



East Sussex Fire & Rescue Service

East Sussex Fire & Rescue Service Benchmarking Report 2013/14

OCTOBER 2014

Background

This document aims to provide benchmarking information for East Sussex Fire & Rescue Service against its other Family Group 2 members. The UK's Fire and Rescue Services (FRS) are divided into five family groups, these groups are used to aid analysis and comparisons between similar FRS'. ESFRS is grouped together with other similar sized FRS which are deemed to have some, but by no means all of the same key characteristics.

The thirteen FRS that make up Family Group Two are:

Bedfordshire
Royal Berkshire
Buckinghamshire
Cambridgeshire
Dorset
Durham
East Sussex
Norfolk
Northamptonshire
Oxfordshire
Suffolk
West Sussex
Wiltshire.

This benchmarking report focuses on the following areas:

- Employee comparisons from the 'Operational Statistics bulletin for England: 2013-14'
- Station and appliance comparisons from the CIPFA annual statistics for 2013/14
- Health and Safety comparisons from the 'Operational Statistics bulletin for England: 2013-14'
- Incident comparisons from the 'Fire Statistic Monitor: England April 2013 to March 2014' and the 'Fire Incident Response Times: England, 2013-14'

ESFRS regularly submits a number of datasets throughout the year to Local Government and Communities (DCLG). These datasets include ESFRS's incident data captured within the Electronic Incident Recording System (E-IRS), the Integrated Risk Management Plan (IRMP) Returns, Fire of Special Interest (FOSI) and Fires on Crown premises. These are collated, verified and released into the public domain at different intervals by DCLG.

The most current DCLG datasets were released at the end of August 2014. The figures in this report are based on the latest published figures, the regional demographic information, Appliance and Station numbers are based on data released by CIPFA and the Employee and Health & Safety comparisons are based on 2013/14 IRMP returns. These returns reflect the positions within each organisation as of 31 March 2014. Sickness data is provided directly from the Analysts within Family Group 2.

DCLG collate the Annual IRMP Returns and produce Fire and Rescue Service Operational Statistics Bulletins (the 'Operational Statistics bulletin for England: 2013-14'). These contain data from each UK FRS on:

- Fire Prevention and Community Fire Safety Activities
- Fire Safety Audits, Enforcement, Prohibition and Compliance Notices, and Prosecutions
- Staff strength by rank and contract
- Health and Safety – Injuries during operational incidents and training
- Vehicle Incidents and Accidents

All the Operational Statistics Bulletin datasets are in the public domain and can be accessed via the GOV.UK website or using this link : <https://www.gov.uk/government/statistics/fire-and-rescue-authorities-operational-statistics-bulletin-for-england-2013-to-2014>

DCLG also collect and collate the IRS data sets and produce the 'Fire Statistic Monitor: England April 2013 to March 2014' and the 'Fire Incident Response Times: England, 2013-14'.

These contain data from each UK FRS on:

- Incident types
- Attendance times
- Fatalities and casualties

All Fires Statistics and Incident response times datasets are in the public domain and can be accessed via the GOV.UK website by using these links: <https://www.gov.uk/government/publications/fire-statistics-monitor-april-2013-to-march-2014> and <https://www.gov.uk/government/publications/fire-incidents-response-times-england-2013-to-2014>

Population and geographic details

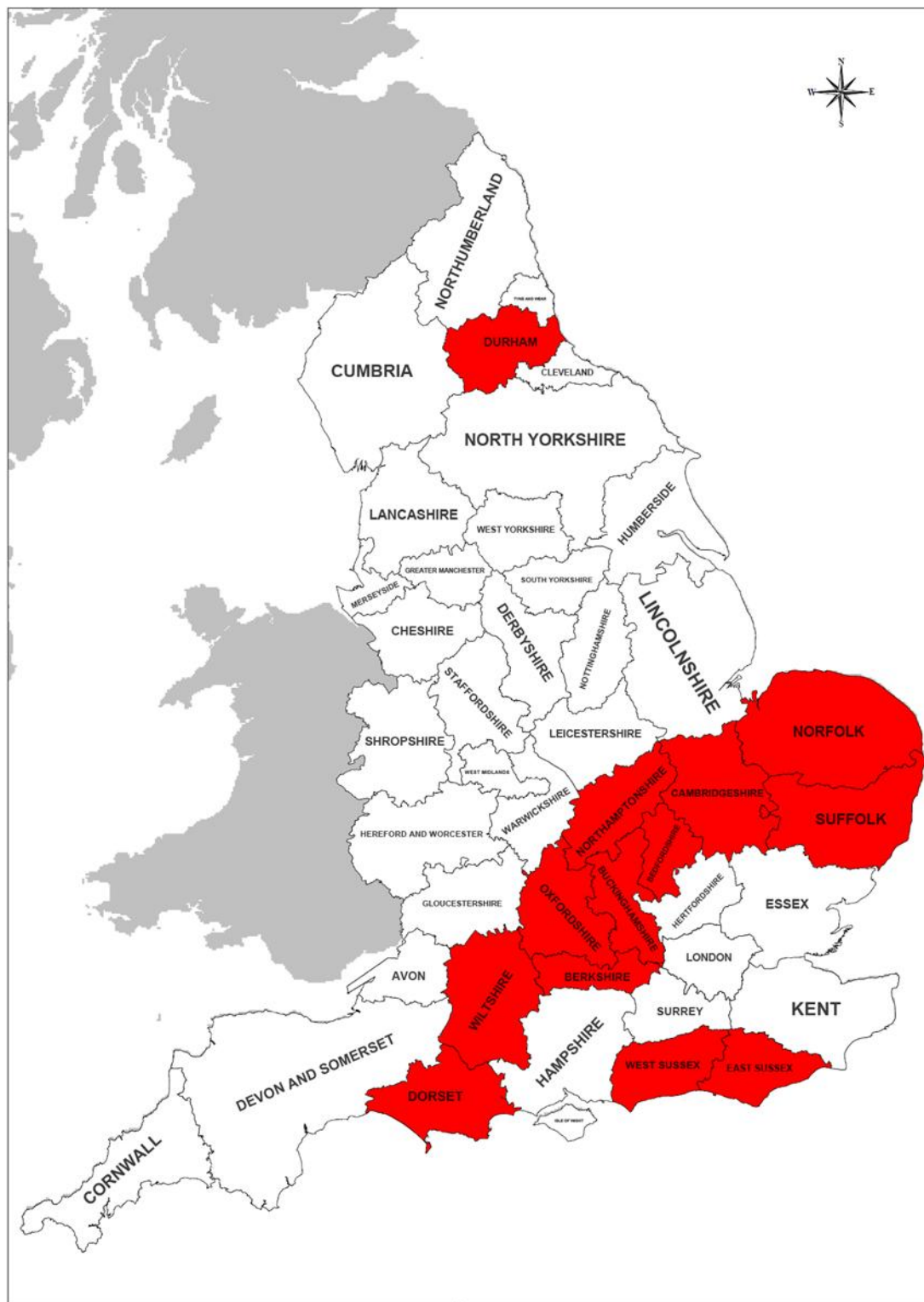
In order to create meaningful comparators across the Family Group 2 the performance indicators are often expressed as a rate or ratio against a standard demographic or geographic value.

Table 1 sets out these main comparators and shows that East Sussex shares a similar population profile to that of Cambridgeshire and West Sussex. However the area ESFRS covers is the third smallest, yet ESFRS has the highest number of WT fire fighters and the second highest number of combined WT and RDS FTE firefighters overall.

	Bedfordshire	Berkshire	Buckinghamshire	Cambridgeshire	Dorset	Durham	East Sussex	Norfolk	Northamptonshire	Oxfordshire	Suffolk	West Sussex	Wiltshire
Population	633,900	878,400	771,800	820,500	754,500	621,350	812,500	870,100	706,600	666,100	735,900	821,400	693,700
Domestic Properties (Dwellings)	247,688	345,439	305,422	330,700	337,569	275,177	353,660	389,588	294,166	259,407	315,151	352,141	283,191
Non-domestic Properties	17,439	24,059	21,298	23,890	29,524	18,112	27,038	32,872	20,241	19,901	28,032	25,290	19,372
Wholetime (Full Time Equivalent)	291	385	309	242	263	343	407	255	283	245	212	333	193
RDS (Full Time Equivalent)	152	60	176	218	299	158	231	460	228	266	387	234	257
Total	443	445	485	460	562	501	638	715	511	511	599	567	450
Area Sq Km	1,235.40	1,262	1,873.60	3,389.60	2,652.60	2,423.50	1,791.20	5,370.70	2,364	2,604.90	3,800.20	1,990.50	3,485.40

Table 1: Sources are i) Areas Brigade Web sites/FG2 Quarterly performance report: FTE ii) Operational Statistics Bulletin: 2013/14 – Appendix 17 - HR return (HR1) & iii): Mid year population Stats 2013 from ONS

Locations of the Family Group 2 Fire and Rescue Services



 **FAMILY GROUP TWO**

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Employee comparisons

ESFRS management structures (Brigade, Area & Group Managers) are currently similar in size and distribution to Northamptonshire FRS and overall ESFRS numbers are comparable to Berkshire FRS, although ESFRS does report the highest numbers of operational staff in FG2.

The figures in Table 2 represent the 'Strength' of each FRS. This is the actual number of operational posts filled as per contract during the reporting period 1 April 2013 to 31 March 2014. They do not include any temporary posts or posts that are fully funded by outside agencies. For example, persons seconded to DCLG, Fire Service College, or charitable organisations. Posts such as these are not included in a FRSs Strength figure. However it will reflect temporary promotions within the organisation.

