

Merseyside Fire and Rescue Authority

Integrated Risk Management Plan 2017-20

2018/19 Update

Introduction

Within the National Framework for Fire and Rescue Authorities, each fire and rescue authority is required to produce an integrated risk management plan (IRMP) which must:

- be easily accessible and publicly available
- reflect effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies, and partners
- cover at least a three year time span and be reviewed and revised as often as it is necessary to ensure that fire and rescue authorities are able to deliver the requirements set out in this Framework
- reflect up to date risk analyses and the evaluation of service delivery outcomes

The Merseyside Fire and Rescue Authority 2017/20 IRMP is available on our website <http://www.merseyfire.gov.uk/asp/pages/IRMP/IRMP2017-20/IRMP2017.html>

It is not intended to produce a new IRMP in 2019/20, as the existing IRMP is still current. But it is intended to include an IRMP update in the Service Delivery Plan for 2018/19, which will be published on our website by 1st April 2019.

In line with best practice, the IRMP has been reviewed to determine progress so far and whether there are any significant changes or new actions that need to be considered.

In general, our work continues to progress well, but some major developments have impacted on what we do now and will do in the future:

- The Dame Judith Hackitt Report into the tragic Grenfell Tower fire which contains recommendations regarding the fire testing regime and the suitability of the fire safety measures in place at the time of the fire. These recommendations are welcomed by the fire and rescue service as it will improve public safety, but it will also result in a considerable increase in workload for our teams. We will be working to increase our capacity to deliver against our legal obligations now and in the future, including collaborating more closely with partner organisations.

- The Kerslake Report on the emergency services response to the Manchester Arena bomb in 2017 also contains learning that all fire and rescue services will be considering, along with their partner organisations such as the police and ambulance services.
- The Significant Incident Review completed following a major fire in a multi-storey car park on the Liverpool waterfront. As well as learning from our own experiences in relation to the incident, we are sharing that learning with fire and rescue services across the country.
- Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services Inspection of the Service completed in December 2018. Although the results are not yet known, the overall process for all English fire and rescue services will provide the government, the public and other stakeholders (along with the Service itself) with more insight into the efficiency and effectiveness of all fire and rescue services.

In order to inform the content of our Service Delivery Plan, Merseyside Fire and Rescue Authority (MFRA) is inviting members of the public and other stakeholders to consider this update (and the current IRMP) in the context of its progress against its plans and intentions for the future.

An online survey is available [here](#), or stakeholders are invited to email serviceplanning@merseyfire.gov.uk or write to the IRMP Officer at Merseyside Fire and Rescue Service Headquarters, Bridle Road, Bootle L40 3YD.

The consultation will close at 9am on Monday 18th February 2019.

Operational Response

IRMP Proposal

1. *During the day (0830-2030) we will continue to have 24 appliances immediately available to be deployed to incidents & two appliances that can be mobilised within 30 mins.*

Update

We have implemented this proposal, however on the basis of our future recruitment approach we are currently able to staff two additional day crewed appliances during the day shift rather than providing the two retained appliances as per our proposal. This interim arrangement provides a higher level of cover than was initially planned. This will continue until no longer feasible, at which point we will revert back to the IRMP 2017-2020 proposal.

IRMP Proposal

2. *Overnight (2030-0830) this number will reduce to 18 immediately available fire engines with a further 8 available on a maximum 30 minute delay*

Update

We completed the implementation of this proposal on 14th September 2018, but are continuing to provide night time cover at Liverpool City and Wallasey fire stations until the fourth quarter of 2018/19.

IRMP Proposal

3. *These additional fire engines will be available through the use of secondary whole time retained contracts for firefighters.
Retirement of 80-100 firefighters during 2017-20*

Update

The secondary contract aspect of this has been completed.

IRMP Proposal

4. *Undertake recruitment between 2017-20 to ensure numbers & competence is maintained (making sure we have enough firefighters for the future)*

Update

We have a firefighter recruit course ending in December, with those firefighters joining their fire stations from January. We are currently recruiting for the next two firefighter recruit courses which will run during 2019.

IRMP Proposal

5. *We will change some shift patterns from whole time to days only whole time crewing (retained cover provided at night)*

Update

This has been delivered. See also the update on 1 and 2 above.

IRMP Proposal

6. *Completion of station mergers (closing two stations and building one new station) at three locations - (St Helens, Prescot & Saughall Massie)*

Update

Prescot fire station is now complete and open and Saughall Massie is being built (it is due to open in 2019). In October 2018 the Fire and Rescue Authority agreed to

seek planning permission for a new station in St Helens (on land off Milverney Way).

IRMP Proposal

- 7. We propose that when the Emergency Medical Response trial is complete, Merseyside Fire and Rescue Authority will introduce EMR to all fire crews across Merseyside during the lifespan of this IRMP.*

Update

We are still awaiting the outcome of negotiations between fire and rescue service national employers' organisation and the Fire Brigades Union, EMR remains a priority for the Service as it has the potential to save lives across Merseyside (as was shown during the pilot in 2016/17).

