

# Statistical Bulletin

## Crime and Justice Series

An Official Statistics Publication for Scotland

### SCOTTISH FIRE AND RESCUE SERVICE FIRE SAFETY AND ORGANISATIONAL STATISTICS, SCOTLAND, 2013-14

24 February 2015

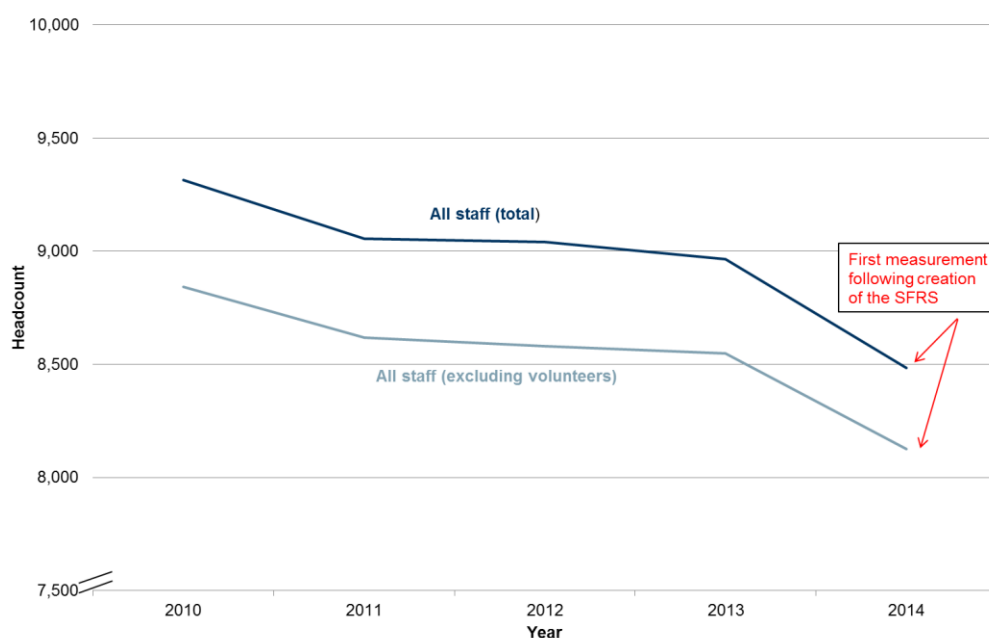
#### 1. Introduction

This publication presents information on the fire safety activity, stations, appliances and workforce of the Scottish Fire and Rescue Service (SFRS), including attacks on SFRS personnel. The bulletin presents data from 2009-10 onwards at Scotland level and at local authority level for 2013-14. Workforce data for 2013-14 is presented using the organisational structure of the SFRS.

On the 1st April 2013, the SFRS replaced the eight former Fire and Rescue Services (FRSs) of Scotland. The statistics in this publication cover the first year following the establishment of the SFRS. As a result, this is the first year that the publication includes statistics at local authority level, in place of former FRS level breakdowns.

Information on workforce, stations and appliances is presented as at 31 March each year. Information on fire safety activity and attacks on SFRS personnel is presented in financial years, according to how this information is recorded. Respondents to our [2014 user consultation](#) reported using these statistics to inform research and analysis, to report on Scotland and local authority areas, for benchmarking, performance management and for policy development and evaluation.

**Chart 1 - Fire and Rescue Service Headcount as at 31 March, 2010 to 2014**



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## 2. Main Points

### Fire Safety - Home Fire Safety Visits (HFSVs)

- The SFRS carried out around 71,000 HFSVs in 2013-14, an increase of 26 per cent on the previous year (around 56,000 visits in 2012-13). This demonstrates a rise in SFRS activity in this area following relatively little change in the three previous years ([Table 1](#)).
- The overall increase in HFSVs reflects a rise of 36 per cent in “advice only” visits (from around 30,000 in 2012-13 to 41,000 in 2013-14) and a smaller, 13 per cent increase in visits where smoke alarms were installed (from around 26,000 in 2012-13 to 30,000 in 2013-14 ([Table 1](#)).
- Two in every five HFSVs in 2013-14 were to homes with an “above” or “well above” average risk level (around 28,000 visits or 40 per cent of the total). This is around the same proportion as two years earlier, but 9 percentage points lower than in 2012-13 ([Table 2a](#)).

### Workforce

- On 31 March 2014 there were 8,484 members of SFRS staff, a decrease of five per cent (480 staff) on the previous year. This compares to a decrease of one per cent (76 staff members) in the year to 31 March 2013 ([Table 6a](#)).
- The number of wholetime operational and Retained Duty System (RDS) staff decreased by 4 per cent (150 and 136 staff members respectively) in the year to 31 March 2014. The number of support staff decreased by 12 per cent (125 staff). These three staff types accounted for 86 per cent of the overall decrease in headcount compared to the previous year ([Table 6a](#)).
- For every ten SFRS staff members, nine were male and one was female, the same gender split as at 31 March 2013. Around 95 per cent of wholetime operational and RDS staff were male (3,842 and 2,762 staff respectively), whereas almost 90 per cent of control staff were female (199 staff) ([Table 9](#)).
- Of the four age categories the largest proportion of SFRS staff were aged 40-49 years (43 per cent or 3,610 staff members). A further 26 per cent (2,223) were aged 30-39, 21 per cent (1,756) were 50 and over and a final 11 per cent (895) were under 30 years old ([Table 13](#)).
- SFRS staff in a non-firefighting capacity tended to be older than those in fire-fighting roles. A higher proportion of control and support staff were aged 50 or over (44 and 40 per cent respectively) than staff in fire-fighting roles. For wholetime operational, RDS and volunteer staff, the age range with the highest proportion of staff was the 40-49 age range ([Table 13](#)).
- Less than one per cent of SFRS staff were recorded as belonging to an ethnic minority group, as has been the case in each of the last five years ([Table 15](#)).

### Attacks on Fire and Rescue Personnel

- In 2013-14 there were 69 incidents at which attacks on SFRS personnel occurred, a decrease of 12 incidents from the previous year. The number of personnel injured in attacks at incidents also decreased from four to two ([Table 17](#)).

### 3. Background

The [Police and Fire Reform \(Scotland\) Act 2012](#) established the Scottish Fire and Rescue Service as the national fire and rescue service of Scotland, replacing the eight former Fire and Rescue Services as of 1<sup>st</sup> April 2013.

Until 2012-13 this publication was referred to as *Fire and Rescue Services Statistics Scotland* and included statistics on non-domestic fire safety as well as the topics presented here. Changes in data management by SFRS following the establishment of the single service have meant that it has not yet been possible for the SFRS to provide non-domestic fire safety data for 2013-14. Scottish Government and the SFRS are committed to providing users with this information and it will be made publically available in a separate report following the publication of this bulletin.

Statistics on attacks on SFRS personnel are compiled from electronic reports submitted by the SFRS to the Department for Communities and Local Government (DCLG) on incidents they have attended. All other statistics in this publication are compiled from data collection returns made by the SFRS to the Scottish Government.

Further information on the sources of data, methods and definitions used in this bulletin are provided in [section 6](#).

## 4. Commentary

The figures in this publication are subject to revision in line with our revisions policy (section [6.3](#)).

The publication is accompanied by a set of data reference tables, published as a [downloadable workbook](#) and provided in [section 5](#) for ease of reference. In response to our 2014 [user consultation](#), additional tables have been added to this publication, providing further analysis of the data collected.

For all tables at Scotland level, the figures provided cover a maximum of five years. Tables at local authority area level are provided for the most recent year only. As the local authority tables cover only a single year, it is not possible to make general assertions about trends in different local authority areas. For example, a local authority may have the lowest rate of Home Fire Safety Visits per 1,000 dwellings but without comparable data from previous years we cannot tell whether the rate is generally decreasing, increasing or fluctuating from year to year. In future years, analysis of local authority area level collected over time will allow a clearer understanding of the trends in different local authority areas.

### 4.1 Fire Safety Activity

The SFRS is required by law<sup>1</sup> to promote fire safety in Scotland. This includes undertaking fire prevention activity, with the aim of reducing the number of fires and fire casualties in Scotland. Community fire safety initiatives are an important part of this work, examples of which include Home Fire Safety Visits (HFSV), youth engagement, working with other agencies, community road shows and media campaigns.

[Local Senior Officers](#) within the SFRS are responsible for delivering fire safety activity at a local level, including targeting this activity to meet local needs. For example, if there has been a spate of deliberate fire-raising in an area, a local priority may be to carry out youth engagement activity, whereas another area may have identified working with other agencies to perform HFSVs as a greater priority.

#### 4.1.1 Home Fire Safety Visits<sup>2</sup> (Tables [1](#), [1a](#), [1b](#), [2](#), [2a](#), [3](#), [3a](#), [3b](#))

HFSVs are one of the most measurable elements of community fire safety activity and are specifically aimed at reducing the number of fires in homes or “dwellings”. This is particularly important as dwelling fires have been the main cause of casualties from fires in Scotland for the last ten years<sup>3</sup>.

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<sup>1</sup> [Fire \(Scotland\) Act 2005](#) (as amended in the [Police and Fire Reform \(Scotland\) Act 2012](#))

<sup>2</sup> Numbers rounded to the nearest thousand. Exact figures are provided in the tables in Appendix 5.

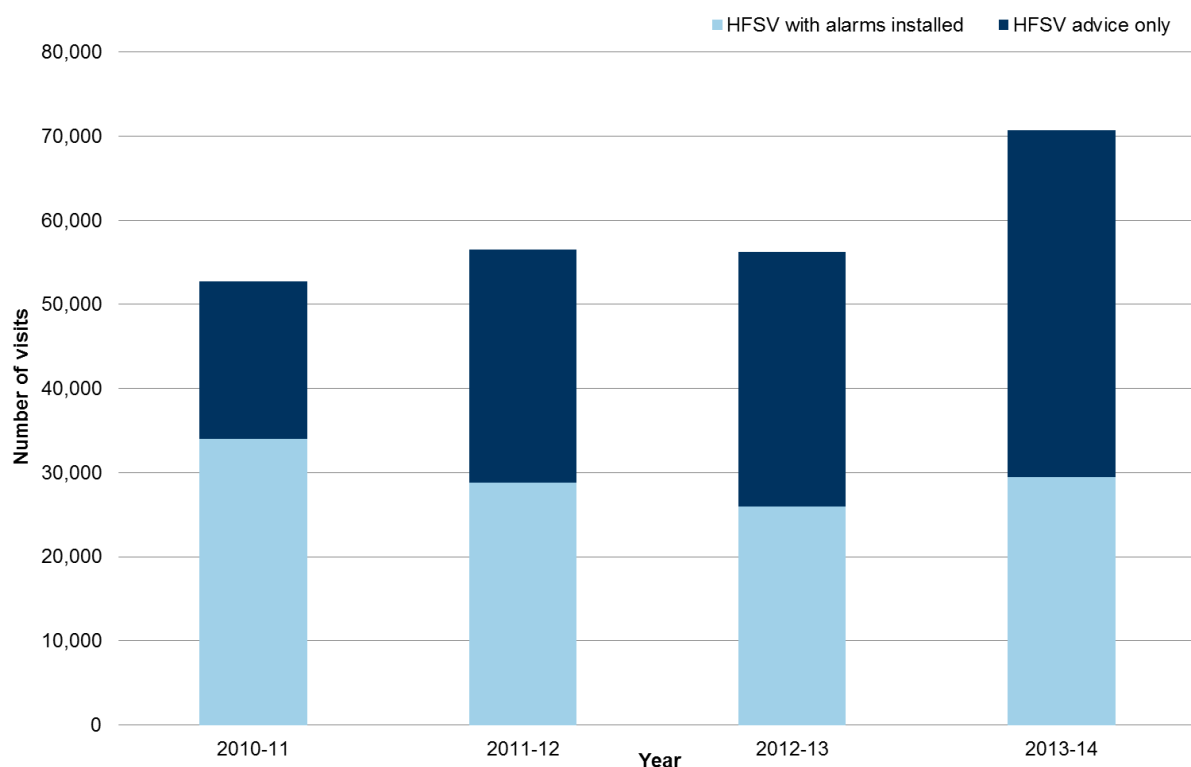
<sup>3</sup> Eighty seven per cent of casualties from fires in Scotland in the last ten years have been a result of dwelling fires (<http://www.scotland.gov.uk/Publications/2014/12/2384/4>, section 4.1.3)

A HFSV involves SFRS personnel visiting people in their own homes and educating them about fire safety by identifying fire hazards, providing fire safety advice and installing smoke alarms where needed. HFSVs are divided into two categories; those where fire safety advice was provided and at least one smoke alarm was installed and “advice only” visits, where fire safety advice was given but no smoke alarms were installed.

### Number of HFSVs by type

In 2013-14 the SFRS carried out 71,000 HFSVs, an increase of 26 per cent on the previous year (56,000 visits in 2012-13). This demonstrates a rise in activity in this area since the SFRS was established, following relatively little change in the three previous years ([Chart 2](#)).

**Chart 2 – Home Fire Safety Visits by type of visit, Scotland, 2010-11 to 2013-14**



Figures show that the overall increase reflects a rise of just over a third (36 per cent) in “advice only” visits (from 30,000 in 2012-13 to 41,000 in 2013-14) and a smaller, 13 per cent increase in visits where advice was provided **and** at least one smoke alarm was installed (from 26,000 in 2012-13 to 30,000 in 2013-14). Whilst the number of “advice only” HFSVs has more than doubled in the last four years (since 2010-11), the number of HFSVs where at least one smoke alarm was installed has decreased by 13 per cent over the same period.

A total of 60,000 smoke alarms were installed in 2013-14, an increase of over a third (35 per cent) compared to the previous year (44,000). On average, two smoke alarms were installed on each alarm installation visit in 2013-14, the first time the average has reached this level.

Survey data<sup>4</sup> has shown that the proportion of households in Scotland without a smoke alarm has remained relatively stable for the last four years at just under 7 per cent (from 2010 to 2013 inclusive). The data also suggests that some households which previously had only one smoke alarm may now have two or more alarms. The proportion of households with more than one smoke alarm has risen by around 4 percentage points (from an estimated 52 per cent in 2010 to 56 per cent in 2013), whilst the proportion of households with only one smoke alarm has decreased by a similar amount (by 3 percentage points from 41 per cent in 2010 to 38 per cent in 2013).