Fire & Rescue Service	Brigade Manager	Area Manager	Group Manager	Station Manager	Watch Manager	Crew Manager	Firefighter	Total
Bedfordshire	3	5	10	16	38	48	171	291
Berkshire	3	4	9	26	57	68	218	385
Buckinghamshire	2	3	9	25	43	48	179	309
Cambridgeshire	3	4	7	26	45	25	132	242
Dorset	3	5	6	21	39	40	149	263
Durham	2	4	8	26	56	51	196	343
East Sussex	3	3	13	28	46	61	253	407
Norfolk	2	2	10	23	42	35	141	255
Northamptonshire	3	3	14	23	45	37	158	283
Oxfordshire	3	4	8	31	57	23	120	245
Suffolk	3	4	11	16	43	28	107	212
West Sussex	3	4	5	29	53	56	183	333
Wiltshire	2	5	9	15	37	27	98	193

Table 2: Breakdown of Wholetime strength by role (Source: CLG Operational Statistics Bulletin 2013/14 – Appendix 3a 31 March 2014)

Chart 1 below shows the comparisons of Wholetime firefighters across Family Group 2 (FG2). ESFRS has 407 and the FG2 average in 292 as of 31 March 2014.

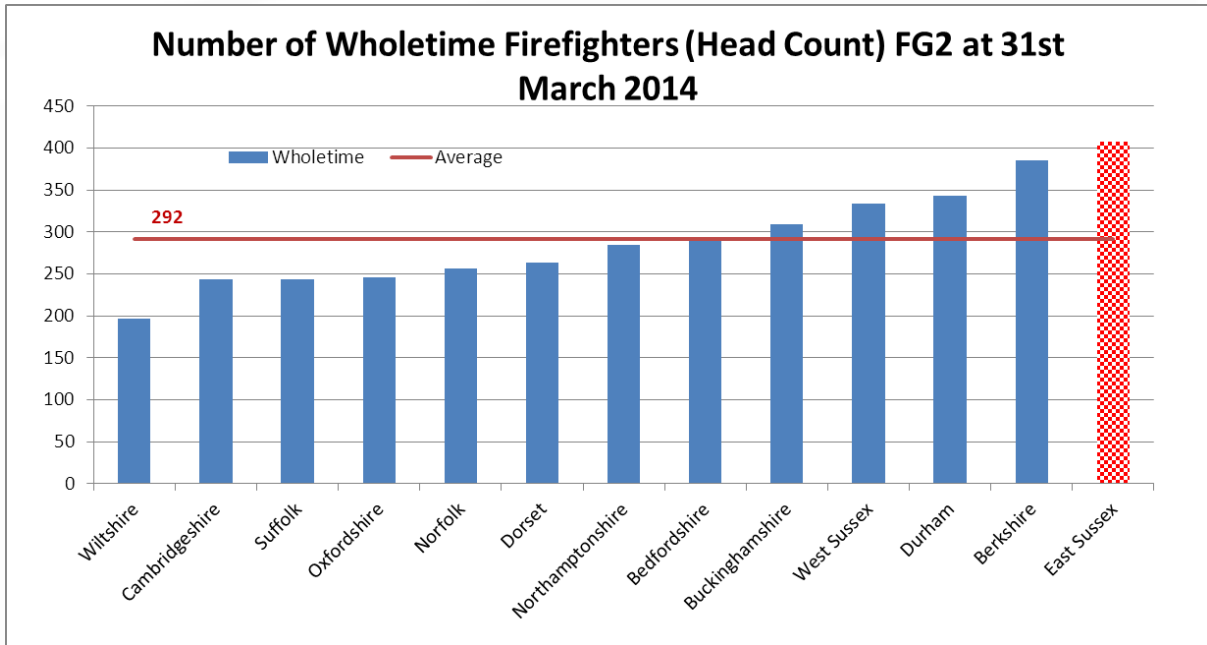


Chart 1: Comparison of Wholetime strength for Family Group 2 Fire & Rescue Services (Source: DCLG Operational Statistics Bulletin 2013/14 – Appendix 6 - 31 March 2014)

Chart 2 shows the comparisons of Retained Duty Systems (RDS) firefighters across FG2. The average number of RDS firefighters across the group is 282. The RDS staffing model is often dependent on a number of factors which include geographical location, the number of incidents in an area and the levels of risk within an area.

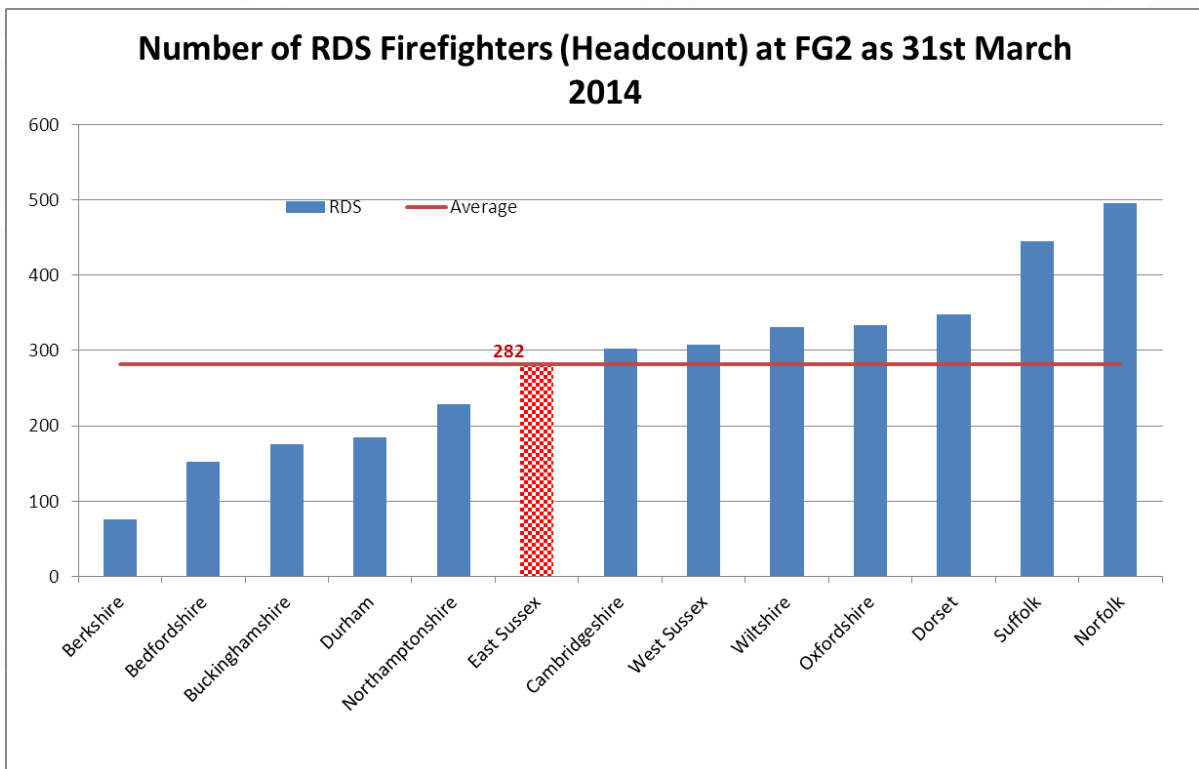


Chart 2: Comparison of Retained Duty System strength for Family Group 2 Fire & Rescue Services (Source: DCLG Operational Statistics Bulletin 2013/14 – Appendix 6 - 31 March 2014)

Stations and Appliances comparisons

Table 3 presents the number of operational appliances per 100,000 population and the number of square kilometre per operational appliances for each member of FG2. ESFRS has a ratio of 4.92 operational pumps per 100,000 population, this is just above the average for FG2 (the average is 4.61). From the table below it can be seen that ESFRS and West Sussex cover a very similar sized areas and number of appliances.

Fire & Rescue Service	Operational Appliances	Appliance per 100,000 population	Square Kilometre per Appliance	FRS Area Sq. KM
Bedfordshire	24	3.79	51.48	1,235
Berkshire	23	2.62	54.87	1,262
Buckinghamshire	32	4.15	58.55	1,874
Cambridgeshire	39	4.75	86.91	3,390
Dorset	40	5.30	66.32	2,653
Durham	29	4.67	83.57	2,424
East Sussex	40	4.92	44.78	1,791
Norfolk	44	5.06	122.06	5,371
Northamptonshire	28	3.96	84.43	2,364
Oxfordshire	35	5.25	74.43	2,605
Suffolk	40	5.44	95.01	3,800
West Sussex	42	5.11	47.39	1,991
Wiltshire	34	4.90	102.51	3,485

*Operational appliances includes Pumping and Aerial appliances

Table 3: Number of Operational appliances (Source: CIPFA Statistics 2013/13)

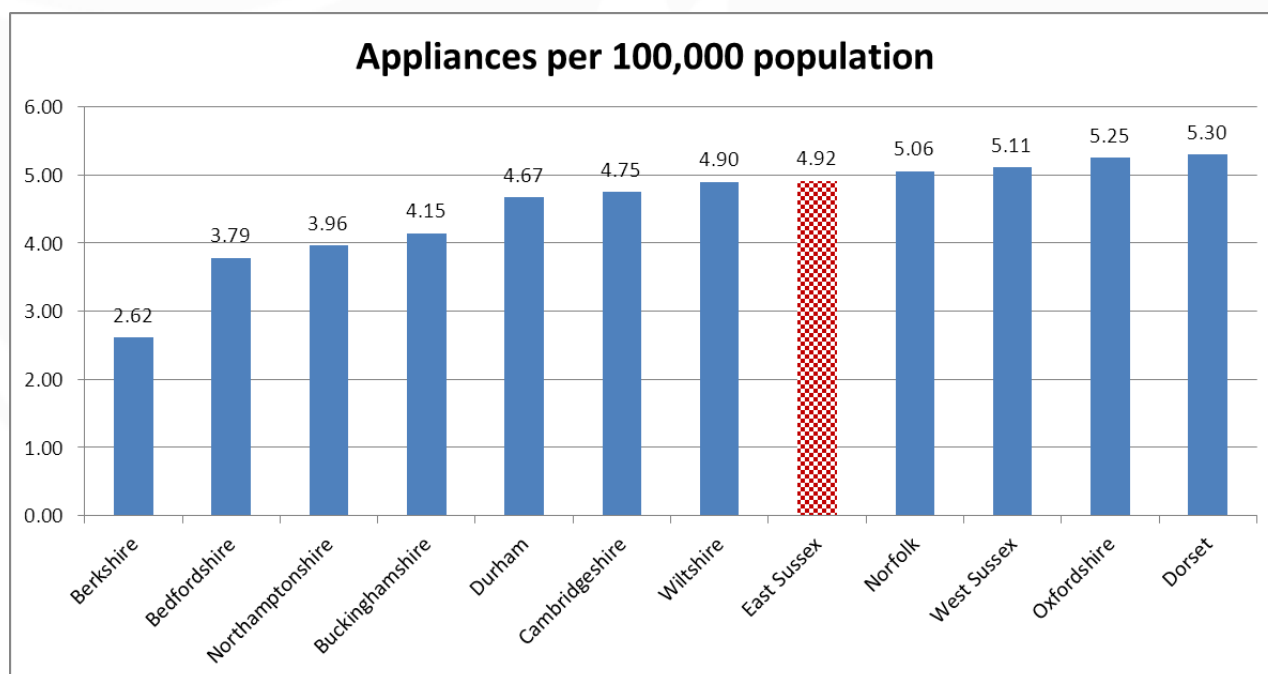


Chart 3 Appliances per 100,000 pop (Source: CIPFA Statistics 2013/14)

