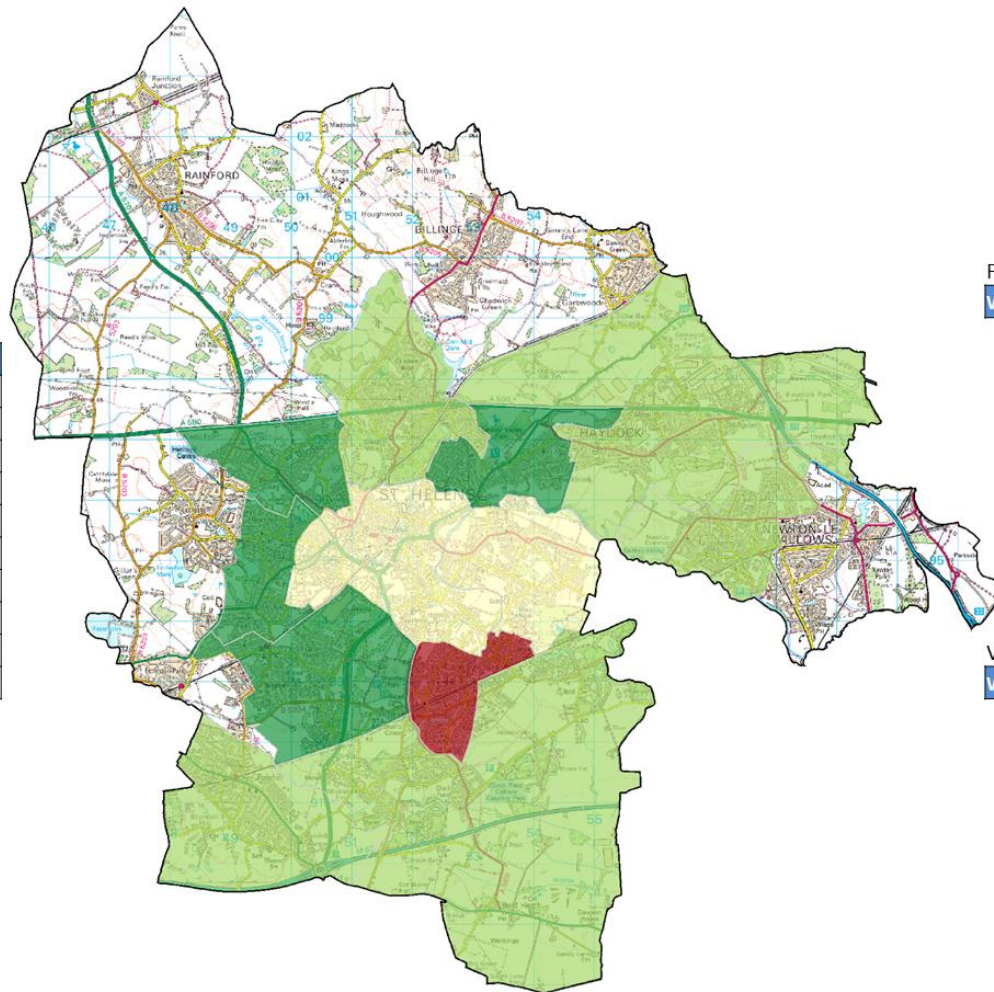
Firework Incidents

Ward	Count

VAW Incidents

Ward	Count

Distribution of Deliberate Secondary Fires in St Helens during 2024 Bonfire Period overlaid with incidents of Violence at Work and Fireworks

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Map Reference:
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Chart 9: Temporal Breakdown of Incidents in St Helens

Deliberate Secondary Fires by Date - St Helens
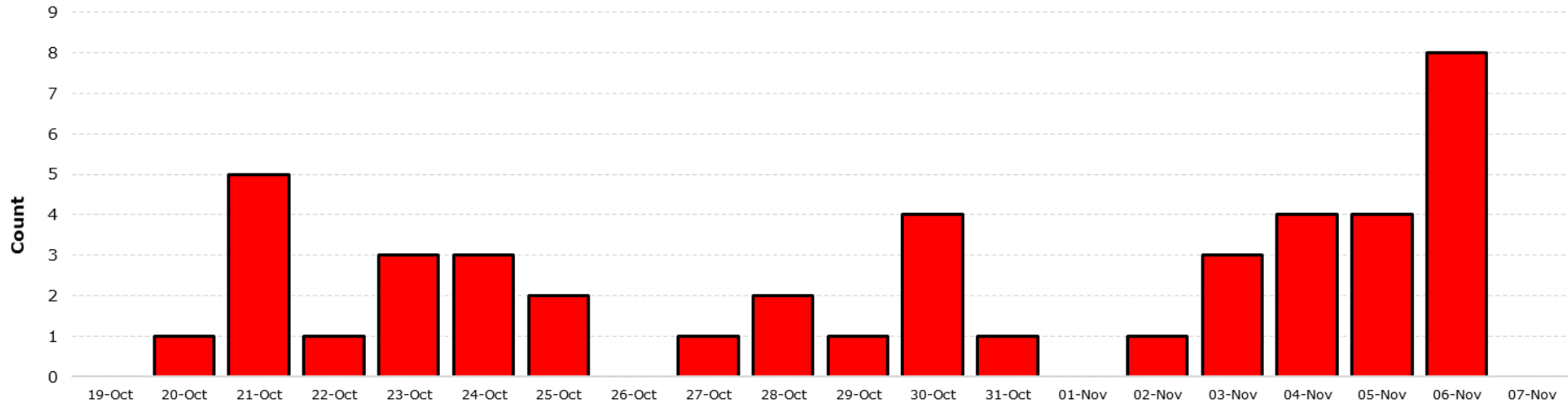
Deliberate Secondary Fires by Hour - St Helens

Business Intelligence, Strategy & Performance   Date: November 2024
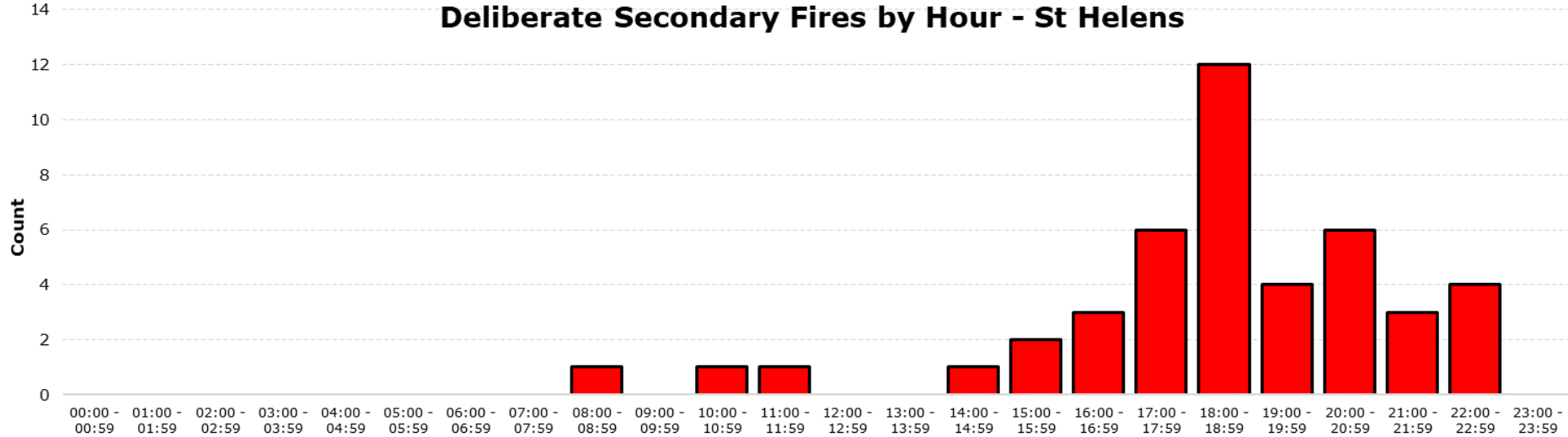
Map 6: Geographical Breakdown of Incidents in Wirral

Legend
Thematic Key

■	1 to <3 incidents	(54)
■	3 to <5 incidents	(26)
■	5 to <7 incidents	(8)
■	7 to <11 incidents	(7)
■	11 to <23 incidents	(6)
◆	Violence at Work Incident	
▲	Firework Incident	
□	Ward Boundary	
▢	District Boundary	

Ward	Count
Bidston and St James	16
Birkenhead and Tranmere	12
New Brighton	10
Leasowe and Moreton East	8
Rock Ferry	7
Liscard	4
Seacombe	3
Bromborough	3
Hoylake and Meols	3
Upton	2
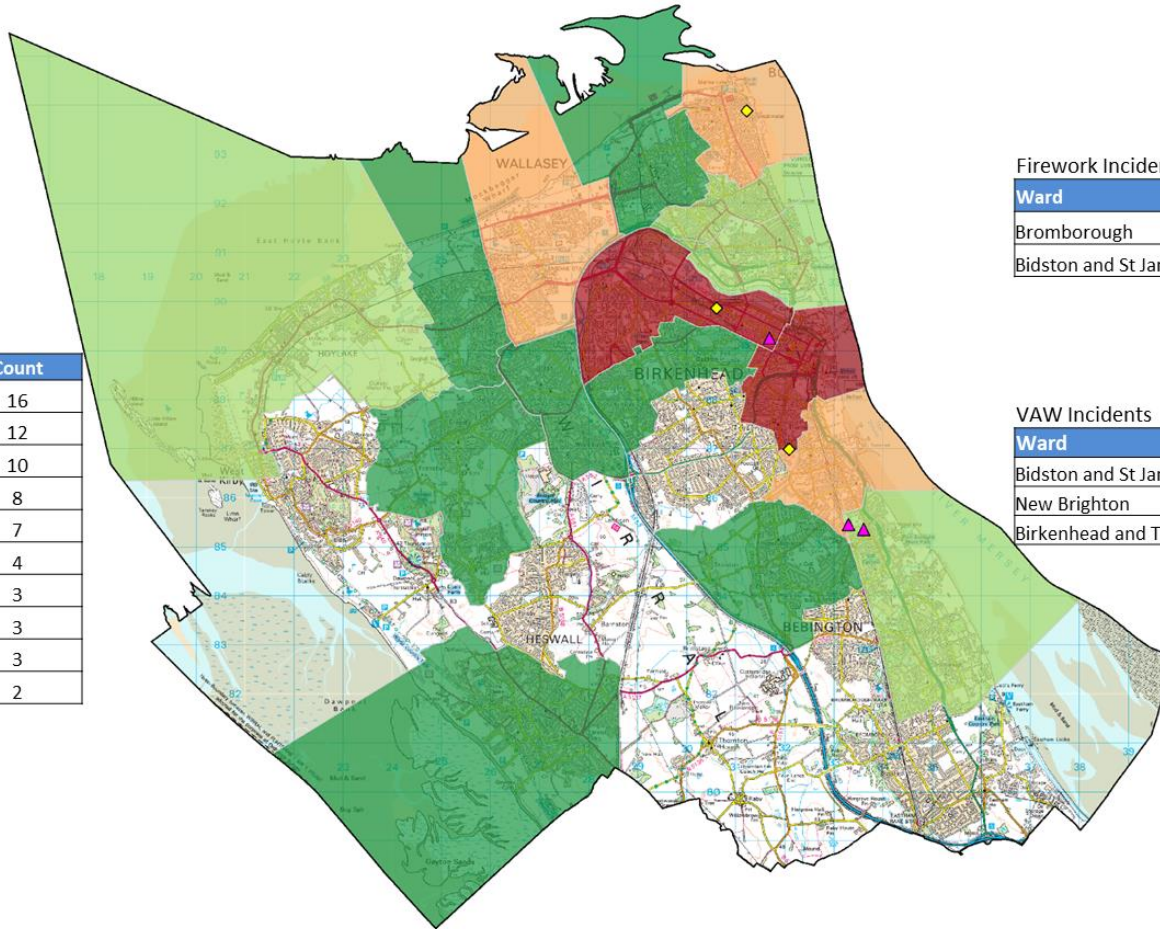
Firework Incidents

Ward	Count
Bromborough	2
Bidston and St James	1

VAW Incidents

Ward	Count
Bidston and St James	1
New Brighton	1
Birkenhead and Tranmere	1

Distribution of Deliberate Secondary Fires in Wirral during 2024 Bonfire Period overlaid with incidents of Violence at Work and Fireworks

Author: Business Intelligence, Strategy & Performance   Date: November 2024   Produced Using MapInfo
Map Reference:
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Chart 10: Temporal Breakdown of Incidents in Wirral

Deliberate Secondary Fires by Date - Wirral
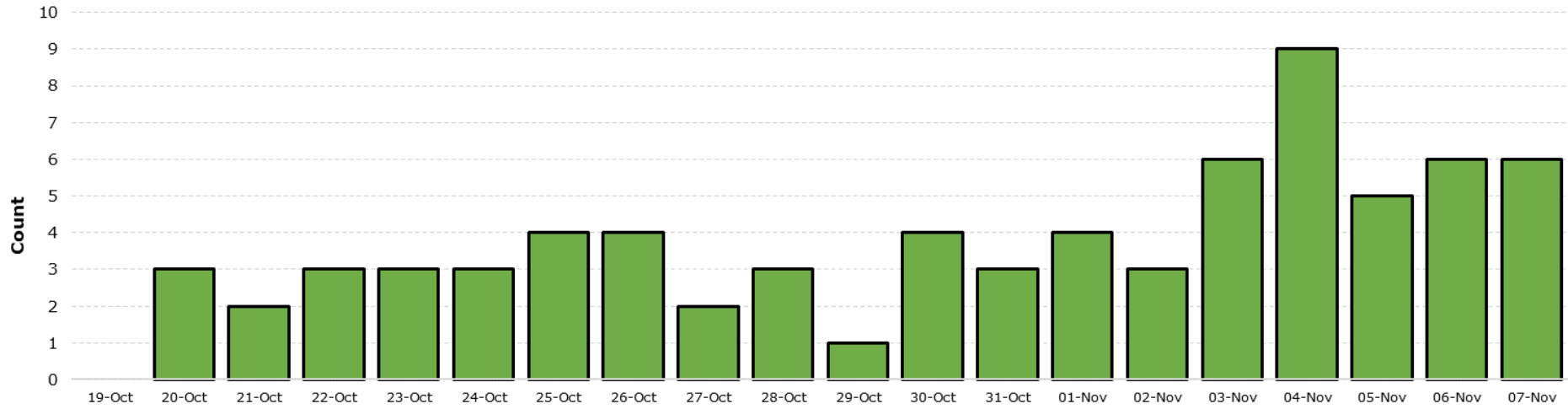
Deliberate Secondary Fires by Hour - Wirral

Business Intelligence, Strategy & Performance   Date: November 2024

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**COMMUNITY SAFETY AND PROTECTION COMMITTEE**		
DATE:	**30 JANUARY 2025**	**REPORT NO:**	CFO/77/24
PRESENTING OFFICER	**CHIEF FIRE OFFICER, PHIL GARRIGAN**		
RESPONSIBLE OFFICER:	**ASSISTANT CHIEF FIRE OFFICER, DAVE MOTTRAM**	**REPORT AUTHOR:**	**AREA MANAGER, MARK THOMAS**
OFFICERS CONSULTED:	**MFRS COMMUNITY SAFETY (PREVENTION) BOARD, JOHN FIELDING, JO HENDERSON, GM JOHN OBOYLE, SM TIM SELBY.**		
TITLE OF REPORT:	**ACCIDENTAL DWELLING FIRE ANALYSIS BETWEEN 2004/05 AND 2023/24**		

APPENDICES:	**APPENDIX A**	**HISTORICAL ANALYSIS OF FATALITIES IN ACCIDENTAL DWELLING FIRES BETWEEN 2004/05 AND 2023/24**

Purpose of Report

1. To provide Members with a briefing regarding the historical analysis of fatalities occurring in accidental dwelling fires over a twenty-year period.

Recommendation

2. It is recommended that Members note the content of this report.

Introduction and Background

3. Historically, each year, Merseyside Fire and Rescue Authority (MFRA) incident information (such as fire reports and fatal fire investigations) is reviewed by Strategy and Performance business analysts in collaboration with managers from the Prevention Directorate to produce the following reports:

   - Fatal Fire Review for the previous financial year and
   - Fatal Fire Review for the previous 10 or 15 years.

4. During the financial year April 1st 2023, to March 31st 2024, the Service attended only ONE fatality as the result of an accidental dwelling fire (ADF). This is the lowest number recorded and as such it is not appropriate nor of value to provide a one-year review against this detail.

5. Given the data which has now been recorded by Merseyside Fire and Rescue Service ('the Service') over an extended period, The Business Intelligence Team have, for the first time, assimilated this into a twenty-year trend analysis report

enabling a deeper data analysis and scrutiny to be applied. The document is attached as appendix A.

6. The data captured within the report will be scrutinised and used to analyse and identify any trends, which then informs the Home Safety Strategy. Fatal fire data represents the tip of the risk profile and to prevent this misleading our targeting strategies, additional factors are also considered which account for the broader risk across our vulnerable communities.

7. Members will recognise consistencies between the report and previous reports in terms of underlying causes of fatalities in accidental dwelling fires (age, deprivation, and lifestyle - smoking). Whilst fatality numbers remain low, causation remains consistent.

8. The report highlights the rationale that underpins our Home Safety Strategy and helps to explain its effectiveness in the continued reduction of accidental dwelling fires. It is noteworthy that lower age range and more fatalities are recorded in more deprived areas.

9. Seasonal, targeted campaigns will continue - as an example, Older Persons Day is held in October, enabling the timeliest engagement as most ADF's occur between November and February. Prevention will lead additional campaigns through winter (such as Winter Warmth in partnership with Local Authorities) to ensure that Prevention activity is reinforced during these higher risk months.

10. Whilst National Data can lag by up to 6 months (due to publishing date requirements), the Service can readily access its data daily. This enables real-time analysis and allows mid-term flexibility to the plan if, for example, a trend is detected throughout the life of the Home Safety Plan.

11. HMICFRS continue to cite concerns in respect of evaluation of Prevention activity across the Sector, recommending greater use of wider datasets to better inform the targeting of Fire and Rescue Service resources. This supports our use of 20-year data analysis and is further underpinned by separate evaluation work in the directorate. The 'lookback' over 20 years data is believed to be unique to the Service.

12. Prevention officers are actively engaged with the National Fire Chiefs' Council (NFCC), sharing the Services' methodologies, directly influencing the professionalising of Prevention and informing future policy change.