### Number of HFSVs by risk level

HFSVs are most effective when targeted towards people most at risk of fire in the home. The SFRS uses the Fire Service Emergency Cover Toolkit ([FSEC](#)) to classify the risk level of each home into the following five categories:

- well above average
- above average
- average
- below average
- well below average

Highest risk

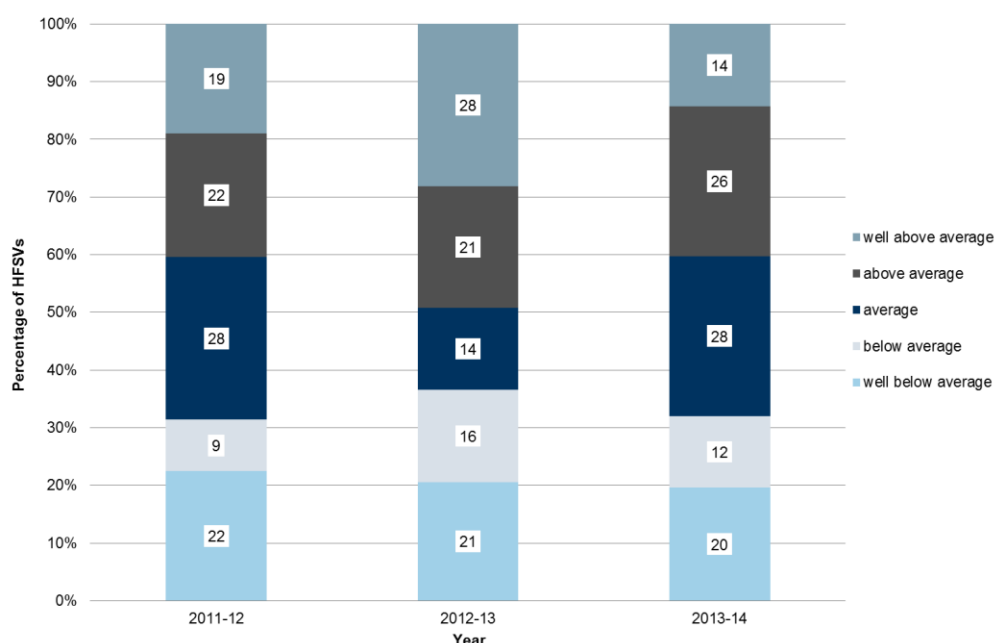


Lowest risk

The FSEC toolkit uses a range of information to determine the appropriate risk category for a household and the results can be used to help target HFSVs.

Looking at the breakdown of HFSVs by risk level helps to provide an understanding of how appropriately they were targeted. Two in every five HFSVs in 2013-14 were to homes with an “above” or “well above” average risk level (28,000 visits or 40 per cent of the total). This is around the same proportion as two years earlier, but 9 percentage points lower than in 2012-13 (49 per cent of the total).

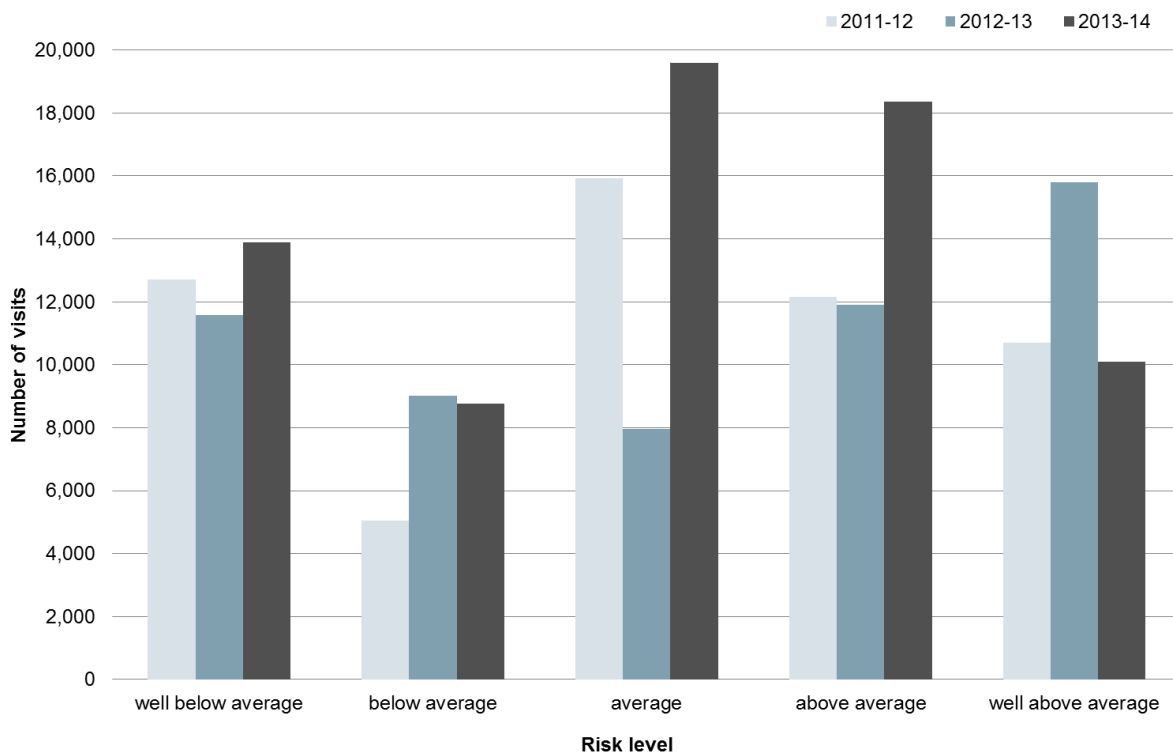
**Chart 3 – Percentage of total HFSVs by risk level, 2011-12 to 2013-14**



<sup>4</sup> Scottish House Conditions Survey Data - <http://www.scotland.gov.uk/Topics/Statistics/SHCS>

The number of HFSVs to homes with an “average” risk level more than doubled between 2012-13 and 2013-14 (from around 8,000 in 2012-13 to 20,000 in 2013-14). There was a smaller increase of 54 per cent in the number of HFSVs to homes with an “above average” risk level (from around 12,000 in 2012-13 to 18,000 in 2013-14), whilst the number of visits to dwellings with the highest risk level decreased by 36 per cent (from around 16,000 in 2012-13 to 10,000 in 2013-14). It is important to note that the risk level breakdown of HFSVs performed by SFRS is in part determined by the risk level of the properties referred to them for a HFSV by other agencies, for example social services or the local authority.

**Chart 4 – Number of HFSVs by risk level, Scotland, 2011-12 to 2013-14**



## 4.2 Fire Stations

Fire stations in Scotland are classified into one of the following four categories: :

**Wholetime** – where a station is primarily staffed by people whose main employment is as a fire-fighter, regardless of the role.

**Retained Duty System (RDS)** – where a station is primarily staffed by people who are contracted to be available at agreed periods of time for fire-fighting duties. Such staff could have alternative full-time employment.

**Volunteer** – where a station is primarily staffed by people who volunteer in a fire-fighting capacity. They tend to be in small rural communities, where the number of incidents are low.

**Day crewed** - where a station is staffed by wholetime employees during the day and the same employees are on call from their homes outwith these times.

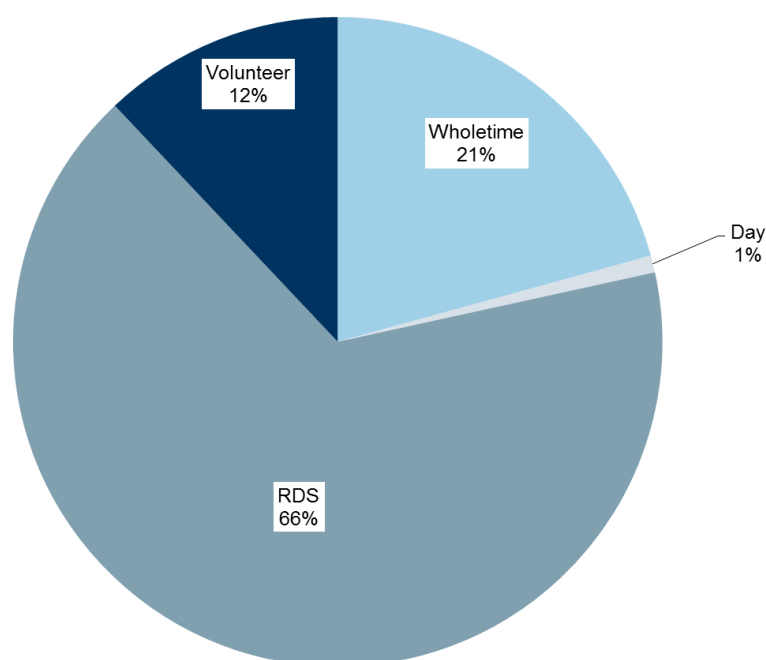


Stations are classified according to their **primary** staffing type. This means that if a station is crewed by both Wholetime and RDS staff, it will be reported here as Wholetime.

### Number of Fire Stations (Tables [4](#), [4a](#) and [4b](#))

On the 31<sup>st</sup> March 2014 there were 357 fire stations in Scotland. This is the same number as in the previous year, meaning there have been no stations openings or closures in 2013-14. Two thirds of all stations were primarily RDS crewed (237 stations or 66 per cent), 21 per cent were Wholetime (74 stations), 12 per cent were Volunteer (43 stations) and 1 per cent were Day crewed (3 stations).

**Chart 5 - Fire and Rescue Stations in Scotland by crewing type, as at 31 March 2014**



The local authority area with the largest number of stations was Highland, which contained 17 per cent of all stations across Scotland (61 stations), followed by Argyll and Bute, with 11 per cent (39 stations). These local authorities have the two largest geographical areas in Scotland.

### Stations by crewing type

Urban areas tend to have a higher proportion of Wholetime crewed stations, whilst rural areas have a higher proportion of RDS and Volunteer crewed stations. This may be because there tend to be more fires in urban areas, as well as more people living in close proximity to each other.

All stations in the Glasgow City local authority were Wholetime crewed (11 stations), the highest number of Wholetime crewed stations of any local authority in Scotland. In contrast, almost two thirds of all stations in Argyll and Bute were Volunteer crewed (64 per cent or 25 stations), accounting for more than half of all Volunteer crewed stations across Scotland (25 out of a total 43).

### 4.3 Vehicles and Equipment (Appliances) (Tables 5 and 5a)

#### Data management and comparability over time

Prior to the creation of the SFRS, each of the eight FRSs recorded their vehicles and equipment or “appliances” data separately. Once the SFRS was established at the start of 2013-14, an interim recording system was used to provide a central record of this data, in advance of a robust national data management system being implemented at a later date. The absence of such a system 2013-14 means caution should be taken when comparing this year’s figures and those provided last year. Whilst this year’s data return was compiled nationally, meaning the data could be categorised more consistently across Scotland, the separate records held by each of the eight FRSs in previous years allowed for some variation in how the data was categorised. The adoption of a centralised management system to record this information will allow accurate comparisons to be made in future years.

#### Number of vehicles and appliances

For the purpose of reporting, the vehicles and equipment used by SFRS personnel to perform their duties are divided into two categories; “operational” appliances and “non-operational” fleet. Operational appliances include specialist vehicles and equipment used to respond to incidents, such as fire engines (“pumps”) and height, rescue and resilience equipment. Non-operational fleet consists largely of non-specialist equipment such as cars and vans, but also training and reserve appliances.

The SFRS reported a total of 1,301 vehicles and appliances as of 31 March 2014, 44 per cent of which were classed as “operational” (577 appliances). Pumping appliances accounted for around four out of every five operational appliances (452 in total). These are the general purpose fire-fighting vehicles based at most fire stations. The SFRS has reported the disposal of some older appliances between 31 March 2013 and 2014, although due to the data management issues described it is not possible to determine the overall change in operational appliance numbers.

There were 724 items of “non-operational” fleet at 31 March 2014, 56 per cent of all vehicles and equipment. Vehicles such as cars and vans accounted for the majority of the SFRS’s non-operational fleet (87 per cent or 628 items), with the remaining 13 per cent being reserve or training appliances. Whilst caution should be taken when comparing the 2014 figure with that reported a year earlier, current figures suggest a 19 per cent decrease in non-operational fleet. A reduction in senior staff following the creation of the single service is likely to have resulted in a drop in leased vehicles (cars and vans), which account for the majority of non-operational fleet.

The local authority with the largest number of operational appliances was Highland, with 88 operational appliances or 15 per cent of the Scotland total. This is unsurprising given the high proportion of fire stations based there (17 per cent of the Scotland total).

## 4.4 Workforce

When the SFRS replaced the eight former FRSs of Scotland on 1<sup>st</sup> April 2013, a new organisational structure was established. The SFRS's Strategic Leadership Team (SLT) has overall responsibility for the delivery of fire and rescue services across Scotland, on behalf of the SFRS Board. There are three regional Service Delivery Areas (SDAs), North, East and West, each of which has a number of Local Senior Officers (LSOs) who work with local authorities and partners to deliver fire and rescue services directly. Each LSO Area contains one or more of the 32 Scottish local authorities.

This is the first year that workforce figures in the tables to accompany this publication show the number of staff broken down by Area of Responsibility within the organisational structure of the SFRS. The four categories used are **National, Service Delivery Area, Local Senior Officer Area** and **Local Authority Area**. Further information on this breakdown is provided in the notes section of the downloadable workbook of tables.

Workforce figures in this publication are measured in one of two ways – Headcount and Full Time Equivalent (FTE). Headcount figures do not take into consideration individuals' working hours whereas FTE figures do. Both are discussed in further detail below. Where possible staff numbers are broken down by the type of staff, of which there are five main types:

**Wholetime operational** - Staff whose main employment is as a firefighter, regardless of their role.

**Retained duty system (RDS)** - Staff contracted to be available and on-call for agreed periods of time for fire-fighting purposes, but who could have an alternative full-time employment.

**Control staff** - Staff who are employed to work in SFRS control centres to answer emergency calls and deal with mobilising, communications and related activities.

