



Freedom of Information Request FOI 20 96

Recruitment & Retention issues of Retained Firefighters

Query and response:

Q1. How many Retained Firefighters do you have?

We had 587 on-call Firefighters as of 1 January 2021 (inclusive of all ranks).

Q2. How many Retained Firefighters have you recruited in the last 12 months?

We recruited 56 on-call Firefighters between 1 January 2020 and 31 December 2020.

Q3. How many Retained Firefighters have Resigned within the first 12, 24 and 36 months of being recruited?

Between 1 January 2020 and 31 December 2020;

6 on-call Firefighters resigned within 12 months of recruitment

10 on-call Firefighters resigned between 13 and 24 months of being recruited

13 on-call Firefighters resigned between 25 and 36 months of being recruited

Q4. Do you have a retained salary scheme, or do you pay your Retained Firefighters on a basis of turn outs and attendances?

We pay on the basis of turnouts and attendances, plus a rate for every hour of cover provided. This is in accordance with the 'Grey Book' national conditions of service.

Q5. Do your Retained Firefighters have the exact same Role map as Whole time Firefighters?

Yes

Q6. How many hours of formal training per week do your Retained Firefighters get? (Weekly drill nights)

2.5 hours of routine training each week, plus a number of other training courses throughout the year which can range from single days to two-week events.

Q7. What percentage of your appliance strength is Retained appliances?

88% for fire engines

Q8. Do you perceive a problem of recruitment and retention of Retained Firefighters?

The challenge of recruiting and retaining on-call Firefighters, who can give good availability, has been recognised. We are using the new national campaign advertising approach and have introduced a more favourable pay scheme to help.

Q9. In the last 12 months, how many hours have retained appliances been of the run due to crew deficiencies?



Retained appliances were off the run for a total of 129,895.5 hours from 1 December 2019 to 30 November 2020.

Any drops in availability have not detrimentally affected our response times and we maintain robust resilience plans, developed to ensure we are able to maintain effective operational cover across all our areas.

Q10. In the last 12 months, how many hours have you had to supplement retained cover using wholetime Firefighters to keep the appliance on the run?

Wholetime Firefighters provided a total of 4,011 hours cover between 1 December 2019 and 30 November 2020.

Q11. Have you set critical levels of the number of Retained appliances being off the run at the same time?

We don't have a critical level for retained appliances, but we do have a degradation plan which has triggers for all appliances.

Q12. Have you ever considered destabilising all Retained personal and having Wholetime personal only?

There have been theoretical models run, but we are primarily a retained Service and the cost would be prohibitive.

Information/Detail accurate on the date provided: 13, January 2021