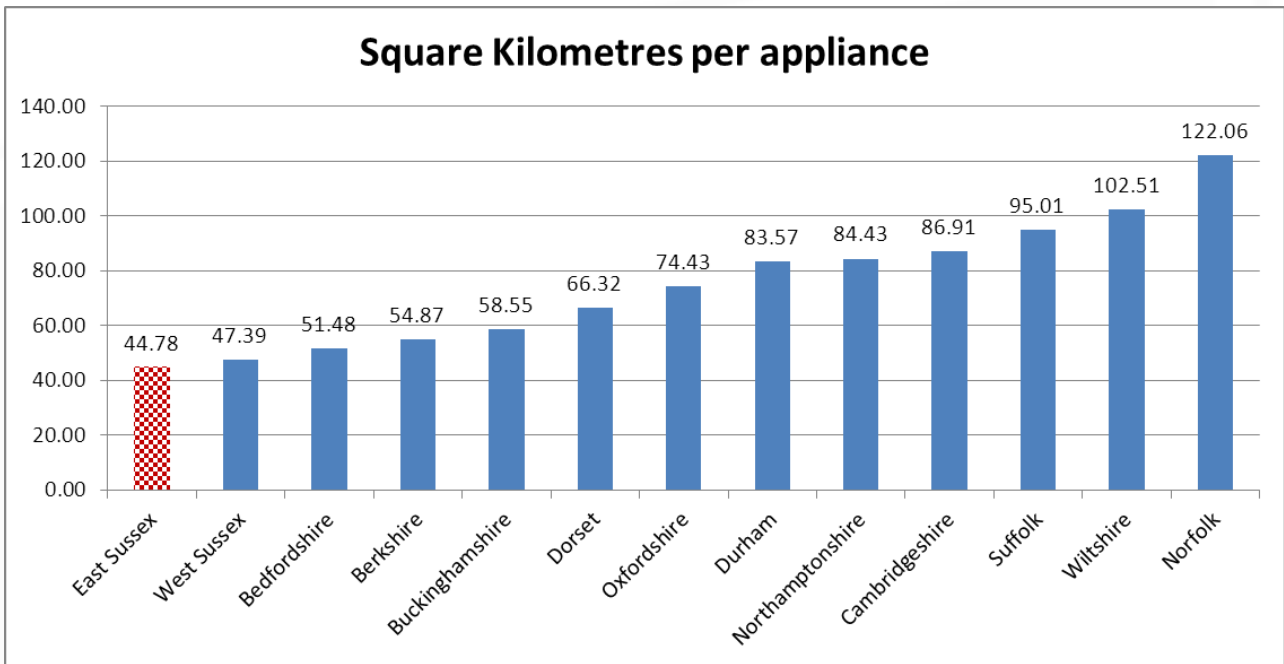


Chart 4 Square kilometers per appliance (Source: CIPFA Statistics 2013/14)

Table 4 looks at the number of stations against the population density and the geographical areas each FRS covers. The figures published in the CIPFA Statistics 2013/14 show ESFRS as having six Wholetime, six Day crewed and 12 RDS stations. ESFRS show a ratio of 2.95 stations per 100,000 population this places ESFRS 6th in FG2, and with 100.98 square km per each station, again West Sussex is the closest fit from the other members of FG2.

Fire & Rescue Service	Wholetime Stations	Day crewed Stations	Retained Stations	Total Number of Fire Stations	Stations per 100,000 population	Stations per Square Kilometre
Bedfordshire	5	1	8	14	2.21	88.24
Durham	8	1	6	15	2.41	161.57
Berkshire	11	0	7	18	2.05	70.11
Buckinghamshire	6	4	10	20	2.59	93.68
Northamptonshire	6	2	14	22	3.11	107.45
East Sussex	6	6	12	24	2.95	74.63
Oxfordshire	3	3	18	24	3.60	108.54
Wiltshire	3	3	18	24	3.46	145.23
West Sussex	5	5	14	24	2.92	82.94
Dorset	6	1	19	26	3.45	102.02
Cambridgeshire	4	3	20	28	3.41	121.06
Suffolk	4	2	28	35	4.76	108.58
Norfolk	6	0	35	41	4.71	130.99

*Cambridgeshire has 1 Volunteer Fire Station

** Suffolk has 1 Nucleus Fire Station

Table 4: Number of Stations (Source: CIPFA Statistics 2013/14)

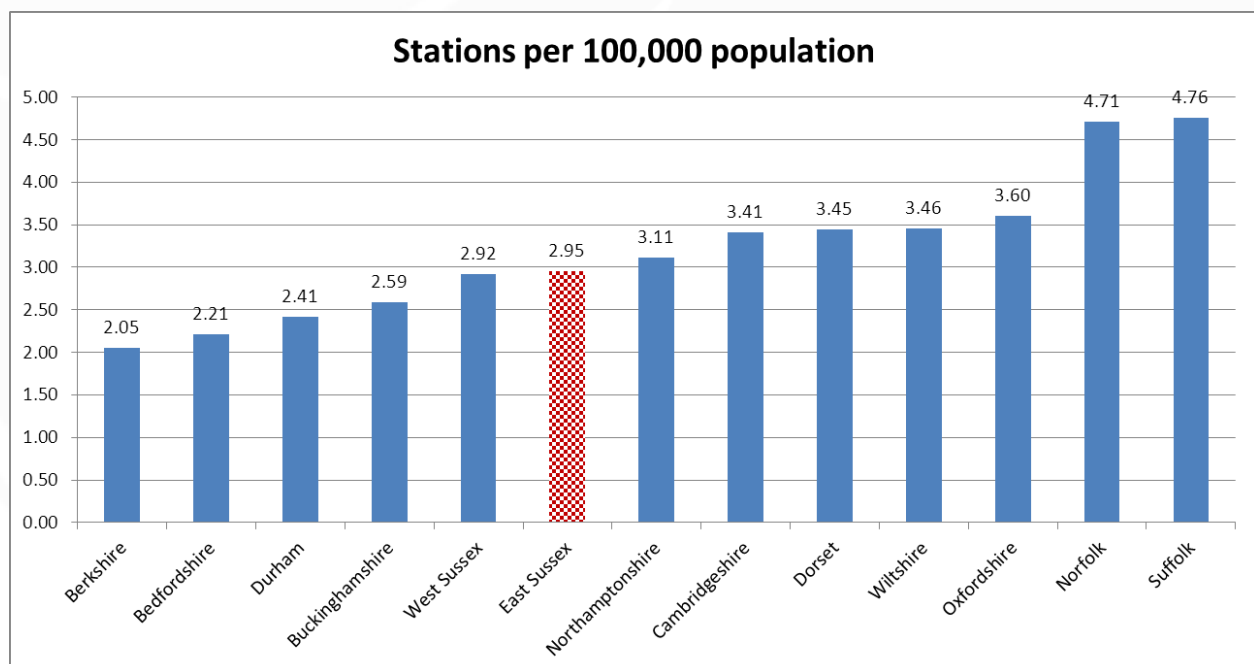


Chart 5 Stations per 100,000 pop (Source: CIPFA Statistics 2013/14)