**Support staff** – Staff employed in supporting roles such as technical support and administration.

**Volunteers** – Staff who volunteer and may be on call in a fire-fighting or other capacity.

### 4.4.1 Number of Staff (Tables [6a](#), [6b](#), [7](#), [7a](#), [7b](#), [7c](#), [7d](#), [7e](#), [8a](#), [8b](#), [8c](#), [8d](#) and [8d](#))

#### Headcount

The total headcount of SFRS staff decreased by five per cent (480 staff members) between 31 March 2013 and 2014 (from 8,964 to 8,484). This compares to a decrease of one per cent (76 staff members) between 2012 and 2013. Much of the overall reduction is likely to be a result of staff leaving the SFRS following reform. The creation of the SFRS as the national fire and rescue service provided opportunities for efficiency savings to be made through the sharing of services. In addition, the SFRS was required to reduce their operating costs in 2013-14 and a voluntary severance/early retirement scheme was held through which the SFRS report around 70 people left the service<sup>5</sup>.

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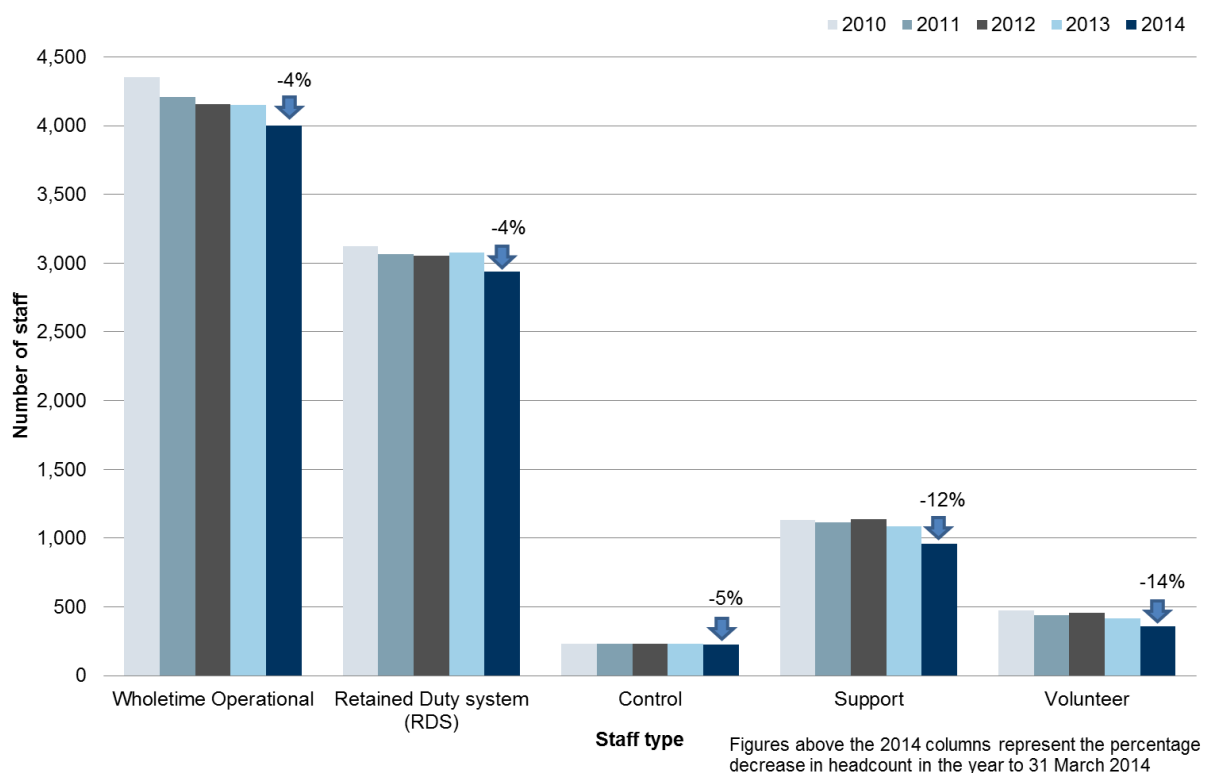
<sup>5</sup> [http://www.firescotland.gov.uk/media/724590/sfrs\\_annual\\_report\\_v1.pdf](http://www.firescotland.gov.uk/media/724590/sfrs_annual_report_v1.pdf) - see page 51

Amongst the five staff types, the largest decrease in **numbers** - as opposed to percentage terms - was amongst wholetime operational and RDS staff, which reduced by 150 and 136 staff members respectively (a 4 per cent reduction from the 2013 figure in each case).

Excluding volunteers, the biggest decrease in **percentage** terms was in the support staff category, which decreased by 12 per cent or 125 staff members between 31 March 2013 and 2014. The centralisation of services as a result of the move from eight regional FRSs to one national service was particularly relevant for support staff. This may in part explain the relatively large percentage decrease in the number of support staff.

There were 58 fewer volunteer staff members (a reduction of 14 per cent) at 31 March 2014 compared to the previous year. Whilst staff numbers reduced across all types of SFRS staff, the reduction in control staff was the smallest in number (11 staff members), five per cent of the previous year's total.

**Chart 7 - Headcount of Fire and Rescue Service Staff as at 31 March, 2010 to 2014, Scotland**



### Full Time Equivalent

This is the third year that full time equivalent (FTE) information has been collected on fire and rescue service staff (except or volunteers). A staff member's FTE is based on the standard contract on which they are employed. For example, if the member of staff is employed on a RDS contract, the FTE will be based on the standard hours of a RDS contract. If a staff member is contracted to work half the number of hours of a standard contract, this is equivalent to 0.5 FTE, whereas the headcount would be one.

The total number of FTE staff at 31 March 2014 was 7,690, compared to a headcount figure of 8,125 (both figures exclude volunteers<sup>6</sup>).

The FTE staff total (excluding volunteers) has decreased by five per cent (almost 400 FTE staff) between 31 March 2013 and 2014, the same percentage decrease as the total headcount (excluding volunteers) over this period (422 staff). This compares to a drop of one per cent during the previous year.

[Table A](#) shows that it is more common for RDS and support staff to work less than standard contract hours.

**Table A – Scottish Fire and Rescue Service staffing by Headcount and Full-time equivalent (FTE), as at 31 March 2014**

Staffing Type	Headcount	FTE	Difference
Wholetime operational	4,001	4,001	0
Retained Duty System (RDS)	2,940	2,665	275
Control	223	213	10
Support staff	961	811	150
All staff (excluding volunteers) Total	8,125	7,690	435

#### 4.4.2 Gender (Tables [9](#), [10](#), [11](#), and [12](#))

Headcount figures as at 31 March 2014 show that for every ten SFRS staff members, nine were male and one was female, the same gender split as in the previous year.

The gender split was not consistent across staffing types. Around 95 per cent of wholetime operational and RDS staff were male (3,842 and 2,762 staff respectively), whereas almost 90 per cent of control staff were female (199 staff). Other than control staff, the only other staff type where more females than males were employed was in the support staff category (non-uniformed staff such as catering, administrative and premises staff). The gender split for support staff was 57 per cent female and 43 per cent male. The majority of volunteers were male (86 per cent).

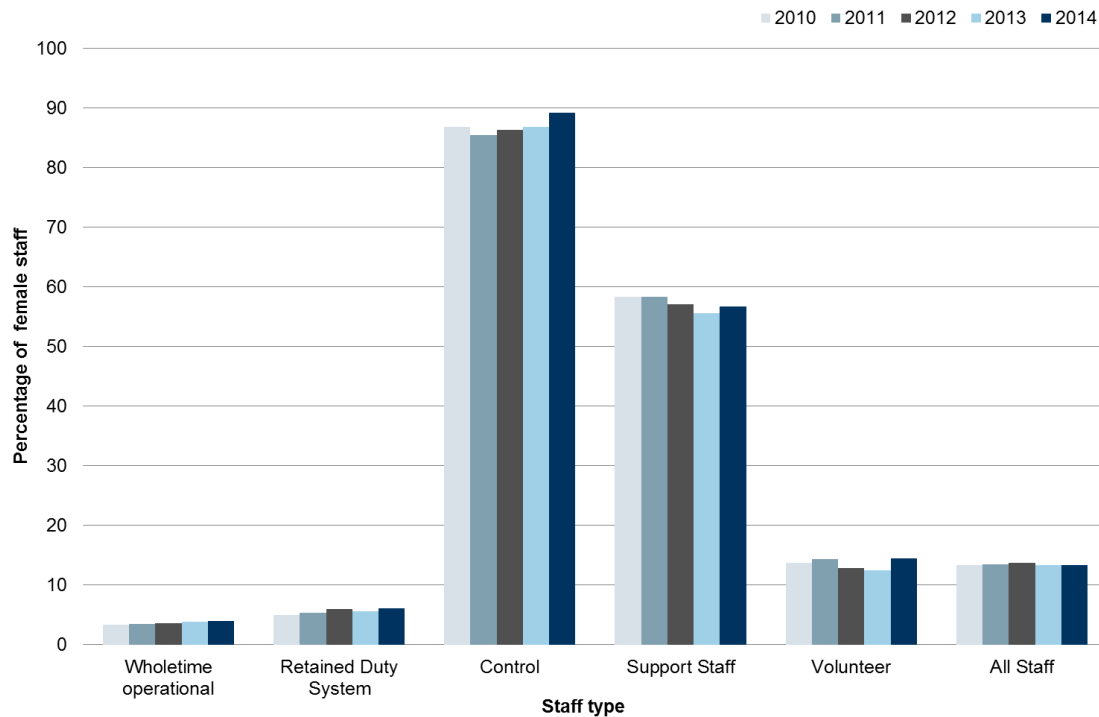
Of the 1,133 female staff, around half (48 per cent) were employed as support staff. In contrast, of the 7,351 male staff, 6 per cent were employed as support staff and the largest proportion (52 per cent) were working as wholetime operational staff. These proportions have been consistent over the last 4 years.

The total number of male and female SFRS staff both decreased by 5 per cent in the year to 31 March 2014, a reduction of 423 males and 57 females. The decrease in female staff was largely due to a reduction of ten per cent (or 59 staff) in the number of female support staff, the largest area of female employment in the SFRS. The majority of the decrease in male staff occurred in the wholetime operational and RDS

<sup>6</sup> All FTE staff totals and total headcount figures compared against them exclude volunteers as FTE data is not collected for volunteers.

staffing categories. There were 151 fewer male wholetime operational firefighters as at 31 March 2014 compared to the previous year (a four per cent reduction) and 141 fewer male RDS firefighters (five per cent reduction).

**Chart 8 - Percentage of female staff by staffing type, as at 31 March 2010 to 2014, Scotland**



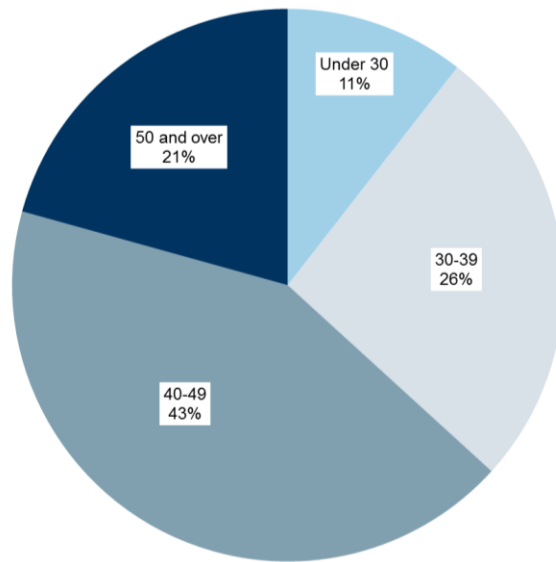
Note: percentages calculated on headcount figures

#### 4.4.3 Age (Table 13)

For the purpose of this analysis the ages of SFRS staff have been grouped into the following categories; **Under 30, 30-39, 40-49** and **50 and over**. The tables which accompany this publication provide further breakdowns of these age bands.

The overall figures for Scotland show that the age range with the largest proportion of SFRS staff was the 40-49 year old category (43 per cent or 3,610 staff members). A further 26 per cent (2,223) were in the 30-39 age range, 21 per cent (1,756) were in the 50 and over age range and a final 10 per cent (895) were under 30 years old.

**Chart 9 - Headcount of total SFRS staff by age band as at 31 March 2014**

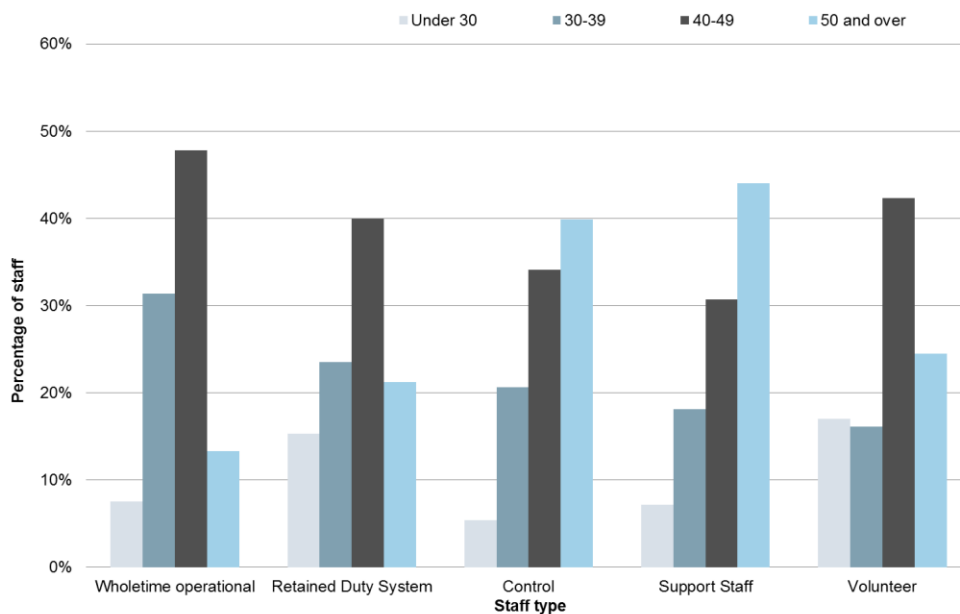


Percentages have been independently rounded so they may not always sum to 100.

Note: percentages calculated on headcount figures

On 31 March 2014, SFRS staff in a non-fire-fighting capacity tended to be older than those in fire-fighting roles. For both control room and support staff the age range with the highest proportion of staff was the oldest of the reporting categories, aged 50 and over (40 and 44 per cent respectively). For wholetime operational, RDS and volunteer staff, the age range with the highest proportion of staff was the 40-49 year old category. Across all staff types other than volunteers the age range with the smallest proportion of staff was the under 30 age group. The relatively low proportion of wholetime operational staff in the 50 and over age range (13 per cent) compared to other staff types is influenced by the difference in retirement arrangements for operational staff.