13. To support the delivery of the Prevention Functional Plan and, as referenced within this report, the importance of the Service accessing other data sets (such as dementia, frailty, hospital discharges, care networks etc.) should not be underestimated. Prevention Team will continue to work internally and with external partners to ensure continued improvement.

Equality and Diversity Implications

14. The functional delivery plan and its associated key deliverables are subject to an Equality Impact Assessment yearly and at the start of the plan.

15. The report contains analysis in respect of Equality and Diversity of those involved in Fatality, section 5.1.3 specifically refers.

Staff Implications

16. All Prevention staff understand the content of the Functional Delivery plan. At the beginning of the planning process, staff are involved in consultation events which inform direction of the plan. Updates are monitored at fortnightly department head meetings and shortfalls are reported on for action by the appropriate responsible individual or team.

Legal Implications

17. The Authority has a duty under the Fire and Rescue Services act 2004 (S.6) '*to make provision for the purpose of promoting fire safety in its area'.* The Authority must also make arrangements for '*the provision of information, publicity and encouragement in respect of the steps to be taken to prevent fires and death or injury by fire; the giving of advice, on request, about how to prevent fires and restrict their spread in buildings and other property'.*

Financial Implications & Value for Money

18. There are no financial implications associated with this report.

Risk Management & Health and Implications

19. There are no risk management implications associated with this report.

Environmental Implications

20. There are no environmental implications associated with this report.

Contribution to Our Vision:	*To be the best Fire & Rescue Service in the UK.*
Our Purpose:	*Here to serve, Here to protect, Here to keep you safe.*

21. The discharging of the Prevention Functional Delivery Plan actions supports the directorate in its ambition to lower accidental dwelling fires, associated injuries and fatalities and positively impact other community safety matters. Through intelligent planning and robust monitoring and action planning, these key deliverables under the Functional Development Plan work towards that ambition.

BACKGROUND PAPERS

 NONE

GLOSSARY OF TERMS

IRMP   **I**ntegrated **R**isk **M**anagement **P**lan

CRMP   **C**ommunity **R**isk **M**anagement **P**lan

NFCC   **N**ational **F**ire **C**hiefs **C**ouncil

FDP   **F**unctional **D**elivery **P**lan

ADF   **A**ccidental **D**welling **F**ire

Historical Analysis of Fatalities in Accidental Dwelling Fires between 2004/05 and 2023/24

AUDIENCE

TO BE PRESENTED TO:
Authority

PREVENTION
STRATEGY & PERFORMANCE

Date work received: 01/04/2024
Date work completed: 20/08/2024
Page 1 of 24
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1. Agreement

For the purpose of this report, the following agreement was made between the client and the Strategy & Performance Directorate.

This work was requested by AM Thomas and received on 01/04/2024.

The Manager[1] has approved this report/ piece of work can be undertaken by the Strategy & Performance Directorate.

If the scope of the work changes, authorisation must be again obtained and would be noted within the version control document sheet.

It was agreed that this report would be produced in draft format by July 2024, and would be sent electronically to the Director of Strategy & Performance and Client for comment.

The Manager / Client agreed that their comments would be received back by July 2024.

The final report, which will always be in PDF format, would be produced by August 2024, subject to receiving comments.

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[1] Deb Appleton

2. Summary

The purpose of this report is to analyse the circumstances and contributing factors concerning deaths in accidental dwelling fires attended, between 2004/05 and 2023/24. Fatalities in accidental dwelling fires are relatively rare compared to other incidents that Merseyside Fire and Rescue Service attends, though their impact is most severe to the families and friends of the deceased.

In summary, this report presents the following findings:

Victim Summary
- Between 2004/05 and 2023/24 there were **148** fire deaths due to accidental dwelling fires; these deaths are attributed to **141** fire incidents.
- Prior to 2016/17, there was an upward trend in the count of fatalities; though this upward trend was halted with the 7 deaths during 2016/17, this was then followed by lows of 4 deaths between 2017/18 to 2018/19 and 2021/22. During 2023/24 there was a single fatality, the lowest in Merseyside Fire & Rescue history.
- When analysed by district, Wirral saw 46 deaths, followed by Liverpool with 45. When aggregated to incidents per 100,000 population; Wirral has the greatest number of deaths with 14.4 deaths per 100,000 population, while Liverpool's ratio is much lower, with 9.3 per 100,000 population. Sefton is the 2nd highest with 11.5 deaths per 100,000 population, St Helens is at least risk with 6.6 deaths per 100,000 population.
- The risk of death in accidental dwelling fires increases with age, with ages above 70 being at greatest risk, this is especially true for males above the age of 85.
- There is a bias towards male victims with 85 fatalities (57.4% overall), female victims accounted for 63 deaths (42.6% overall).
- White British or Irish ethnic group accounted for 143 victims or 96.6% overall, Other Ethnicities accounted for 5 deaths. Proportionally, the 5 Other Ethnicity victims equate to 3.4% of deaths, short of the Merseyside proportion of other ethnicity population which according to the 2021 Census sits at 8.3%.
- In 97 out of 148 fire fatalities, the victim was the sole occupier. Taking all living circumstances into account, 109 (73.6%) victims were alone at the time of the fire that claimed their lives.

Incident Summary
- Concerning deprivation and the use of Department for Levelling Up, Housing and Communities Index of Deprivation (IOD) 2019, the general trend is that fatalities tend to occur more often in deprived areas, with fewer fire deaths occurring in areas of less deprivation. When the average age of victims is added to the equation it has been found that victims tend to die younger in deprived areas with older victims being found in areas of less deprivation.
- In 79 incidents a smoke alarm was fitted and actuated (56.0% in total). There were 10 incidents where smoke alarms were fitted and did not actuate. On 26 occurrences there was no smoke alarm and a further 12

incidents where the fitted smoke alarm was inoperable (i.e. no batteries). There were 11 occurrences where it was unknown whether the smoke alarm actuated and 3 incidents where the level of damage done to the property was so severe it was unknown whether a smoke alarm had been fitted.

- 74 Home Fire Safety Checks (HFSC) were completed with victims prior to the incidents (equal to 52.4%), which claimed their lives. 60 (42.5%) did not have a HFSC.
- When analysing ignition sources, it was found that of the 141 fatal incidents, 73 (51.8%) were a result of smokers' materials. Since 2009/10, when 7 deaths were the result of smokers' materials, there was a gradual reduction with only 1 death attributable to this ignition source between 2011/12 and 2012/13. However, since 2013/14, deaths from smokers' materials have increased leading to a high of 8 during 2015/16, though this has fallen since. During 2022/23, 3 deaths were attributed to smokers' materials and 1 during 2023/24.
- When analysing the ignition source and room of origin; smokers' materials were responsible for the majority of fire fatalities in both the living room and the bedroom.
- When smokers' materials are combined with alcohol, 35 incidents (24.8%) were the related to this combination.
- Victims aged above 65 are more likely to be involved in a fire where the careless use of heating appliance has taken place; this ignition source is most predominant in the living room.
- By month, the greatest number of deaths occurred during the autumn/winter months, particularly between November and January. The month of April also tends to have high counts of fire deaths.
- Peak times for incidents where a fatality occurs are between 02:00 - 03:59, 07:00 - 08:59, 14:00 - 15:59 and 20:00 – 20:59.

3.   Introduction

The purpose of this report is to analyse fatalities from accidental dwelling fires (ADF) between 2004/05 and 2023/24; analysing the circumstances and demographic background of such occurrences, using business intelligence to target risk and prevention work.

Compared to other incident types that Merseyside Fire & Rescue Authority (MFRA) attends, fire fatalities are relatively low in number, although their impact is most significant to family members, friends and the community of the deceased.

Fatalities in accidental dwelling fires are reported in Merseyside Fire & Rescue Authority's Service Delivery Plan as Key Performance Indicator DC12, which is reported to Authority on a quarterly and annual basis.

4. Methodology

The software used in this report includes:
- Microsoft Excel 365 to interpret and graphically represent figures.
- MapInfo Professional 17 which was used to tag incidents with geographical information

The calculation for fatalities per 100,000 population is:
*(sum of Fatalities / sum of Population) * 100,000*

Population figures are based on Mid-Year 2022 estimates published by the Office for National Statistics. Although this data takes place over a 20-year period, for clarity a single year of population is used for calculations.

Index of Deprivation 2019 (IOD 2019) has been used to measure the levels of deprivation where fire fatalities took place[2].

The IOD 2019 data was then analysed in two ways:
- At a local level the IOD 2019 data was restricted to solely Merseyside, this data was then split into 10 bands with equal counts, each representing a decile of relative localised deprivation. This data is merged with fatality incident data and analysed.
- At a national level the IOD 2019 data has not been restricted to Merseyside, the national dataset is split into 10 equal bands, with each band being a decile of deprivation. This data was merged with fatality incident data and analysed.

The Index of Deprivation 2019 was sourced from the Department for Levelling Up, Housing and Communities.

Data used in this report was supplied by the Merseyside Fire & Rescue Authority Incident Investigation Team; with the Coroner ultimately determining the cause of death.

Data used within this report is based on fatal incidents occurring in the home where the motive for the incident is judged to have been accidental. Please note the data contained within this report includes some information that is still awaiting Coroner agreement and as such the figures contained may be subject to change.

Fire fatalities include any person who has died as the direct or indirect result of injuries caused by a fire incident even if death occurred weeks or months later. There are also occasional cases where it transpires subsequently that fire was not the cause of death. For all of these reasons, fatalities data may therefore be subject to revision.

Concerning the Long Time Series Analysis, counts are sourced from the following:

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[2] IOD ranks deprivation in the form of an index, where low numbers indicate Super Output Areas (LSOA) which have high levels of deprivation and high numbers indicating Super Output Areas with least deprivation

- Between 1991/1992 – 1999/2000: Freedom of Information Request from Department for Communities and Local Government
- Between 2000/2001 – present: Incident Investigation Team archives

The time of call analysis is based on incidents, which were **NOT** late calls, accounting for 122 incidents within the entire dataset.

Data Limitations:

The findings within this report are based on available data. As fire fatalities are a relatively rare occurrence the volume of data is small. Therefore, some conclusions based on the data should be approached with caution.

The injury analysis within Appendix A is based on criteria used to measure Performance Indicator: DC13 Number of injuries from accidental dwelling fires. This is based on a count of persons injured by fire and required hospital treatment.

5. *Results*

5.1 *Victims of Fatal Accidental Dwelling Fires*

The following section is based on the details of victims who died because of an accidental dwelling fire. In total between 2004/05 and 2023/24 there were **148** victims and as such the following tables and charts all equate to this figure.

5.1.1 Long Time Series Analysis

Chart 1: Long Time Series of fatalities in Accidental Dwelling Fires between 1991/92 and 2023/24

Fatalities as a result of Accidental Dwelling Fires
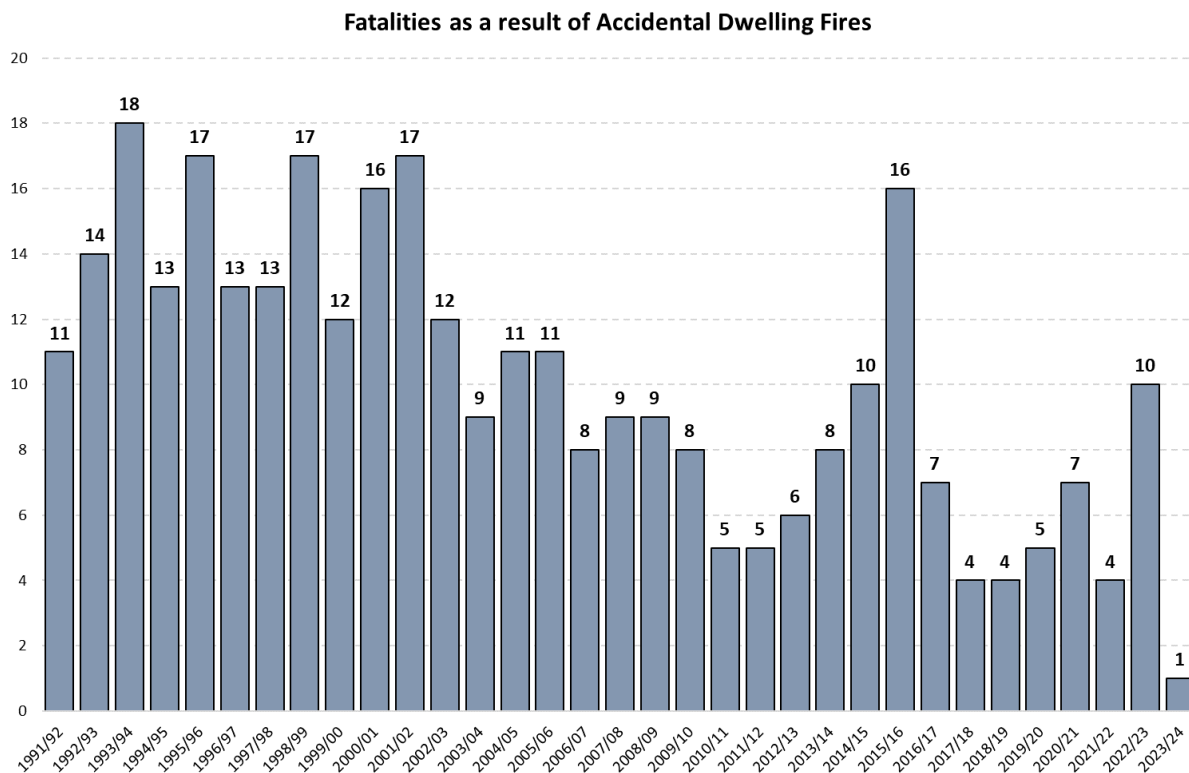
Chart 1 provides a count of accidental dwelling fire fatalities between 1991/92 and 2023/24. The chart identifies that 2015/16 resulted in the greatest number of fire fatalities in recent years (though in the past there were higher counts). Prior to 2016/17, there was an upward trend in the count of fatalities; though this upward trend was halted with the 7 deaths during 2016/17, this was then followed by lows of 4 deaths between 2017/18 to 2018/19 and 2021/22. During 2023/24 there was a single fatality, the lowest in Merseyside Fire & Rescue history.

5.1.2 Comparison of Fatalities by District

Chart 2: Fatalities in Accidental Dwelling Fires between 2004/05 and 2023/24 by District

Fatalities in Accidental Dwelling Fires between 2004/05 and 2023/24
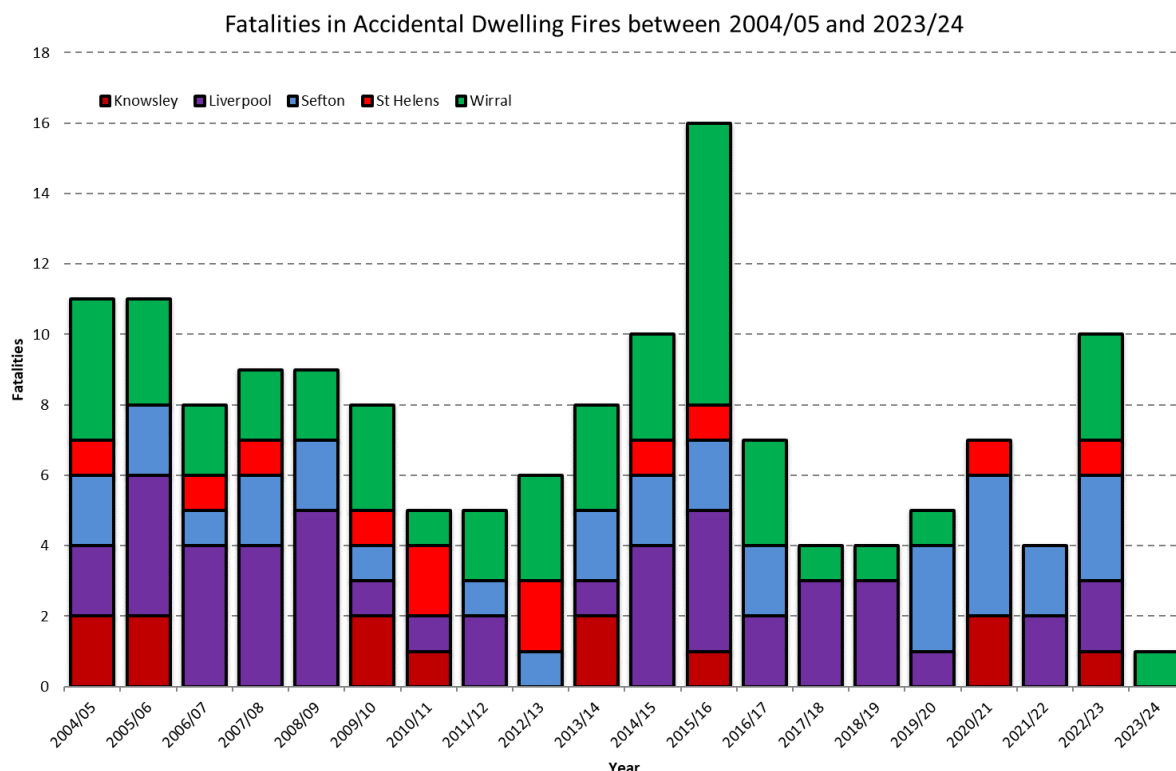
Chart 2 identifies that over the 20-year period, fatalities have fluctuated. Prior to 2010/11, accidental dwelling fire fatalities were on a downward trend, only for the opposite to occur between 2012/13 and 2015/16.

Since the 20-year high of 16 during 2015/16, fire deaths have fallen – leading to an all-time low of 1 during 2023/24.[3]

Table 1: Comparison of overall fatality counts by district and population

Counts	Knowsley	Liverpool	Sefton	St Helens	Wirral	Total
Overall Fatalities	13	45	32	12	46	148
Rate per 100,000 population	**8.4**	**9.3**	**11.5**	**6.6**	**14.4**	**10.4**
Fatal Incidents	*13*	*43*	*29*	*12*	*44*	*141*
Population	154,500	486,100	279,300	183,200	320,200	1,423,300

Table 1 allows a direct comparison of overall fatality counts between the Merseyside districts by aggregating the data to deaths per 100,000 head of population for direct comparison.

The table shows that over the 20-year period, there have been 46 accidental dwelling fire deaths in Wirral, closely followed by Liverpool with 45. When population counts are considered – Wirral proportionally has had the greatest

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[3] Based on the limited data available, it is not possible to determine if any of these deaths were related to the cost-of-living crisis. https://www.gov.uk/cost-of-living. Any increase in deaths and the crisis were purely coincidental.

number of fatalities with 14.4 per 100,000 population, Liverpool had a far lower ratio of 9.3 per 100,000 population. Sefton saw the 2nd highest ratio with 11.5 per 100,000 population and St Helens saw the lowest ratio with 6.6 per 100,000 population.