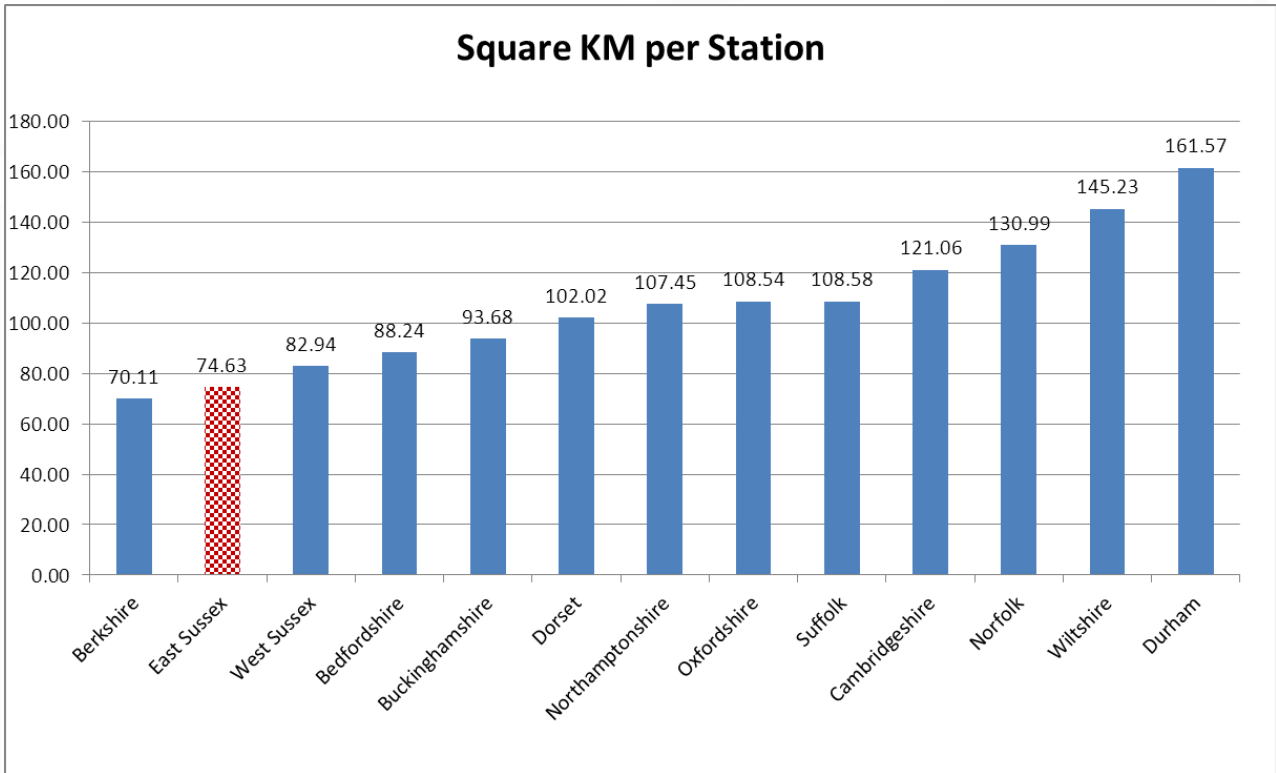


Chart 6 Stations per square km (Source: CIPFA Statistics 2013/14)

Chart 7 illustrates the number of wholtime, day crewed and RDS stations for each Family Group service. Norfolk has the highest number of RDS stations within the group. Bedfordshire and Durham have the lowest number of fire stations in total.

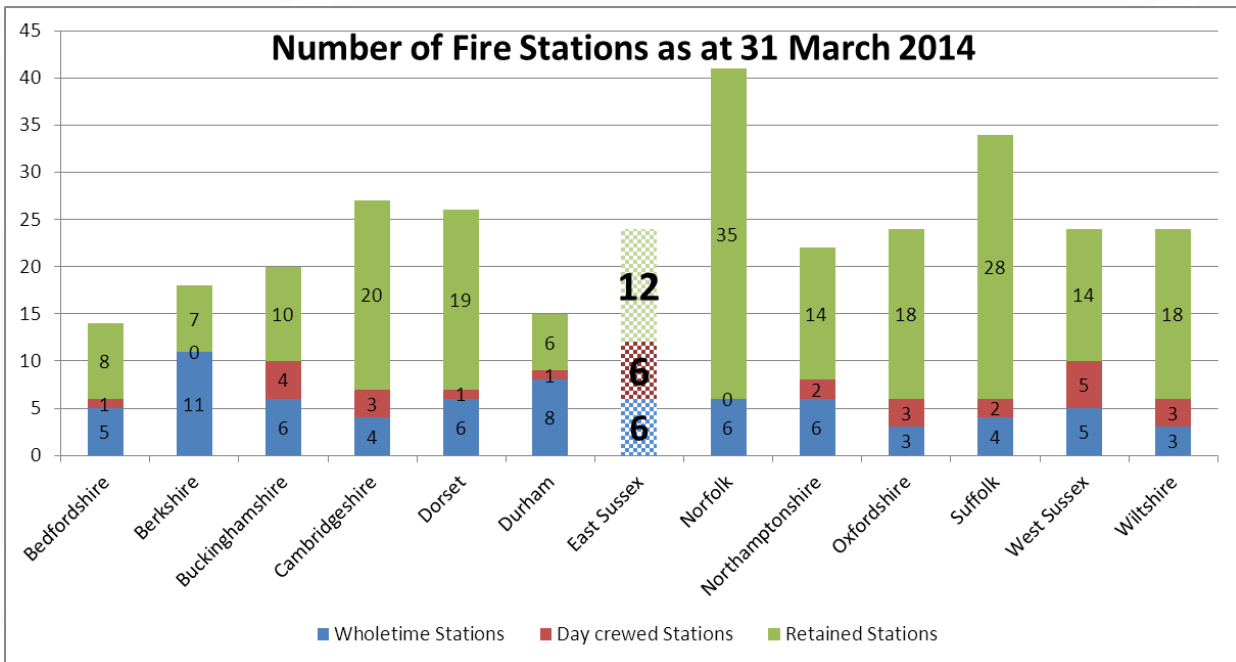


Chart 7 Number of Stations (Source: CIPFA Statistics 2013/14)

Health & Safety

Chart 8 below shows the number of injuries per 100 wholetime firefighters sustained during operational incidents and training for FG2 FRS'. In 2013/14, ESFRS sustained 6.10 injuries per 100 firefighters at operational incidents and 6.54 injuries per 100 firefighters during training. The FG2 average number of injuries per 100 firefighters at operational incidents is 4.77 and the rate for injuries during training is 4.18 per 100 firefighters.

ESFRS is currently above both these levels, with our service being ranked 11th in relation to operational incidents and 12th worst in training incidents. Cambridgeshire FRS has worst ratio per 100 firefighters both operational incidents and during training. It has been acknowledged within our CFOA region (and can reasonably be assumed to be similar nationally) that there are clearly differences in the way accidents and injuries are categorised and recorded across the nine Services. This issue is currently being addressed, with ESFRS supporting a regional project to agree the standard definition and then provide accurate data against the new definition. The one factor that probably cannot be determined is that of the culture of reporting, where one Service's personnel will more readily report incidents than another's.

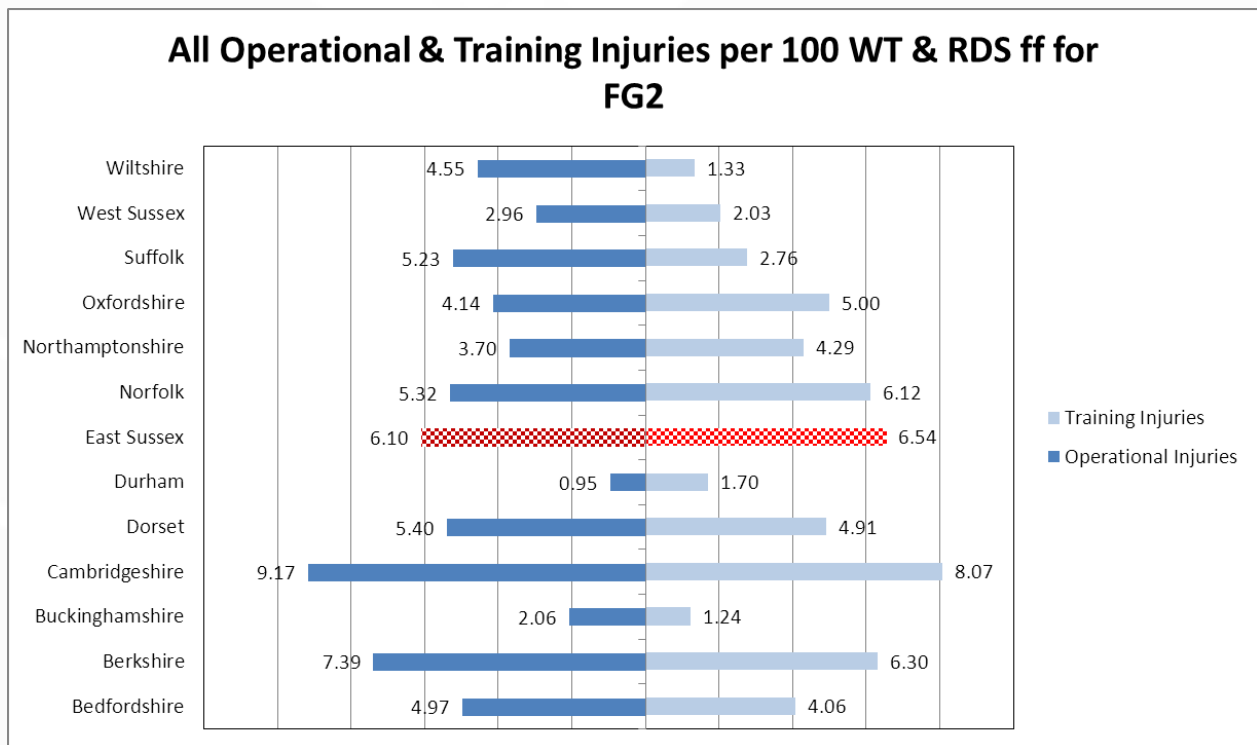


Chart 8: Source: Operational Statistics Bulletin 2013/14 – Appendix 9b. Total injuries sustained by Wholetime and RDS firefighters during operational activities and Appendix 9c Total number of injuries sustained by Wholetime and RDS firefighters during training activities in England, 2013/14.

Firefighters by Gender and Ethnicity comparisons

Chart 9 shows the percentage of female wholetime firefighters for each FG2 member over the past 3 years. The profile of wholetime firefighters in England is predominantly male and white. However, the proportion of firefighters who are female has increased from a national average of 1.70% in 2002 to a national average of 4.6% in March 2014. ESFRS has the fourth highest proportion of female firefighters across FG2, with 4.9% of Wholetime firefighters being female.

