

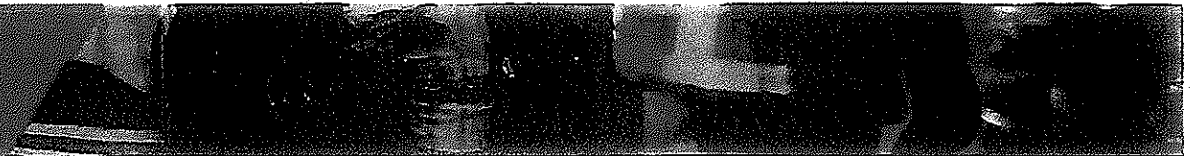


Scottish Fire and Rescue Service

Transformation

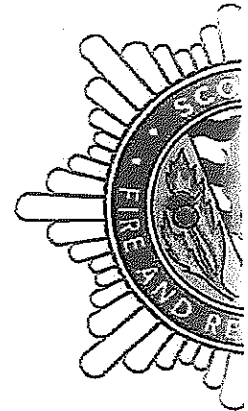


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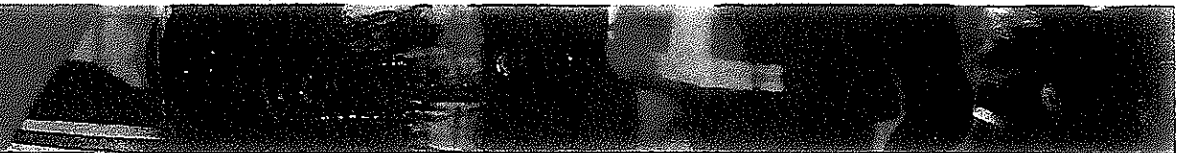


Reform – our foundations

- Reform has worked for SFRS
- We have established a single infrastructure
- We have removed duplication and improved operational efficiency
- We have taken £56m out of our cost base while protecting the frontline
- We built the foundations required to deliver transformation



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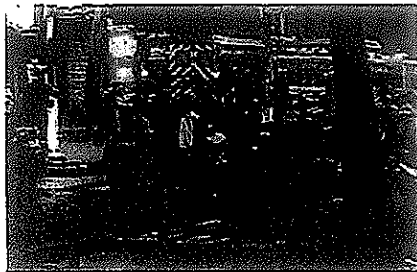


The need to transform – changing risk

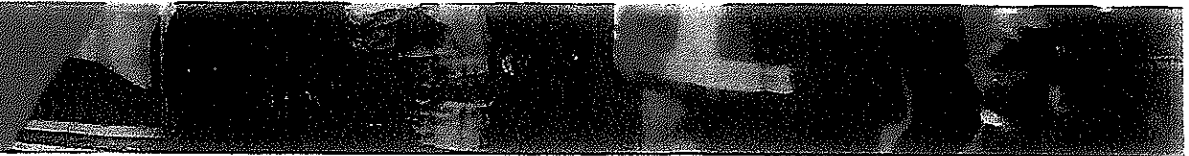
Operating model is outdated - designed to meet risks of the 1940's

Need greater flexibility to meet changing risks facing Scotland

Reduction in fires, but increase in:



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The need to transform – inefficient model

Resource not aligned to fire incident profile

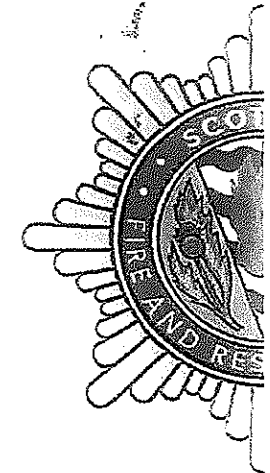
Limitations on placing resource where need is greatest

Crews available at wrong time to conduct preventative work

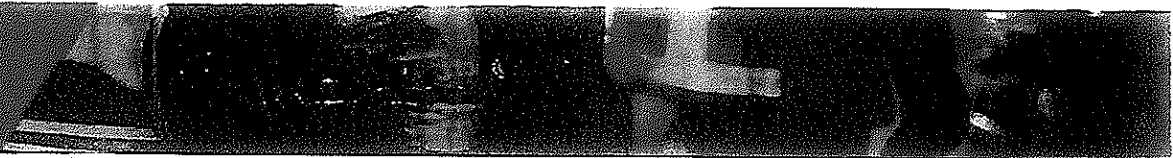
Complex allowances and local arrangements