Accounting for the number of fatal incidents by district, the table identifies that of the 148 deaths, 7 incidents involved 2 victims – resulting in a total of 141 incidents.

5.1.3 Demographic Analysis

Chart 3: Fatalities by Age and Sex (with fatalities per 100,000 population ratio)
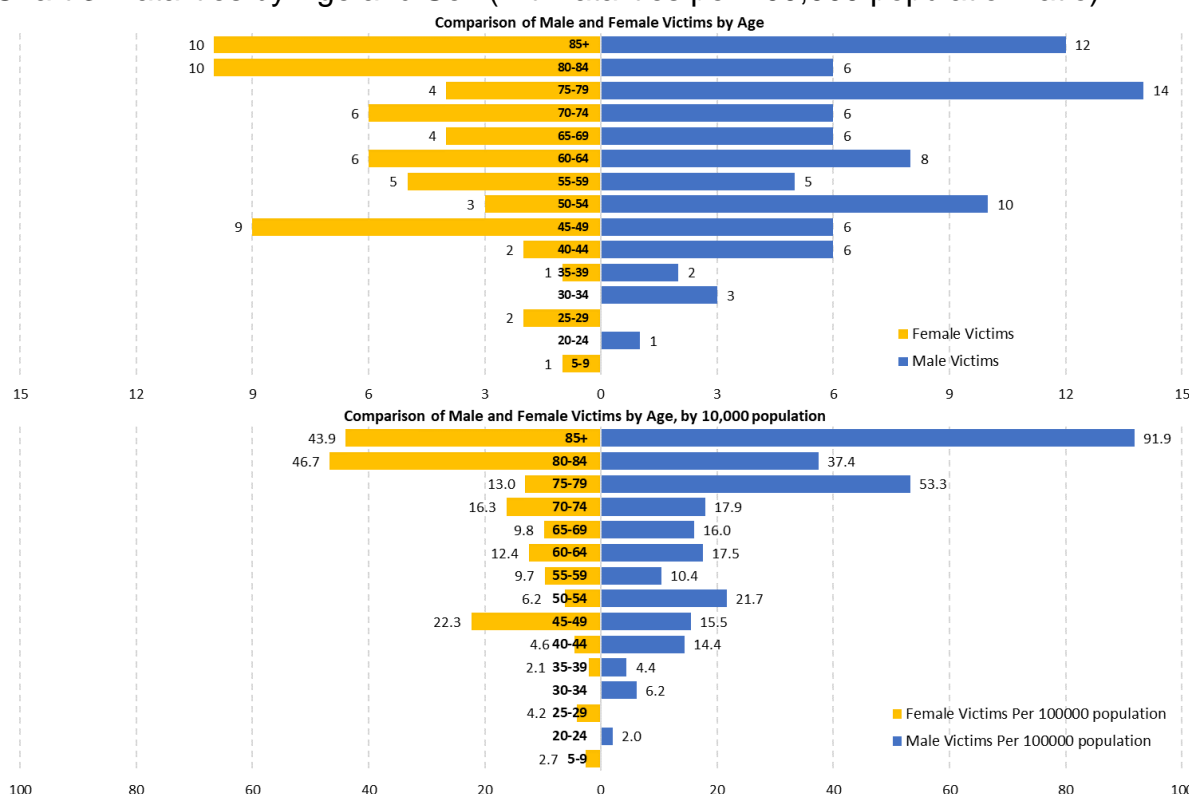
Chart 3 provides the count of fire deaths by age and sex along with the ratio of fire deaths per 100,000 head of population. The table identifies several age groups at greatest risk from a fatality - especially the 75 and above age groups (and even more so - males in the 85+ group with a ratio of 91.9 deaths per 100,000 population).

When the ratio of deaths to proportion of population is accounted for; it is apparent that with age the risk of death resulting from an accidental dwelling fire increases significantly. Applying a regression analysis to the available data a R^2 value of 0.85 is achieved indicating a strong statistical link between age and fire related mortality.

There is a bias towards male victims with 85 or 57.4% of total fatalities. Female victims accounted for 63 or 42.6% of accidental dwelling fire fatalities.

Concerning the victim racial profile; 143 (96.6%) victims were described as White – British or Irish, and 5 being another ethnic minority. Proportionally, the 5 other ethnicity victims equate to 3.4% of deaths, short of the Merseyside proportion of other ethnicity population which according to the 2021 Census sits at 8.3%.

5.1.4 Habitation and Carer Status

Table 2: Habitation and carer status

Status	Lived alone		Cohabited		Other Circumstance		
Carer	Alone at Time	Accompanied	Alone at Time	Accompanied	Alone at Time	Accompanied	Total
Yes	40		1	12			53
No	50	1	8	24	2	2	87
Unknown	7		1				8
Grand Total	97	1	10	36	2	2	148

Table 2 identifies that most victims (97, 65.5%) lived alone and were alone at the time of the incident. Of the victims who cohabited, 10 were alone at the time and 36 were accompanied. In combination, 109 of the 148 victims (73.6%) were alone at the time of the incident.

Most victims did not have a carer (87, 58.8%), whilst 53 or 35.8% did. Concerning victims who lived alone, 40 from 97 (or 41.2%) needed a carer.

Table 3: Habitation and carer status– OVER 70 Age Group Only

Status	Lived alone		Cohabited		
Carer	Alone at Time	Accompanied	Alone at Time	Accompanied	Total
Yes	28		1	7	36
No	19		2	6	27
Unknown	5				5
Grand Total	52	0	3	13	68

Table 3 identifies that most victims above the age of 70, lived alone and were alone at the time of the incident (76.4%, 52). Of the victims who cohabited, 13 were accompanied and 3 were alone at the time. Overall, 55 of the 68 victims (80.9%) were alone at the time of the incident. In the age group analysed, 36 victims (52.9%) required carers in some capacity.

5.2   Incident Related Analysis

The following analysis is based on the **count** of incidents, not the count of victims – as in the previous section therefore, the counts in the following analysis equate to **141.**

5.2.1 Comparison of Fatal Incidents and Deprivation

Chart 4: Fatalities in Accidental Dwelling Fire incidents between 2004/05 and 2023/24 linked to deprivation[4]

Incidents involving Fatalities in Accidental Dwelling Fires, in Relation to Indices of Multiple Deprivation
Based on <u>Localised</u> Deprivation Index

Incidents involving Fatalities in Accidental Dwelling Fires, in Relation to Indices of Multiple Deprivation
Based on <u>National</u> Levels of Deprivation
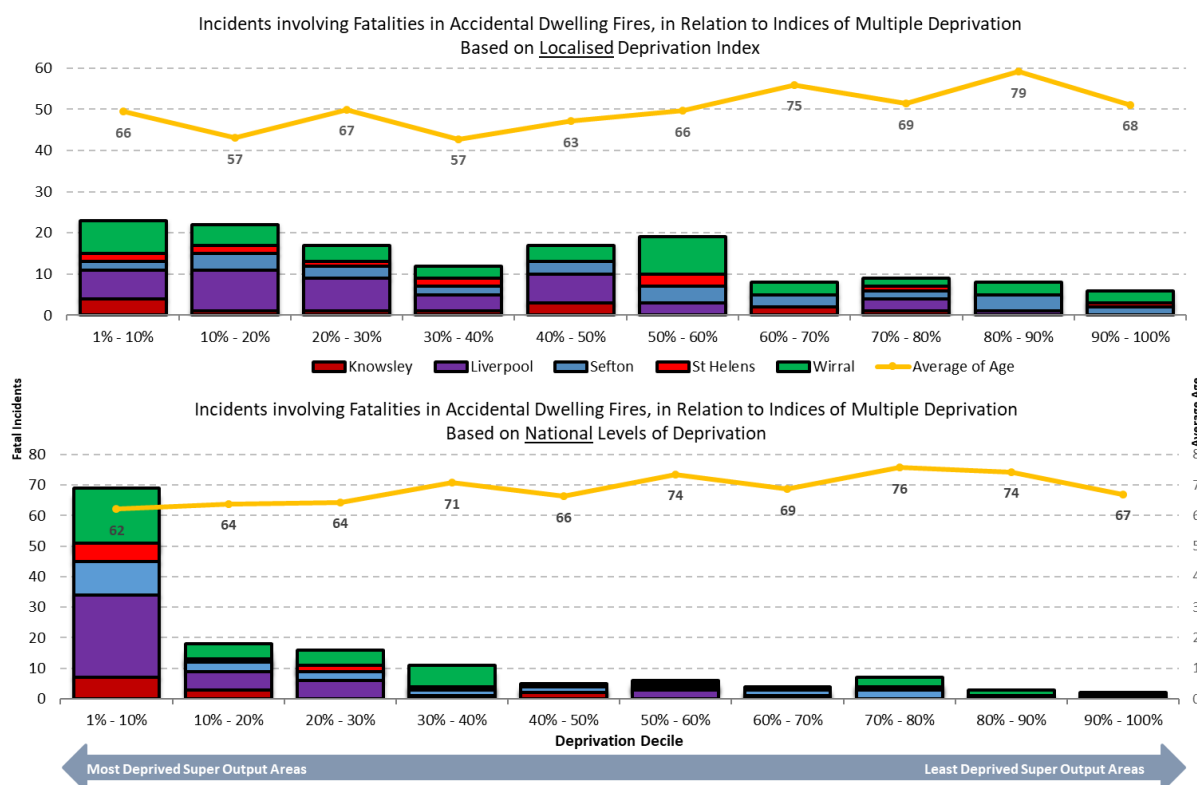
Chart 4 ranks the location of fire fatalities to the level of deprivation in the area in which the incident took place using the Index of Deprivation 2019 (IOD). Utilising a localised deprivation index, the chart demonstrates that (in general) as deprivation increases the number of fire deaths gradually increases. When applying the national IOD dataset to the fatality data, there is far more skewing[5] of the data particularly within the 10% most deprived areas. **As such, based on national levels of deprivation, the most deprived 10% decile accounted for 69 fatal incidents – 48.9% of total fatal incidents within Merseyside.**

The chart also identifies the average ages of the victims by each deprivation decile group. In general terms, the chart identifies that fatal fire victims in deprived areas tend to be younger. By contrast, in less deprived areas victims tend to be slightly older.

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[4] As per the Department for Levelling Up, Housing and Communities document Index of Deprivation 2019
[5] Due to the high levels of deprivation, the National IOD chart is skewed because Merseyside has more locations within the 10% most deprived areas of England.

When analysed at a district level:

District	Local Index of Deprivation	National Index of Deprivation
Knowsley	Like Liverpool, Knowsley is one of the most deprived local authorities in England. Taking this into account, more than two thirds of fatal fire incidents within the district occurred within the 50% most deprived areas of Merseyside	All fatal fire incidents in Knowsley took place in 50% most deprived areas, with 7 occurring in the 10% most deprived decile
Liverpool	Like Knowsley, Liverpool is one of the most deprived Local Authorities in England, with high deprivation skewing the data with fatal incidents tending to occur in areas of higher deprivation. Within Liverpool, 36 fatal fire incidents took place within the 50% most deprived areas and 7 took place in the 50% least deprived areas.	In Liverpool, most fatal fire incidents (27) took place in the 10% most deprived area. Overall, 39 from 43 fatal fire incidents took place in the 50% most deprived parts of Merseyside (equal to 90.7%)
Sefton	Sefton has a more balanced profile, with 14 taking place in the most deprived 50% of Merseyside and 15 occurring in the 50% least deprived.	Within Sefton 21 of the 29 fatal fire incidents (72.4%) took place in the 50% most deprived areas. 11 of which took place in the 10% most deprived decile. There were 2 deaths that took place in the 2 least deprived deciles for deprivation
St Helens	Just under two thirds of fatal fire incidents in St Helens occurred in the 50% most deprived areas.	Most fatal fire incidents in St Helens took place in the 50% most deprived areas, especially the 1% - 10% decile, where 6 took place.
Wirral	Wirral has a sporadic pattern, with concentrations occurring in the most deprived 1% - 20% and 40% - 60% quintiles. Within Wirral, fatal fire incidents are spread more evenly with 24 incidents taking place in the 50% most deprived areas and a further 20 taking place in the 50% least deprived areas.	Most fatal fire incidents in Wirral took place in the 50% most deprived areas accounting for 36 of the 44 deaths (81.8%), the 1% - 10% decile accounted for 18 incidents overall. There were 3 deaths that took place in the 2 least deprived deciles for deprivation

5.2.2 Smoke Alarm Analysis

Smoke alarms provide an important early warning to residents should a fire occur within a property. It must be emphasised that in most incidents the actuation of a smoke alarm can and does save lives; however, this is not always the case, as personal mitigating circumstances like: mobility, underlying medical conditions, prescription medicines, hoarding and alcohol consumption can impede a victim escaping regardless of the actuation of a smoke alarm.

The following section analyses the performance of smoke alarms as well as whether a HFSC (Home Fire Safety Check) had taken place.

Table 4: Smoke Alarm Functionality & HFSC Status

Smoke alarm status	HFSC			Grand Total	%
	Yes	No	Unknown		
Fitted & Actuated	60	16	3	79	56.0%
Fitted Did Not Actuate	2	8		10	7.1%
Fitted No Batteries	5	6	1	12	8.5%
Fitted Unknown if Actuated	6	5		11	7.8%
None Fitted	1	23	2	26	18.4%
Unknown		2	1	3	2.1%
Grand Total	74	60	7	141	

Table 4 identifies that in most properties (79 or 56%) a smoke alarm was fitted and operational. In 10 cases the smoke alarm was fitted and failed to actuate, though this is more likely due to the nature of the incident rather than the performance of the smoke alarm.[6]

In 12 properties (8.5%), there were smoke alarms fitted, but with no batteries therefore not providing the early warning system a smoke alarm provides, additionally in 6 of these cases a HFSC had not taken place.

In 26 cases there was no smoke alarm fitted – again meaning no early warning system being available in the property. During 3 incidents, the level of damage done to the property was so great, it was unknown whether a smoke alarm had been fitted or not.

When analysing smoke alarm functionality against HFSC status, 52.4% (74 from 141) of properties had previously had a HFSC. Of these properties, 60 had a smoke alarm fitted, which actuated successfully. 60 properties (42.6%) did not have a HFSC visit prior to the incident and 7 were unknown.

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[6] 112 from 141 (79%) properties had a fitted smoke alarm – regardless of whether it was operational.

Chart 5: Home Fire Safety Check Status 2004/05 to 2023/24

Home Fire Safety Check Status Between 2004/05 - 2023/24
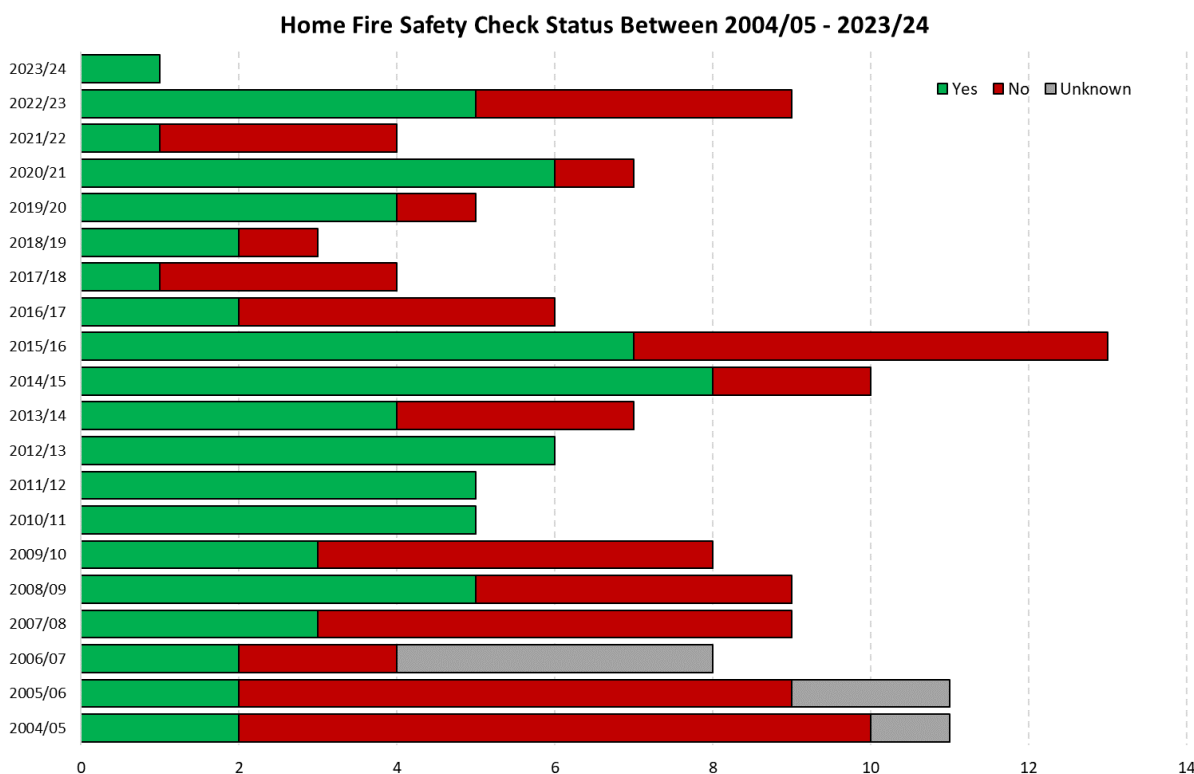
The above chart shows that when focused on properties that did not receive a HFSC, there is a lot of fluctuation between the years. In the earlier period of the analysis particularly between 2004/05 and 2009/10 the majority of fatal incidents involved properties that had not received a HFSC, or data is unavailable.

Between 2010/11 to 2014/15, HFSC's are no-longer the exception with most properties receiving a HFSC. Following between 2015/16 to 2023/24, counts of properties to have received a HFSC fluctuate from year to year, as to why is open to conjecture.