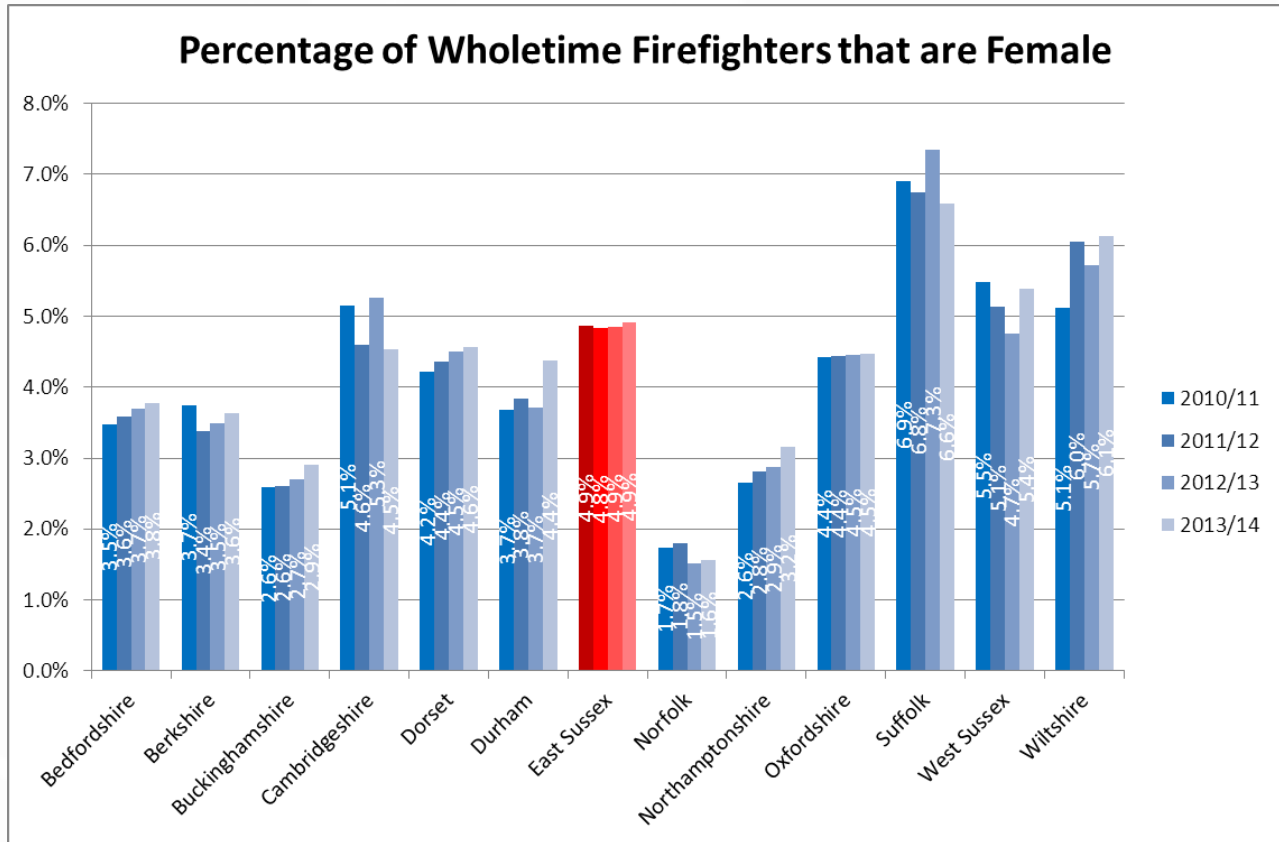


Chart 9: Source: Operational Statistics Bulletin 2013/14 – Appendix 6. Gender of Fire and Rescue Service personnel (headcount) in England at 31 March 2014

The percentage of Wholetime firefighters from ethnic minority backgrounds has also increased steadily from 1.5% in 2002 to a national average of 4.5% in March 2014. ESFRS is currently below this national average at 2.9% (only Bedfordshire and West Sussex are above the national average).

Chart 10 illustrates the percentage of wholetime firefighters that are from an ethnic minority background for FG2. As of 31st March 2014, ESFRS has the fourth highest proportion of ethnic minority staff across the FG2 members.

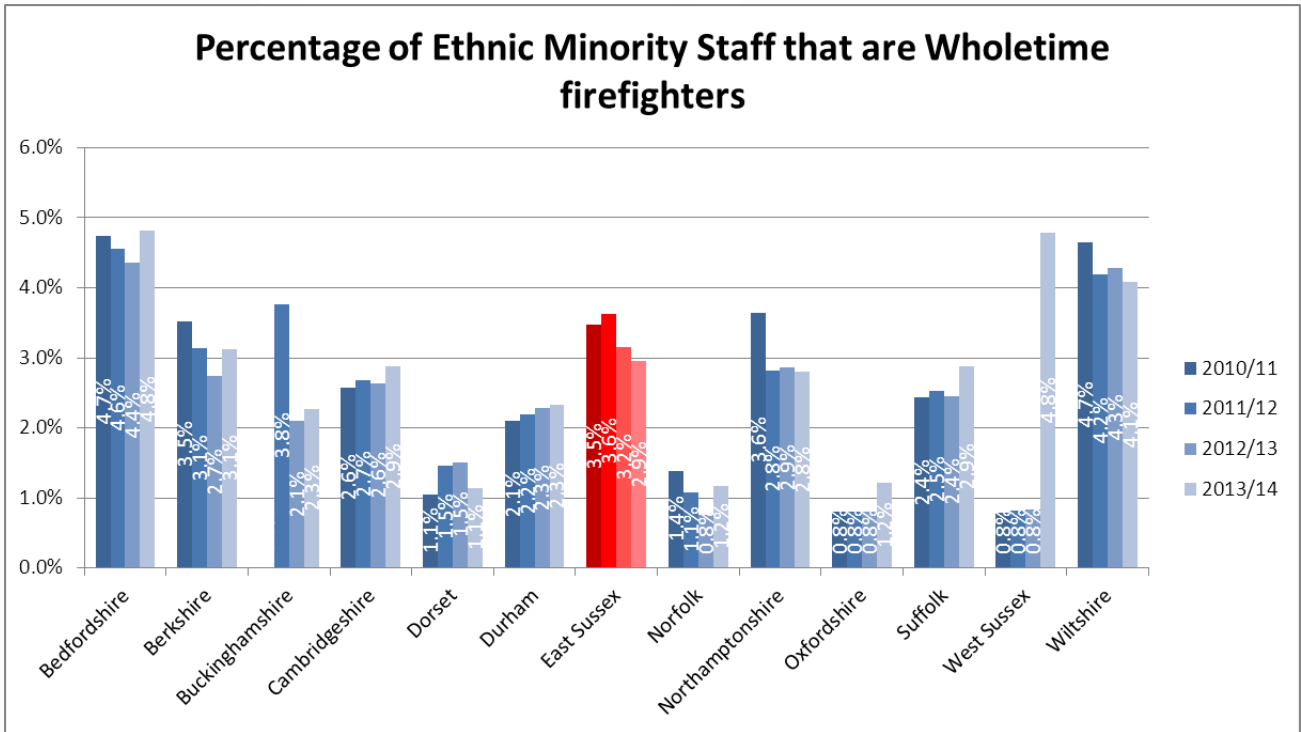


Chart 10: Source: Operational Statistics Bulletin 2013/14 – Appendix 7a. Ethnic origin of Wholetime firefighters (headcount) in England at 31 March 2014

Sickness

Chart 11 Illustrates the number of shifts lost per person for Whole time and Control staff due to sickness. ESFRS has the 3rd highest level of Sickness in FG2. N/a represents no value being returned by a specific Fire and Rescue Service.

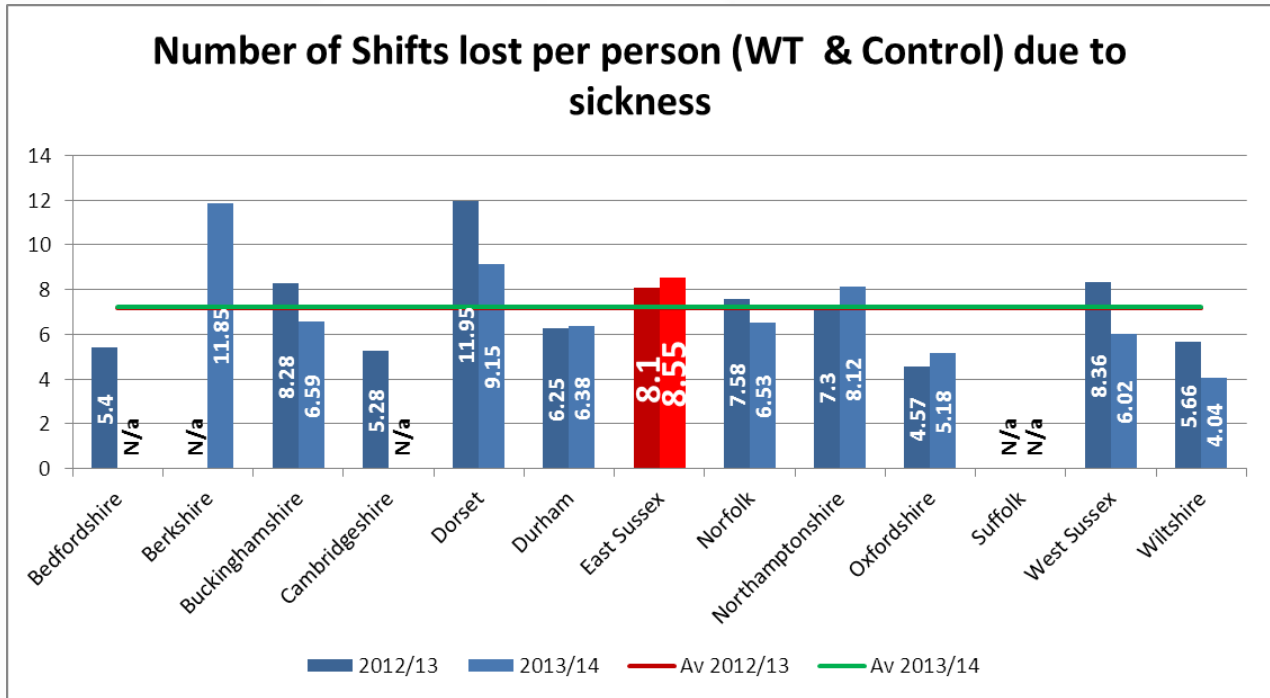


Chart 11: Source: FAM Group 2 Quarter 4 Report 2013/14

Chart 12 Illustrates the number of shifts lost per person for Non-uniformed support staff due to sickness. ESFRS have the highest number of shifts lost per person in the group for 2013/14.