Operational Preparedness

IRMP Proposal

- 8. We intend to add to the resilience of the marauding terrorist firearms attack (MTFA) capability by training and equipping proposed whole time day duty shift stations to perform this function in addition to the Search & Rescue Team.*

Update

Provision of a response to terrorist attack is included in the contracts for new firefighters and initial training input has been delivered.

IRMP Proposal

- 9. We intend to supplement the resilience of the Urban Search and Rescue (USAR) capability by training all new recruits in to the Service to USAR technician level & create opportunities for staff to work in the USAR team.*
- 10. We will also train all new recruits to Swift Water Rescue Technician in order to increase the number of Type B & C water rescue teams the Service can deploy.*

Update

Firefighters who have demonstrated the skills and attributes to become a full USAR technician, have and will continue to be embedded into Search and Rescue Team.

MFRS currently train all new recruits to Swift Water Rescue Technician in order to increase the number of water rescue teams the Service can deploy. This is now

under review to ensure MFRA meet the needs of the new Apprenticeship scheme whilst ensuring there is a robust maintenance of competence process in place.

IRMP Proposal

- 11. We are committed to maintaining robust assurance arrangements for the National Resilience capabilities located across the English FRS on behalf of Home Office.*
- 12. We will work with the Home Office to fully embed the principle of devolution of responsibility for National Resilience capabilities to the sector through the Lead Authority arrangement.*

Update

National Resilience is the term used to describe a range of specialist capabilities that are provided and maintained via Government funding, that are available to respond nationally to deal with unusually large or complex emergencies for example major building collapse. Merseyside Fire and Rescue Service as the Lead Authority for the delivery of National Resilience manages, assures, coordinates and reports on the deployment of these assets through the National Resilience Assurance Team (NRAT) on behalf of the government.

MFRS also have the responsibility for the national mobilisation and coordination of National Resilience assets via the National Resilience Fire Control, National Resilience skills acquisition training and National Resilience Long Term Capability Management which provides support, asset refresh and contract management for the maintenance of all National Resilience fleet and equipment.

New work will involve considering how all National Resilience capabilities will be configured and how they may need to be refreshed or replaced by 2024.

IRMP Proposal

- 13. As part of the collaboration programme with Merseyside Police, we are planning to include the Police MATRIX team in similar joint training plans to further enhance response capability at major incidents.*

Update

This proposal is linked to the Joint Emergency Services Interoperability Programme which was set up to improve the way the emergency services work together. Our Detection, Investigation and Monitoring team (part of our approach to National Resilience) currently trains with Matrix team and the location of the North West Ambulance Hazardous Area Response Team at Croxteth fire station means that fire and rescue and ambulance service teams work closely together.

IRMP Proposal

- 14. We may change how we training is delivered in the longer term. We propose*

to work with partner organisations to explore opportunities for efficiencies, driving further collaboration & improving effectiveness.

Update

It has been agreed that a training review should take place and it is expected to begin in early 2019.

Community Risk Management

Prevention

IRMP Proposal

15. We are in discussion with local Clinical Commissioning Groups & Public Health professionals in relation to the introduction of Safe and Well visits across Merseyside.

Update

The Services Safe and Well visit has been fully evaluated with the findings utilised to inform future strategy. As such the Service will be well positioned to determine next steps in relation to potential joint commissioning arrangements.

Positive outcomes to August 2018 include:

10,486 Safe & Well Visits to over 65s, raised awareness of the NHS Bowel Cancer Screening Programme to **4293** people over 60, carried out **3857** Falls Risk Assessments to over 65s, held **2532** MECC (making every contact count) conversations with smokers, provided advice about reducing alcohol intake to **2751** people and taken the blood pressure of **682** people.

October 2018 Update

Safe and well pilot has been delivered by vulnerable person's advocates' teams with 10,600 visits in 12 month period.

IRMP Proposal

16. Alongside Merseyside Police and our Local Authorities we are exploring the concept of fully integrated early help services, creating shared service Community Safety/Early Help Hubs, which it is envisaged will better co-ordinate resources.

Update

Each of the five local authorities has adopted an approach to Early Help which aims to support the most vulnerable in our communities. Our front line staff can refer into the different local authorities to provide additional support for vulnerable people.

In Wirral we have an arson reduction officer who spends part of their time working in the Wirral Hub. This approach is being explored in other Districts.

IRMP Proposal

17. With partners:

- *We are committed to the building of digitally inclusive community where everyone has access to affordable broadband & devices, has the right skills & confidence to use the internet and the ability to use technology to improve their quality of life & get out of poverty.*
- *We propose to deliver a multi-disciplinary monitoring system, through smart smoke alarms linked to Fire Control to enable vulnerable residents to stay safe.*

Update

We are now working in Wirral supporting the Wirral Plan Housing Pledge for 2018-19 in relation to improving the quality of Wirral's housing offer for residents. MFRS' contribution is in identifying opportunities to design and plan the introduction of assistive technology to improve wellbeing and safety to promote independence for residents.

MFRS are also now members of the Knowsley digital inclusion steering group.

This project is developing and future evaluation will assist us with our next steps.