5.2.3 Ignition Source Analysis

Table 5: List of Fatal Incident Ignition Sources

Ignition Source	Detail	Total
Smokers Materials	Smokers Materials including Cigarettes, Lighters, E-Cigarettes	73
	Subtotal	**73**
Careless Use of Heating Appliance	Careless Use of Heating Appliance	16
	Electrical Heater too close to combustibles	4
	Collapsed Onto Gas Fire	2
	Coal or Spark from Open Fire	1
	Subtotal	**23**
Cooking	Cooking - unattended food left on hob - misadventure	9
	Cooking - Accidental Ignition of Clothing	4
	Combustible Materials too close to heat source	2
	Chip Pan Left Unattended in Kitchen	2
	Cooking - Chip Pan Fire - Misadventure	2
	Cooking - Misuse of Microwave	1
	Subtotal	**20**
Candles	Candles	7
	Subtotal	**7**
Electrical Fault	Electrical Fault	6
	Rupture of Lithium-Ion battery	3
	Overloaded Multi-tap	1
	Subtotal	**10**
Explosion Of Leaking Gas	Smoking Explosion of Gas released from broken main	1
	Spark From Fridge/Freezer - Ignition of gas mistakenly left on	1
	Electric Spark - Ignition of Gas from faulty cooker installation	1
	Ignition Of Gas from Cooker - Gas Leak	1
	Subtotal	**4**
Radiated Heat	Radiated Heat - from tabletop lamp	2
	Radiated Heat - from halogen spotlight igniting bedding which was in contact with it	1
	Subtotal	**3**
Burning Waste	Burning waste in garden which then got out of hand	1
	Subtotal	**1**
Grand Total		**141**

Table 5 lists the ignition sources along with limited detail concerning circumstance. During the 20-year period analysed smokers' materials account for the majority of fatal incidents with 73 or 52%. Careless use of heating appliances follows, with 23 incidents and cooking with 20 incidents.

The average age of victims, where the cause of the fire was related to the careless use of a heating appliance was 75 years. The average age where smokers' materials were involved was 63 and for cooking it was 61. Therefore, the data suggests people above the age of 65 are more likely to be involved in a fire where the careless use of heating appliance has taken place.

5.2.4 Room of Origin and Ignition Source

Table 6: Room of Origin with Ignition Source and whether prior alcohol consumption had taken place

Room Of Origin	Ignition Cause	Total	Of which involved consumption of Alcohol		
			Yes	No	Unknown
Living Room	Smokers Materials	36	16	17	3
	Careless Use of Heating Appliance	16	4	12	
	Candles	3	1	2	
	Electrical Fault	2		2	
	Radiated Heat	1		1	
	Subtotal	**58**	**21**	**34**	**3**
Bedroom	Smokers Materials	29	13	13	3
	Careless Use of Heating Appliance	7	1	6	
	Candles	3	2	1	
	Electrical Fault	3	1	2	
	Radiated Heat	2		2	
	Cooking	1		1	
	Subtotal	**45**	**17**	**25**	**3**
Kitchen	Cooking	18	11	4	3
	Smokers Materials	4	3	1	
	Explosion Of Leaking Gas	3		3	
	Electrical Fault	3	1	1	1
	Subtotal	**28**	**15**	**9**	**4**
Hallway	Electrical Fault	2		2	
	Smokers Materials	2	1	1	
	Subtotal	**4**	**1**	**3**	
Bedsit	Smokers Materials	2	2		
	Subtotal	**2**	**2**		
Bathroom	Explosion Of Leaking Gas	1		1	
	Candles	1	1		
	Subtotal	**2**	**1**	**1**	
External	Burning Waste	1		1	
	Subtotal	**1**		**1**	
Caravan	Cooking	1		1	
	Subtotal	**1**		**1**	
Grand Total		**141**	**57**	**74**	**10**

Table 6 provides a breakdown including: room of origin, respective ignition source and whether a victim was under the influence of alcohol at the time. The table identifies that smokers' materials are a significant cause in fires in the living room (36 from 58, 62.1%) and bedroom (29 from 45, 64.4%), with the cause of careless use of heating appliance also being common to these rooms.

Alcohol had a potential influence in 57 (40.4%) fatal incidents which were linked to the consumption of alcohol. Where alcohol consumption is combined with

smokers' materials, then 24.8% (35) of incidents are linked to this combination of factors.

Within the living room, just over a third (21 or 36.2%) of fatal fire incidents involved the consumption of alcohol. A similar trend also occurred for the bedroom, where 37.8% (17) fatal fire deaths were associated with alcohol consumption.

Within the kitchen, cooking is the most common cause of fatal fire incident with 18 overall, with 11 involving the consumption of alcohol.

5.2.5 Fatal Incidents by Year and Ignition Source

Chart 6: Breakdown of Ignition Source by Year

Ignition Source by Year, between 2004/05 and 2023/24
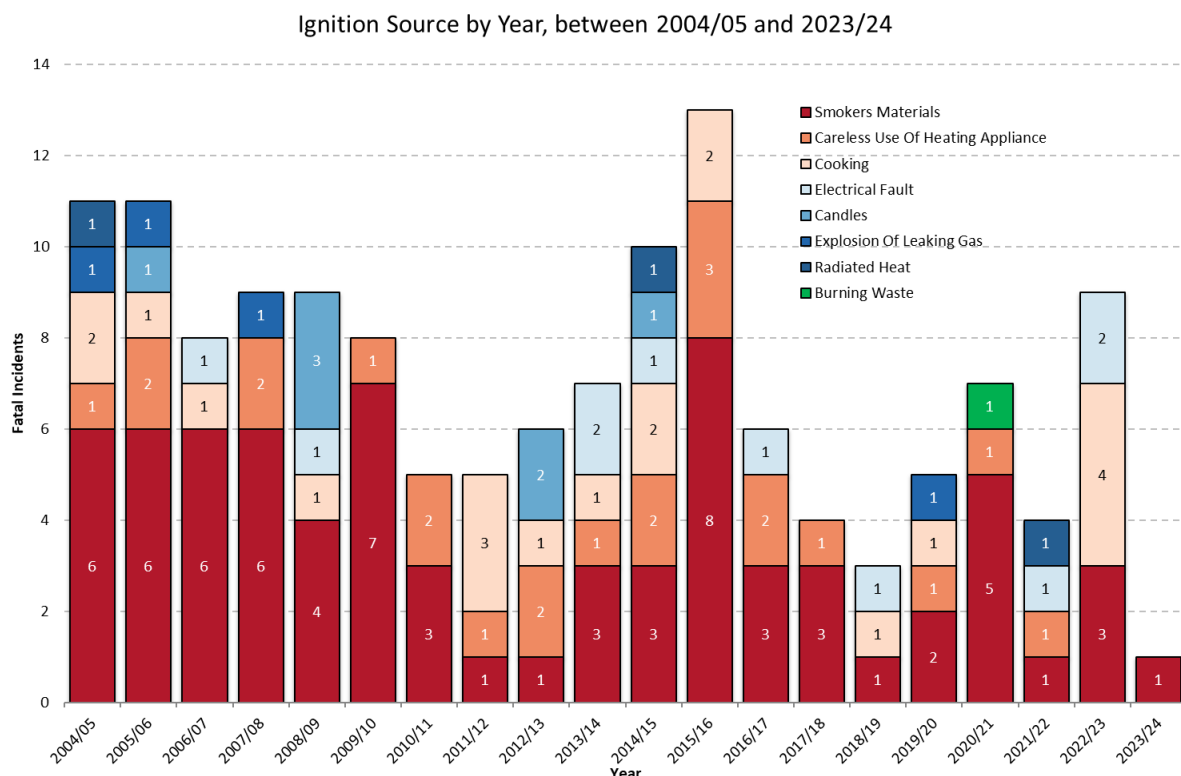
Chart 6 provides an annual breakdown of the ignition sources involved in fatal fires. The chart shows that smokers' materials was the most common ignition source in 17 of the 20 years analysed.

Smokers' materials deaths had been falling between 2009/10 and 2011/12, however since 2013/14, these incidents were on the rise culminating in a high of 8 during 2015/16. Since 2015/16 the overall numbers of fatal incidents related to smokers' materials have fallen, although there were 5 deaths related to smokers' materials during 2020/21.

Incidents not involving careless use of heating appliances have remained relatively consistent, in 14 years there were deaths related to this cause.

Fatal incidents linked directly to cooking and cooking practices have fluctuated over the years, with the exceptions of 4 incidents during 2022/23.

Of note was that during 2022/23, one of the incidents related to an Electrical Fault was due to a lithium-ion battery rupturing on an E-Bike. This incident resulted in 2 deaths.

5.2.6 Fatalities by Month and Ignition Source

Chart 7: Fatal Fire Incidents by Month and Ignition Source

Ignition Source by Month, between 2004/05 and 2023/24
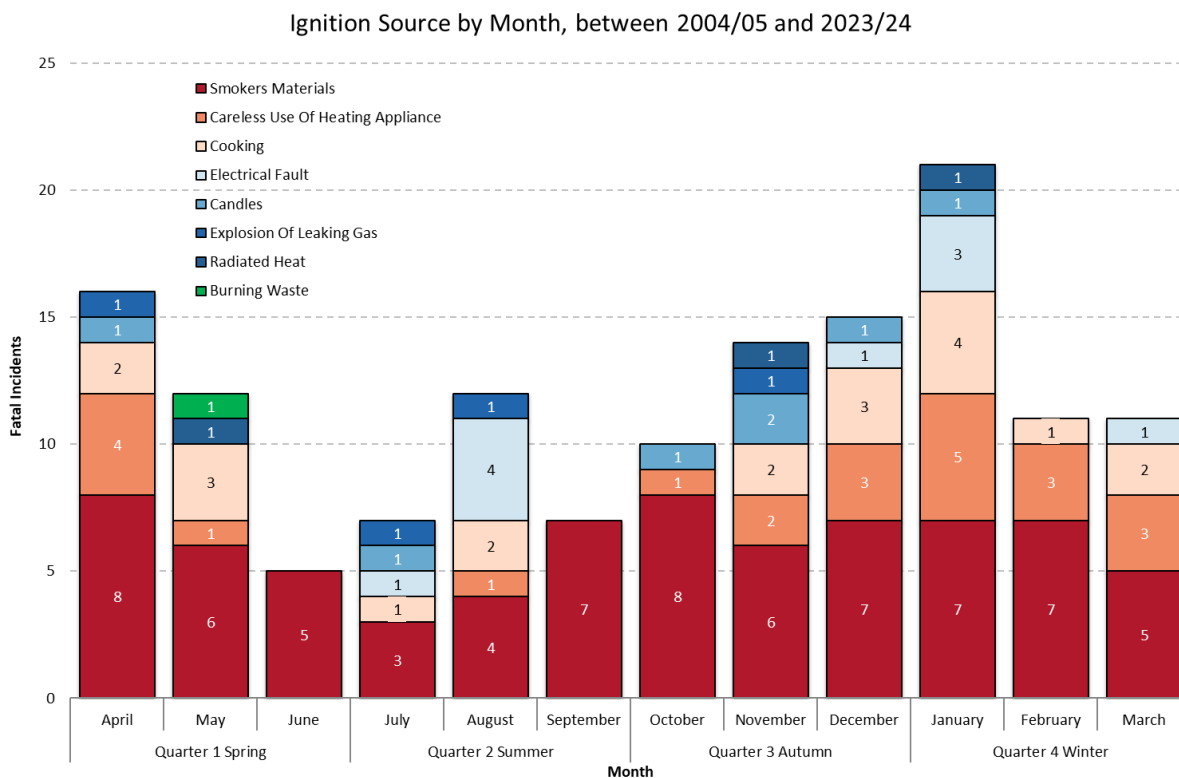
Chart 7 identifies that there are more fatal fire incidents taking place during quarters 3 (autumn) and 4 (winter).

Concerning the quarterly breakdown of smokers' materials; the overall numbers of fatalities are relatively consistent, with 19 incidents in Quarter 1, 14 in Quarter 2, 21 in Quarter 3 and 19 in Quarter 4. There is evidence of seasonality with fewer counts of incidents occurring during quarters 1 (spring) and 2 (summer).

Fatalities involving smokers' materials are lower during the spring and summer months, especially between: June to August. The months of: April and October narrowly have the highest counts with 8 each and the months of September, December, January and February have high counts of 7 each.

During winter/early spring, when the weather is most inclement - careless use of heating appliances is more common.

Electrical faults occur most during August and January, coincidentally two months with extreme contrasts in weather.

Cooking related deaths are sporadic with groupings in December and January as well as April and May.

5.2.7 Analysis of Incidents by Time of Call

Chart 8: Fatalities by hour and whether Alcohol Consumption occurred[7]
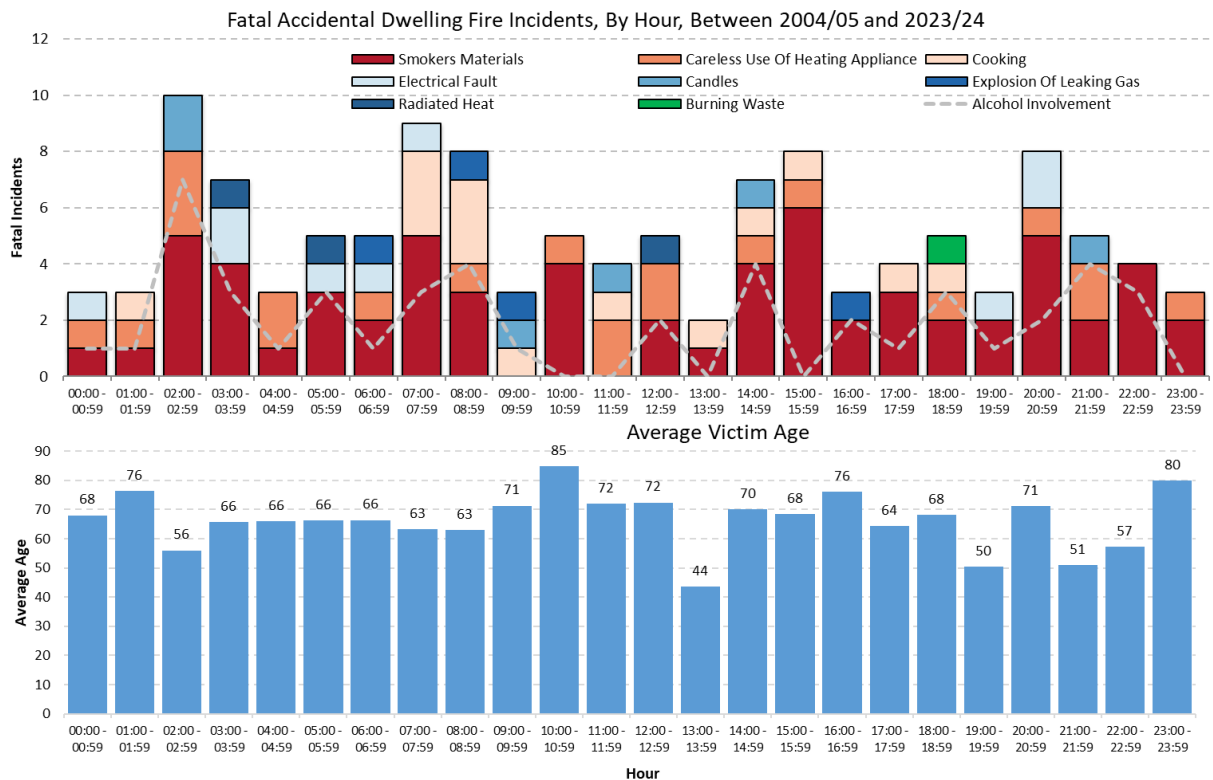
Chart 8 provides an overview by hour of when a fatal fire incident has taken place as well as the ignition source and whether alcohol consumption had taken place as well as the average age of victims.

In summary, the chart provides the following findings:
- Peaks in incidents occur between 02:00 - 03:59, 07:00 - 07:59, 14:00 - 15:59 and 20:00 – 20:59.
- Where there are peaks in fatal incidents, the average age of the victims is younger[8], with an average age of 56 for victims between the hours of 02:00 – 02:59, 63 between 07:00 – 07:59 and 68 between 15:00 - 15:59.
- Alcohol consumption and fire death tend to peak in the early hours (02:00 – 02:59; particularly in combination with smoker's materials), the morning (08:00 – 08:59), afternoon (14:00 – 14:59) and evening (21:00 – 21:59). Relatively few incidents took place during late afternoon and early evening.

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[7] This analysis is based on the time of call to a live incident, this does not include late calls, please refer to methodology for details

[8] The average age for this subset of data is 66 years of age

6. *Appendix A: 16 Year analysis of Accidental Dwelling Fire Injuries*

Though every death is a tragedy, the learning from such an occurrence is incorporated into our future planning where our aim is to prevent further deaths by implementing initiatives and activities to target individuals at greatest risk. Though the fatality data is key in identifying risk trends, it is not the only data under consideration. Injury data from accidental dwelling fires provides a far greater data set, which adds richness to the analysis. The following section briefly analyses injuries from accidental dwelling fires and identifies commonalities between fire victims.