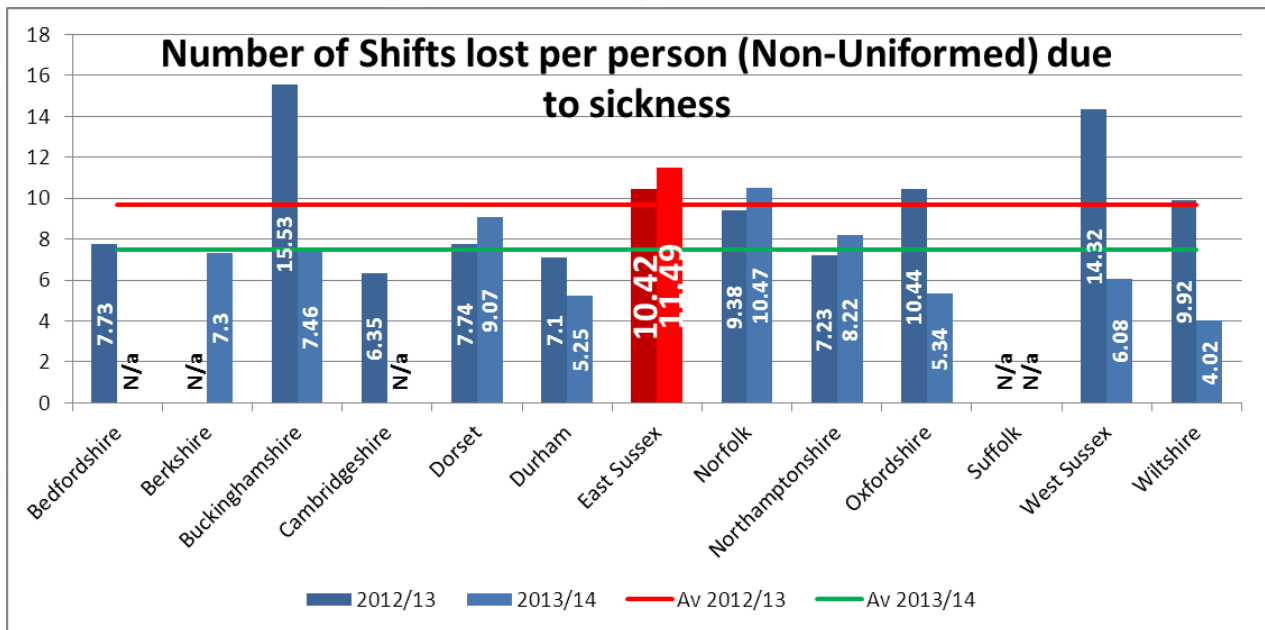


Chart 12: Source: FAM Group 2 Quarter 4 Report 2013/14

Incident comparisons - Benchmarking

Nationally, over the past decade, the number of incidents each FRS has had to attend has been reducing and demonstrating a consistent downward trend. Since 2001/02 ESFRS has attended 60% less fires (5,352 in 2001/02 – 2,112 in 2013/14). Each FRS across the country has been experiencing similar reductions.

Chart 13 below shows the reduction of Primary Fires per 1,000 population for the FG2 members from 2001/02 to 2013/14.

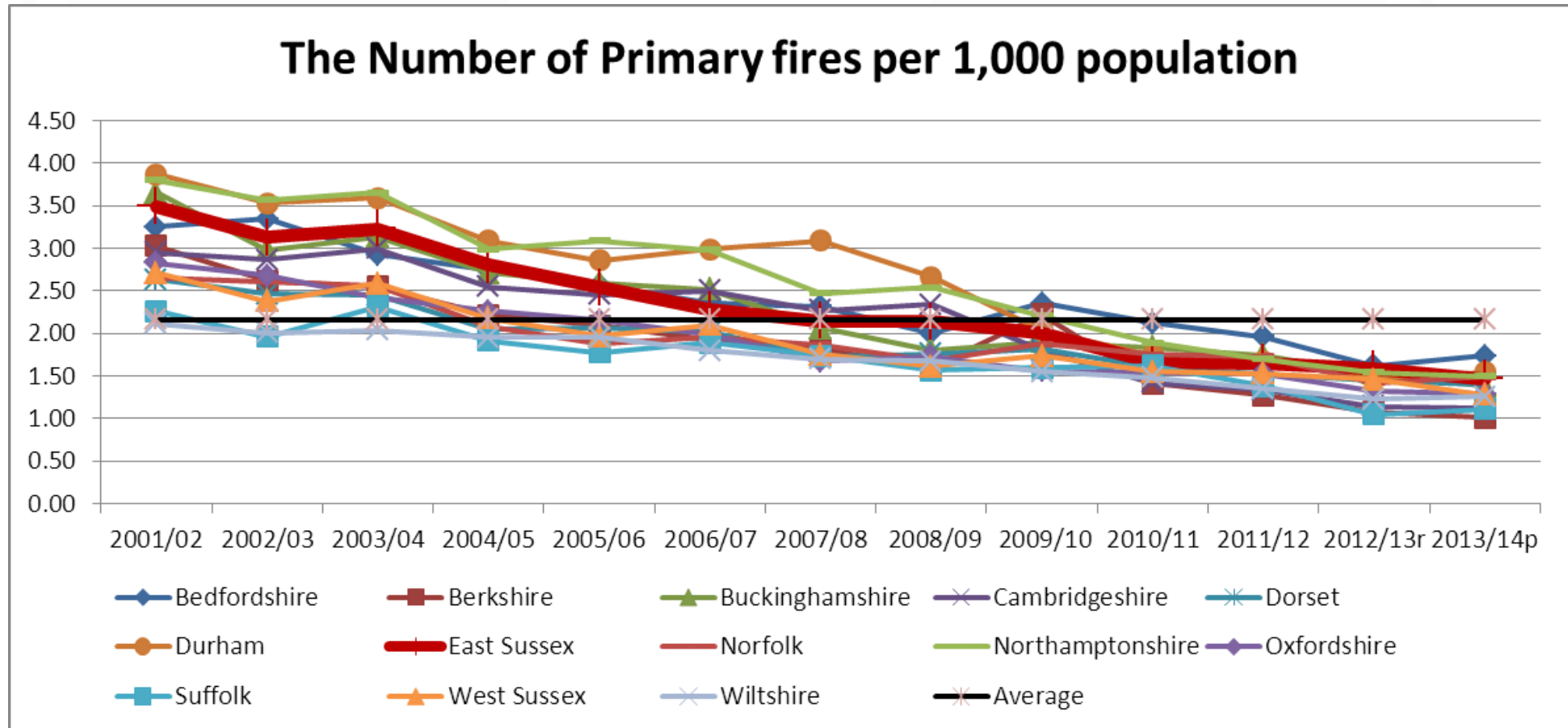


Chart 13: The number of primary fires per 1,000 population (source: Table 3b (i) Fire Statistics Monitor 2014) and FG2's benchmarking measures

As with Primary Fires, the number of Accidental Dwelling Fires has been reducing for a significant number of years. Chart 14 below shows the number of Accidental Dwelling Fires per 1,000 population for each FG2. ESFRS have previously seen higher than average accidental dwelling fires and also appear to have reached a plateau over the last couple of years.

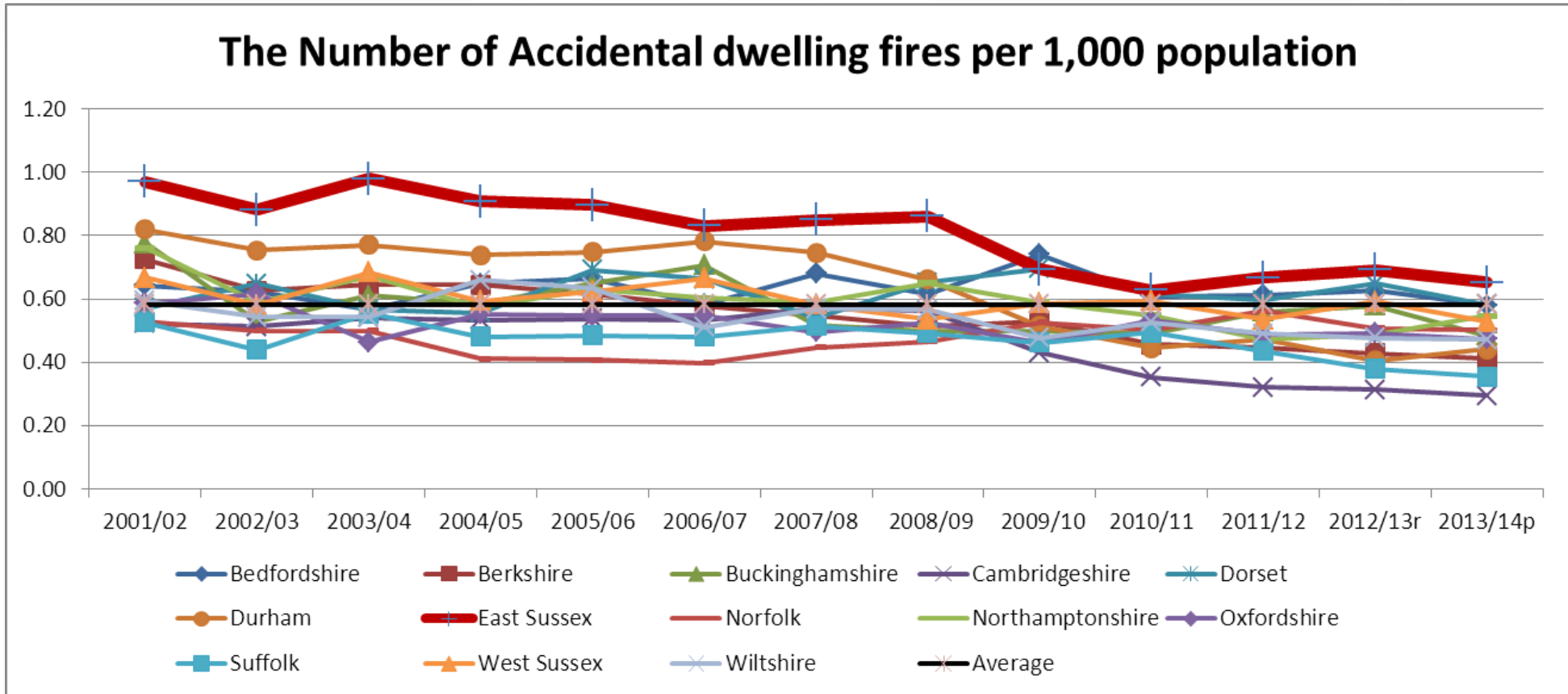


Chart 14: The number of accidental dwelling fires per 1,000 population (source: Table 4a Fire Statistics Monitor 2014) and FG2's benchmarking measures.

