



To make Herefordshire and Worcestershire  
safer from fire and other hazards and to  
improve community well-being.

[www.hwfire.org.uk](http://www.hwfire.org.uk)

## **Hereford and Worcester Fire and Rescue Service**

### **Integrated Risk Management Plan 2009/10**

#### **Action Plan Consultation**

In accordance with the Fire and Rescue National Framework, Hereford and Worcester Fire and Rescue Authority has developed an Integrated Risk Management Plan (IRMP) which sets out a broad set of strategic objectives to be delivered during 2009/2012. The IRMP process involves considering the risks within our counties and identifying initiatives to reduce risk and improve community safety.

As part of the IRMP process, Fire and Rescue Services are required to produce annual actions plans. The attached draft IRMP action plan for 2009/10 sets out how we intend to prioritise the first year of our strategy.

The proposals for 2009/10 include:

- Adopting the new proposed response standard for fires in buildings. Maintain current standards for Road Traffic Collisions, but continue to monitor and report against the draft standard introduced last year. Review this standard again in 2010/11 in light of emerging evidence from the Road Safety Partnership work.
- Reducing the Firefighter establishment by 12 posts, that is a reduction of 1 post from each watch at Redditch, Bromsgrove and Kidderminster, resulting in efficiencies of approximately £420k.
- Streamlining back-office services to achieve efficiencies of approximately £200k
- Review arrangements for the management of leave and improve the management of sickness absence to support the reduction of operational posts.
- Making an investment of £100k to support the cost of cover arrangements to enable the release of staff for risk critical training.
- Continue examining further opportunities to deliver efficiency savings and service improvements, including collaboration/combination with another Fire and Rescue Authority.

In order to comply with the Government's adopted code of practice for consultations we are commencing a 12 week consultation period which will end on 5th September 2008. We would welcome consultees to respond to, and provide feedback on as many of the following questions as they feel appropriate in respect of the attached/enclosed IRMP action plan for 2009/10.

Following the consultation process all responses will be considered and a final plan will be made available by December 2008. All responses will be made public and will be used in statistical summaries of comments received and views expressed.

All responses should be forwarded by fax, email or post to

Samantha Jones  
Media and Communications Manager  
Hereford and Worcester Fire and Rescue Service Headquarters  
2 Kings Court  
Charles Hastings Way  
Worcester  
WR5 1JR

Email: [sjones1@hwfire.org.uk](mailto:sjones1@hwfire.org.uk)  
Fax: 01905 357466



To make Herefordshire and Worcestershire  
safer from fire and other hazards and to  
improve community well-being

[www.hwfire.org.uk](http://www.hwfire.org.uk)

## **RESPONSE STANDARDS**

Q1. Do you support our proposals for new response standards for fires in buildings and Road Traffic Collisions?

Additional comments

**REDUCING THE FIREFIGHTER ESTABLISHMENT**

Q2. Do you support the proposal to reduce the Firefighter establishment by 12 posts?

--

Additional comments

--

**STREAMLINING BACK OFFICE SERVICES**

Q3. Do you support our proposals to streamline back office services to achieve efficiencies?

--

Additional comments

--

**MANAGEMENT OF LEAVE AND SICKNESS ABSENCE**

Q4. Do you support our proposals to review arrangements for the management of leave and improve the management of sickness absence to support the reduction of operational posts?
Additional comments

**INCREMENTAL INVESTMENT FOR RISK CRITICAL TRAINING**

Q5. Do you support our proposals to make an investment of £100k to support the cost of cover arrangements to enable the release of staff for risk critical training?
Additional comments

**CONTINUE TO EXAMINE FURTHER OPPORTUNITIES TO DELIVER EFFICIENCY SAVINGS AND SERVICE IMPROVEMENTS**

Q6. Do you support our proposals to continue to examine further opportunities to deliver efficiency savings and service improvements, including collaboration/combination with another Fire and Rescue Authority?

Additional comments

Q7. Are there any other comments you would like to make regarding the plan?