Chart 9: Accidental Dwelling Fires and Injuries Long Time Series

Long Time Series Accidental Dwelling Fire and Injuries
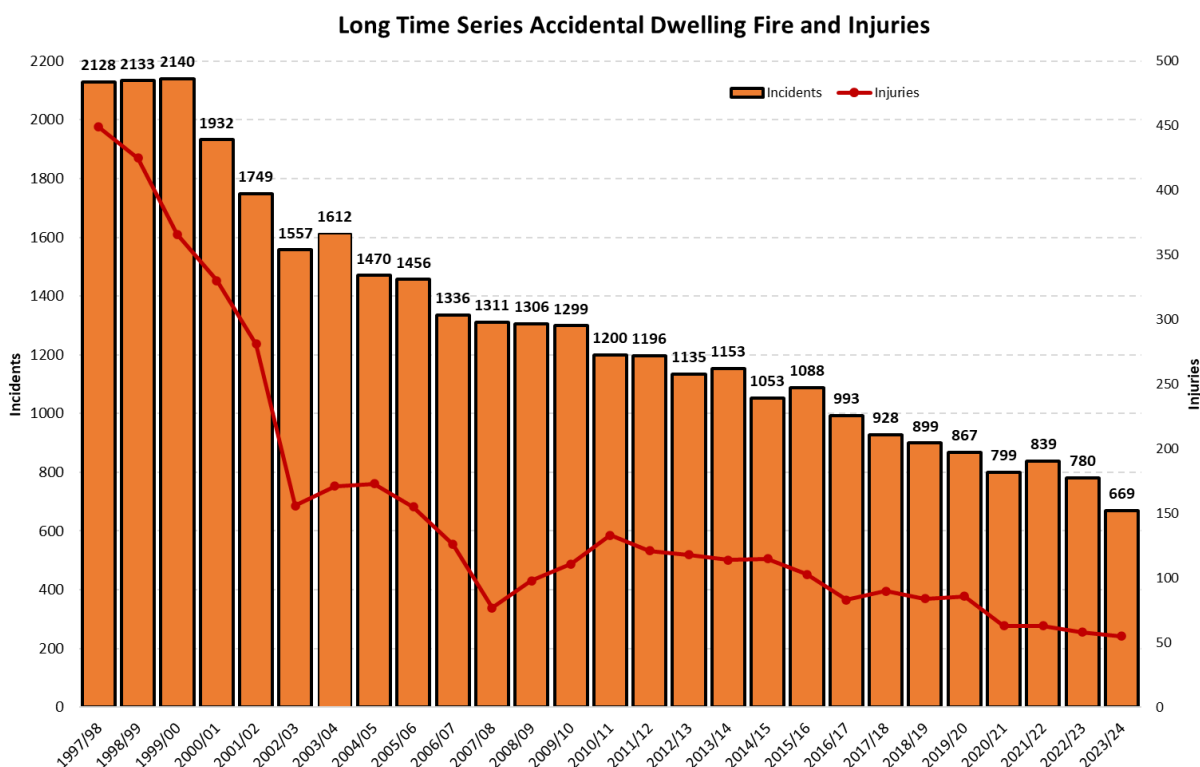
Chart 9 provides a long time series of accidental dwelling fire incidents and injuries between 1998/99 and 2023/24.
- The chart shows that over the 27-year period both incidents and injuries have fallen significantly, with a high of 2140 incidents during 1999/00 and low of 669 during 2023/24 – a reduction of 1471 incidents or -68.7%.
- Injuries have fallen from a high of 449 during 1997/98 to 55 during 2023/24 – a reduction of 393 incidents or -87.8%.
- Over the period, incidents have fallen gradually, though injuries have been inconsistent. This inconsistence is likely due to the nature of each dwelling fire including the potential for multiple injuries occurring at the same incident as well as the severity of the incident differing from case to case.

Chart 10: Accidental Dwelling Fires Injury incidents between 2008/09 and
2023/24 in relation to Indices of Deprivation (IOD) 2019

Incidents involving Injuries in Accidental Dwelling Fires, in Relation to Index of Deprivation 2019.
Based on **Localised** Deprivation Index

Incidents involving Injuries in Accidental Dwelling Fires, in Relation to Index of Deprivation 2019.
Based on National Levels of Deprivation
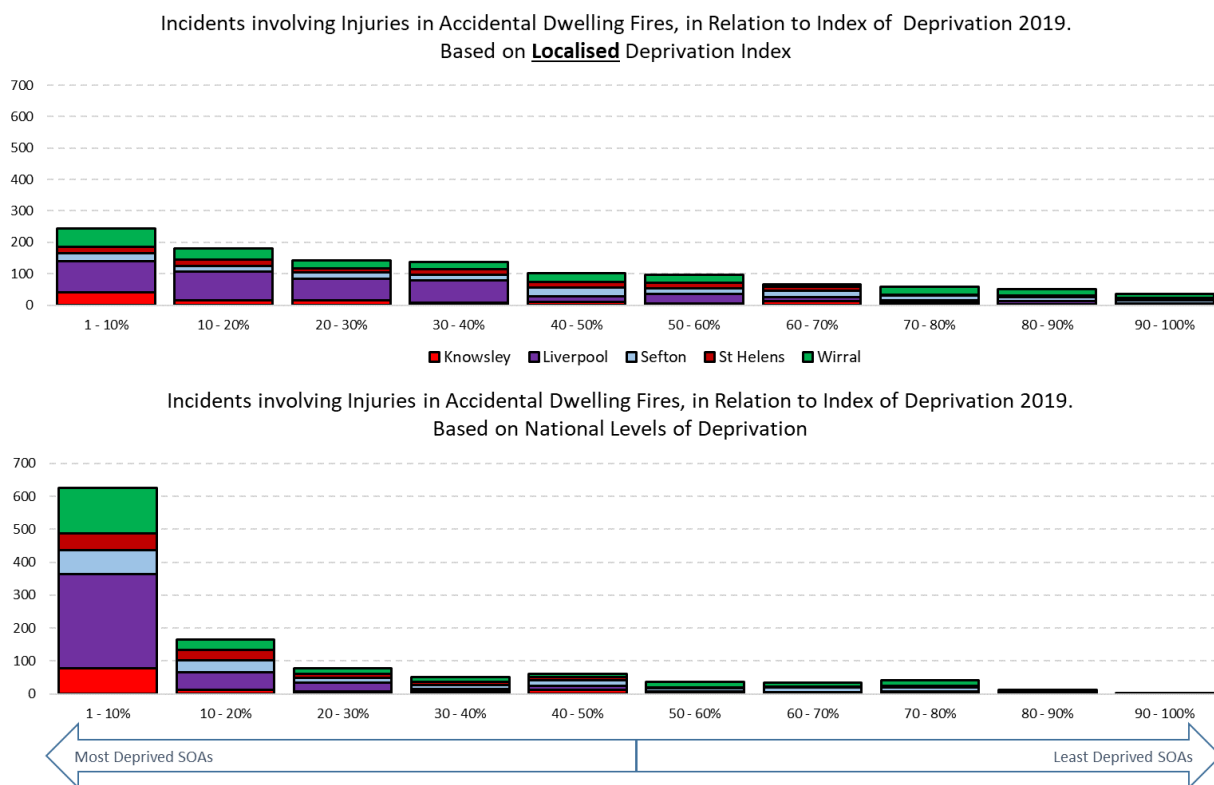
Like Chart 4 earlier in this report, the above chart identifies that when using
national IOD data there is a clear link between fire injuries and deprivation, with
the majority of incidents involving injury occurring within the most deprived
decile. There are more incidents involving injury within the most deprived decile
than all other deciles combined (625 against 491)

When a localised deprivation index is applied the changes between the deciles
is more gradual, there are still significant differences between the most and
least deprived areas, but it is less pronounced than the national comparator.

Chart 10: Injury in Accidental Dwelling fire population pyramid

Comparison of Male and Female Injuries by Age Group per 10,000 population. 2008/09 to 2023/24
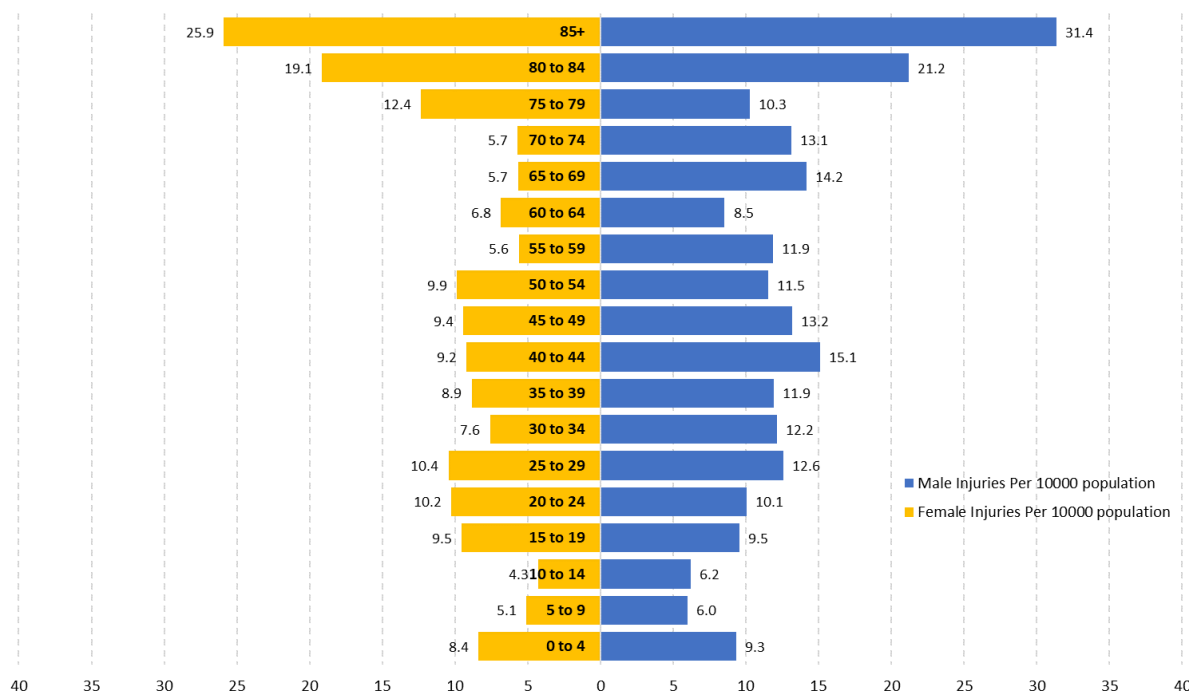
Chart 10 provides a comparison of the different age groups of those injured due to an accidental dwelling fire. The chart mirrors the findings from table 2 (earlier within this report) where there is a disproportionate number of victims above the age of 65 (equal to 25.8% of total injuries from 19.3% of the population).

Taking sex into account, proportionally 44.9% of people injured were female and 55.1% were male. This is marginally more balanced when compared to deaths in accidental dwelling fires, where 42.6% of deaths were female and 57.4% were male.

Concerning the ethnicity profile of people injured due to an accidental dwelling fire, 87.3% were recorded as White British or Irish, with 4.1% being other ethnicities and 7% being unknown.

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MERSEYSIDE FIRE AND RESCUE AUTHOIRTY			
MEETING OF THE:	**COMMUNITY SAFETY AND PROTECTION COMMITTEE**		
DATE:	**30 JANUARY 2025**	**REPORT NO:**	**CFO/81/24**
PRESENTING OFFICER	**CHIEF FIRE OFFICER, PHIL GARRIGAN**		
RESPONSIBLE OFFICER:	**NICK MERNOCK**	**REPORT AUTHOR:**	**KELLY PATTERSON**
OFFICERS CONSULTED:	**MIKE PILKINGTON, AMANDA CROSS, MIKE TOBIN, PAUL SMYTHE, ROB EEDLE, VICKY CAMPBELL AND STRATEGIC LEADERSHIP TEAM**		
TITLE OF REPORT:	**WORKPLACE WELLBEING CHARTER RESULTS**		

APPENDICES:	**APPENDIX A**	**WORKPLACE WELLBEING CHARTER ACCREDITATION REPORT 2024**

Purpose of Report

1. To update Members on the positive outcome following the Authority's application for accreditation via the Workplace Wellbeing Charter.

Recommendation

2. It is recommended that Members:

   a) note the incredibly positive outcomes following the Authority's application for accreditation via the Workplace Wellbeing Charter; and

   b) note that Officers will now review and address the very small number of additional recommendations contained within the report.

Introduction and Background

3. Health at Work is a nationally recognised consultancy service, established to help organisations to build healthy and safe workplaces. Amongst their range of services, to support organisations to demonstrate health and wellbeing, they administer and oversee the Workplace Wellbeing Charter.

4. The Workplace Wellbeing Charter is a nationally recognised accreditation that both validates and certifies an organisation's dedication to employee wellbeing.

5. Devised in partnership with Public Health England and launched nationally in 2014, the Workplace Wellbeing Charter supports thousands of large and small organisations in the UK public and private sector alike, helping them to demonstrate their commitment to employee wellbeing.

6. To receive the accreditation, an audit and assessment of the Authority has been conducted by a dedicated Health at Work Consultant. The accreditation comprised of three stages:

   Stage 1: A review of evidence was carried out which involved the gathering and scrutiny of 541 individual pieces of evidence submitted by Officers.

   Stage 2: An organisational wellbeing assessment was undertaken, and a range of performance indicators were submitted as supporting evidence. The performance indicators were reviewed by the assigned consultant and were validated as a comprehensive analysis fulfilling the necessary criteria for a representative sample of the accreditation.

   Stage 3: Merseyside Fire and Rescue Service ('the Service') provided digital evidence to support all of the standards. During the inspection period, observations were recorded regarding health and safety, organisational culture, staff welfare facilities, and how employees perceive their support in respect of their own wellbeing in the workplace.

7. The Service was assessed and marked against a total of eight individual standards (as outlined below). The award levels are determined after evaluation of the submitted evidence, in consultation with the Health and Wellbeing Manager. Each standard received the rating of either *'Commitment'* (partially met all criteria), *'Achievement'* (nearly met all criteria) or *'Excellence'* (fully met all criteria).

       I.   Leadership
      II.   Absence Management
     III.   Health and Safety
      IV.   Mental Health
       V.   Intoxicants
      VI.   Physical Health
     VII.   Environment and Sustainability
    VIII.   Inclusion and Culture

8. The Service were awarded the following results:

1	Leadership	Excellence
2	Absence Management	Excellence
3	Health and Safety	Excellence
4	Mental Health	Excellence
5	Intoxicants	Achievement
6	Physical Health	Excellence
7	Environment and Sustainability	Commitment

8	Inclusion and Culture	Excellence

9. It should be noted that the Charter does not provide a single accreditation rating and each individual standard is to support internal benchmarking.

10. In being awarded the Workplace Wellbeing Charter accreditation for 2024 the Authority's commitment to Health and Wellbeing has been substantiated. The report's findings recognise how the Service discharges Health and Wellbeing initiatives and how this is actively led through the involvement of stakeholders at every level of the Organisation.

11. The Workplace Wellbeing Charter would be due for reaccreditation in 2026 and officers will continue to prioritise the health and wellbeing of all of our staff.

12. Health at Work have offered detailed recommendations against each of the eight standards in respect of positive practice and where the Service might look to improve. These recommendations are contained in the full report; each will be reviewed and actioned to ensure continued improvement prior to inspection and reaccreditation in 2026.

Equality and Diversity Implications

13. The Workplace Wellbeing Charter accreditation and review assesses culture and inclusion as one of the eight standards. Equality Impact Assessments were shared with the team to demonstrate our methodology in ensuring a fair, inclusive, and diverse approach to our health and wellbeing initiatives.

14. The team were complimentary in respect of how we consider our equality and diversity, and no areas of concern were noted at either the assessment stages or in the subsequent results report.

Staff Implications

15. The objective of the Health and Wellbeing Team is to ensure that all employees have easily accessible services and support which promote and facilitate the highest possible standards in terms of health and fitness, both physical and mental. The Workplace Wellbeing Charter evaluates and assesses that these objectives are being met.

Legal Implications

16. The Authority has a clear legal duty to discharge its Health, Safety and Welfare duty under the Health and Safety at work (etc.) Act 1974 and sections of the Management of Health and Safety at Work regulations 1995 (as amended 1999). Elements of this legislation now extend to the wellbeing of employees. The award of the accreditation further assures the Service that it's duties under this legislation are met.

Financial Implications & Value for Money

17.　The Workplace Wellbeing Charter accreditation process did incur a cost of £5,250, which is primarily related to the work of the consultant completing the assessment and reviewing the evidence. Costs for the process were contained within existing Health & Wellbeing budget lines.

18.　However, the validation of existing arrangements and suggestions for further improvements can support organisational efficiency and direct savings associated with having a healthy and productive workforce with fewer accidents and injuries, lower sickness absences, lower staff turnover, alongside positive morale, and staff engagement.

19.　Future evaluation in respect of cost savings against the delivery of the Health and Wellbeing services offered by the Service, will be considered as part of delivery of the People Plan 2024-27 and the associated actions under the theme 'Promote a holistic approach to Health and Wellbeing'.

Risk Management and Health & Implications

20.　An independent external provider assessing and auditing the wellbeing culture and initiatives supports the Authority in understanding any gaps highlights best practice. Recommendations offered within the report allow the Authority to build on and improve the current work undertaken to create a healthier workforce.

Environmental Implications

21.　The Workplace Wellbeing Charter review assesses Environment and Sustainability as one of the eight standards. Recommendations are contained within the report as to how the Service can continue to build on a positive culture in consideration of environmental sustainability.

Contribution to Our Vision:	*To be the best Fire & Rescue Service in the UK.*
Our Purpose:	*Here to serve, here to protect, here to keep you safe.*

22.　The Workplace Wellbeing Charter Accreditation underpins all that we do in the Service. By confirming that the services we deliver for our people are robust and well thought out, we are also confirming that we are providing the best people to deliver the best possible service – to the communities of Merseyside.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

POST ASSESSMENT REPORT

Merseyside Fire & Rescue Service

Prepared by Suzanne Wootton

On behalf of Health at Work

Report date: 27/08/2024

Contents

Introduction

Congratulations on being reaccredited with the Workplace Wellbeing Charter. An award of the Workplace Wellbeing Charter demonstrates the organisation's commitment to proactively championing a healthy workplace culture.

A growing body of evidence on organisational health and wellbeing illustrates that a proactive focus on employee health can result in a range of organisation benefits – including reduced absenteeism, greater productivity, greater employee engagement and improved staff retention. As such, Merseyside Fire & Rescue Service can expect to continually benefit from committing to employee health and wellbeing.

Having achieved The Workplace Charter reaccreditation, Merseyside Fire & Rescue Service will now maintain their listed status on the National Wellbeing Charter, strengthening the organisation's brand as an employer of choice.

Methodology of Accreditation

The Workplace Wellbeing Charter accreditation involves three stages:

A review of evidence

A review of the evidence was carried out following the submission of evidence by the wellbeing leads. The wellbeing leads collated the evidence in digital format and categorised into the appropriate topics underpinned by the Workplace Wellbeing Charter standards.

This was assessed by consultant Suzanne Wootton and verified through the Health@Work auditory process.

Organisational Wellbeing Assessment

Merseyside Fire & Rescue Service presented a range of internal measurements as supporting evidence for a wellbeing assessment. These measurements underwent a thorough review by the assigned Health@Work consultant and were validated as a comprehensive analysis, fulfilling the necessary criteria for a representative sample of the Workplace Wellbeing Accreditation.

Observational evidence

The organisation provided digital evidence to support different criteria. During this timeframe, observations were recorded regarding health and safety, organisational culture, staff welfare facilities, and how employees perceive Merseyside Fire & Rescue Service support for wellbeing in the workplace.

The Post Assessment Report

The post assessment report delineates the organisation's achievements across the eight standards, based on the observations made by the assessor and auditors. The report presents a comprehensive breakdown of the organisation's performance within these standards, including a classification of criteria as fully met, partially met, not met, or non-applicable.

The awarded levels are determined after a thorough evaluation of the submitted evidence, the Organisational Wellbeing Assessment, and consultations with the wellbeing lead. Each standard receives an overall rating, denoted as commitment, achievement, or excellence.

