

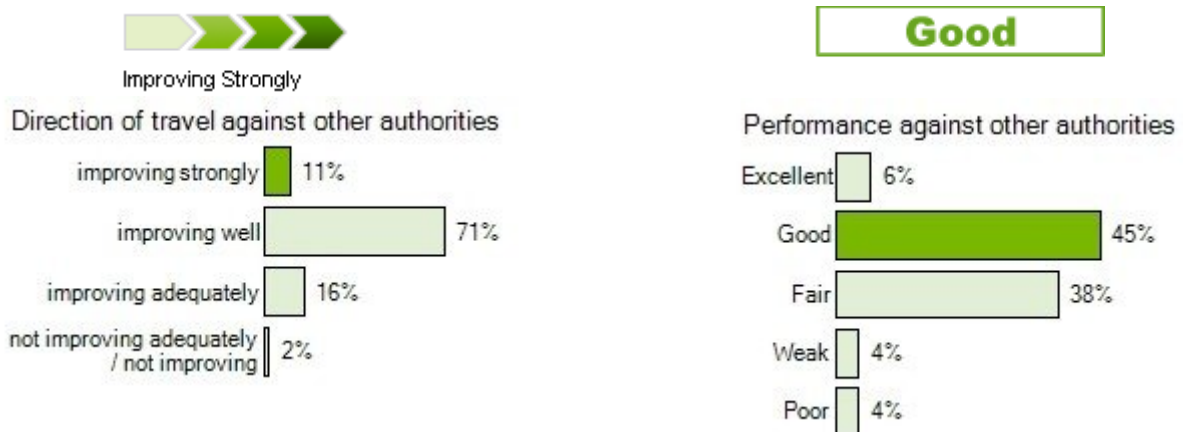
## Hereford and Worcester Fire And Rescue Authority Fire and rescue performance assessment 2008

Comprehensive Performance Assessment (CPA) for Fire and Rescue Authorities was introduced in 2005 when each authority was given a corporate assessment rating of either excellent, good, fair, weak or poor. Inspectors looked at issues like staff training, budget management and the way the service works within the community to make it safer and prevent fires from happening in the first place. In 2007, we introduced a CPA re-categorisation process where fire and rescue authorities can apply for a re-assessment.

Additional elements give an overall assessment of services including how the authority performs operationally.

### Overall performance for this fire and rescue authority

This authority is **improving strongly** and was demonstrating a **Good** performance in 2005.



In addition to Fire CPA 2005, fire and rescue authorities were assessed under the 2008 performance framework on three elements:

- What progress Hereford and Worcester Fire And Rescue Authority has made in the last year – direction of travel
- How Hereford and Worcester Fire And Rescue Authority manages its finances and provides value for money – use of resources
- How Hereford and Worcester Fire And Rescue Authority delivers its fire and rescue service – service assessment

The use of resources and service assessment are scored on the following scale:

- 1 = Inadequate performance – below minimum requirements
- 2 = Adequate performance – only at minimum requirements
- 3 = Performing well – consistently above minimum requirements
- 4 = Performing strongly – well above minimum requirements

## Direction of travel

### What progress has Hereford and Worcester Fire And Rescue Authority made in the last year

Direction of travel	2006	2007	2008
This assessment indicates the progress being made, or otherwise, to achieve improvement.	improving well	improving adequately	<b>improving strongly</b>

The following summary has been provided to support the 2008 direction of travel assessment:

The FRA has improved significantly and is performing strongly in priority areas. It is ranked 6th out of 48 for PI improvement. 80 percent have improved and almost 70 percent are now above average. There has been strong delivery of community benefits and national priorities, with significant reductions in fire deaths and injuries, primary and non domestic fires and all categories of arson. Partnership working is providing wider community benefits and increased capacity. The FRA is helping to support vulnerable people to live independently, reduce road casualties, and antisocial behaviour and to keep communities safe in time of flooding. Commitment to diversity, equality and community engagement have improved with extensive IRMP research and consultation attainment of level 4 LG standard, and retention of Charter mark. The proportion of women firefighters is amongst the highest nationally and operational staff closely reflect the local BME community profile. The authority is well positioned to make further improvements. There are clear improvement plans with robust risk and performance management. Capacity has improved and weaknesses such as high levels of sicknesses are recognised and remedial actions in place.

## Use of resources

### How Hereford and Worcester Fire And Rescue Authority manages its finances and provides value for money

Use of resources	2006	2007	2008
This assessment looks at financial accounting and reporting arrangements, how well the Authority plans and manages its finances and whether the Authority achieves value for money.	3	3	<b>3</b>

This use of resources judgement is drawn from five individual judgements provided by the Authority's appointed auditor:

Auditor judgements	2008
Financial reporting	<b>2</b>
Financial management	<b>3</b>
Financial standing	<b>3</b>
Internal control	<b>3</b>
Value for money	<b>3</b>

## Service assessment

### How Hereford and Worcester Fire And Rescue Authority delivers its fire and rescue service

Service assessment	2006	2007	2008
The overall service assessment is the Authority's performance in delivering the fire and rescue service and is constructed from two elements: performance indicators (PIs) and the OASD.	4	4	4

The following summarises the operational assessment of service delivery:

Hereford and Worcester Fire and Rescue Service has strong operational leadership and enjoys good industrial relations. It is performing well in all areas of service delivery, and particularly strongly in its risk analysis work. The Service has used risk analysis data to improve operational availability, and provide enhanced intervention services when required. It has a strong preventative culture, and is working well with partner organisations to reduce risk in the community. The Service is well prepared operationally with effective collaborative arrangements with partners, and good systems in place for the provision of risk information to staff attending incidents. The Service has an energetic pace of change and is making a significant contribution to the wider community safety agenda through strong leadership and clearly defined objectives. It has forged strong links with partner organisations, and in many cases takes a lead in actions to achieve overall objectives.

## CPA 2005

### How Hereford and Worcester Fire And Rescue Authority performed in 2005

CPA 2005	2005
We assessed the Authority on the way it was run and the delivery of its services. Our corporate assessment did not give an opinion on how well the fire and rescue service responded to emergency incidents. The assessment provided a baseline measurement that helps fire and rescue authorities focus on improvement. Fire and Rescue CPA 2005 was scored on the scale Poor/Weak/Fair/Good/Excellent.	<b>Good</b>

Please visit the Audit Commission website ([www.audit-commission.gov.uk](http://www.audit-commission.gov.uk)) for the full version of this scorecard.