**Chart 10 - Percentage of Scottish Fire and Rescue Service Headcount by type of staffing and age range, as at 31 March 2014, Scotland**



Note: percentages calculated on headcount figures

#### 4.4.4 Ethnicity and Disability (Tables [14](#) and [15](#))

Staff ethnicity is reported here using three categories; White, Ethnic minority and Not stated. Further information on the sub-categories included within each of these groups is provided in section [6.6](#), although figures are not provided using this breakdown due to the disclosive nature of the small numbers involved. Please note that because the ethnicity of some staff is not stated, the actual number of “white” and “ethnic minority” staff will be higher than that reported here.

As of 31 March 2014 less than one per cent of staff were recorded as belonging to an ethnic minority group, as has been the case in each of the last five years. This is equivalent to a total of less than 70 staff, or around one in every 125 staff members. The percentage of staff recorded as belonging to an ethnic minority was fairly consistent across the different staff types, with the exception of control staff. The ethnicity of more than half of control staff was recorded as “not stated”, with no control staff recorded as belonging to an ethnic minority.

Prior to 2014, the staff type with the lowest proportion of staff recorded as belonging to an ethnic minority group was RDS staff, at around 0.2 per cent. At 31 March 2014 however, the proportion of RDS staff recorded as belonging to an ethnic minority group was 1.1 per cent, the highest of any of the staff types. Whilst this represents an increase in proportion, it is important to remember that the underlying values on which these percentages are based are relatively small, meaning they are subject to large fluctuations even if the underlying number has changed very little. In addition, a decrease in total staff means that an increase in percentage terms does not mean an actual increase in the underlying figures.

The ethnicity category of 38 per cent of staff was recorded as “not stated” in this year’s return, an increase of almost 20 percentage points compared to the previous year. In contrast, the proportion of staff whose ethnicity was recorded as “white” reduced by 21 percentage points during the same period. There is no apparent reason for these changes, which suggests that the difference is due to changes in information management as opposed to the underlying figures. A centralised HR function was created at the same time as the establishment of the SFRS which may have brought about these changes. These issues are being followed up with SFRS in order to ensure ethnicity information continues to be accurately recorded following the move to the single service.

As of 31 March 2014, 0.3 per cent of SFRS staff were recorded as having a disability, compared to 0.6 per cent the previous year. The staff type with the highest proportion of staff recorded as having a disability was control staff (1.8 per cent) and the lowest was wholetime operational and RDS staff (0.2 per cent).

For all staff types the proportion of staff recorded as having a disability was lower in 2014 than in the previous 3 years. In particular, the proportion of support staff recorded as having a disability dropped from 1.5 per cent as at 31 March 2013 to 0.7 per cent in 2014.



#### 4.5 Attacks on Fire and Rescue Personnel (Tables [16a](#), [16b](#) and [17](#))

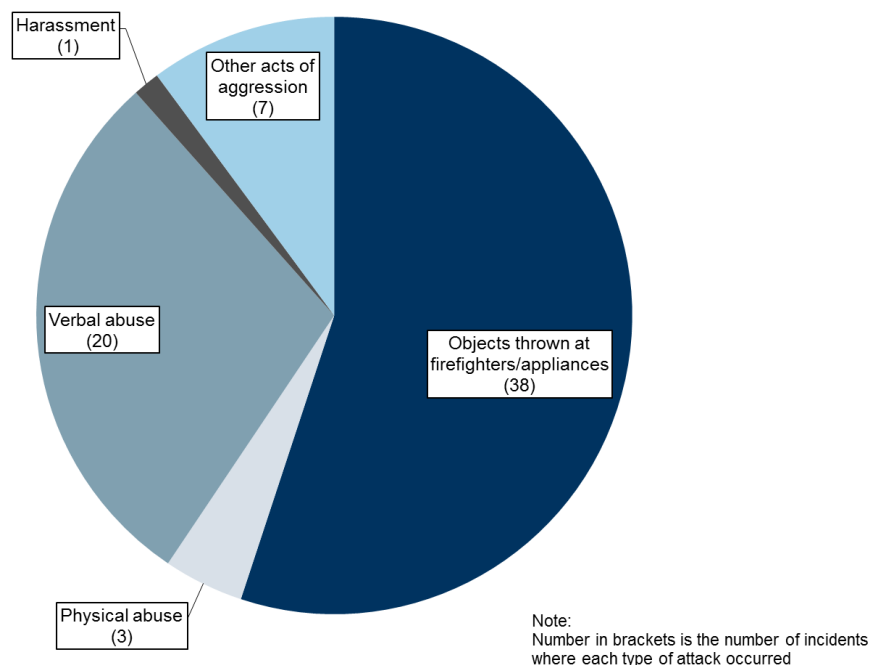
An electronic Incident Recording System (IRS) is used to collect information on fire and rescue incidents that the SFRS attends. Amongst the information recorded is the number of incidents where one or more attacks on SFRS personnel occurred. The figures reported here show the number of incidents where one or more attacks occurred, with the numbers representing incidents and not the individual number of attacks which occurred. For example, if items were thrown at multiple fire appliances in one incident, this would be recorded as one incident, where one or more attacks occurred. The number of personnel injured during attacks at a single incident is recorded individually, so if two injuries occurred at one incident this would be recorded as one incident where one or more attacks occurred and where two personnel members were injured.

In 2013-14, 69 incidents were recorded where attacks occurred, a decrease of 12 incidents from the previous year. The number of personnel injured in attacks at incidents also decreased from four to two.

In the last four years the percentage of incidents where attacks have occurred has more than halved, reducing from 0.17 per cent in 2010-11 to 0.08 per cent in 2013-14 (from 172 attacks at 101,414 incidents in 2010-11 to 69 attacks at 84,846 incidents in 2013-14).

Attacks are categorised into one of five categories; Objects thrown at firefighters/appliances, Physical abuse, Verbal abuse, Harassment and Other acts of aggression. 'Objects thrown at fire fighters and/or appliances' has been the most common type of attack for the four years since reporting began. This type of attack accounted for more than half of the total incidents where attacks occurred in 2013-14 (38 of 69 incidents).

**Chart 11 – Number of incidents where attacks occurred by type of attack, Scotland, 2013-14**



## 5. Appendix of tables

### **Home Fire safety Visits (HFSV)**

[Table 1](#): Number of Home Fire Safety Visits (HFSV) by type of visit and total smoke alarms installed, 2010-11 to 2013-14, Scotland

[Table 1a](#): Percentage of Home Fire Safety Visits (HFSV) by type and average smoke alarms installed per visit, 2010-11 to 2013-14, Scotland

[Table 1b](#): Rate of Home Fire Safety Visits (HFSV) per 1,000 dwellings by type of visit and total smoke alarms installed, 2010-11 to 2013-14, Scotland

[Table 2](#): Number of Home Fire Safety Visits by risk level, 2010-11 to 2013-14, Scotland

[Table 2a](#): Percentage of Home Fire Safety Visits by risk level, 2010-11 to 2013-14, Scotland

[Table 3](#): Number of Home Fire Safety Visits (HFSV) by type and number of smoke alarms installed, 2013-14, Local Authority

[Table 3a](#): Percentage of Home Fire Safety Visits (HFSV) by type and average smoke alarms installed per visit, 2013-14, Local Authority

[Table 3b](#): Rate of Home Fire Safety Visits (HFSV) per thousand dwellings, 2013-14, Local Authority

### **Stations**

[Table 4](#): Number and percentage of stations by crewing type as of 31 March 2012 to 2014, Scotland

[Table 4a](#): Number of stations by crewing type as of 31 March 2014, Local Authority

[Table 4b](#): Percentage of stations by crewing type as of 31 March 2014, Local Authority

### **Vehicles and Equipment**

[Table 5](#): Number of SFRS appliances by type as of 31 March, 2013 to 2014, Scotland

[Table 5a](#): Number of SFRS appliances by type as of 31 March 2014, Local Authority

### **Workforce**

[Table 6a](#): Headcount of Fire and Rescue Service Workforce by type of staffing, as of 31 March 2010 to 2014, Scotland

[Table 6b](#): Full-time Equivalent of Fire and Rescue Service Workforce by type of staffing, as of 31 March 2012 to 2014, Scotland

[Table 7](#): Headcount of Scottish Fire and Rescue Service Workforce by type of staffing and Area of Responsibility, as of 31 March 2014

[Table 7a](#): Headcount of Scottish Fire and Rescue Service Wholetime Operational Workforce by Role and Area of Responsibility, as of 31 March 2014

[Table 7b](#): Headcount of Scottish Fire and Rescue Service Retained Duty System (RDS) Workforce by Role and Area of Responsibility, as of 31 March 2014

[Table 7c](#): Headcount of Scottish Fire and Rescue Service Control Workforce by Role and Area of Responsibility, as of 31 March 2014

[Table 7d](#): Headcount of Scottish Fire and Rescue Service Support Staff Workforce by Role and Area of Responsibility, as of 31 March 2014

[Table 7e](#): Headcount of Scottish Fire and Rescue Service Volunteers by Role and Area of Responsibility, as of 31 March 2014

[Table 8a](#): Full-time Equivalent (FTE) of Scottish Fire and Rescue Service Wholetime Operational Workforce by Role and Area of Responsibility, as of 31 March 2014

[Table 8b](#): Full-time Equivalent (FTE) of Scottish Fire and Rescue Service Retained Duty System (RDS) Workforce by Role and Area of Responsibility, as of 31 March 2014

[Table 8c](#): Full-time Equivalent of Scottish Fire and Rescue Service Control Workforce by Role and Area of Responsibility, as of 31 March 2014

[Table 8d](#): Full-time Equivalent of Scottish Fire and Rescue Service Support Staff Workforce by Role and Area of Responsibility, as of 31 March 2014

[Table 9](#): Headcount and Percentage of Fire and Rescue Service Workforce by gender and type of staffing, as of 31 March 2010 to 2014, Scotland

[Table 10](#): Headcount and Percentages of Scottish Fire and Rescue Service Workforce by gender, role and type of staffing as of 31 March 2014, Scotland

[Table 11](#): Percentage of Scottish Fire and Rescue Service Workforce by type of staffing and gender, as of 31 March 2014

[Table 12](#): Full-time Equivalent of Scottish Fire and Rescue Service Workforce by gender and type of staffing, as of 31 March 2014

[Table 13](#): Headcount and percentage of Scottish Fire and Rescue Service Workforce by type of staffing and age range, as of 31 March 2014

[Table 14](#): Percentage of Fire and Rescue Service Workforce by ethnicity, as of 31 March 2010 to 2014

[Table 15](#): Percentage of Scottish Fire and Rescue Service Workforce by disability status, as of 31st March 2010 to 2014

### **Attacks on Fire and Rescue Personnel**

[Table 16a](#): Percentage of incidents where Scottish Fire and Rescue Service personnel were attacked, 2013-14, Local Authority

[Table 16b](#): Percentage of incidents where Fire and Rescue Service personnel were attacked 2010-11 to 2013-14, Scotland

[Table 17](#): Percentage of incidents where Scottish Fire and Rescue Service personnel were attacked, 2013-14, Local Authority

### **SFRS structure**

[Table 18](#): Organisational structure of the Scottish Fire and Rescue Service - conversion table

**Table 1: Number of Home Fire Safety Visits (HFSV) by type of visit and total smoke alarms installed, 2010-11 to 2013-14, Scotland**

Year <sup>2</sup>	HFSV with alarms installed	HFSV advice only	Total HFSV	Smoke alarms installed during HFSV <sup>1</sup>
2010-11	33,998	18,732	52,730	n/a
2011-12	28,846	27,699	56,545	46,395
2012-13	26,013	30,238	56,251	44,122
2013-14	29,517	41,169	70,686	59,653
<b>Change 2012-13 to 2013-14</b>				
Number	3,504	10,931	14,435	15,531
Percentage	13	36	26	35
<b>Change 2010-11 to 2013-14</b>				
Number	-4,481	22,437	17,956	n/a
Percentage	-13	120	34	n/a

**Table 1a: Percentage of Home Fire Safety Visits (HFSV) by type and average smoke alarms installed per visit, 2010-11 to 2013-14, Scotland**

Year <sup>2</sup>	HFSV with alarms installed	HFSV - advice only	Total HFSV	Percentage	Rate	Rate
					Smoke alarms installed per HFSV <sup>1</sup> (total)	Smoke alarms installed per HFSV with alarms installed
2010-11	64	36	100		n/a	n/a
2011-12	51	49	100		0.8	1.6
2012-13	46	54	100		0.8	1.7
2013-14	42	58	100		0.8	2.0

**Table 1b: Rate of Home Fire Safety Visits (HFSV) per 1,000 dwellings by type of visit and total smoke alarms installed, 2010-11 to 2013-14, Scotland**

Year <sup>2</sup>	HFSV with alarms installed	HFSV - advice only	Total HFSV	Rate per 1,000 dwellings	Number
				Smoke alarms installed <sup>1</sup>	Dwellings <sup>3</sup>
2010-11	13.7	7.5	21.2	n/a	2,488,496
2011-12	11.5	11.1	22.6	18.6	2,500,849
2012-13	10.3	12.0	22.4	17.5	2,515,042
2013-14	11.7	16.3	28.0	23.6	2,526,870

Notes

1 - Smoke alarms data not collected in 2010-11

2 - Data for all years collected directly from SFRS (formerly 8 regional FRSS)

3 - Dwellings data from 'Housing Statistics for Scotland - Key Information and Summary Tables' at: <http://www.scotland.gov.uk/Topics/Statistics/Browse/Housing-Regeneration/HSfS/KeyInfoTables>

4 - See section 4.1 of the report for further information on HFSVs

**Table 1: Number of Home Fire Safety Visits (HFSV) by type of visit and total smoke alarms installed, 2010-11 to 2013-14, Scotland**