Traditionally, Deliberate Secondary Fires can be difficult to predict but it is clear that the level of these incidents has been reducing over recent years, along with all main incident types. Chart 15 below clearly shows that the rate of deliberate secondary fire per 1,000 population has halved for most of the FG2 FRS in the past 5 years.

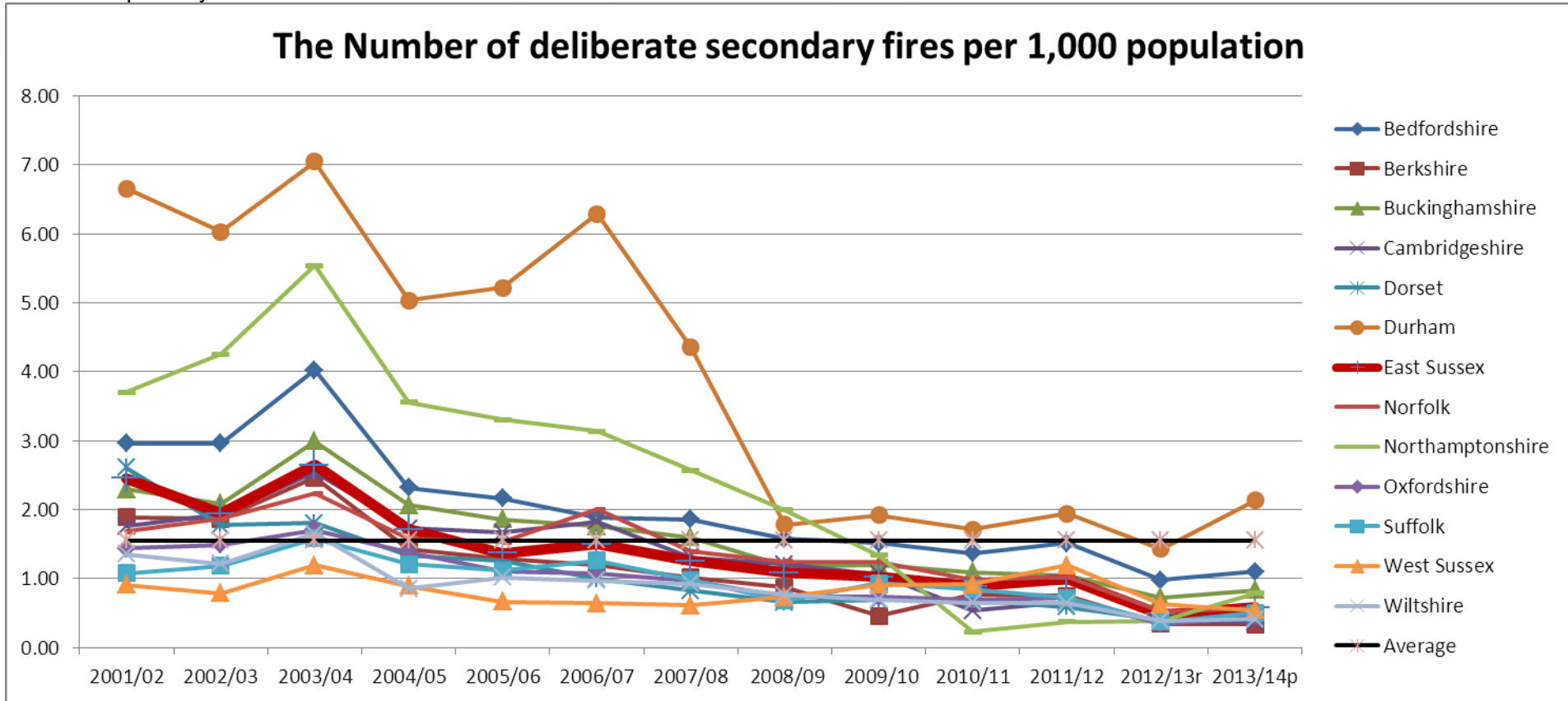


Chart 15: The number of deliberate secondary fires per 1,000 population (source: Table 5d Fire Statistics Monitor 2014) and FG2's benchmarking measures.

Chart 16 shows that attendances at Automatic fire alarms have been reducing fairly consistently since 2006/07. The introduction and implementation of the Automatic fire alarms reduction policy at ESFRS in 2010 can clearly be seen in the data from 2010/11 onwards. However ESFRS still have higher numbers of Automatic Fire Alarms than the other members of FG2.

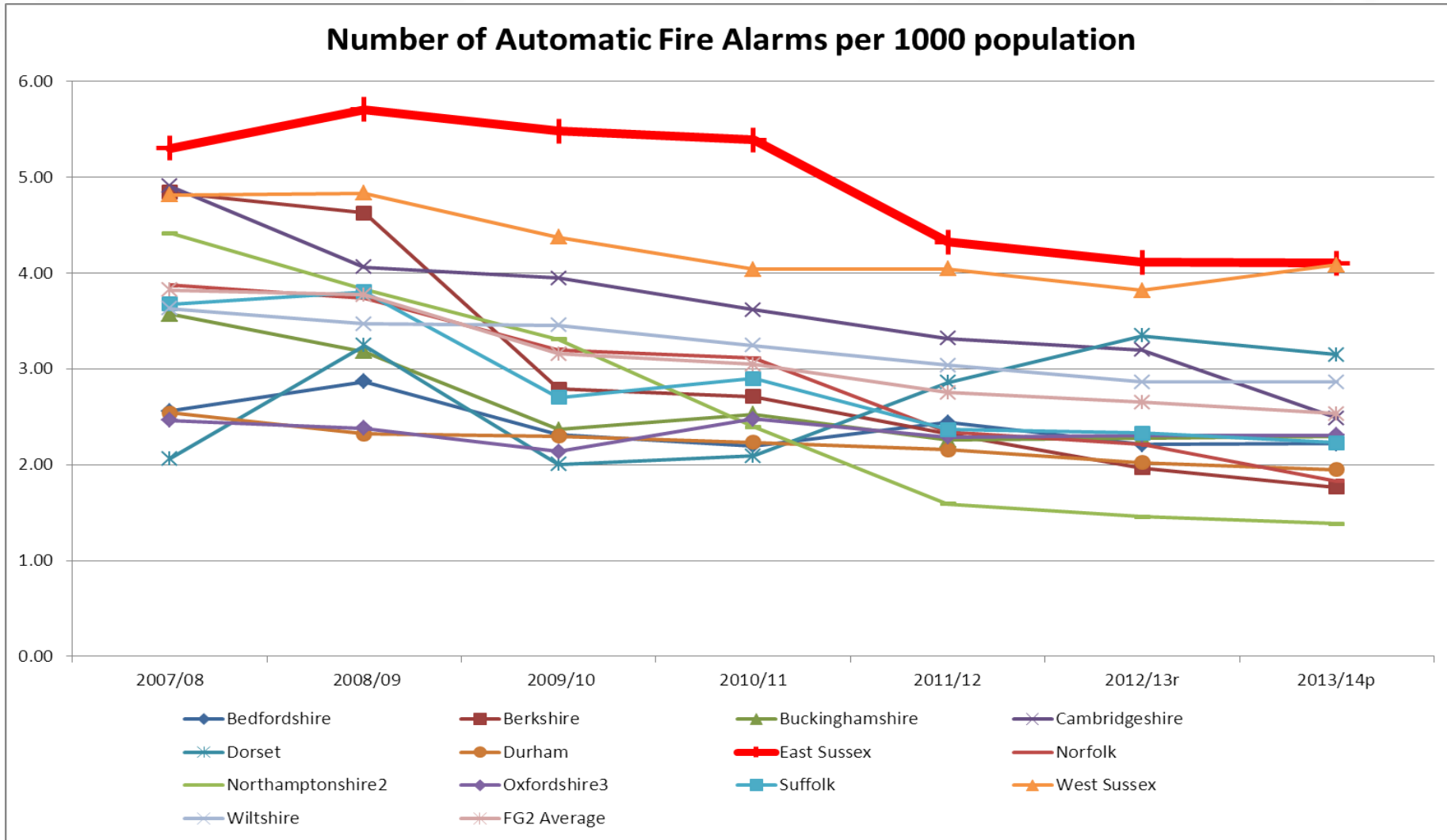


Chart 16: The number of deliberate secondary fires per 1,000 population (source: Table 3d(iii) Fire Statistics Monitor 2014) and FG2's benchmarking measures

Actual % Reductions from 2001/02 to 2013/14 and Family group rank.

The following tables show the percentage reduction in actual incident numbers across all the members of the family group from the charts provided above. The second column shows where ESFRS is placed in terms of improvement in reducing incidents over that period.