Feedback and advisory points are provided to encourage the organisation to contemplate and explore potential future wellbeing interventions that can complement the existing wellbeing offerings. Furthermore, the report serves as a valuable resource for gaining insights into the efficacy of the current wellbeing programme, identifying patterns in employee culture, and assisting in shaping the broader wellbeing strategy.

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Levels Awarded

Following reaccreditation, Merseyside Fire & Rescue Service receives the following levels:

01	Leadership – Current Level:	Excellence	
02	Attendance Management – Current Level:	Excellence	
03	Health & Safety – Current Level:	Excellence	
04	Mental Health – Current Level:	Excellence	
05	Intoxicants – Current Level:	Achievement	
06	Physical Health – Current Level:	Excellence	
07	Environment & Sustainability – Current Level:	Commitment	
08	Inclusion & Culture – Current Level:	Excellence	

The Charter does not provide an overarching accreditation rating; the levels serve the purpose of internal benchmarking. These levels are designated to aid in your organisation's internal evaluations.

The standards outlined in the Charter offer a structured framework that allows organisations to evaluate their wellbeing practices and operational procedures against the best practice guidelines aligned with the most current health and wellbeing research findings.

Organisations can leverage these attained levels to acknowledge their dedication to enhancing employee wellbeing and establish a reference to measure progress towards future wellbeing objectives.

Leadership Standards

01	Leadership – Current Level: Excellence

Commitment

		Fully Met	Partially Met	Not Met	N/A
L1	The organisation has assessed its needs and priorities around health and work.	●	○	○	○
L2	Management proactively engages with employees or representatives on relevant workplace wellbeing challenges and initiatives.	●	○	○	○
L3	The organisation can demonstrate that managers have been informed of the significance of their involvement in promoting a healthy work environment.	●	○	○	○
L4	The organisation promotes equality and diversity and ensures all employees have access to equal opportunities and resources.	●	○	○	○
L5	An effective communications policy is in place, underpinning the principles of employee health and wellbeing and in support of work-life balance.	●	○	○	○
L6	Policies and guidance are in place to manage bullying and harassment cases.	●	○	○	○
L7	Clear guidance is provided to employees on how to request leave or different working patterns due to a change in circumstance	●	○	○	○
L8	An effective policy or procedure is in place for worker protector disclosure.	●	○	○	○
L9	Policies or guidance is in place to manage disciplinary and grievance procedures.	●	○	○	○

Achievement

		Fully Met	Partially Met	Not Met	N/A
L10	Employee recognition is given to employees formally or informally for their efforts, appropriate behaviour or outstanding performances.	●	○	○	○
L11	Management practices allow for wellbeing related discussions within their teams and aid in helping them understand employee challenges and concerns.	●	○	○	○
L12	Both current managers and those recently promoted understand and support a culture of safe spaces and/or psychological safety and wellbeing within their teams. There is investment in training and development for leaders at all levels.	●	○	○	○

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	Excellence	Fully Met	Partially Met	Not Met	N/A
L13	There is an ongoing collaboration between stakeholders regarding health, safety and wellbeing initiatives, strategies and practices.	●	○	○	○
L14	Employees are offered learning and development opportunities to maximise their potential.	●	○	○	○
L15	Organisational changes are managed effectively to limit the risk of heightened employee stress.	●	○	○	○
L16	The organisation has a health, work, and wellbeing strategy, incorporating financial investment alongside a clearly defined action plan complete with objectives and measurable outcomes.	●	○	○	○
L17	There is a culture of internal mobility and cross-company progression.	●	○	○	○
L18	The company continuously evaluates the tools required for employees to effectively carry out their roles.	●	○	○	○

Leadership Provision

Leadership – Strengths and Areas of Good Practice

To fully meet the Excellence standards of the Charter for Leadership, Merseyside Fire & Rescue Service has demonstrated they are fully committed and dedicated in creating a workplace culture that is inclusive and healthy. An accompaniment of HR and family friendly policies filter across the organisation, to ensure employees follow robust health, wellbeing and safety procedures. A comprehensive induction highlights the organisational core principles, policies, systems, and processes, to ensure employees know how to access multiple avenues of internal and external support.

A culture of openness and transparency is clearly demonstrated across the organisation. This culture is rooted in the dissemination of information which filters down from CFO Phil Garrigan and the senior leadership team. The People Plan 2024-27 is the underpinning foundation for a strong and positive working environment. A set of values, behaviours and actions outlines Merseyside Fire & Rescue Services' plans to promote employee wellbeing, to create an inclusive and healthy environment, each enhancing the success of the business. Objectives are aligned with employee attraction and retention, exceptional leadership, holistic health and wellbeing, outstanding organisational performance to maintain sector leadership, and embedding equality, diversity and inclusion. The People and Organisational Development Plan, Code of Ethics, and a plethora of organisational

committees disseminate strategic reports and action plans, organisational updates, and emails regarding the development of systems and processes. The quarterly newsletter 'Hot News' cascades a wealth of updates and information across the organisation. This highlights fire and rescue incidents, staff network news, organisational updates, staff celebrations, employee spotlight, charity work and numerous health and wellbeing topics. A dedicated Occupational Health and Wellbeing Board passionately drive communication across the organisation and a schedule of awareness and celebration events.

Achieving the Workplace Wellbeing Charter reaccreditation, along with His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HNICFRS) award 'Outstanding' in 3 key areas and 'Good' in 5 further key areas, Ofsted's commendation and Defence Employer Recognitions Scheme Gold award demonstrates good leadership and helps build a workplace environment that positively impacts employee wellbeing. Where challenges have been highlighted within different regions, a focus on increased cross-sharing of best practices and solutions is driving Merseyside Fire & Rescue Service reputation in being leaders in the sector.

CFO Phil Garrigan deeply values the unwavering dedication of all employees, cadets, Princes Trust participants and hero dogs within the service, regularly expressing heartfelt gratitude through emails, personal acknowledgments, "In the Spotlight" and the 'Final Word'. Annual recognition ceremonies serve to honour exceptional contributions with a wide array of commendations, gallantry awards, and accolades for long service. Employees are afforded an extensive benefits package includes Occupational Health Services, Employee Assistance Programs, health screenings, physiotherapy, private healthcare, flu vaccinations, and access to nutritionists and personal trainers, ensuring employees feel supported, appreciated, and valued.

The organisation prioritises continuous learning and development, empowering employees to reach their full potential. Learn Pro Fire comprehensive library of mandatory training, wellbeing courses, podcasts, webinars and professional development resources supports employees to excel at "Leading Yourself". Additionally, a range of CMI Level 3–5 supervisory, middle, and executive leadership programs encompass "Leading Others," "Leading the Function," and "Leading the Service' provide a wide range of competencies to ensure managers are equipped guide their teams, conduct appraisals, and resolve any

issues to help promote a productive work environment. The High Potential Programme helps develop and nurture future leaders.

Employees are incentivised to participate in annual engagement surveys with every participant raising a donation to the Fighter Fighters Charity, an organisation that supports the wellbeing of current and former fire fighters, and their families. Outcomes indicate that employees perceive their overall job satisfaction to be good and reported they are satisfied with their role, feel supported by managers and colleagues alike, can bring their authentic self to work and feel proud to work for Merseyside Fire & Rescue.

Merseyside Fire and Rescue Service has experienced significant organisational change, an area identified as requiring improvement. Extensive efforts have been made to help manage these transitions effectively, with a particular focus on supporting employees affected by structural changes and the conclusion of fixed-term contracts. The Outplacement Service and Resourcing Team offer comprehensive resources and guidance for employees navigating job searches, including assistance with CVs, application forms, cover letters, and interview techniques. Additionally, employees unable to secure redeployment within the service are referred to Connexions Career Service for further career advice and support.

Leadership – Areas for Improvement

Merseyside Fire & Rescue Service was awarded **Excellence** in the Leadership standard. No concerns were raised during the assessment, highlighting the effectiveness and commitment of the leadership team in promoting and supporting employee wellbeing. Consider implementing the following recommendations to enhance the leadership pillar:

- ✓ Continue to evaluate wellbeing metrics against benchmarks to ensure continuous improvement and effectiveness of health and wellbeing initiatives.

- ✓ Consider adding a wellbeing KPI to increase accountability for managers, encouraging them to be more proactive in supporting their team's health and wellbeing.

- ✓ Ensure those tasked with employee wellbeing initiatives are allocated time to optimise resources and prevent burnout, allowing for sustained engagement in wellness promotion.

Attendance Management Standards

Commitment

		Fully Met	Partially Met	Not Met	N/A
AM1	A clear attendance management policy or similar is in place, and procedures are known to employees.	●	○	○	○
AM2	Appropriate contact and support are provided to employees to transition back to the workplace following an absence.	●	○	○	○
AM3	Documented return to work procedures are in place and followed.	●	○	○	○
AM4	Return to work interviews are conducted and recorded with relevant support provided where appropriate.	●	○	○	○
AM5	Individual risk assessments for individuals are conducted if necessary.	●	○	○	○
AM6	Reasonable adjustments are available to employees in line with recommendations made in a Statement of Fitness for Work.	●	○	○	○

Achievement

		Fully Met	Partially Met	Not Met	N/A
AM7	Absence rates and causes are collected and monitored.	●	○	○	○
AM8	Interventions are taken on an individual and organisational level where attendance data indicates an increased risk.	●	○	○	○
AM9	Appropriate absence management training has been delivered on how to handle sensitive short and long-term absences.	●	○	○	○

Excellence

		Fully Met	Partially Met	Not Met	N/A
AM10	Effective controls are in place to limit the risk of presenteeism.	●	○	○	○
AM11	Attendance management policies and procedures are reviewed with employee representatives or employee forum groups at a minimum, annually.	●	○	○	○
AM12	A clear and detailed management procedure is in place to manage employees on long-term leave that supports a safe return to the workplace.	●	○	○	○

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Attendance Management Provision

Attendance Management – Strengths and Areas of Good Practice

To fully meet the Excellence standards of the Charter, Merseyside Fire & Rescue Service have evidenced policy is in place. Absence and Attendance, Capability, and Reasonable Adjustments guidance is available, outlining clear processes for managing employees who are on short or long-term sick leave, and details how contact is maintained with employees during their absence. These are accessible via the intranet home page, where all HR policies and guidance are stored. Additionally, Z cards have been cascaded ensuring that both employees and managers have easy access to essential information.

In addition to policy, formal processes such as absence and capability review meetings are supported with structured documentation, including invitation and outcome letters. Managers are also guided in conducting return to work interviews and return to work arrangements are recorded. Risk assessments tailored to everyday risks, such as maternity and individual stress, are readily available, alongside risk assessment guidance for a standardised approach for other risks.

A robust Reasonable Adjustments Policy, practical guidance, risk assessments and Occupational Health Service help inform and facilitate the implementation of reasonable adjustments. These include flexible working opportunities, shift swaps, utilisation of family friendly policies, phased returns, additional short breaks and support for colleagues from Mental Health First Aiders, staff inclusion networks, The Fire Fighters Charity, EAP, Occupational Health Service, Critical Incident Stress Management defusing and debriefing support sessions, CBT, Family Liaison Officers and the Chaplaincy. The impact of these interventions are monitored. External services and wellbeing advice are also signposted and supportive follow-up support meetings are scheduled to ensure a safe and successful return to the workplace.

Organisational absence data is well managed by the people and organisational development department and monthly reports are produced and disseminated to the performance management group. Managers oversee and report on national data. The Scrutiny Committee conduct data analysis of the causes of absence including metrics such as MSK

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shifts lost, actual and predicted financial costs and outline the reasonable adjustments put in place. In response to absence trends and to mitigate risks, Merseyside Fire & Rescue Service produces corporate risk assessments and monthly campaigns, such as the Brew Monday, Time to talk Day, Alcohol Awareness, Stress Awareness Month, and a monthly schedule of wellbeing articles disseminated via Hot News.

Training is a key component of the attendance management strategy. Modules cover Attendance Management, Return to Work Interviews, Questioning Techniques, Listening Skills, Body Language, Capability Stages, Appeals Process and Decision Making. Additionally, Family Friendly Policies, Flexible and Hybrid Working, Work-Life Balance and Unpaid Leave are in place to mitigate risks such as presenteeism. The recent change from a punitive disciplinary approach to a supportive capability process to effectively manage absences has been communicated across the organisation, demonstrating Merseyside Fire & Rescue Service's commitment to continuous improvement in managing long term attendance.

Attendance Management– Areas for Improvement

Merseyside Fire & Rescue Service has attained **Excellence** in its Attendance Management provision. Consider implementing the following recommendation to enhance this provision:

- ✓ Consider integrating validated presenteeism tools, such as the Stanford Presenteeism Scale or Work Limitations Questionnaire (WLQ) in future organisation assessments, these tools provide insights into productivity challenges and employee wellbeing allowing for more tailored interventions to the employee needs.

- ✓ Consider establishing a feedback mechanism where employees can anonymously provide insights on their experiences with attendance management policies and practices. This feedback can offer valuable perspectives for refining existing strategies and identifying areas for improvement to further enhance the effectiveness of attendance management initiatives.

Health and Safety Standards

Health & Safety – Current Level: Excellence

	Commitment	Fully Met	Partially Met	Not Met	N/A
HS1	The organisation can demonstrate an awareness of legal obligations in relation to health and safety.	●	○	○	○
HS2	Relevant health and safety policies and procedures are in place to demonstrate compliance with health and safety legislation.	●	○	○	○
HS3	A risk assessment programme has been implemented and all staff are informed of the workplace hazards and risks that relate to them, and control measures are in place.	●	○	○	○
HS4	The workplace environment is conducive to health and employee welfare should be addressed – drinking water, washing facilities, clean toilets, eating facilities etc.	●	○	○	○
HS5	The organisation provides systems of work and a working environment which are, as far as is reasonably practicable, safe and without risk to health.	●	○	○	○

	Achievement	Fully Met	Partially Met	Not Met	N/A
HS6	Systems are in place for staff to raise and resolve health and safety issues.	●	○	○	○
HS7	Regular health and safety meetings are held and recorded.	●	○	○	○
HS8	Safe systems of work and workplace activities are regularly reviewed for new hazards, with additional control measures introduced if applicable.	●	○	○	○
HS9	Appropriate health and safety training has been delivered to senior managers, directors or anyone responsible for managing people.	●	○	○	○

	Excellence	Fully Met	Partially Met	Not Met	N/A
HS10	There are identified health and safety representatives. (Trade union and/or company representatives).	●	○	○	○
HS11	Staff representatives have been involved in the development and/or evaluation of health and safety policies.	●	○	○	○
HS12	There is a clear emphasis on prevention of ill health across all health and safety policies.	●	○	○	○
HS13	The organisation has undergone a Health & Safety assessment by a third-party conformity scheme and/or attained certification to a verified OSH management system.	●	○	○	○

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Health & Safety Provision

Health and Safety – Strengths and Areas of Good Practice

To fully meet the Excellence standards of the Charter for Health and Safety, Mersey Fire and Rescue Service has provided evidence that the organisation is fully compliant with workplace health and safety legislation and systems are in place to ensure the working environment is safe for all staff.

Mersey Fire & Rescue Service health and safety principle 'Safer Stronger Communities; Safe Effective Firefighters' is widely publicised demonstrating a preventative culture is at the organisation's core. Merseyside Fire & Rescue have showcased a comprehensive framework, starting with the Health and Safety Policy and its associated standards for risk assessment, reporting, and investigations demonstrating the seriousness in which safety is treated.

Health and Safety legislation, and extensive health and safety policies are available. Nominated, trained health and safety representatives including fire marshalls, first aiders, IOSH, NEBOSH managers, Mental Health First Aiders, risk assessors, DSE assessors, and auditors are promoted and accessible. The working environment is conducive to health, safety and wellbeing, and is regularly inspected. Risk assessments and control measures are in place to ensure the health, safety and wellbeing of employees in respect of their roles, responsibilities, and areas of work. Specific operational risks, particularly for frontline workers, receive focused attention, ensuring tailored safety measures.

A library of mandatory and optional health and safety e-learning is available via Learn Pro Fire. This includes accident investigation, near misses, fatigue management, and manual handling for operational staff and non-operational staff.

OSHENS Health and Safety dashboard is central to managing training records, risk assessing, station manager health and safety inspections, auditing schedules, and the reporting of health and safety maintenance issues, near misses, incidents and accidents. Health and Safety Flashes are utilised to raise awareness of health and safety issues following incident and near miss reporting and inspections. These include ladder use, severe hot and cold weather, PPE, and stowing equipment. Health and Safety bulletins and 'Road

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Risk Spotlight On' are utilised to disseminates health and safety topics and procedural reviews.

Collaborative Health, Safety and Welfare meetings are held with named health and safety representatives including Chief Fire Officer, Assistant Chief Fire Officer, Occupational Health and Welfare Committee, The Fire Brigade Union, Mersey Fire & Rescue Service Authority, Fire Officers Association, Unite and Unison. These provide platforms to ensure that policy, procedures and practices are regularly reviewed for continuous improvement, catering to frontline service and non-operational staff needs. Collaborative efforts with trade union representatives ensure alignment with employee interests. Communication efforts, including strategy statements, staff updates, reinforce a safety and wellbeing culture.

Health and Safety – Areas for Improvement

Merseyside Fire & Rescue Service received **Excellence** in the Health and Safety provision. No recommendations have been made for this provision.

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Mental Health Standards

Mental Health – Current Level: Excellence

	Commitment	Fully Met	Partially Met	Not Met	N/A
MH1	The organisation encourages a culture of positive mental health and wellbeing.	●	○	○	○
MH2	The organisation implements clear procedures, roles, and responsibilities as a necessary part of mitigating mental wellbeing challenges in the workplace.	●	○	○	○
MH3	The organisation has implemented mental health guidance that follows the principles of the Health and Safety Executives Management Standards for Stress.	●	○	○	○
MH4	The organisation ensures that access to mental health support is readily available and accessible.	●	○	○	○

	Achievement	Fully Met	Partially Met	Not Met	N/A
MH5	Resources are available to guide management on best practices in supporting mental health-related challenges in the workplace.	●	○	○	○
MH6	The organisation has built-in processes in the workplace which assist in the detection of both individual and organisational stress.	●	○	○	○
MH7	Education and development opportunities are readily available for managers and employees to enhance their skills and knowledge to safeguard their mental health.	●	○	○	○
MH8	Mental health awareness training is available for all employees, and it has been delivered to the majority (<75%).	●	○	○	○
MH9	The organisation provides appropriate avenues of communication and support to keep all personnel informed of changes to mitigate psychological stress.	●	○	○	○

	Excellence	Fully Met	Partially Met	Not Met	N/A
MH10	The organisation provides a confidential support service in-house or externally to individuals who want to seek mental health support anonymously.	●	○	○	○
MH11	A mental health and wellbeing or stress prevention strategy is available, with measured outcomes and subsequent action plans to address any identified challenges.	●	○	○	○
MH12	Regular reviews are conducted that provide insight on the effectiveness of mental health initiatives in the workplace.	●	○	○	○
MH13	The organisation has a network of trained mental health or wellbeing champions. There is a programme in place to ensure these individuals are appropriately supported.	●	○	○	○

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Mental Health Provision

Mental Health – Strengths and Areas of Good Practice

To fully meet the Excellence standards of the Charter for Mental Health, Merseyside Fire & Rescue Service has provided evidence that shows the organisation has implemented steps to create a safe working environment and are to be congratulated for all their efforts in championing mental health. An array of guidance supports the identification of employee mental ill health, how to hold supportive conversations and the signposting of employees to internal and external support pathways. An accompaniment of family friendly policies are designed to support employees to balance their work responsibilities with their family and personal life.