Year <sup>2</sup>	HFSV with alarms installed	HFSV advice only	Total HFSV	Smoke alarms installed during HFSV <sup>1</sup>
2010-11	33,998	18,732	52,730	n/a
2011-12	28,846	27,699	56,545	46,395
2012-13	26,013	30,238	56,251	44,122
2013-14	29,517	41,169	70,686	59,653
<b>Change 2012-13 to 2013-14</b>				
Number	3,504	10,931	14,435	15,531
Percentage	13	36	26	35
<b>Change 2010-11 to 2013-14</b>				
Number	-4,481	22,437	17,956	n/a
Percentage	-13	120	34	n/a

**Table 1a: Percentage of Home Fire Safety Visits (HFSV) by type and average smoke alarms installed per visit, 2010-11 to 2013-14, Scotland**

Year <sup>2</sup>	HFSV with alarms installed	HFSV - advice only	Total HFSV	Percentage	Rate	Rate
					Smoke alarms installed per HFSV <sup>1</sup> (total)	Smoke alarms installed per HFSV with alarms installed
2010-11	64	36	100		n/a	n/a
2011-12	51	49	100		0.8	1.6
2012-13	46	54	100		0.8	1.7
2013-14	42	58	100		0.8	2.0

**Table 1b: Rate of Home Fire Safety Visits (HFSV) per 1,000 dwellings by type of visit and total smoke alarms installed, 2010-11 to 2013-14, Scotland**

Year <sup>2</sup>	HFSV with alarms installed	HFSV - advice only	Total HFSV	Rate per 1,000 dwellings	Number
				Smoke alarms installed <sup>1</sup>	Dwellings <sup>3</sup>
2010-11	13.7	7.5	21.2	n/a	2,488,496
2011-12	11.5	11.1	22.6	18.6	2,500,849
2012-13	10.3	12.0	22.4	17.5	2,515,042
2013-14	11.7	16.3	28.0	23.6	2,526,870

Notes

1 - Smoke alarms data not collected in 2010-11

2 - Data for all years collected directly from SFRS (formerly 8 regional FRSs)

3 - Dwellings data from 'Housing Statistics for Scotland - Key Information and Summary Tables' at: <http://www.scotland.gov.uk/Topics/Statistics/Browse/Housing-Regeneration/HSfS/KeyInfoTables>

4 - See section 4.1 of the report for further information on HFSVs

**Table 2: Number of Home Fire Safety Visits by risk level, 2010-11 to 2013-14, Scotland**

<i>Number of HFSVs (all types) by risk level</i>						
Year	well below average		above average		well above average	total HFSV
	below average	below average	above average	above average	above average	
2010-11 <sup>2</sup>	-	-	-	-	-	52,730
2011-12 <sup>3</sup>	12,699	5,045	15,934	12,167	10,700	56,545
2012-13	11,566	9,016	7,965	11,895	15,809	56,251
2013-14	13,881	8,757	19,599	18,354	10,095	70,686
<b>Change 2012-13 to 2013-14</b>						
Number	2,315	-259	11,634	6,459	-5,714	14,435
Percentage	20	-3	146	54	-36	26

**Table 2a: Percentage of Home Fire Safety Visits by risk level, 2010-11 to 2013-14, Scotland**

<i>Percentage of HFSVs (all types) by risk level</i>							Percentage above or well above average risk
Year	well below average		above average		well above average	total HFSV	
	below average	below average	above average	above average	above average		
2010-11 <sup>2</sup>	-	-	-	-	-	100	n/a
2011-12 <sup>3</sup>	22	9	28	22	19	100	40
2012-13	21	16	14	21	28	100	49
2013-14	20	12	28	26	14	100	40

Notes

1 - Data for all years collected directly from SFRS (formerly 8 regional FRs)

2 - Risk level breakdown not available for 2010-11

3 - Imputation was used to obtain the risk level for 1.2% (679) of all HFSV undertaken in 2011-12. The risk level for these HFSV was not classified at the time so imputation based on data where the risk level could be established was used to estimate the missing information.

4 - See section 4.1 of the report for further information on HFSVs

**Table 3: Number of Home Fire Safety Visits (HFSV) by type and number of smoke alarms installed, 2013-14, Local Authority**

	Number			Number
	HFSV with alarms installed	HFSV - advice only	Total HFSV	Smoke alarms installed during HFSV
Aberdeen City	491	1,896	2,387	854
Aberdeenshire	567	786	1,353	1,206
Angus	828	2,792	3,620	1,638
Argyll and Bute	527	457	984	1,358
Clackmannanshire	354	509	863	666
Dumfries and Galloway	1,046	387	1,433	1,849
Dundee City	1,038	6,349	7,387	1,823
East Ayrshire	572	1,236	1,808	1,208
East Dunbartonshire	554	308	862	1,137
East Lothian	650	367	1,017	1,547
East Renfrewshire	492	448	940	978
Edinburgh, City of	2,963	2,360	5,323	5,186
Eilean Siar	123	227	350	205
Falkirk	551	1,171	1,722	963
Fife	3,532	3,037	6,569	7,127
Glasgow City	2,759	3,344	6,103	4,983
Highland	1,281	2,525	3,806	2,626
Inverclyde	651	595	1,246	1,308
Midlothian	569	410	979	1,254
Moray	331	298	629	817
North Ayrshire	957	656	1,613	2,234
North Lanarkshire	1,382	1,450	2,832	2,844
Orkney Islands	111	150	261	301
Perth and Kinross	921	3,280	4,201	1,829
Renfrewshire	1,045	827	1,872	2,154
Scottish Borders	1,250	1,337	2,587	2,879
Shetland Islands	68	213	281	164
South Ayrshire	598	464	1,062	1,388
South Lanarkshire	1,229	1,645	2,874	2,553
Stirling	265	600	865	501
West Dunbartonshire	435	497	932	851
West Lothian	1,377	548	1,925	3,222
<b>Scotland</b>	<b>29,517</b>	<b>41,169</b>	<b>70,686</b>	<b>59,653</b>

**Table 3a: Percentage of Home Fire Safety Visits (HFSV) by type and average smoke alarms installed per visit, 2013-14, Local Authority**

	Percentage			Smoke alarms installed per HFSV	
	HFSV with alarms installed	HFSV - advice only	Total HFSV	HFSV with alarms installed	All visits
Aberdeen City	21	79	100	1.7	0.4
Aberdeenshire	42	58	100	2.1	0.9
Angus	23	77	100	2.0	0.5
Argyll and Bute	54	46	100	2.6	1.4
Clackmannanshire	41	59	100	1.9	0.8
Dumfries and Galloway	73	27	100	1.8	1.3
Dundee City	14	86	100	1.8	0.2
East Ayrshire	32	68	100	2.1	0.7
East Dunbartonshire	64	36	100	2.1	1.3
East Lothian	64	36	100	2.4	1.5
East Renfrewshire	52	48	100	2.0	1.0
Edinburgh, City of	56	44	100	1.8	1.0
Eilean Siar	35	65	100	1.7	0.6
Falkirk	32	68	100	1.7	0.6
Fife	54	46	100	2.0	1.1
Glasgow City	45	55	100	1.8	0.8
Highland	34	66	100	2.0	0.7
Inverclyde	52	48	100	2.0	1.0
Midlothian	58	42	100	2.2	1.3
Moray	53	47	100	2.5	1.3
North Ayrshire	59	41	100	2.3	1.4
North Lanarkshire	49	51	100	2.1	1.0
Orkney Islands	43	57	100	2.7	1.2
Perth and Kinross	22	78	100	2.0	0.4
Renfrewshire	56	44	100	2.1	1.2
Scottish Borders	48	52	100	2.3	1.1
Shetland Islands	24	76	100	2.4	0.6
South Ayrshire	56	44	100	2.3	1.3
South Lanarkshire	43	57	100	2.1	0.9
Stirling	31	69	100	1.9	0.6
West Dunbartonshire	47	53	100	2.0	0.9
West Lothian	72	28	100	2.3	1.7
<b>Scotland</b>	<b>42</b>	<b>58</b>	<b>100</b>	<b>2.0</b>	<b>0.8</b>

Notes

1 - See section 4.1 of the report for further information on HFSVs



**Table 3b: Rate of Home Fire Safety Visits (HFSV) per 1,000 dwellings, 2013-14, Local Authority**

<i>HFSV per 1,000 Dwellings</i>	<i>Rate</i>			<i>Number</i>
	<i>Visit type</i>		<i>all visits</i>	<i>Dwellings in 2013<sup>(1)</sup></i>
	<i>with alarms installed</i>	<i>advice only</i>		
Aberdeen City	4.4	16.8	<b>21.2</b>	112,713
Aberdeenshire	5.0	7.0	<b>12.0</b>	112,867
Angus	15.1	50.9	<b>66.0</b>	54,872
Argyll and Bute	11.1	9.7	<b>20.8</b>	47,336
Clackmannanshire	14.8	21.3	<b>36.1</b>	23,894
Dumfries and Galloway	14.2	5.3	<b>19.5</b>	73,555
Dundee City	14.1	86.3	<b>100.4</b>	73,560
East Ayrshire	10.0	21.6	<b>31.6</b>	57,172
East Dunbartonshire	12.3	6.9	<b>19.2</b>	44,864
East Lothian	14.3	8.0	<b>22.3</b>	45,613
East Renfrewshire	13.1	11.9	<b>25.0</b>	37,639
Edinburgh, City of	12.5	9.9	<b>22.4</b>	237,524
Eilean Siar	8.5	15.7	<b>24.2</b>	14,490
Falkirk	7.6	16.2	<b>23.9</b>	72,128
Fife	20.6	17.7	<b>38.3</b>	171,560
Glasgow City	9.1	11.1	<b>20.2</b>	301,633
Highland	11.3	22.2	<b>33.5</b>	113,703
Inverclyde	16.8	15.3	<b>32.1</b>	38,791
Midlothian	15.2	10.9	<b>26.1</b>	37,503
Moray	7.6	6.9	<b>14.5</b>	43,495
North Ayrshire	14.3	9.8	<b>24.0</b>	67,082
North Lanarkshire	9.2	9.6	<b>18.8</b>	150,541
Orkney Islands	10.4	14.0	<b>24.4</b>	10,717
Perth and Kinross	13.2	46.9	<b>60.1</b>	69,923
Renfrewshire	12.5	9.9	<b>22.3</b>	83,933
Scottish Borders	21.9	23.4	<b>45.3</b>	57,097
Shetland Islands	6.3	19.6	<b>25.9</b>	10,852
South Ayrshire	11.0	8.5	<b>19.5</b>	54,385
South Lanarkshire	8.4	11.3	<b>19.7</b>	146,110
Stirling	6.6	15.0	<b>21.6</b>	39,965
West Dunbartonshire	9.7	11.1	<b>20.8</b>	44,880
West Lothian	18.0	7.2	<b>25.2</b>	76,473
<b>Scotland</b>	<b>11.7</b>	<b>16.3</b>	<b>28.0</b>	<b>2,526,870</b>

Notes

(1) - [information from NRS: Estimates of households and dwellings in Scotland, 2013](#)

2 - See section 4.1 of the report for further information on HFSVs

**Table 4: Number and percentage of stations by crewing type as of 31 March 2012 to 2014, Scotland**

Year					<b>Number</b>
	<b>Wholetime</b>	<b>Day</b>	<b>RDS</b>	<b>Volunteer</b>	<b>Total</b>
<b>2012</b>	74	4	241	53	<b>372</b>
<b>2013<sup>2</sup></b>	74	4	236	43	<b>357</b>
<b>2014</b>	74	3	237	43	<b>357</b>

Year					<b>Percentage</b>
	<b>Wholetime</b>	<b>Day</b>	<b>RDS</b>	<b>Volunteer</b>	<b>Total</b>
<b>2012</b>	20	1	65	14	<b>100</b>
<b>2013<sup>2</sup></b>	21	1	66	12	<b>100</b>
<b>2014</b>	21	1	66	12	<b>100</b>

Notes:

1 - Data prior to 2014 supplied by CIPFA statistics. 2014 data supplied to CIPFA on behalf of SFRS.

2 - SFRS supplied a correction to the 2013 CIPFA return during the production of this publication. The 2013 RDS stations figure should have been 236 - a decrease of 2 on what was originally reported.

3 - Definitions for station types are provided in section 4.2 of the statistical bulletin.

**Table 4a: Number of stations by crewing type as of 31 March 2014, Local Authority**

					<b>Number</b>
	<b>Wholetime</b>	<b>Day</b>	<b>RDS</b>	<b>Volunteer</b>	<b>Total</b>
<b>Aberdeen City</b>	3	-	1	-	<b>4</b>
<b>Aberdeenshire</b>	1	-	23	-	<b>24</b>
<b>Angus</b>	1	-	5	-	<b>6</b>
<b>Argyll and Bute</b>	2	-	12	25	<b>39</b>
<b>Clackmannanshire</b>	1	-	1	-	<b>2</b>
<b>Dumfries and Galloway</b>	1	-	15	1	<b>17</b>
<b>Dundee City</b>	4	-	-	-	<b>4</b>
<b>East Ayrshire</b>	1	-	7	-	<b>8</b>
<b>East Dunbartonshire</b>	3	-	-	-	<b>3</b>
<b>East Lothian</b>	1	-	5	-	<b>6</b>
<b>East Renfrewshire</b>	2	-	-	-	<b>2</b>
<b>Edinburgh, City of</b>	7	-	1	-	<b>8</b>
<b>Eilean Siar</b>	-	-	14	-	<b>14</b>
<b>Falkirk</b>	3	-	2	-	<b>5</b>
<b>Fife</b>	5	-	8	-	<b>13</b>
<b>Glasgow City</b>	11	-	-	-	<b>11</b>
<b>Highland</b>	1	-	51	9	<b>61</b>
<b>Inverclyde</b>	2	-	1	-	<b>3</b>
<b>Midlothian</b>	1	1	-	-	<b>2</b>
<b>Moray</b>	1	-	10	1	<b>12</b>
<b>North Ayrshire</b>	3	-	8	3	<b>14</b>
<b>North Lanarkshire</b>	4	-	3	-	<b>7</b>
<b>Orkney Islands</b>	-	-	12	-	<b>12</b>
<b>Perth and Kinross</b>	1	-	10	3	<b>14</b>
<b>Renfrewshire</b>	3	-	-	-	<b>3</b>
<b>Scottish Borders</b>	2	1	10	-	<b>13</b>
<b>Shetland Islands</b>	-	-	14	-	<b>14</b>
<b>South Ayrshire</b>	1	-	4	-	<b>5</b>
<b>South Lanarkshire</b>	4	-	7	1	<b>12</b>
<b>Stirling</b>	1	-	9	-	<b>10</b>
<b>West Dunbartonshire</b>	2	-	1	-	<b>3</b>
<b>West Lothian</b>	2	1	3	-	<b>6</b>
<b>Scotland</b>	<b>74</b>	<b>3</b>	<b>237</b>	<b>43</b>	<b>357</b>