RDS 'broken' and requires new delivery model

Limited use of new technologies



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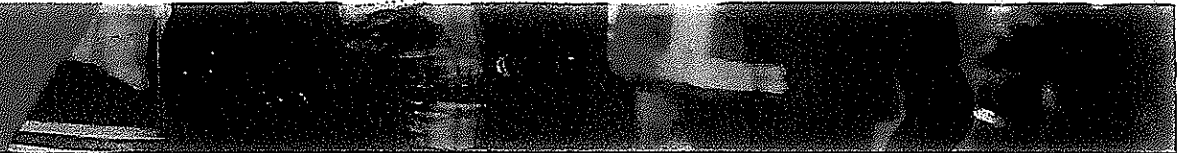


The need to transform – a financial imperative

	17/18	18/19	19/20	20/21	21/22
[REDACTED]					
[REDACTED]					
[REDACTED]					
[REDACTED]					
[REDACTED]					
[REDACTED]					
[REDACTED]					
[REDACTED]					
[REDACTED]					



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The need to transform – a financial imperative

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

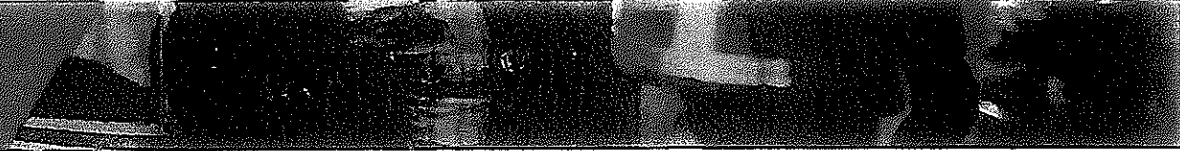
[REDACTED]

[REDACTED]

[REDACTED]



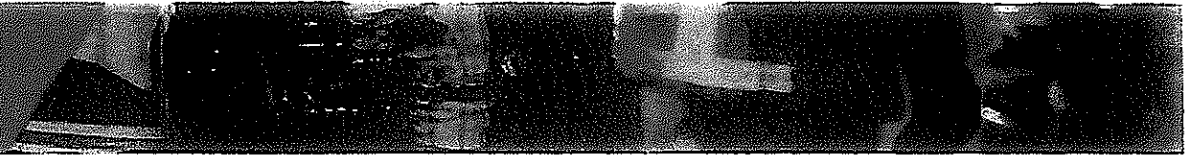
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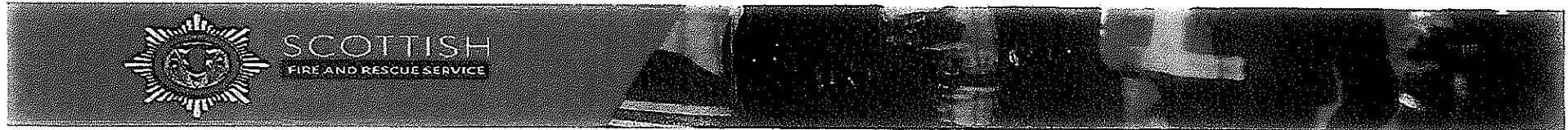
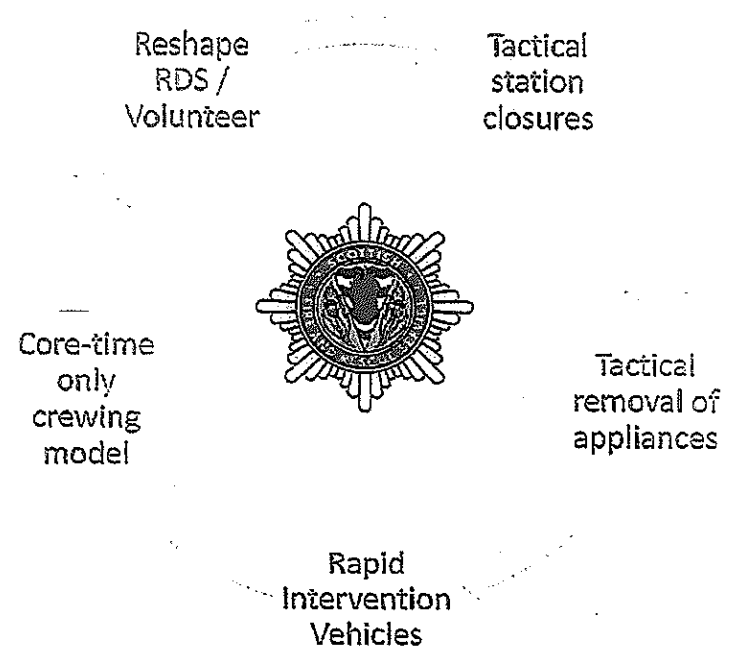
Cost-driven solutions