Destigmatising mental ill health begins with communications from CFO Phil Garrigan who regularly communicates his appreciation for the 'hurt' that the role of a firefighter incurs, offering an open door to anyone who would like to personally reach out to him for help. Employees are encouraged to share the challenges their role brings and the negative impact this has on their mental health and lifestyle behaviours. Sharing challenging and traumatic experiences is an effective way to show understanding towards others who are going through similar situations. This can help create an open culture and empower colleagues who are facing any mental ill health challenges with the confidence to reach out for help. This further amplifies Mersey Fire & Rescue Services' innovative and proactive approach to raising mental health awareness.

The mental health and wellbeing portal provides access to a library of mental health guidance and resources including, MIND and Blue Light videos, newsletters, personal stories, and links to websites. For example The Fire Fighter's Charity, Andy's Man Club, The Samaritans and FRANK. Internal support services include an EAP, Occupational Health Service, fast track counselling, CBT, Critical Incident Stress Management procedures, family liaison officers and Chaplaincy support.

Mental Health First Aid training is mandatory for new starters and 34 staff volunteers are trained as Blue Light Champions, who are also on hand to offer support. Youth Mental health First Aiders are available to support young people engaged with the Princes Trust and Cadet programmes. Partnerships with Wirral MIND and Merseyside Police have facilitated mental

health conferences and further collaborations with Northwest Ambulance Service and RNLI have helped develop Mental Health Strategy for Blue Light Services. Additional partnerships with Liverpool City Region Public Health Live Well Services help support employee wellbeing.

Merseyside Fire & Rescue Service have demonstrated commendable efforts in the provision of mental health support, with a particular emphasis on the psychological stress faced by frontline firefighters. These individuals are often first on the scene to major incidents, routinely confront traumatic events, including large-scale fires, complex and challenging rescues, and road traffic collisions, while open to daily personal health and safety risk. The Critical Incident Stress Management procedures have been established to provide early intervention to help mitigate the risk of mental ill health of affected employees. Named station, control staff and watch managers, are trained in the role of defusing officers and a further 24 employees are trained as critical incident debriefing officers. These roles provide employees with a safe and supportive environment in which to tell their story and process their thoughts and feelings. To date, 395 critical incidents have been declared, over 1000 defusing sessions have been delivered offering immediate post incident support and 40 post incident debriefing sessions have been conducted.

Focussing on this area of mental health is integral to maintaining the wellbeing of these employees who operate under such demanding and hazardous conditions. This has been recognised by The National Police Wellbeing Service, Oscar Kilo accreditation, winning the National Positive Practice in Mental Health Award for staff wellbeing and special recognition award. Merseyside Fire & Rescue Service are proud to be the only non-police organisation to have been awarded such an accolade. In addition to this Merseyside Fire & Rescue are accredited with Mindful Employer certification.

Being approached by organisations for guidance confirms the organisation's exemplary reputation and influence, particularly within the blue light and health sectors. This signifies that Mersey Fire & Rescue Service is recognised as a leader in promoting employee health and wellness, demonstrating good leadership, innovation, and a commitment to setting high standards in employee care. This recognition not only boosts credibility but also contributes to the broader advancement of wellbeing initiatives across similar industries.

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Merseyside Fire & Rescue Service continue to monitor engagement and impact of Critical Incident Stress Management procedures, engagement in EAP, access to counselling, CBT, EDMR, and medical appointments. This data provides insights into the prevalence of mental health issues and the effectiveness of support services. Tracking engagement helps evaluate the impact of these interventions, identify trends, and adjust resources to better meet employee needs. It also highlights the organisation's commitment to mental health, helping to ensure that support systems are continuously improved for the benefit of the workforce.

A flexible retirement policy and e-learning is available to support employees transition into the next phase of their lives at a pace that suits their needs. Redundancy guidance is available along with support from The Outplacement Service and Resourcing Team who can offer support for employees navigating job searches, CV writing, completing application forms, cover letters, and interview techniques. Employees are also referred to Connexions Career Service for further career advice and support if required.

Additionally, mental health training is tracked to ensure skills are updated and gaps addressed, reinforcing the organisation's dedication to supporting employee wellbeing at all levels.

Mental Health – Areas for Improvement

Merseyside Fire & Rescue Service received **Excellence** in the Mental Health provision. The following guidance is provided as a recommendation:

- ✓ Continue to evaluate the effectiveness of mental health support intervention to ensure tailoring support meets the unique needs of the workforce.

- ✓ Continue to emphasise the importance of visible leadership for mental health by encouraging all senior executives and managers to actively demonstrate their commitment to employee wellbeing through their actions, policies, and communication. Visible leadership includes openly discussing mental health topics, participating in mental health initiatives, and actively prioritising self-care practices.

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Intoxicants Standards

05 Intoxicants – Current Level: Achievement

	Commitment	Fully Met	Partially Met	Not Met	N/A
IN1	The organisation is aware of its duties under Intoxicant Legislation (smoking, drugs and alcohol) and are in compliance.	●	○	○	○
IN2	Employees have been made aware of Intoxicant control laws and how they are applied in their workplace.	●	○	○	○
IN3	Sources of further information and support are readily available to treat intoxicant misuse.	●	○	○	○
IN4	The onboarding of new employees includes information on how to access relevant policies and support services in relation to intoxicants.	●	○	○	○

	Achievement	Fully Met	Partially Met	Not Met	N/A
IN5	A working smoke-free policy is in place and extends to all smoking habits, including electronic cigarettes.	●	○	○	○
IN6	The organisation actively promotes 'stop-smoking services' and employees are afforded flexibility to attend.	●	○	○	○
IN7	All open areas (outdoor) are clearly signposted as smoke-free and steps are taken to prevent smoking in these areas.	●	○	○	○
IN8	A working Intoxicant policy is in place, regarding the use of intoxicants in the workplace and where appropriate includes guidelines on business functions where alcohol is available.	●	○	○	○

	Excellence	Fully Met	Partially Met	Not Met	N/A
IN9	The organisational code of conduct and expected behaviour in relation to intoxicants has been well established and well publicised to ensure understanding from employees.	●	○	○	○
IN10	Employees are made aware of link between intoxicant misuse and mental health in the workplace.	●	○	○	○
IN11	Managers have access to information on how to identify the signs of intoxicants misuse and are aware of where to obtain support or how to signpost employees with a problem.	●	○	○	○
IN12	Employees have access to intoxicants awareness training, and it has been delivered to the majority of the employees.	○	●	○	○

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Intoxicants Provision

Intoxicants – Strengths and Areas of Good Practice

To fully meet the Achievement standards of the Charter for Intoxicants, Merseyside Fire & Rescue Service has demonstrated that this area has been addressed with a framework to help create a healthy workplace environment. The Alcohol, Drugs and Substance Misuse policy provides a comprehensive framework for maintaining a safe and healthy work environment. Guidance includes the organisation's expectations, and the responsibilities of managers and employees regarding alcohol, drugs, prescription and over the counter medication.

Merseyside Fire & Rescue Service has demonstrated its commitment to managing substance use by implementing comprehensive policies and guidelines. The organisation's Alcohol, Drugs, and Substance Misuse Policy, along with the With Cause/Post-Accident Drug and Alcohol Testing Guidance and the newly introduced Alcohol/Substance Abuse Pathway of Care Guidance, provides detailed procedures for intervention when there is reasonable suspicion that an employee's work performance is compromised due to intoxication. These documents outline the responsibilities of managers, intoxicant testing protocols, and establish procedures for initiating appropriate support pathways for affected employees.

Included in this guidance is the rehabilitation support available to employees, directing them to related HR policies, Occupational Health Service, Employee Assistance Programme, Counselling Services, Mental Health First Aiders, Defuse and Debrief officers, Chaplaincy and Trade Union representatives. External services include Tom Harrison House, Addaction, SHARP Liverpool and an array of national helplines. This accessibility ensures that essential information on drugs, alcohol, and trauma support is readily available, promoting equal access to health and wellbeing resources. A comprehensive onboarding system ensures that newly appointed employees know how to access guidance and support from the outset.

The Smoke-Free Policy, reviewed in 2024, makes reference to related legislation, statistics and the health risks associated with direct and passive smoking of tobacco and vapes. Policy mandates that smoking of tobacco and vapes is not permitted during working hours,

except for official welfare breaks and lunch. It is the responsibility of the estates manager at SHQ, and the station manager of stations to identify suitable smoking areas. Smoking areas are not provided for firefighters on operational duties; however, a protocol exists for smoking and vaping during official welfare breaks which is strictly at the OIC's discretion.

The promotion of smoking cessation services is effectively managed through Occupational Health Service and Hot News. This is reinforced by visible no-smoking signage across all Merseyside Fire & Rescue Service locations, ensuring consistent reminders.

The evidence submitted demonstrates a supportive approach towards intoxicant misuse. Merseyside Fire & Rescue Service should be commended for promoting a culture of openness and support, as exemplified by a colleague sharing his story of the challenges of the role and subsequent impact on health and wellbeing.

Intoxicants – Areas for Improvement

Merseyside Fire & Rescue Service received **Achievement** in this pillar. The provision can be further embedded with the following recommendations:

- ✓ IN12 criteria: Employees have access to intoxicant awareness training, and it has been delivered to the majority of employees has been marked as 'partially met'. CGL training and the internal health and wellbeing course is available. To further align with this standard, it is essential to demonstrate that this training has been delivered to the majority of employees, helping to further raise awareness of intoxicant related issues across the organisation.

- ✓ Consider providing employees anonymous self-assessment tools to evaluate their substance use and understand the risks. This can help identify potential issues early and encourage individuals to seek support without fear of stigma.

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Physical Health Standards

06 Physical Health – Current Level: Excellence

	Commitment	Fully Met	Partially Met	Not Met	N/A
PH1	The organisation is committed to promoting physical wellness in the workplace.	●	○	○	○
PH2	Information is provided on the positives of preserving or enhancing optimal physical wellbeing.	●	○	○	○
PH3	The terms of employment and work schedules include regularly scheduled breaks and lunch periods in accordance with applicable legislative guidelines.	●	○	○	○

	Achievement	Fully Met	Partially Met	Not Met	N/A
PH4	Facilities including but not limited to beverage areas, gyms, breakout areas, kitchens, and similar, are functioning properly and adhere to established standards of cleanliness.	●	○	○	○
PH5	The physical environment provides active encouragement and support for physical activity in the workplace.	●	○	○	○
PH6	The organisation actively promotes physical activity opportunities to its employees and provides support for these efforts.	●	○	○	○
PH7	Any on-site catering facilities or vending machines actively promote the availability of healthier options in their offerings.	●	○	○	○

	Excellence	Fully Met	Partially Met	Not Met	N/A
PH8	The organisation has integrated physical health practices into benefits and compensation packages.	●	○	○	○
PH9	The organisation can demonstrate that physical health interventions have impacted at employee level.	●	○	○	○
PH10	Annual physical health appraisals are offered to employees, and interventions are introduced to mitigate any identified risks if identified.	●	○	○	○
PH11	There is a schedule of planned events to promote the importance of physical health, for onsite, hybrid and remote employees.	●	○	○	○

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Physical Health Provision

Physical Health – Strengths and Areas of Good Practice

To fully meet Excellence standards of the Charter for physical health, Merseyside Fire & Rescue Service has demonstrated they have taken action to establish a healthy environment and a healthy workplace culture.

The online portal provides resources, wellbeing information and financial advice. A library of recipes, webinars, podcasts and physical activity resources are available. Employees are also afforded private health care, MRI scans, Medicash, EAP, Occupational Health Service, counselling, health screenings, asbestos screenings, eye care, fast track physiotherapy services, nutritionist, personal trainers, onsite gyms, Critical Incident Stress Management defusing and debriefing officers, MHFAs menopause lounges and volunteering days. These benefits not only provide valuable resources and support but also ensure that all employees have access to essential wellbeing services. The recent exploration of Vivup benefits plan and their corporate cycle to work scheme, gym, retail and leisure discounts and salary sacrifice schemes demonstrates Merseyside Fire & Rescue Service intention to enhance employee wellbeing and participation in physical activity.

Physical fitness is essential for firefighters to effectively perform their operational duties. Firefighter fitness standards guidance, physical fitness tests, firefighters exercise programme and a team of personal trainers help firefighters maintain the standard fitness level required for the role. A team of physical training instructors provide support not only to operational roles but also those in non-operational roles throughout the service. Female only gym sessions have been introduced to encourage greater female participation in exercise.

Advocating employee physical wellbeing begins with communications from CFO Phil Garrigan to "train like your life depends on it". The Occupational Health and Wellbeing Committee and staff networks are also in a prime position to raise awareness of physical health and wellbeing across the organisation. The awareness and wellbeing calendar highlight numerous campaigns and events ensuring employees are encouraged to maintain an active lifestyle. 'Hot News' roundup newsletter is utilised to disseminate physical health information for example health screenings, public health campaigns and raise awareness of general health and wellbeing.

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Physical activity is actively encouraged and celebrated, and recent events have included the British Firefighters Challenge involving stair accents, hose drags and casualty rescues. Non-operational employees are also encouraged to take part. The recent 3 Peaks Challenge raised funds for The Firefighters Charity and Wirral MIND. Additional events include Liverpool Santa Dash 5K, walk and talk up Moel Famau, PRIDE walks, donations to foodbank, Radio City Cash for Kids, and Christmas Presents to schools. These activities can proactively encourage and promote participation in exercise and not only promote physical health but enhance social health too. Working towards a common goal, along with a little healthy competition helps enhance morale, and drives a sense of belonging. These initiatives demonstrate the organisations commitment to supporting employee health and wellbeing.

Regular health and safety audits, cleaning rotas, and clear signage help maintain a clean and safe working environment. Onsite canteen supplies locally sourced produce and a menu of hot meals, healthy alternatives, fruit, salad and vegetarian options.

Tailored programmes and screenings are available via Occupational Health Service, nutritionists and personal trainers offer confidential support for various physical health needs, and these are actively promoted.

Physical Health – Areas for Improvement

Merseyside Fire & Rescue Service received **Excellence** in the Physical Health provision. To further embed physical activity, consider the following recommendations:

- ✓ Where possible highlight the correlation between individual physical wellbeing and the broader organisational wellbeing goals where possible, employees are more likely to see the value in actively participating in initiatives aimed at improving physical health. When individuals understand that their own wellbeing contributes to the overall success and vitality of the organisation, they tend to be more motivated to engage in such provisions. This alignment helps support a sense of shared purpose and encourages employees to take ownership of their health, often leading to higher participation rates and a more health-conscious workforce.

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- ✓ Explore the possibility of integrating physical activity into current routines; for instance, conducting walking meetings, when taking phone calls, during recruitment interviews and one on one conversations. To encourage involvement, the active participation of senior leaders in such practices or similar ones can be beneficial.

- ✓ Use aggregated physical health data in future wellbeing reports to support tailored interventions and improve overall wellbeing initiatives.

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Environment & Sustainability Standards

07	Environment & Sustainability– Current Level: Commitment				

	Commitment	Fully Met	Partially Met	Not Met	N/A
ES1	The organisation is aware of its obligations under environmental regulations.	●	○	○	○
ES2	The organisation has put in place measures to promote environmentally responsible behaviour.	●	○	○	○
ES3	Senior management actively promotes environmentally responsible practices throughout the organisation.	●	○	○	○
ES4	The organisation has implemented processes or practices to minimise waste generation.	●	○	○	○

	Achievement	Fully Met	Partially Met	Not Met	N/A
ES5	The organisation has evaluated its requirements to pinpoint areas that require enhancement in environmental practices.	●	○	○	○
ES6	A designated individual has been selected as the environmental lead to implement critical messages and programs within the organisation.	●	○	○	○
ES7	The organisation has established an environmentally conscious commuting program for its employees to travel to work.	○	●	○	○
ES8	The organisation promotes contributing to environmental and community-focused charities or volunteer initiatives through donations.	●	○	○	○

	Excellence	Fully Met	Partially Met	Not Met	N/A
ES9	The organisation has a carbon reduction plan with specific targets.	●	○	○	○
ES10	Regular communications to employees promoting how they can support carbon offsetting practices or participate are encouraged by the organisation.	○	●	○	○
ES11	The organisation can demonstrate eco-friendly conscious decision-making when outsourcing services.	●	○	○	○
ES12	The organisation has integrated environmental sustainability practices into its employee compensation and benefits.	○	●	○	○

Environment & Sustainability Provision

Environment & Sustainability – Strengths and Areas of Good Practice

To fully meet the Commitment standards of the Charter for Environment and Sustainability, Merseyside Fire & Rescue Service have demonstrated its compliance to environmental regulations with the development of several strategies. The Environment policy, Energy, Water Conservation policy, the Carbon Net Zero plan, help drive the pledge to be carbon positive by 2050. The IMPACT report 2022 encompasses objectives in responsible procurement, environmental and social responsibility, diversity and inclusion, ethics and health and safety. Pledges are to be net zero in scope 1 & 2 emissions in offices, fleet construction sites by 2030 and net zero in scope 3 emissions in travel, grey fleet, waste, water, service delivery and supply chain by 2045. The Equans Integrated Management System oversees these obligations, ensuring a structured approach to meeting and surpassing environmental targets. The integrated management system is certified ISO 14001:2015, ISO 9001:2015 and ISO45001 by BSI. BSI 15014001:2015 Platinum in Sustainable FM Index has been held since 2017. Equans has also achieved Ecovadis Gold Award.