**Table 4b: Percentage of stations by crewing type as of 31 March 2014, Local Authority**

Local Authority	<i>Percentage</i>				Total
	Wholetime	Day	RDS	Volunteer	
Aberdeen City	75	-	25	-	100
Aberdeenshire	4	-	96	-	100
Angus	17	-	83	-	100
Argyll and Bute	5	-	31	64	100
Clackmannanshire	50	-	50	-	100
Dumfries and Galloway	6	-	88	6	100
Dundee City	100	-	-	-	100
East Ayrshire	13	-	88	-	100
East Dunbartonshire	100	-	-	-	100
East Lothian	17	-	83	-	100
East Renfrewshire	100	-	-	-	100
Edinburgh, City of	88	-	13	-	100
Eilean Siar	-	-	100	-	100
Falkirk	60	-	40	-	100
Fife	38	-	62	-	100
Glasgow City	100	-	-	-	100
Highland	2	-	84	15	100
Inverclyde	67	-	33	-	100
Midlothian	50	50	-	-	100
Moray	8	-	83	8	100
North Ayrshire	21	-	57	21	100
North Lanarkshire	57	-	43	-	100
Orkney Islands	-	-	100	-	100
Perth and Kinross	7	-	71	21	100
Renfrewshire	100	-	-	-	100
Scottish Borders	15	8	77	-	100
Shetland Islands	-	-	100	-	100
South Ayrshire	20	-	80	-	100
South Lanarkshire	33	-	58	8	100
Stirling	10	-	90	-	100
West Dunbartonshire	67	-	33	-	100
West Lothian	33	17	50	-	100
<b>Scotland</b>	<b>21</b>	<b>1</b>	<b>66</b>	<b>12</b>	<b>100</b>

**Table 5: Number of SFRS appliances by type as of 31 March, 2013 to 2014, Scotland**

<b>Type of Appliance</b>	<b>2013</b>	<b>2014</b>
<b>Operational - Other</b>		
Pumping Appliances	465	452
Combined Aerial and Pumping Appliances <sup>3</sup>	28	31
Fire Boats <sup>1</sup>	22	
Vehicles Primarily for Rescue Work	15	19
Small Firefighting Vehicles	30	29
Other	23	25
<b>Operational - Resilience<sup>4</sup></b>		
Urban Search and Rescue (USAR)	5	2
High Volume Pumps (HVPs)	4	2
Incident Response Units (IRUs)	5	5
Incident Command Units (ICUs) / Control Units (CUs)	11	6
Detection, Identification & Monitoring (DIMs)	4	4
Decontamination Unit (DeConU)	6	2
Chemical Incident Unit (CIU)	2	-
<b>Total Resilience</b>	<b>37</b>	<b>21</b>
<b>Total Operational</b>	<b>620</b>	<b>577</b>
<b>Non-operational</b>		
Other Fleet Vehicles (includes leased vehicles)	805	628
Reserve Appliances	59	65
Training Appliances	31	31
<b>Total Non-operational</b>	<b>895</b>	<b>724</b>
<b>Total</b>	<b>1,515</b>	<b>1,301</b>

Notes:

1 - The SFRS have not been able to provide this data for 2014 - see section 4.3 for further information

2 - Vehicles data shared with CIPFA statistics on behalf of SFRS

3 - During collection of the 2014 data, some notable differences in how certain appliances were previously categorised by the 8 former FRSs were discovered. Where possible, 2013 data has been recategorised so that it is comparable with the 2014 data (see table below), with no change to the total number of appliances for 2013. Please note that it has not been possible to do this in all cases so some of the differences between the 2013 and 2014 data in the table above will be due to recording differences as opposed to real year-on-year changes. Revisions are summarised below:

<b>Type of Appliance</b>	<b>Original 2013</b>	<b>Revised 2013</b>	<b>Difference</b>
	<b>figure</b>	<b>figure</b>	
Pumping Appliances	449	465	+16
Combined Aerial and Pumping Appliance	22	28	+6
Vehicles Primarily for Rescue Work	31	15	-16
Other operational appliances - total (brea	29	23	-6

4 - It is thought that in 2013, a number of demountable "pods" were incorrectly included as resilience "vehicles" in the return. These have not been included in the 2013-14 return as per CIPFA guidance for both years. It is not possible to know how many of these were included in the 2013 return as Scottish Government does not have access to the raw data held by the former regional FRS areas. However, it is probable that at least some of the year-on-year differences in the number of resilience vehicles are due to such items being incorrectly included in the 2013 return but excluded in 2014. This does not mean there has not been a change in the number of such vehicles, but that the change in recording practice is likely to be partly responsible for the difference.

Table 5a: Number of SFRS appliances by type as of 31 March 2014, Local Authority

Local Authority	Resilience appliances										Non-operational appliances						
	Pumping Appliances	Combined Aerial and Pumping Appliances	Fire Boats <sup>1</sup>	Vehicles Primarily for Rescue Work	Small Firefighting Vehicles	Others	Urban Search and Rescue (USAR)	Volume Pumps (HVPs)	Incident Response, Command and Control Units <sup>3</sup>	Chemical Incident and Decontamination Units <sup>4</sup>	Total Resilience	Total Operational	Other Fleet Vehicles (include leased vehicles)	Reserve Appliances	Training Appliances	Total Non Operational	Total Appliances
Aberdeen City	10	2		-	-	2	1	-	1	1	3	17	70	5	1	76	93
Aberdeenshire	32	-		-	-	4	-	-	-	-	-	36	-	-	3	3	39
Angus	11	-		-	-	-	-	-	-	-	-	11	-	-	-	-	11
Argyll and Bute	25	1		1	5	-	-	-	1	-	1	33	27	-	-	27	60
Clackmannanshire	3	-		1	-	1	-	-	-	-	-	5	1	-	-	1	6
Dumfries and Galloway	18	1		3	2	1	-	-	-	-	-	25	25	1	1	27	52
Dundee City	8	3		2	-	3	-	-	-	-	-	16	54	4	2	60	76
East Ayrshire	7	2		-	1	-	-	-	-	-	-	10	11	-	-	11	21
East Dunbartonshire	3	-		-	-	-	-	-	1	-	1	4	4	-	-	4	8
East Lothian	8	-		-	-	-	-	-	-	-	-	8	3	-	2	5	13
East Renfrewshire	2	-		-	-	-	-	-	-	-	-	2	1	-	-	1	3
Edinburgh, City of	15	5		-	-	2	-	-	2	1	3	25	74	13	4	91	116
Eilean Siar	17	-		-	-	-	-	-	-	-	-	17	1	-	-	1	18
Falkirk	10	1		2	2	1	1	-	1	-	2	18	49	4	2	55	73
Fife	20	2		4	-	1	-	-	1	1	2	29	46	5	2	53	82
Glasgow City	19	3		2	3	-	-	-	1	1	2	29	23	-	-	23	52
Highland	79	1		1	1	5	-	-	-	1	1	88	51	14	4	69	157
Inverclyde	6	1		-	1	-	-	-	-	-	-	8	5	-	-	5	13
Midlothian	3	-		-	-	-	-	-	-	-	-	3	-	-	-	-	3
Moray	12	-		-	-	1	-	-	1	-	1	14	-	-	-	-	14
North Ayrshire	14	-		1	2	-	-	-	-	-	-	17	7	-	-	7	24
North Lanarkshire	11	2		-	-	-	-	-	1	-	1	14	14	-	-	14	28
Orkney Islands	15	-		-	-	-	-	-	-	-	-	15	-	-	-	-	15
Perth and Kinross	19	-		1	-	1	-	-	-	1	1	22	4	-	-	4	26
Renfrewshire	3	2		-	1	2	-	-	1	-	1	9	10	-	-	10	19
Scottish Borders	17	-		-	-	-	-	-	1	-	1	18	1	-	-	1	19
Shetland Islands	16	-		-	-	-	-	-	-	-	-	16	-	-	-	-	16
South Ayrshire	8	1		-	1	-	-	-	-	-	-	10	2	-	-	2	12
South Lanarkshire	15	3		1	10	1	-	-	1	-	1	31	139	19	10	168	199
Stirling	10	-		-	-	-	-	-	-	-	-	10	1	-	-	1	11
West Dunbartonshire	8	1		-	-	-	-	-	-	-	-	9	4	-	-	4	13
West Lothian	8	-		-	-	-	-	-	-	-	-	8	1	-	-	1	9
<b>Scotland</b>	<b>452</b>	<b>31</b>		<b>19</b>	<b>29</b>	<b>25</b>	<b>2</b>	<b>2</b>	<b>11</b>	<b>6</b>	<b>21</b>	<b>577</b>	<b>628</b>	<b>65</b>	<b>31</b>	<b>724</b>	<b>1,301</b>

Notes:  
1 - The SFRS have not been able to provide this data for 2014 - see section 4.3 for further information  
2- Appliances data shared with CIPFA statistics on behalf of SFRS  
3 - Includes: Incident Response Units (IRUs) and Incident Command Units (ICUs) / Control Units (CUs)  
4 - Includes: Detection, Identification & Monitoring (DIMs), Decontamination Units (DeConUs) and Chemical Incident Units (CIUs)

**Table 6a: Headcount of Fire and Rescue Service Workforce by type of staffing, as of 31 March 2010 to 2014, Scotland**

Year	Wholetime Operational <sup>2</sup>	Retained Duty system (RDS) <sup>1</sup>	Control	Support	Volunteer <sup>3</sup>	All staff total	All staff (excluding volunteers)
2010	4,353	3,125	234	1,129	473	9,314	8,841
2011	4,206	3,066	233	1,114	437	9,056	8,619
2012	4,159	3,052	234	1,136	459	9,040	8,581
2013	4,151	3,076	234	1,086	417	8,964	8,547
2014	4,001	2,940	223	961	359	8,484	8,125

**Change 2013 to 2014**

Number	-150	-136	-11	-125	-58	-480	-422
Percentage	-4	-4	-5	-12	-14	-5	-5

**Change 2010 to 2014**

Number	-352	-185	-11	-168	-114	-830	-716
Percentage	-8	-6	-5	-15	-24	-9	-8

Notes

- 1 - Revisions have been made to RDS data for 2010 and 2011 which affect the all staff total for these years, please see section 6.3
- 2 - In 2010 and 2011, wholetime operational staff includes non-uniform staff at the pay equivalent of Brigade Manager, Area Manager and Group Manager. In 2012 the majority will be reported in Support Staff, please see section 6.3
- 3 - This also includes staff who are in Community Response Units (CRU)

**Table 6b: Full-time Equivalent of Fire and Rescue Service Workforce by type of staffing, as of 31 March 2012 to 2014, Scotland**

Year	Wholetime Operational	Retained Duty system (RDS)	Control	Support	All staff (excluding volunteers)
2012	4,159	2,813	225	961	8,157
2013	4,151	2,787	224	927	8,089
2014	4,001	2,665	213	811	7,690

**Change 2013 to 2014**

Number	-150	-122	-11	-115	-399
Percentage	-4	-4	-5	-12	-5

**Change 2012 to 2014**

Number	-158	-147	-12	-149	-467
Percentage	-4	-5	-5	-16	-6

Notes

- 1 - The data may not summate to the total shown, due to the rounding of the data within subcategories
- 2 - FTE data not available for before 2012

**Table 7: Headcount of Scottish Fire and Rescue Service Workforce by type of staffing and Area of Responsibility, as of 31 March 2014**  
Please see the "Notes - workforce" tab in the downloadable workbook for information on the Area of Responsibility breakdown in this table.

Area of Responsibility	Retained				Volunteer	All Staff Total	All Staff (excluding volunteers) Total
	Wholetime Operational	Duty system (RDS)	Control	Support			
<b>SCOTLAND TOTAL</b>	<b>4,001</b>	<b>2,940</b>	<b>223</b>	<b>961</b>	<b>359</b>	<b>8,484</b>	<b>8,125</b>
<b>Local Authority Area (total)</b>	<b>3,392</b>	<b>2,940</b>	<b>-</b>	<b>-</b>	<b>359</b>	<b>6,691</b>	<b>6,332</b>
Aberdeen City (LA)	174	8	-	-	-	182	182
Aberdeenshire	23	297	-	-	-	320	320
Angus	35	99	-	-	-	134	134
Argyll and Bute	58	187	-	-	203	448	245
Clackmannanshire	43	21	-	-	-	64	64
Dumfries and Galloway (LA)	69	198	-	-	4	271	267
Dundee City	215	14	-	-	-	229	229
East Ayrshire	59	77	-	-	-	136	136
East Dunbartonshire	74	-	-	-	-	74	74
East Lothian	29	52	-	-	-	81	81
East Renfrewshire	59	-	-	-	-	59	59
Edinburgh, City of (LA)	370	12	-	-	-	382	382
Eilean Siar	-	132	-	-	-	132	132
Falkirk	96	65	-	-	-	161	161
Fife (LA)	289	111	-	-	-	400	400
Glasgow, City of (LA)	560	2	-	-	-	562	562
Highland	81	564	-	-	72	717	645
Inverclyde	78	42	-	-	-	120	120
Midlothian	35	10	-	-	-	45	45
Moray	20	104	-	-	32	156	124
North Ayrshire	76	94	-	-	21	191	170
North Lanarkshire	188	28	-	-	-	216	216
Orkney Islands	-	113	-	-	-	113	113
Perth and Kinross	88	140	-	-	25	253	228
Renfrewshire	116	14	-	-	-	130	130
Scottish Borders	75	134	-	-	-	209	209
Shetland Islands	-	134	-	-	-	134	134
South Ayrshire	65	54	-	-	-	119	119
South Lanarkshire	190	84	-	-	2	276	274
Stirling	62	74	-	-	-	136	136
West Dunbartonshire	80	18	-	-	-	98	98
West Lothian	85	58	-	-	-	143	143
<b>Local Senior Officer Area (total)</b>	<b>285</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>285</b>	<b>285</b>
Argyll and Bute, East Dunbartonshire and West Dunbartonshire	23	-	-	-	-	23	23
Aberdeen City (LSO)	15	-	-	-	-	15	15
Aberdeenshire and Moray	22	-	-	-	-	22	22
Dumfries and Galloway (LSO)	16	-	-	-	-	16	16
Dundee, Angus, Perth and Kinross	11	-	-	-	-	11	11
East Lothian, Midlothian and the Scottish Borders	21	-	-	-	-	21	21
East Renfrewshire, Renfrewshire and Inverclyde	12	-	-	-	-	12	12
East Ayrshire, North Ayrshire and South Ayrshire	23	-	-	-	-	23	23
Edinburgh, City of (LSO)	26	-	-	-	-	26	26
Falkirk and West Lothian	13	-	-	-	-	13	13
Fife (LSO)	21	-	-	-	-	21	21
Glasgow, City of (LSO)	28	-	-	-	-	28	28
Highlands	13	-	-	-	-	13	13
North Lanarkshire	14	-	-	-	-	14	14
South Lanarkshire	10	-	-	-	-	10	10
Stirling and Clackmannanshire	8	-	-	-	-	8	8
Western Isles, Orkney and Shetland Islands	9	-	-	-	-	9	9
<b>Service Delivery Area (total)</b>	<b>268</b>	<b>-</b>	<b>-</b>	<b>724</b>	<b>-</b>	<b>992</b>	<b>992</b>
SDA EAST	80	-	-	175	-	255	255
SDA NORTH	77	-	-	133	-	210	210
SDA WEST	111	-	-	416	-	527	527
<b>National</b>	<b>56</b>	<b>-</b>	<b>223</b>	<b>237</b>	<b>-</b>	<b>516</b>	<b>516</b>

Notes  
1 - The abbreviations (LA) and (LSO) have been used in the table to distinguish between Local Authority and Local Senior Officer Areas which have the same



**Table 7a: Headcount of Scottish Fire and Rescue Service Wholetime Operational Workforce by Role and Area of Responsibility, as of 31 March 2014**

Please see the "Notes - workforce" tab in the downloadable workbook for information on the Area of Responsibility breakdown in this table.