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Transformation solutions – coherent and planned



Transformation solutions

Reshape RDS
/ Volunteer

Tactical
station
closures



Core-time
only crewing
model



Tactical
removal of
appliances



Rapid
Intervention
Vehicles



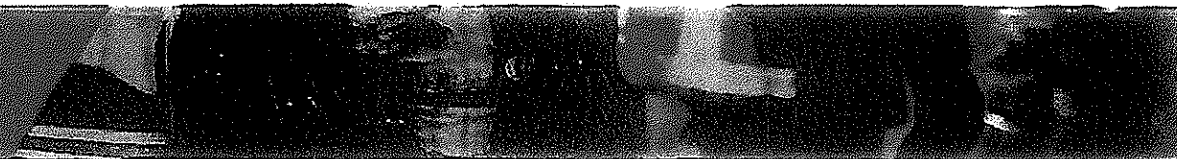
- More appropriate equipment for wider range of needs

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

- Proven solution
- Reduced costs
- Environmental benefits



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Transformation solutions

Reshape
RDS /
Volunteer

Tactical
station
closures

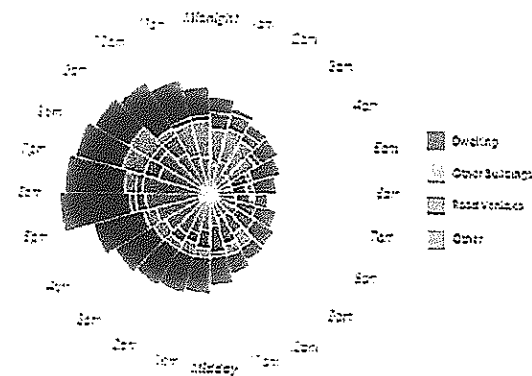
Core-time
only
crewing
model



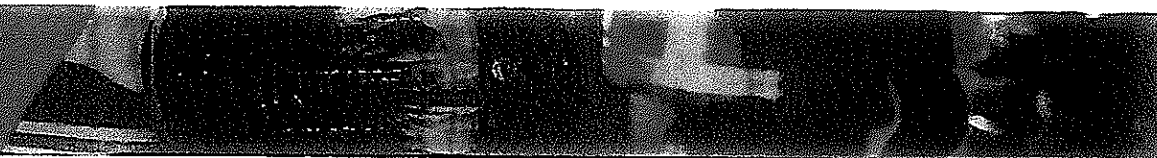
Tactical
removal of
appliances

Rapid
Intervention
Vehicles

- 39 RIV's in multi-pump stations, 19 crewed during peak activity only
- Better matches resource to risk
- Supports introduction of Urban Crewing Model



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Transformation solutions

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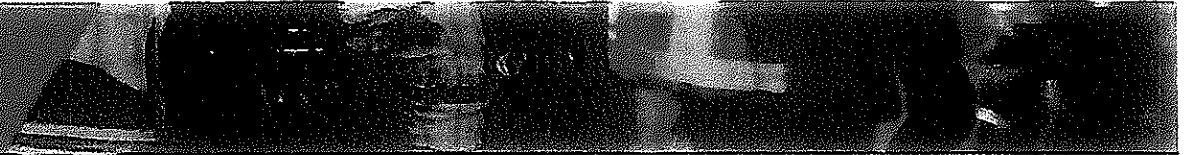
Tactical
removal of
appliances

Rapid
Intervention
Vehicles

- [Redacted]
- [Redacted]
- [Redacted]
- Activity levels strongly driven by UFAS
- New Rapid Intervention Vehicles during core times