Primary fires ¹ , by fire and rescue service, 2001/02 - 2013/14 ^p		
FRS Area	% Change from 2001/02 to 2013/14	FG2 Position 2001/02-2013/14
Bedfordshire	-47%	10
Berkshire	-67%	1
Buckinghamshire	-62%	2
Cambridgeshire	-62%	2
Dorset	-47%	10
Durham	-60%	5
East Sussex	-58%	6
Norfolk	-44%	12
Northamptonshire	-61%	4
Oxfordshire	-54%	7
Suffolk	-51%	9
West Sussex	-53%	8
Wiltshire	-41%	13

Accidental dwelling ^(1,2) fires, by fire and rescue service, 2001/02 - 2013/14 ^p		
FRS Area	% Change from 2001/02 to 2013/14	FG2 Position 2001/02-2013/14
Bedfordshire	-10%	11
Berkshire	-43%	2
Buckinghamshire	-37%	4
Cambridgeshire	-43%	2
Dorset	2%	13
Durham	-46%	1
East Sussex	-33%	5
Norfolk	-5%	12
Northamptonshire	-28%	7
Oxfordshire	-19%	10
Suffolk	-33%	5
West Sussex	-21%	8
Wiltshire	-20%	9

Deliberate secondary fires, by fire and rescue service, 2001/02 - 2013/14 ^p		
FRS Area	% Change from 2001/02 to 2013/14	FG2 Position 2001/02-2013/14
Bedfordshire	-63%	11
Berkshire	-82%	2
Buckinghamshire	-64%	10
Cambridgeshire	-79%	3
Dorset	-83%	1
Durham	-68%	8
East Sussex	-76%	5
Norfolk	-66%	9
Northamptonshire	-79%	4
Oxfordshire	-69%	6
Suffolk	-53%	12
West Sussex	-40%	13
Wiltshire	-69%	6

False alarms due to apparatus, by fire and rescue service, 2007/08 - 2013/14 ^p		
FRS Area	% Change from 2007/08 to 2013/14	FG2 Position 2001/02-2013/14
Bedfordshire	-13%	11
Berkshire	-64%	2
Buckinghamshire	-36%	6
Cambridgeshire	-49%	4
Dorset	53%	13
Durham	-23%	7
East Sussex	-23%	8
Norfolk	-53%	3
Northamptonshire ²	-69%	1
Oxfordshire ³	-6%	12
Suffolk	-39%	5
West Sussex	-15%	10
Wiltshire	-21%	9

Average Response Times for all Fire and Rescue Services

Chart 17 shows the average response times to dwelling fires for each FG2 member for 2013/14. For 2013/14 ESFRS is currently ranked first.

In England the average response time to fires in dwellings in 2012/13 was 7.4 minutes, this was the same as in 2012/13 and one and a half seconds longer compared to 2009/10. ESFR's average response time to fires in dwellings in 2013/14 was 6.6 minutes, which is well below the national average.

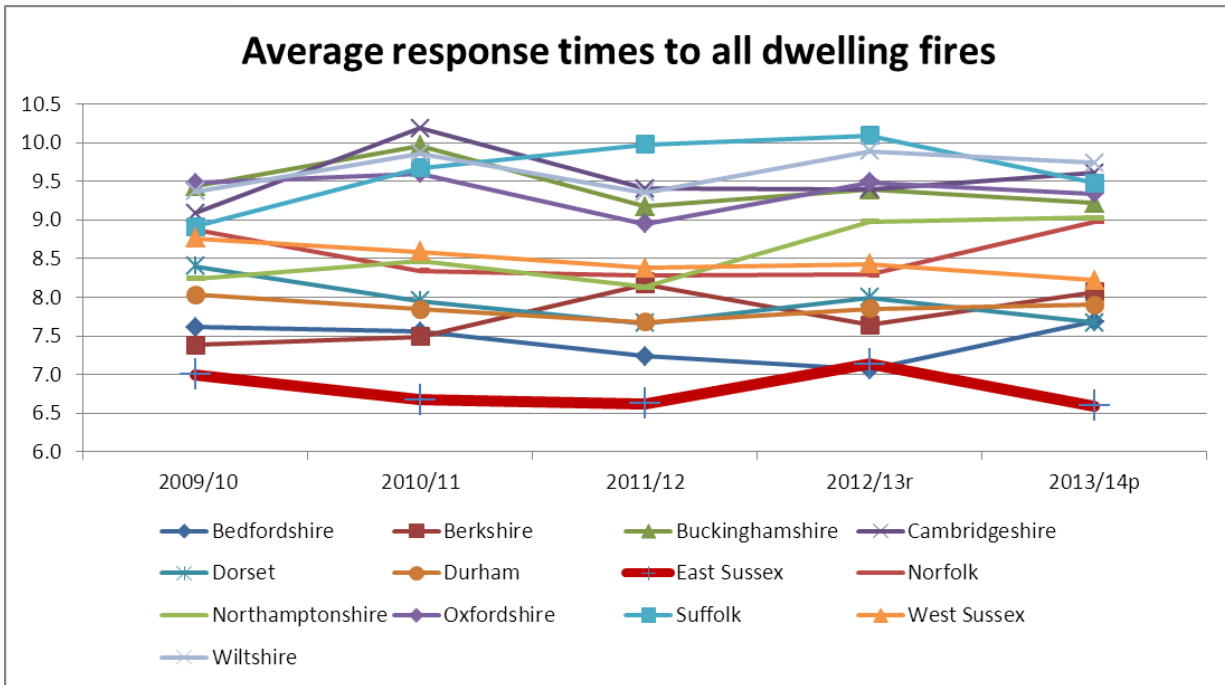


Chart 17 – From DCLG’s Fire Incidents Response Times: England, 2013-14 statistical release August 2014.

Summary

- When we compare ESFRS to the other FRS' in FG2 in terms of population and properties we are most similar to West Sussex FRS.
- ESFRS covers the third smallest area in FG2.
- Management structures are similar in size and distribution to Wiltshire FRS and overall ESFRS numbers are comparable to Berkshire.
- ESFRS is 41% above the average number of wholtime firefighters with 407 (average 289) as of 31 March 2014 and has 3% less than the average RDS firefighters.
- ESFRS has a ratio of 4.92 operational pumps per 100,000 population, this is just above the average for FG2 (the average is 4.61).
- ESFRS has a ratio of 2.95 stations per 100,000 population this places ESFRS 6th in FG2.
- ESFRS has the 2nd lowest number of square KM per station (74.63)
- ESFRS is above average for injuries sustained at operational incidents and during training.
- ESFRS has the fourth highest proportion of female firefighters across FG2, with 4.9% of Wholtime firefighters being female.
- ESFRS has the fourth highest proportion of ethnic minority staff across the FG2 members.
- Since 2001/02 ESFRS has attended 60% less fires (5,352 in 2001/02 – 2,112 in 2013/14). Each FRS across the country has been experiencing similar reductions.
- ESFRS ranks first for average response times and is well below the national average.
- ESFRS attends the highest numbers of incidents in its family group with the major difference being in the number of false alarm it attends in comparison to its family group.

Table 5 – Total Incidents attended per FRS in Family Group 2- Source Fire Statistics Monitor 2014

FRA	Primary Fires	Secondary fires	Chimney fires	False Alarm Apparatus	False Alarm Malicious	False Alarm Good Intent	Road Traffic Collision (RTC)	Other Transport incident	Flooding	Rescue or evacuation from water	Other rescue / release of persons	Animal assistance incidents	Hazardous Materials incident	Spills and Leaks (not RTC)	Making Safe (not RTC)
Bedfordshire	1,086	969	60	1,387	155	656	351	10	108	13	33	67	29	25	29
Berkshire	880	889	86	1,539	88	1,048	393	5	234	35	39	66	24	23	53
Buckinghamshire	1,029	977	122	1,712	119	853	456	16	184	5	72	60	14	62	59
Cambridgeshire	898	890	96	1,999	80	1,634	448	16	74	14	59	105	26	13	22
Dorset	1,040	716	172	2,344	119	1,344	413	25	138	40	65	66	19	98	76
Durham	956	2,350	82	1,207	81	1,014	327	9	157	8	43	57	21	41	34
East Sussex	1,186	748	178	3,309	133	1,209	428	27	402	13	95	256	23	111	328
Norfolk	1,280	931	207	1,570	50	835	1,422	24	49	25	82	126	36	71	73
Northamptonshire	1,049	915	126	968	76	1,036	524	21	116	14	49	50	36	47	38
Oxfordshire	853	555	169	1,525	62	826	388	18	197	39	59	54	63	72	60
Suffolk	812	909	195	1,633	70	692	312	22	48	17	43	80	13	6	19
West Sussex	1,046	773	172	3,327	118	1,235	498	27	508	21	83	119	18	95	242
Wiltshire	858	543	184	1,958	48	639	306	23	334	17	39	71	32	14	80
Average	998	936	142	1883	92	1002	482	19	196	20	59	91	27	52	86

FRA	Lift Release	Effecting entry / exit	Removal of objects from people	Suicide/ attempts	Medical Incident - First responder	Medical Incident - Co-responder	Evacuation (no fire)	Water provision	Assist other agencies	Advice Only	Stand By	No action (not false alarm)	Malicious False Alarm	Good Intent false alarm	Total
Bedfordshire	79	205	32	17	16	6	4	0	47	23	0	24	3	64	5,498
Berkshire	129	215	45	5	18	0	3	0	64	26	2	29	4	161	6,103
Buckinghamshire	69	192	65	13	7	1	7	0	44	42	2	41	1	104	6,328
Cambridgeshire	82	100	35	10	11	1	9	0	42	23	3	31	0	37	6,758
Dorset	144	145	34	9	26	429	2	0	67	57	11	69	1	44	7,713
Durham	34	68	87	20	27	1	6	1	65	23	2	108	0	46	6,875
East Sussex	368	359	77	9	13	15	6	1	82	50	0	73	0	52	9,551
Norfolk	52	90	63	12	20	5	6	1	116	29	0	22	1	58	7,256
Northamptonshire	63	91	32	18	25	1,578	9	1	74	31	8	31	0	61	7,087
Oxfordshire	93	141	36	11	7	2	5	0	51	8	3	15	4	55	5,371
Suffolk	21	70	24	15	1	4	8	0	30	7	7	15	0	40	5,113
West Sussex	201	324	54	14	20	25	17	2	155	77	13	105	0	124	9,413
Wiltshire	71	102	66	6	13	505	3	0	45	28	3	47	0	54	6,089
Average	108	162	50	12	16	198	7	0	68	33	4	47	1	69	6858