Area of Responsibility	Brigade Manager	Area Manager	Group Manager	Station Manager	Watch Manager	Crew Manager	Firefighter	Total
<b>SCOTLAND TOTAL</b>	<b>9</b>	<b>28</b>	<b>115</b>	<b>136</b>	<b>679</b>	<b>660</b>	<b>2,374</b>	<b>4,001</b>
<b>Local Authority Area (total)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>13</b>	<b>416</b>	<b>608</b>	<b>2,355</b>	<b>3,392</b>
Aberdeen City (LA)	-	-	-	-	22	24	128	174
Aberdeenshire	-	-	-	-	4	3	16	23
Angus	-	-	-	1	9	-	25	35
Argyll and Bute	-	-	-	2	15	10	31	58
Clackmannanshire	-	-	-	-	4	9	30	43
Dumfries and Galloway (LA)	-	-	-	-	5	11	53	69
Dundee City	-	-	-	1	23	29	162	215
East Ayrshire	-	-	-	-	8	11	40	59
East Dunbartonshire	-	-	-	-	14	15	45	74
East Lothian	-	-	-	-	3	5	21	29
East Renfrewshire	-	-	-	-	11	14	34	59
Edinburgh, City of (LA)	-	-	-	-	25	70	275	370
Eilean Siar	-	-	-	-	-	-	-	-
Falkirk	-	-	-	1	12	18	65	96
Fife (LA)	-	-	-	-	23	58	208	289
Glasgow, City of (LA)	-	-	-	-	68	119	373	560
Highland	-	-	-	2	10	9	60	81
Inverclyde	-	-	-	-	11	18	49	78
Midlothian	-	-	-	-	5	4	26	35
Moray	-	-	-	-	3	2	15	20
North Ayrshire	-	-	-	-	13	13	50	76
North Lanarkshire	-	-	-	1	24	34	129	188
Orkney Islands	-	-	-	-	-	-	-	-
Perth and Kinross	-	-	-	2	11	14	61	88
Renfrewshire	-	-	-	1	19	22	74	116
Scottish Borders	-	-	-	-	10	11	54	75
Shetland Islands	-	-	-	-	-	-	-	-
South Ayrshire	-	-	-	-	8	10	47	65
South Lanarkshire	-	-	-	2	26	33	129	190
Stirling	-	-	-	-	10	10	42	62
West Dunbartonshire	-	-	-	-	10	18	52	80
West Lothian	-	-	-	-	10	14	61	85
<b>Local Senior Officer Area (total)</b>	<b>-</b>	<b>17</b>	<b>69</b>	<b>85</b>	<b>94</b>	<b>5</b>	<b>15</b>	<b>285</b>
Argyll and Bute, East Dunbartonshire and West Dunbartonshire	-	1	7	6	8	-	1	23
Aberdeen City (LSO)	-	1	2	4	8	-	-	15
Aberdeenshire and Moray	-	1	3	6	10	1	1	22
Dumfries and Galloway (LSO)	-	-	2	5	9	-	-	16
Dundee, Angus, Perth and Kinross	-	1	3	5	2	-	-	11
East Lothian, Midlothian and the Scottish Borders	-	1	7	-	8	-	5	21
East Renfrewshire, Renfrewshire and Inverclyde	-	1	3	5	2	-	1	12
East Ayrshire, North Ayrshire and South Ayrshire	-	1	9	7	6	-	-	23
Edinburgh, City of (LSO)	-	2	9	3	7	3	2	26
Falkirk and West Lothian	-	1	2	2	6	-	2	13
Fife (LSO)	-	1	3	6	11	-	-	21
Glasgow, City of (LSO)	-	1	4	10	10	-	3	28
Highlands	-	1	4	7	1	-	-	13
North Lanarkshire	-	1	2	6	4	1	-	14
South Lanarkshire	-	1	3	4	2	-	-	10
Stirling and Clackmannanshire	-	1	3	4	-	-	-	8
Western Isles, Orkney and Shetland Islands	-	1	3	5	-	-	-	9
<b>Service Delivery Area (total)</b>	<b>3</b>	<b>6</b>	<b>24</b>	<b>33</b>	<b>158</b>	<b>40</b>	<b>4</b>	<b>268</b>
SDA EAST	1	1	3	15	49	8	3	80
SDA NORTH	1	2	9	10	30	24	1	77
SDA WEST	1	3	12	8	79	8	-	111
<b>National</b>	<b>6</b>	<b>5</b>	<b>22</b>	<b>5</b>	<b>11</b>	<b>7</b>	<b>-</b>	<b>56</b>

Note

1 - The abbreviations (LA) and (LSO) have been used in the table to distinguish between Local Authority and Local Senior Officer Areas which have the same name, for example Aberdeen City.

**Table 7b: Headcount of Scottish Fire and Rescue Service Retained Duty System (RDS) Workforce by Role and Area of Responsibility, as of 31 March 2014**

[Please see the "Notes - workforce" tab in the downloadable workbook for information on the Area of Responsibility breakdown in this table.](#)

Area of Responsibility	Watch Manager	Crew Manager	Firefighter	Total
<b>SCOTLAND TOTAL</b>	<b>278</b>	<b>535</b>	<b>2,127</b>	<b>2,940</b>
<b>Local Authority Area (total)</b>	<b>278</b>	<b>535</b>	<b>2,127</b>	<b>2,940</b>
Aberdeen City (LA)	1	2	5	8
Aberdeenshire	29	65	203	297
Angus	7	19	73	99
Argyll and Bute	17	24	146	187
Clackmannanshire	2	4	15	21
Dumfries and Galloway (LA)	17	34	147	198
Dundee City	1	3	10	14
East Ayrshire	9	10	58	77
East Dunbartonshire	-	-	-	-
East Lothian	5	9	38	52
East Renfrewshire	-	-	-	-
Edinburgh, City of (LA)	1	2	9	12
Eilean Siar	13	25	94	132
Falkirk	5	10	50	65
Fife (LA)	11	19	81	111
Glasgow, City of (LA)	-	1	1	2
Highland	55	115	394	564
Inverclyde	3	4	35	42
Midlothian	1	2	7	10
Moray	9	22	73	104
North Ayrshire	9	15	70	94
North Lanarkshire	3	3	22	28
Orkney Islands	12	22	79	113
Perth and Kinross	10	25	105	140
Renfrewshire	1	2	11	14
Scottish Borders	13	25	96	134
Shetland Islands	13	29	92	134
South Ayrshire	5	9	40	54
South Lanarkshire	9	8	67	84
Stirling	9	15	50	74
West Dunbartonshire	2	1	15	18
West Lothian	6	11	41	58
<b>Local Senior Officer Area (total)</b>	-	-	-	-
<b>Service Delivery Area (total)</b>	-	-	-	-
<b>National</b>	-	-	-	-

**Note**

1 - The abbreviations (LA) and (LSO) have been used in the table to distinguish between Local Authority and Local Senior Officer Areas which have the same name, for example Aberdeen City.

**Table 7c: Headcount of Scottish Fire and Rescue Service Control Workforce by Role and Area of Responsibility, as of 31 March 2014**

[Please see the "Notes - workforce" tab in the downloadable workbook for information on the Area of Responsibility breakdown in this table.](#)

Area of Responsibility	Group Manager	Station Manager	Watch Manager	Crew Manager	Control Operator	Total
<b>SCOTLAND TOTAL</b>	<b>5</b>	<b>11</b>	<b>52</b>	<b>52</b>	<b>103</b>	<b>223</b>
Local Authority Area	-	-	-	-	-	-
Local Senior Officer Area	-	-	-	-	-	-
Service Delivery Area	-	-	-	-	-	-
<b>National</b>	<b>5</b>	<b>11</b>	<b>52</b>	<b>52</b>	<b>103</b>	<b>223</b>

**Table 7d - Headcount of Scottish Fire and Rescue Service Support Staff Workforce by Role and Area of Responsibility, as of 31 March 2014**

[Please see the "Notes - workforce" tab in the downloadable workbook for information on the Area of Responsibility breakdown in this table.](#)

Area of Responsibility	Service Manager	Team Leader	Professional	Specialist/ Technical	Technical Support	Administration	Total
<b>SCOTLAND TOTAL</b>	<b>70</b>	<b>20</b>	<b>45</b>	<b>314</b>	<b>234</b>	<b>278</b>	<b>961</b>
Local Authority	-	-	-	-	-	-	-
Local Senior Officer Area	-	-	-	-	-	-	-
<b>Service Delivery Area (total)</b>	<b>14</b>	<b>11</b>	<b>21</b>	<b>212</b>	<b>234</b>	<b>232</b>	<b>724</b>
SDA EAST	6	2	7	46	66	48	175
SDA NORTH	4	5	6	59	19	40	133
SDA WEST	4	4	8	107	149	144	416
<b>National</b>	<b>56</b>	<b>9</b>	<b>24</b>	<b>102</b>	<b>-</b>	<b>46</b>	<b>237</b>

Note

Support staff sub-categories have changed compared to previous years. The new categories reflect those used in the new organisational structure brought about by the establishment of the Scottish Fire and Rescue Service on 1st April 2013. See Section 6.2.3 for further information.

**Table 7e - Headcount of Scottish Fire and Rescue Service Volunteers by Role and Area of Responsibility, as of 31 March 2014**

[Please see the "Notes - workforce" tab in the downloadable workbook for information on the Area of Responsibility breakdown in this table.](#)

Area of Responsibility	Watch Manager	Crew Manager	Firefighter	Total
<b>SCOTLAND TOTAL</b>	<b>9</b>	<b>73</b>	<b>277</b>	<b>359</b>
<b>Local Authority Area (total)</b>	<b>9</b>	<b>73</b>	<b>277</b>	<b>359</b>
Aberdeen City (LA)	-	-	-	-
Aberdeenshire	-	-	-	-
Angus	-	-	-	-
Argyll and Bute	-	47	156	<b>203</b>
Clackmannanshire	-	-	-	-
Dumfries and Galloway (LA)	-	1	3	<b>4</b>
Dundee City	-	-	-	-
East Ayrshire	-	-	-	-
East Dunbartonshire	-	-	-	-
East Lothian	-	-	-	-
East Renfrewshire	-	-	-	-
Edinburgh, City of (LA)	-	-	-	-
Eilean Siar	-	-	-	-
Falkirk	-	-	-	-
Fife (LA)	-	-	-	-
Glasgow, City of (LA)	-	-	-	-
Highland	8	13	51	<b>72</b>
Inverclyde	-	-	-	-
Midlothian	-	-	-	-
Moray	1	2	29	<b>32</b>
North Ayrshire	-	6	15	<b>21</b>
North Lanarkshire	-	-	-	-
Orkney Islands	-	-	-	-
Perth and Kinross	-	3	22	<b>25</b>
Renfrewshire	-	-	-	-
Scottish Borders	-	-	-	-
Shetland Islands	-	-	-	-
South Ayrshire	-	-	-	-
South Lanarkshire	-	1	1	<b>2</b>
Stirling	-	-	-	-
West Dunbartonshire	-	-	-	-
West Lothian	-	-	-	-
<b>Local Senior Officer Area</b>	-	-	-	-
<b>Service Delivery Area</b>	-	-	-	-
<b>National</b>	-	-	-	-

Note

1 - The abbreviations (LA) and (LSO) have been used in the tables above to distinguish between Local Authority and Local Senior Officer Areas which have the same name, for example Aberdeen City.

**Table 8a: Full-time Equivalent (FTE) of Scottish Fire and Rescue Service Wholetime Operational Workforce by Role and Area of Responsibility, as of 31 March 2014**

Please see the "Notes - workforce" tab in the downloadable workbook for information on the Area of Responsibility breakdown in this table.