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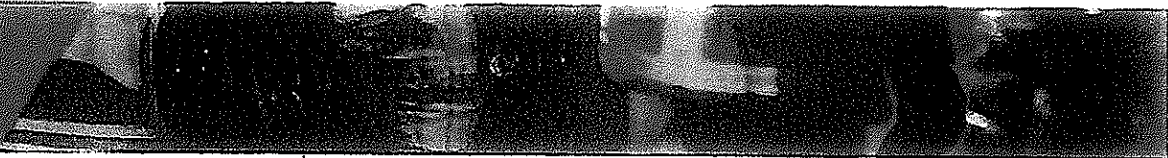
Tactical
removal of
appliances

- Review of appliance provision identified tactical removal of 3rd pump at 2 x Wholetime stations
- Activity levels do not support current allocation
- Reduced fleet and crewing costs

Rapid
Intervention
Vehicles



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Transformation solutions

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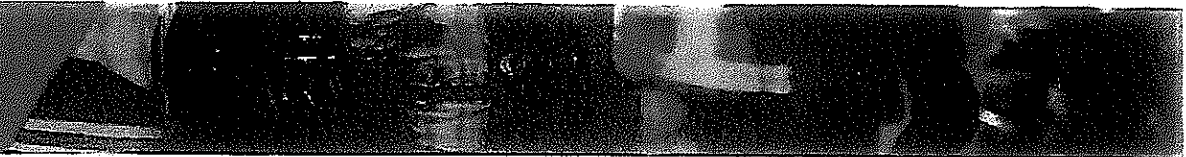
Tactical
removal of
appliances

Rapid
Intervention
Vehicles

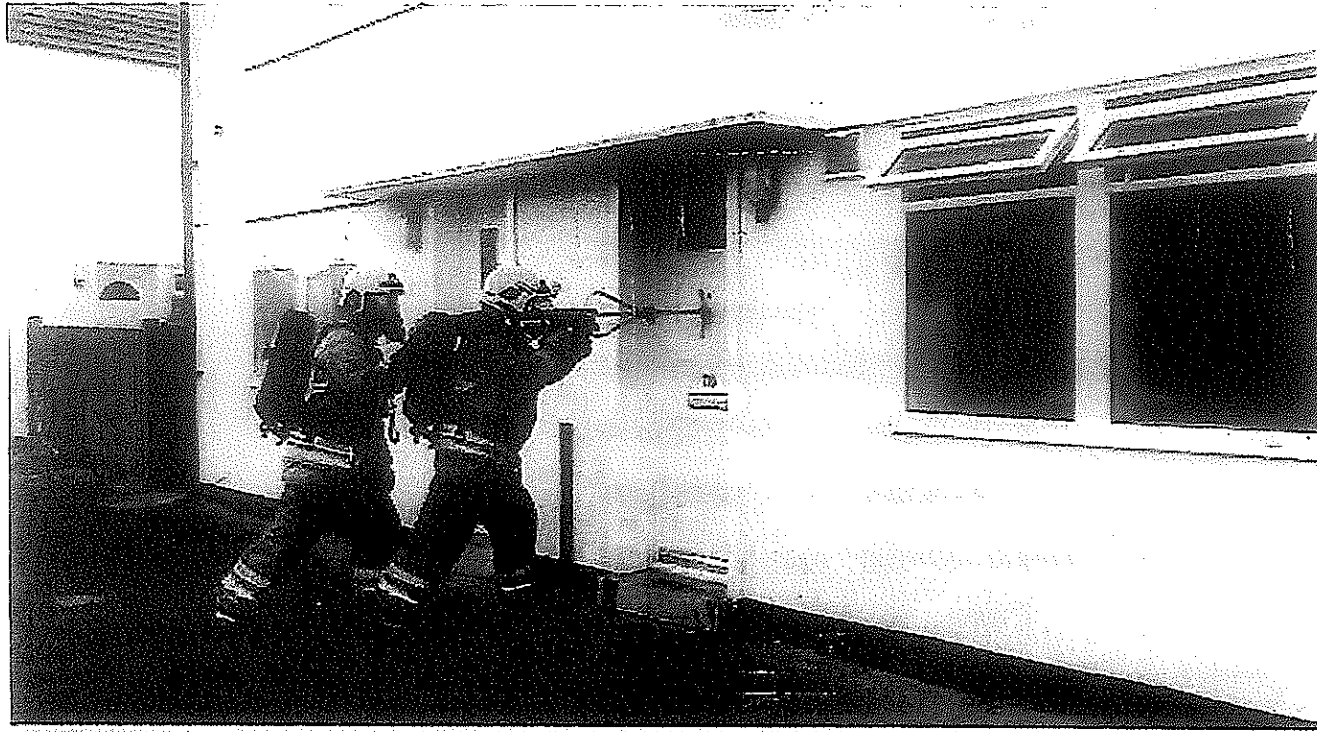
- Introduce RIVs (ultra HP lances) to 60/80 stations
- Altered Crewing Level – 3 Riders
- Appoint circa 60 Full Time “Rural Crew Manager” posts
- Increased availability/attendance
- Better aligned to rural risk / needs
- Support where required from traditional appliances at larger and busier stations
- Improved community safety – Defib’s and Trauma
- Improve succession planning and gender balance through new Cadet Scheme



