



Freedom of Information Request FOI 21 30

On Call Firefighters Statistics

Query & Response:

I am undertaking some research into on call fire firefighter staffing and related issues in connection with the 'people' element of HMI inspections, and would greatly appreciate information from your fire service in response to the following questions please?:

1. *How many firefighters are currently employed by your fire service?*
995
2. *How many of your firefighters are on call?*
594
3. *How many hours are your on call firefighters (if any) contracted to per week as a minimum?*
40 hours
4. *Do all your on call firefighters have an annual appraisal?*
Yes, all members of staff are expected to have a 1:1 Review with their line manager at least once in a 12 month period to discuss key areas including wellbeing, performance, development and recognition. Completion of the 1:1 Reviews is reported to HR to ensure all staff have had a 1:1 Review.
5. *Are their appraisals conducted on a one to one basis?*
Yes, the line manager will have a 1:1 discussion with the member of staff and update their individual record on the 1:1 Review system which both the member of staff and line manager have access to.
6. *Who conducts the appraisal and do you have an example of the form used?*
Line managers run the appraisal via the electronic 1:1 system. The following are the key areas discussed during a 1:1 review.

WELLBEING - HOW ARE YOU ? ⓘ	Discuss <input checked="" type="radio"/> Yes (add comments) <input type="radio"/> Yes (no comments) <input type="radio"/> Not discussed
PERFORMANCE AND BEHAVIOUR - HOW ARE THINGS GOING ? ⓘ	Discuss <input checked="" type="radio"/> Yes (add comments) <input type="radio"/> Yes (no comments) <input type="radio"/> Not discussed
RECOGNITION - WHAT'S GONE WELL ? ⓘ	Discuss <input checked="" type="radio"/> Yes (add comments) <input type="radio"/> Yes (no comments) <input type="radio"/> Not discussed
DEVELOPMENT - WHAT SUPPORT DO YOU NEED ? ⓘ	Discuss <input checked="" type="radio"/> Yes (add comments) <input type="radio"/> Yes (no comments) <input type="radio"/> Not discussed

7. *Are there any other forms of acknowledging good performance/achievements by on call firefighters?*
The 1:1 Review system has a give recognition function for any member of staff to provide recognition to any other member of staff for good work they have done which is emailed to both the member of staff and their line manager to discuss in their 1:1 Review. Individuals are able to



acknowledge outside achievements via a Work Assessment & Monitoring Form.

8. What, if any, equipment (other than clothing and pager/alerter) are your on call firefighters provided with?
When a new on-call Firefighter joins DWFRS they are issued with all of the necessary personal issue PPE (such as; Shirts, Jackets, T-Shirts, Trousers and so on) in addition to the following items:
- DW Velcro tunic badge x1**
 - Station number Velcro badge x1**
 - Firefighting gloves x2**
 - General purpose gloves x1**
 - Leather fire boots x1**
 - Rubber fire boots x1**
 - Seaboot socks x1**
 - Helmet x1**
 - helmet bag x1**
 - Hi-Viz safety surcoat x1**
 - Hazchem card x1**
 - Dynamic Risk Assessment card x1**
 - Uvex goggles x1**
 - Goggle bag x1**
 - Ear plugs x1**
 - Fire hood x2**
 - PPE bag x1**
 - Belt line x1**
 - Whistle x1**
 - Sundstrom half mask x1**
 - P3 filter x1**
 - Safety shoes x1**
 - Belt x1**
 - Sun cap x1**
 - Beanie x1**

**ICT issues a pager and our Estates Department issues ID badges.
An on-call Firefighter will also be issued a development folder.**

9. Are email bulletins/updates sent directly to all on call firefighters? If so, how regularly?
All staff are emailed directly our weekly newsletter, on a Monday. All managers are asked to ensure their staff read this information, for on-call staff this is done during their weekly training nights. All staff also directly receive our monthly staff e-magazine, which is published in the middle of the month.
10. What is your HMI inspection rating?
The above requested information is publicly available. Under the terms of the Act, a request for information can be refused where one or more exemptions listed in the Act apply. In this case we are claiming the following exemptions to the information that you have requested:



DORSET & WILTSHIRE
FIRE AND RESCUE

“Information accessible by other means” in Section 21 of the Act. The information requested can be found [here](#).

Information/Detail accurate on the date provided: 20, April 2021