Senior leaders actively promote environmental responsibilities through collaborative partnerships including Equans, The Supply Chain Sustainability School and IEMA. monthly senior sustainability champions calls provide an opportunity to share best practice to support the decarbonisation journey. Additional channels of communication include sustainability forums, conferences, annual reports, intranet pages, webinars, training and blogs, ensuring that all employees know and engage with Merseyside Fire & Rescue Service Environmental Strategy.

Named Net Zero Implementation group and Environmental Champions have been established and a wide range of eco-friendly initiatives have been embedded into daily operations. Key messages in the themes of Prevention, Re-Use, Recycling, Recovery and Disposal remind employees to switch off, recycle and upcycle where possible. This drives energy, water and landfill waste reduction across the organisation. Merseyside Fire and Rescue have also evidenced they are also taking responsibility in the community participating in 'litter picking' and community clean up with the HIVE Youth Zone and Wirral

Local Authority, the 100-tree planting scheme, seeding wildflower gardens and a new wildlife pond.

Merseyside Fire & Rescue have taken steps to reduce carbon footprint making electric vehicles available to senior leaders, installed solar panels and sourcing air source heat pumps at stations, switching to green electricity tariff, and rolling out biodegradable takeaway trays and reusable cleaning bottles. Work has been undertaken to develop a sustainable food policy and catering policy to ensure produce is sourced locally. A sustainable procurement points system has been utilised to select solar panels and catering suppliers with low caron supply chains. There are plans for further sustainable procurement across the business.

Net Zero Route Map assessed and identified areas of CO_2 emissions and action plans include double glazing, replacement motion sensor lighting, renewable generation and storage, sustainable procurement, increased fleet hybrid vehicles and EV charging points, replacement of gas boilers with energy efficient air/ground source heat pumps, increased upcycling and recycling opportunities including old uniforms, water fire hoses and office furniture, and purchasing reusable goods.

Eco-friendly commuting is currently being explored including incentivised use of public transport and cycling to work, reducing travel, and increased remote working. The possible sign up to Vivup benefits will provide employees with a cycle to work scheme and electric vehicles and energy efficient home appliance salary sacrifice schemes, and discounted leisure and retail vouchers, all which will encourage participation in slowing climate change.

Environment & Sustainability – Areas for Improvement

Merseyside Fire & Rescue Service received **Commitment** in the Environment and Sustainability provision. To further embed this pillar, consider the following recommendation:

- ✓ ES07**:** Criteria: The organisation has established environmentally conscious commuting programme for its employees to travel to work has been marked as 'partially met'. Onsite bike racks have been made available. Take advantage of

'Earth Day', 'Bike Week', 'Cycle to Work Day', 'Walk to Work Week', 'National Walking Month' and 'Walk this May' campaigns to raise awareness of environmentally friendlier commuting methods. Signing up to Vivup and providing access to cycle to work and car salary sacrifice schemes and recording engagement will help improve in this area.

✓ ES10: Criteria: Regular communications to employees promoting how they can support carbon offsetting practices or participate are encouraged by the organisation has been marked as 'partially met'. While signage can effectively prompt employees to recycle waste and 'switch off', the provision of environment and sustainability training opportunities can encourage greener practices in the workplace and at home. Utilising 'Hot News' to promote awareness of climate change and deliver eco-friendly information and updates will further align with this standard.

✓ ES12: Criteria: The organisation has integrated environmentally sustainability practices into its employee compensation and benefits has been marked as 'partially met'. POD team have taken steps to explore the cost:benefit of appropriate company benefits schemes. Vivup benefits scheme is currently awaiting approval from the Strategic Leadership Team. To comprehensively meet this standard, it would be advantageous to provide detailed insights into how employee benefits directly align with environmentally sustainable practices, how these benefits specifically encourage, incentivise, and reward employees who actively participate in eco-friendly behaviours to promote environmental sustainability. One such example is a green points bonus scheme.

✓ Acknowledge and reward employees and teams who contribute significantly to sustainability goals. Recognition can motivate continued efforts and support a sense of collective achievement.

Inclusion & Culture Standards

<table>
<tr><td colspan="2">08</td><td colspan="2">Inclusion & Culture – Current Level: Excellence</td></tr>
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	Commitment	Fully Met	Partially Met	Not Met	N/A
IC1	The organisation has made a clear commitment to promoting a culture that is supportive and inclusive.	●	○	○	○
IC2	The organisation has assessed their needs to uncover any opportunities and challenges regarding inclusion and cultural practices.	●	○	○	○
IC3	The organisation has established policies that promote and support inclusion.	●	○	○	○
IC4	The organisation participates in campaigns or initiatives that demonstrate its commitment to supporting individuals and groups from various communities and backgrounds.	●	○	○	○

	Achievement	Fully Met	Partially Met	Not Met	N/A
IC5	Employees have access to inclusive education and professional development opportunities.	●	○	○	○
IC6	Psychological safety practices have been implemented to help foster a culture of inclusion, equality and diversity.	●	○	○	○
IC7	The leadership and management team has undergone inclusive management training to reinforce their role in supporting diversity and inclusion.	●	○	○	○
IC8	Employees have received foundational training in diversity and inclusion.	●	○	○	○

	Excellence	Fully Met	Partially Met	Not Met	N/A
IC9	The organisation has employee resource groups to champion matters concerning inclusion.	●	○	○	○
IC10	Supportive Inclusion representation is evident across the organisation's public communication agenda.	●	○	○	○
IC11	Programmes or initiatives are in place to encourage greater representation from underrepresented groups where identified in the organisation.	●	○	○	○
IC12	The organisation monitors the effectiveness of its inclusion practices and initiatives.	●	○	○	○
IC13	The organisation can holistically demonstrate that inclusion is embedded across all aspects of the work environment and the business processes and practices.	●	○	○	○

Inclusion & Culture Provision

Inclusion & Culture – Strengths and Areas of Good Practice

To fully meet the Excellence standards of the Charter for Inclusion and Culture Provision, Merseyside Fire & Rescue Service has evidenced they are striving to create a safe and inclusive culture across the organisation. EDI policy and various family friendly polices such as IVF, Maternity, Paternity, Neo-Natal Care, Adoption, Flexible Working, Agile, Hybrid, Special Leave and Carers Break Policy, and Family Friendly Policy ensure a respectful and inclusive workplace and support employees balance their professional and personal lives.

The EDI draft action plan, The Culture and Transformation plan 2024/27 outlines a set of objectives in the areas of values and culture, fairness and diversity, leadership, ethical behaviours and capability, employment and training. Cultural action plan includes detailed accounts of its timed objectives and EDI qualitative and quantitative monitoring data, reflecting the evolving needs of the workforce, and a commitment to transparency and continuous improvement.

Whistle blowing policy and bullying and harassment procedures are in place. To ensure all unsafe practices and unacceptable behaviour incidents are reported Safecall anonymous reporting system has been established. This is an avenue for those who do not feel comfortable using traditional line management channels to raise concerns. Reports made through this system are escalated to People and Organisational Development department for appropriate action. Utilisation rates and impact of these measures are currently under review and there are plans to support employees who raise a concern. The public may raise any complaints regarding employee conduct via Merseyside Fire & Rescue Service website.

There has a been a concerted effort to enhance psychological safety throughout the development, and implementation, of the 'Just Culture' informal resolution and managing workplace discipline policy. This process aims to filter, and address, human error, at risk behaviour and reckless actions, in a fair and timely manner. As a result, staff are encouraged to raise concerns and report errors without fear of retribution. This initiative has been widely disseminated across the organisation and effectively utilised to help learn from mistakes, reduce blame culture, enhance training opportunities, address systemic issues, and drive out unacceptable behaviour.

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The Positive Workforce Action, Attraction Strategy and Tactical Delivery Plan outline a set of objectives to provide opportunities to diverse groups and attract greater numbers of females into the fire service. The Attractions Team and Positive Action Working Group explore and implement targeted interventions to ensure successful adherence to these strategic goals. These include forming positive relationships with key Merseyside stakeholders and agile working in prominent buildings in marginalised areas. This will help integrate deeper into these communities and provide opportunities to under-represented groups. Recruitment days, online recruitment courses and fitness tests are also planned. Visits to mixed and all girls schools, colleges, university and apprenticeship fairs, 'She Inspires' football tournament, and Everton FCs 'Inspirational women and girls networking day, and atending events such as PRIDE Liverpool, Europa PRIDE, Africa Oye, Taste Ramadan and Chinese New Year festivals, also help to enhance a sense of belonging, develop good relationships, raise interest in Mersey Fire careers and open the door to opportunities for diverse groups.

A study conducted in collaboration with the University of Liverpool sought to identify perceived barriers faced by women in pursuing a career within the fire services. Thirteen female firefighters participated, highlighting challenges such as access to suitable facilities, flexible working arrangements, and recruitment processes. Additional collaborative efforts with Race Equality and Cultural Heritage and gender networks will gain further insight into reducing barriers to entry into the fire service.

Equality Impact Analysis reports are also conducted as part of change management processes. National statistics, regional demographics, organisational data, survey outcomes, and staff consultation reports are utilised to ensure inclusivity. Action plans are devised to mitigate any impacts identified during the review.

Merseyside Fire & Rescue Service provides a library of employee and manager training EDI training with modules covering EDI, unconscious bias, race awareness, and allyship helping to promote an inclusive work environment.

Employees are supported by a variety of staff network groups including Health and Wellbeing, Socio-Economic Disadvantage, BAME, Gender, LGBTQ, Fire PRIDE, Disability, Neurodiversity, and Religion and Belief. These networks are a platform for employees to voice concerns, share experiences, and influence organisational policies. Helping

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Merseyside Fire and Rescue Service reach its aims of 'Being Recognised', 'Being Valued', 'Being Who You Are', and 'Getting Your Voice Heard'. These principles empower employees, ensure equitable treatment, ultimately enhancing engagement, satisfaction, and overall workplace harmony. Merseyside Fire & Rescue Service actively participates in key campaigns including International Women's Day, Menopause Awareness Week, Ramadan, World Food Week, Black History Month, Neurodiversity week, International day against Homophobia, biphobia and transphobia.

Merseyside Fire & Rescue Service leverages external partnerships and initiatives such as National Fire Chiefs Council, Asian Fire Service Association to enhance diversity and support EDI progression. Merseyside Fire & rescue Service have partnered with Suzy Lamplugh Trust who have delivered their Stand Up Against Harassment course to upskill employees with the confidence and techniques to challenge unacceptable behaviour. Have also signed up to White Ribbon UK accreditation which campaigns to end violence to women and girls and established a steering group to implement an action plan to bring about change. Merseyside Fire and Rescue are also monitoring raising concerns and disciplinary data from 9 protected characteristics and have been awarded Aspiring Level in the Fair Employment Charter and accredited with Disability Confident Employer.

Inclusion & Culture – Areas for Improvement

Merseyside Fire & Rescue Service received **Excellence** in the Inclusion and Culture provision. This recognition is well deserved; as such, no recommendations are advised.

Summary of Recommendations

A summary of the recommendations provided in this report is provided below.

Leadership

- Continuously assess wellbeing metrics against benchmarks to enhance the effectiveness of health and wellbeing initiatives.
- Introduce a wellbeing KPI to increase managerial accountability and proactive support for their team's health and wellbeing.
- Allocate sufficient time for those managing employee wellbeing initiatives to optimise resources and prevent burnout, ensuring sustained engagement.

Attendance Management

- Consider integrating validated presenteeism tools, such as the Stanford Presenteeism Scale or Work Limitations Questionnaire (WLQ), in future organisation assessments to gain insights into productivity challenges and employee wellbeing, allowing for more tailored interventions.
- Establish an anonymous feedback mechanism for employees to share their experiences with attendance management policies and practices, providing valuable perspectives for refining strategies and improving the effectiveness of attendance management initiatives.

Health and Safety

- No recommendations have been made for this provision.

Mental Health

- Continuously assess the effectiveness of mental health support interventions to ensure they meet the workforce's unique needs.
- Encourage senior executives and managers to lead by example by engaging in initiatives and self-care practices to visibly demonstrate their commitment to mental health

Intoxicants

- Implement a robust system to record employee engagement in intoxicant awareness training
- Provide employees with anonymous self-assessment tools for substance use to identify potential issues early and encourage seeking support without fear of stigma.

Physical Health

- Integrate physical activity into daily routines, such as walking meetings, and encourage senior leaders to participate to boost involvement actively.
- Highlight the correlation between individual physical wellbeing and broader organisational goals to motivate employees to participate in health initiatives by showing how their wellbeing contributes to organisational success

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- Use aggregated physical health data in future wellbeing reports to support tailored interventions and improve overall wellbeing initiatives.

Inclusion & Culture

- There are no recommendations put forward for this provision

Environment & Sustainability

- Consider the corporate signing up to Vivup benefits for provision of cycle to work scheme and hybrid car purchase salary sacrifice schemes.
- Utilise awareness days such as Earth Day, Cycle to Work Day and Bike Week as an avenue to promote eco-friendly commuting and the implementation of targeted interventions.
- Utilise Hot News to raise greater awareness of climate change and as a tool to promote how employees can support carbon off setting practices.
- Integrate environment and sustainable practices into company benefits and reward employees and teams who significantly contribute to sustainability goals.

Outcome

The Charter reaccreditation underscores a strong commitment to employee health and wellbeing, as substantiated by the research findings, the implementation of initiatives, and the involvement of senior stakeholders.

To achieve continued success, it is imperative to identify initiatives that align with the evolving needs of current and future employees. Regular evaluations and adjustments, where necessary, are essential to meet the ever-changing requirements of employee health and wellbeing.

Merseyside Fire & Rescue Service is awarded The Workplace Wellbeing Charter reaccreditation on 27th August 2024. The Workplace Wellbeing Charter is due for reaccreditation in August 2026.

Assessor Signature: *Suzanne Wootton*

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**COMMUNITY SAFETY AND PROTECTION COMMITTEE**		
DATE:	**28 JANUARY 2025**	**REPORT NO:**	**CFO/75/24**
PRESENTING OFFICER	**DEPUTY CHIEF FIRE OFFICER, NICK SEARLE**		
RESPONSIBLE OFFICER:	**AM PAUL MURPHY**	**REPORT AUTHOR:**	**DAN CARTWRIGHT**
OFFICERS CONSULTED:	**HYWYN PRITCHARD, IAN WARNE, AMANDA SHARPLEY (HOME OFFICE)**		
TITLE OF REPORT:	**PROCUREMENT OF POWERED RESPIRATOR PROTECTIVE SUIT**		

APPENDICES:	NONE

Purpose of Report

1. The purpose of this report is to update Members on the outcome of the procurement exercise for the provision of Powered Respirator Protective Suits (PRPS).

Recommendation

2. It is recommended that Members approve the award of the contract to Respirex Limited for the procurement of Powered Respirator Protective Suits (PRPS) for a value of £3,120,000.

Introduction and Background

3. The replacement of PRPS is critical to maintaining the Fire and Rescue Service's operational readiness for Chemical, Biological, Radiological, and Nuclear (CBRN) incidents. With existing suits set to expire by mid-2025, the competition aimed to test the market and identify potential suppliers capable of meeting the technical and operational requirements for PRPS to ensure continuity of service and operational readiness.

4. A tender for the supply of PRPS was issued on 21st December 2024. The Authority received one bid from a supplier, Respirex Limited.

5. The bid price was for the provision of a combination of operational and training PRPS and their full life service across 24 Fire and Rescue Services. The bid was fully evaluated against pass or fail criteria with all aspects of the bid passing the relevant criteria.

6. Due to the value of the bid any contract must be approved by Members. If Members approve the award of the contract to Respirex Ltd the supplier has confirmed the delivery of the PRPS can be met within the Services required timescales.

Equality and Diversity Implications

7.   There are no identified equality or diversity implications related to the procurement of PRPS. The PRPS suits are specialised protective equipment designed to ensure safe operation in CBRN environments, prioritising safety across all personnel roles regardless of background or identity.

Staff Implications

8.   There are no staff implications as the proposed contract would provide service continuity.

Legal Implications

9.   The procurement exercise undertaken ensures compliance with the Public Contracts Regulations 2015 while addressing urgent operational needs.

10.   Reliance on the stated Regulations is consistent with the Authority's Contract Standing Orders.

Financial Implications & Value for Money

11.   Funding for the PRPS is provided by Homeland Security Group (HSG) and will be aligned with phased PRPS procurement to prevent operational disruptions.

Risk Management and Health & Safety Implications

12.   Any delay in procurement poses a risk of creating a critical gap in CBRN response capabilities after June 2025, particularly if testing for alternative Personal Protective Equipment ('PPE') suppliers is required.

13.   Without PRPS continuity, the Fire and Rescue Service may face heightened risks to interoperability, as PRPS3 is the standard for multi-agency response coordination with NHS and Police.

14.   Departing from this standard could undermine both health and safety standards and reduce the efficacy of multi-agency CBRN responses, especially in the event of large-scale or catastrophic incidents.

Environmental Implications

15.   The procurement of PRPS aligns with sustainability goals by maintaining existing equipment specifications, thereby reducing the environmental impact associated with introducing new PPE.

16. Continuing with the current PRPS suits avoids additional manufacturing demands, minimises waste from discontinued equipment, and promotes responsible environmental practices within the procurement process.

Contribution to Our Vision:	***To be the best Fire & Rescue Service in the UK.***
Our Purpose:	*Here to serve, Here to protect, Here to keep you safe.*

17. The PRPS Replacement Strategy supports the Merseyside Fire & Rescue Service's vision as the Lead Authority for National Resilience of being the best in the UK by:

(a) ensuring Readiness: Securing reliable, compliant PRPS equipment enables swift, effective responses to CBRN incidents, directly enhancing public safety.

(b) prioritising Safety: Continuity with standardised PRPS minimises health and safety risks for both personnel and the public.

(c) fostering Collaboration: Maintaining interoperability with the NHS and Police supports a unified, large-scale emergency response, showcasing leadership in national resilience.

(d) demonstrating Accountability: Direct procurement minimises unnecessary costs, ensuring resource efficiency and reinforcing public trust in the Service's commitment to protection and fiscal responsibility.

18. This approach embodies the Service's commitment to serve, protect, and keep the community safe.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

CBRN **C**hemical **B**iological **R**adiological **N**uclear

FRS **F**ire and **R**escue **S**ervice

MFRA **M**erseyside **F**ire and **R**escue **A**uthority

MFRS **M**erseyside **F**ire and **R**escue **S**ervice

SI **S**ervice **I**nstruction

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