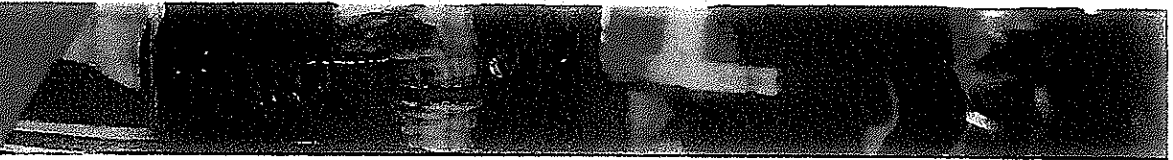
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Transformational technology

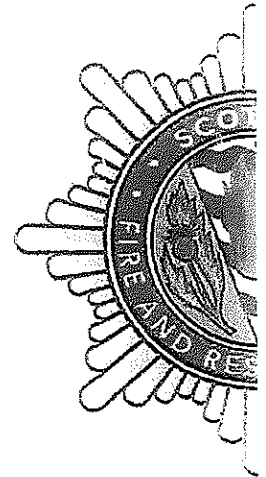


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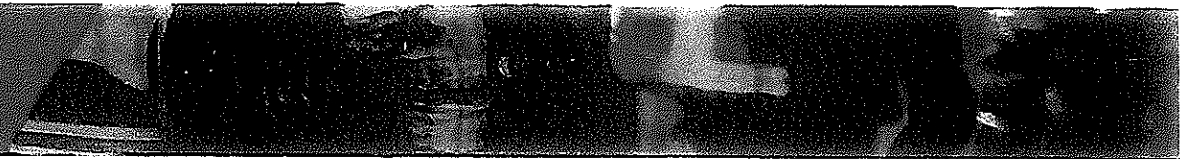


Re-balancing firefighter numbers

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- No compulsory redundancies
- Retirement profile supports transformation



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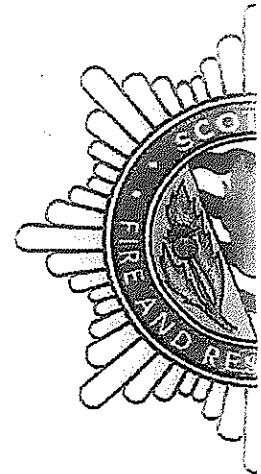
The future firefighter

- Firefighters to accept:
 - harmonisation of current allowances
 - new T&Cs
 - significantly wider role and responsibilities
 - new duty patterns where appropriate
 - more flexible working practices
 - adoption of new technologies

◦ [REDACTED]

[REDACTED]

[REDACTED]



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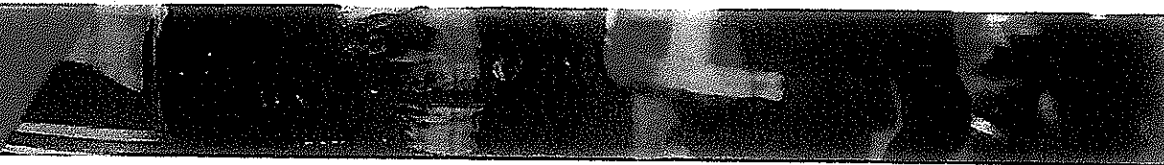


Failure to transform = real risk

- Service unsustainable under budget arrangements – frontline service cuts
- Rural communities at risk from failure to reform RDS
- No coherent concept of response to terrorist attacks in Scotland
- End of OHCA life-saving role
- No demand-reduction in health and social care
- Potential industrial unrest
- Loss of public confidence and trust



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Questions



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