IRMP Proposal

18. We aim to develop a volunteer cohort to support engagement events, work with other community stakeholders to identify

Update

MFRS began the recruitment of volunteers in early 2017 with the first group receiving induction training in March 2017. We currently have 85 volunteers registered who have supported events and initiatives such as.

- Arson reduction campaigns across Merseyside
- Assisting our staff in the delivery of Home Fires Safety Checks and reassurance campaigns following major incidents
- Water Safety Week
- Community clean up events with key partners in Wirral
- Health and Wellbeing events, promoting our Safe and Well & home fire safety.
- High Rise Campaigns across Merseyside following the Grenfell Tower fire in London.

We are enthusiastic about the way this project is developing and look forward to recruiting more volunteers to support our work in the community.

NEW Proposal from 2017

Marketing and Funding Strategy - MFRS are considering opportunities for further funding and sponsorship from the private sector to support its Youth Engagement programmes. Particularly those related to Early Intervention / Early Help.

Update

We have not started this project yet but intend to do so in 2019.

Protection

IRMP Proposal

19. Towards 2020 we will ensure targeting the right level of Protection expertise to the level of risk by using a wide range of data & intelligence sources.

Update

We implemented a New Risk Based Inspection Programme in July 2018 that uses 13 data sets to help us more accurately target the higher risk premises in Merseyside to ensure that owners and occupiers are complying with their legal responsibilities. This will help us ensure that we can continue to reduce the risk of fire in the future.

However, there is a national shortage of skilled fire protection officers and increasing demand for fire protection expertise following the Grenfell Tower fire in 2017, so we are working hard to find ways to increase our expertise, whilst still considering budget constraints.

IRMP Proposal

20. We propose that Business Fire Safety Advisors will complement the work of Protection by further supporting our risk based strategy, developing initiatives & campaigns to target specific business premises across Merseyside.

Update

Ten Business Fire Safety Advisors have been recruited with some already moving into higher level roles and two unfortunately leaving the Service due to the high demand for their expertise. Further New recruits to this area started work in the autumn of 2018.

IRMP Proposal

21. Introduction of the Protection Response Team will ensure operational crews are fully prepared to respond safely & effectively to fires with a heightened knowledge of the built environment.

We propose further involvement in planning activities, exercise support & debriefing MFRS & multi-agency exercises.

The team will support the management of risk through undertaking 'peak performance' inspections with partners.

Update

Peak performance inspections (visiting premises when they are operating – eg inspecting a night club when it is open) are now fully established, successful and embedded as normal business within the Risk Based Inspection Programme.

A shortage of expertise has meant that we have not yet been able to implement a full Protection Response Team and therefore the provision of training to operational crews on the built environment has been limited. We are working to resolve this issue by considering innovative ways to increase our resources.

IRMP Proposal

22. MFRA will develop a Merseyside Better Business for All approach by April 2018 working with local stakeholders. By working together to remove real and perceived barriers to growth by understanding each other's perspective, we can develop our approach, tackle obstructions & find solutions to move forward.

Update

MFRS was a founding member of the Liverpool City Region Better Business for All (BBfA) partnership in 2017. However, the future direction BBfA nationally is uncertain, affected by the Hackitt Review of Building Regulations (after the Grenfell Tower fire).

Linked to this is the primary Authority Scheme which enables companies to work with a single fire and rescue service for legislative fire safety advice that they can then apply to all of their operations regardless of where they are in the country. MFRS has one Primary Authority in place and another pending.

We will consider our ability to expand Primary Authority partnerships in the light of the previously mentioned challenges in relation to the resources we have available.

Finance

IRMP Proposal

23. Financial proposals:

- *Prepare a multi-year financial plan*
- *Set council tax increase in line with the financial plan*
- *Assume 1% pay increase for our staff for 2016/17-2019/20*
- *Focus our search for efficiencies on collaboration, management, support staff costs & other technical reviews. Assume £9.1m of savings by 2019/20*
- *Deliver station mergers programme to provide £2.6m outstanding from 2015/16 financial plan.*
- *Identify operational response proposals which will have the least negative impact on service delivery to deliver £1.9m of savings.*
- *Envisage the reduction in firefighters will be achieved by natural retirement by 2018/19.*

Update

Our five year Medium Term Financial Plan rolls forwards every year and it is updated to deal with any changes.

We still set our council tax at the referendum limit allowed (which increased from just under 2% to just under 3% from 2018/19).

Employees were offered a 2% annual pay award from 2017/18 and therefore the financial plan assumption over future pay increases was amended to 2% per annum. Due to changes in the council tax referendum limit and the identification of new saving options the current financial plan remains in a balanced position up to 2019/20.

The approved budget savings remain on track to deliver the efficiencies in management, support services and non-employee costs. Our collaboration work continues, with a joint Police/Fire and Rescue Service Board overseeing the projects.

There are no changes to the operational savings target although we have made some changes to how we deliver this – these are detailed in the Response section above.

We are seeking to maintain 620 firefighters (full time equivalents) and we are planning recruitment to ensure we have sufficient resources in the future to balance the firefighters retiring from the Service.