Area of Responsibility	Brigade Manager	Area Manager	Group Manager	Station Manager	Watch Manager	Crew Manager	Firefighter	Total
<b>SCOTLAND TOTAL</b>	<b>9</b>	<b>28</b>	<b>115</b>	<b>136</b>	<b>679</b>	<b>660</b>	<b>2,374</b>	<b>4,001</b>
<b>Local Authority</b>	-	-	-	<b>13</b>	<b>416</b>	<b>608</b>	<b>2,355</b>	<b>3,392</b>
Aberdeen City (LA)	-	-	-	-	22	24	128	174
Aberdeenshire	-	-	-	-	4	3	16	23
Angus	-	-	-	1	9	-	25	35
Argyll and Bute	-	-	-	2	15	10	31	58
Clackmannanshire	-	-	-	-	4	9	30	43
Dumfries and Galloway (LA)	-	-	-	-	5	11	53	69
Dundee City	-	-	-	1	23	29	162	215
East Ayrshire	-	-	-	-	8	11	40	59
East Dunbartonshire	-	-	-	-	14	15	45	74
East Lothian	-	-	-	-	3	5	21	29
East Renfrewshire	-	-	-	-	11	14	34	59
Edinburgh, City of (LA)	-	-	-	-	25	70	275	370
Eilean Siar	-	-	-	-	-	-	-	-
Falkirk	-	-	-	1	12	18	65	96
Fife (LA)	-	-	-	-	23	58	208	289
Glasgow, City of (LA)	-	-	-	-	68	119	373	560
Highland	-	-	-	2	10	9	60	81
Inverclyde	-	-	-	-	11	18	49	78
Midlothian	-	-	-	-	5	4	26	35
Moray	-	-	-	-	3	2	15	20
North Ayrshire	-	-	-	-	13	13	50	76
North Lanarkshire	-	-	-	1	24	34	129	188
Orkney Islands	-	-	-	-	-	-	-	-
Perth and Kinross	-	-	-	2	11	14	61	88
Renfrewshire	-	-	-	1	19	22	74	116
Scottish Borders	-	-	-	-	10	11	54	75
Shetland Islands	-	-	-	-	-	-	-	-
South Ayrshire	-	-	-	-	8	10	47	65
South Lanarkshire	-	-	-	2	26	33	129	190
Stirling	-	-	-	-	10	10	42	62
West Dunbartonshire	-	-	-	-	10	18	52	80
West Lothian	-	-	-	-	10	14	61	85
<b>Local Senior Officer Area (total)</b>	-	<b>17</b>	<b>69</b>	<b>85</b>	<b>94</b>	<b>5</b>	<b>15</b>	<b>285</b>
Argyll and Bute, East Dunbartonshire and West Dunbartonshire	-	-	7	6	8	-	1	23
Aberdeen City (LSO)	-	1	2	4	8	-	-	15
Aberdeenshire and Moray	-	1	3	6	10	1	1	22
Dumfries and Galloway (LSO)	-	-	2	5	9	-	-	16
Dundee, Angus, Perth and Kinross	-	1	3	5	2	-	-	11
East Lothian, Midlothian and the Scottish Borders	-	1	7	-	8	-	5	21
East Renfrewshire, Renfrewshire and Inverclyde	-	1	3	5	2	-	1	12
East Ayrshire, North Ayrshire and South Ayrshire	-	1	9	7	6	-	-	23
Edinburgh, City of (LSO)	-	2	9	3	7	3	2	26
Falkirk and West Lothian	-	1	2	2	6	-	2	13
Fife (LSO)	-	1	3	6	11	-	-	21
Glasgow, City of (LSO)	-	1	4	10	10	-	3	28
Highlands	-	1	4	7	1	-	-	13
North Lanarkshire	-	1	2	6	4	1	-	14
South Lanarkshire	-	1	3	4	2	-	-	10
Stirling and Clackmannanshire	-	1	3	4	-	-	-	8
Western Isles, Orkney and Shetland Islands	-	1	3	5	-	-	-	9
<b>Service Delivery Area (total)</b>	<b>3</b>	<b>6</b>	<b>24</b>	<b>33</b>	<b>158</b>	<b>40</b>	<b>4</b>	<b>268</b>
SDA EAST	1	1	3	15	49	8	3	80
SDA NORTH	1	2	9	10	30	24	1	77
SDA WEST	1	3	12	8	79	8	-	111
<b>National</b>	<b>6</b>	<b>5</b>	<b>22</b>	<b>5</b>	<b>11</b>	<b>7</b>	<b>-</b>	<b>56</b>

Note

1 - The abbreviations (LA) and (LSO) have been used in the table to distinguish between Local Authority and Local Senior Officer Areas which have the same name, for example Aberdeen City.

**Table 8b: Full-time Equivalent (FTE) of Scottish Fire and Rescue Service Retained Duty System (RDS) Workforce by Role and Area of Responsibility, as of 31 March 2014**

[Please see the "Notes - workforce" tab in the downloadable workbook for information on the Area of Responsibility breakdown in this table.](#)

Area of Responsibility	Watch Manager	Crew Manager	Firefighter	Total
<b>SCOTLAND TOTAL</b>	<b>262</b>	<b>489</b>	<b>1,914</b>	<b>2,665</b>
<b>Local Authority Area (total)</b>	<b>262</b>	<b>489</b>	<b>1,914</b>	<b>2,665</b>
Aberdeen City (LA)	1	2	4	7
Aberdeenshire	27	58	185	270
Angus	7	17	63	87
Argyll and Bute	17	23	139	178
Clackmannanshire	2	3	12	17
Dumfries and Galloway (LA)	15	31	131	177
Dundee City	1	3	9	12
East Ayrshire	8	9	50	67
East Dunbartonshire	-	-	-	-
East Lothian	5	9	33	47
East Renfrewshire	-	-	-	-
Edinburgh, City of (LA)	1	2	7	10
Eilean Siar	13	24	88	124
Falkirk	4	8	38	50
Fife (LA)	11	15	66	92
Glasgow, City of (LA)	-	1	1	2
Highland	52	108	365	526
Inverclyde	3	4	29	36
Midlothian	1	2	6	9
Moray	8	20	68	95
North Ayrshire	9	14	64	86
North Lanarkshire	3	3	21	27
Orkney Islands	12	21	78	111
Perth and Kinross	10	24	95	128
Renfrewshire	1	2	9	12
Scottish Borders	13	22	85	120
Shetland Islands	12	28	86	126
South Ayrshire	5	8	36	49
South Lanarkshire	9	8	63	79
Stirling	7	12	39	58
West Dunbartonshire	2	1	13	16
West Lothian	6	10	35	50
<b>Local Senior Officer Area</b>	-	-	-	-
<b>Service Delivery Area</b>	-	-	-	-
<b>National</b>	-	-	-	-

Note

1 - The abbreviations (LA) and (LSO) have been used in the table to distinguish between Local Authority and Local Senior Officer Areas which have the same name, for example Aberdeen City.

**Table 8c: Full-time Equivalent of Scottish Fire and Rescue Service Control Workforce by Role and Area of Responsibility, as of 31 March 2014**

Please see the "Notes - workforce" tab in the downloadable workbook for information on the Area of Responsibility breakdown in this table.

Area of Responsibility	Group Manager	Station Manager	Watch Manager	Crew Manager	Control Operator	Total
<b>SCOTLAND TOTAL</b>	<b>5</b>	<b>11</b>	<b>52</b>	<b>51</b>	<b>94</b>	<b>213</b>
Local Authority	-	-	-	-	-	-
Local Senior Officer Area	-	-	-	-	-	-
Service Delivery Area	-	-	-	-	-	-
<b>National</b>	<b>5</b>	<b>11</b>	<b>52</b>	<b>51</b>	<b>94</b>	<b>213</b>

**Table 8d: Full-time Equivalent of Scottish Fire and Rescue Service Support Staff Workforce by Role and Area of Responsibility, as of 31 March 2014**

Please see the "Notes - workforce" tab in the downloadable workbook for information on the Area of Responsibility breakdown in this table.

Area of Responsibility	Service Manager	Team Leader	Professional	Specialist/ Technical	Technical Support	Administration	Total
<b>SCOTLAND TOTAL</b>	<b>70</b>	<b>20</b>	<b>42</b>	<b>256</b>	<b>200</b>	<b>224</b>	<b>811</b>
Local Authority	-	-	-	-	-	-	-
Local Senior Officer Area	-	-	-	-	-	-	-
<b>Service Delivery Area (total)</b>	<b>14</b>	<b>11</b>	<b>21</b>	<b>204</b>	<b>153</b>	<b>181</b>	<b>584</b>
SDA EAST	6	2	7	45	37	41	137
SDA NORTH	4	5	6	57	16	34	122
SDA WEST	4	4	8	102	101	106	325
<b>National</b>	<b>56</b>	<b>9</b>	<b>22</b>	<b>52</b>	<b>46</b>	<b>42</b>	<b>227</b>

**Note:**

Support staff sub-categories have changed compared to previous years. The new categories reflect those used in the new organisational structure brought about by the establishment of the Scottish Fire and Rescue Service on 1st April 2013. See Section 6.2.3 for further information.

Table 9: Headcount and Percentage of Fire and Rescue Service Workforce by gender and type of staffing, as of 31 March 2010 to 2014, Scotland

Year											Number			
	Wholetime operational		Retained Duty System		Control		Support Staff		Volunteer <sup>(1)</sup>		All Staff		All Staff (excluding volunteers)	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2010	149	4,204	153	2,910	203	31	658	471	65	408	1,228	8,024	1,163	7,616
2011	146	4,055	160	2,879	199	34	650	464	63	374	1,218	7,806	1,155	7,432
2012	148	4,011	182	2,870	202	32	649	487	59	400	1,240	7,800	1,181	7,400
2013	158	3,993	173	2,903	203	31	604	482	52	365	1,190	7,774	1,138	7,409
2014	159	3,842	178	2,762	199	24	545	416	52	307	1,133	7,351	1,081	7,044

*Change 2013 to 2014*

Number	1	-151	5	-141	-4	-7	-59	-66	-	-58	-57	-423	-57	-365
Percentage	1	-4	3	-5	-2	-23	-10	-14	-	-16	-5	-5	-5	-5

*Change 2010 to 2014*

Number	10	-362	25	-148	-4	-7	-113	-55	-13	-101	-95	-673	-82	-572
Percentage	7	-9	16	-5	-2	-23	-17	-12	-20	-25	-8	-8	-7	-8

Year											Percentage			
	Wholetime operational		Retained Duty System		Control		Support Staff		Volunteer <sup>(1)</sup>		All Staff		All Staff (excluding volunteers)	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2010	3	97	5	95	87	13	58	42	14	86	13	87	13	87
2011	4	97	5	95	85	15	58	42	14	86	14	87	14	87
2012	4	96	6	94	86	14	57	43	13	87	14	86	14	86
2013	4	96	6	94	87	13	56	44	13	88	13	87	13	87
2014	4	96	6	94	89	11	57	43	14	86	13	87	13	87

Notes

(1) - this also includes staff who are in Community Response Units (CRU)

2 - In some cases percentages add to over 100 due to rounding e.g. 3.5 and 96.5 round to 4 and 97 respectively.



**Table 10: Headcount and Percentages of Scottish Fire and Rescue Service Workforce by gender, role and type of staffing as of 31 March 2014, Scotland**

	<b>Number</b>			<b>Percentage</b>		
	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Wholetime operational</b>						
Brigade Manager	-	9	<b>9</b>	-	100	<b>100</b>
Area Manager	-	28	<b>28</b>	-	100	<b>100</b>
Group Manager	3	112	<b>115</b>	3	97	<b>100</b>
Station Manager	2	134	<b>136</b>	1	99	<b>100</b>
Watch Manager	22	657	<b>679</b>	3	97	<b>100</b>
Crew Manager	26	634	<b>660</b>	4	96	<b>100</b>
Firefighter	106	2,268	<b>2,374</b>	4	96	<b>100</b>
<b>Wholetime operational Sub - Total</b>	<b>159</b>	<b>3,842</b>	<b>4,001</b>	<b>4</b>	<b>96</b>	<b>100</b>
<b>Retained Duty System</b>						
Station Manager	-	-	<b>-</b>	-	-	<b>-</b>
Watch Manager	10	268	<b>278</b>	4	96	<b>100</b>
Crew Manager	19	516	<b>535</b>	4	96	<b>100</b>
Firefighter	149	1,978	<b>2,127</b>	7	93	<b>100</b>
<b>Retained Duty System Sub-Total</b>	<b>178</b>	<b>2,762</b>	<b>2,940</b>	<b>6</b>	<b>94</b>	<b>100</b>
<b>Control</b>						
Group Manager	4	1	<b>5</b>	80	20	<b>100</b>
Station Manager	9	2	<b>11</b>	82	18	<b>100</b>
Watch Manager	46	6	<b>52</b>	88	12	<b>100</b>
Crew Manager	46	6	<b>52</b>	88	12	<b>100</b>
Control Operator	94	9	<b>103</b>	91	9	<b>100</b>
<b>Control Sub-Total</b>	<b>199</b>	<b>24</b>	<b>223</b>	<b>89</b>	<b>11</b>	<b>100</b>
<b>Support Staff<sup>2</sup></b>						
Service Manager	32	38	<b>70</b>	46	54	<b>100</b>
Team Leader	7	13	<b>20</b>	35	65	<b>100</b>
Professional	28	17	<b>45</b>	62	38	<b>100</b>
Specialist/Technical	91	223	<b>314</b>	29	71	<b>100</b>
Technical Support	139	95	<b>234</b>	59	41	<b>100</b>
Administration	248	30	<b>278</b>	89	11	<b>100</b>
<b>Support Staff Sub-Total</b>	<b>545</b>	<b>416</b>	<b>961</b>	<b>57</b>	<b>43</b>	<b>100</b>
<b>Volunteer<sup>(1)</sup></b>						
Station Manager	-	-	<b>-</b>	-	-	<b>-</b>
Watch Manager	-	9	<b>9</b>	-	100	<b>100</b>
Crew Manager	8	65	<b>73</b>	11	89	<b>100</b>
Firefighter	44	233	<b>277</b>	16	84	<b>100</b>
<b>Volunteer Sub-Total</b>	<b>52</b>	<b>307</b>	<b>359</b>	<b>14</b>	<b>86</b>	<b>100</b>
<b>All Staff Total</b>	<b>1,133</b>	<b>7,351</b>	<b>8,484</b>	<b>13</b>	<b>87</b>	<b>100</b>
<b>All Staff (excluding volunteers)</b>						
<b>Total</b>	<b>1,081</b>	<b>7,044</b>	<b>8,125</b>	<b>13</b>	<b>87</b>	<b>100</b>

Notes

(1) - this also includes staff who are in Community Response Units (CRU)

2 - Support staff sub-categories have changed compared to previous years. The new categories reflect those used in the new organisational structure brought about by the establishment of the Scottish Fire and Rescue Service on 1st April 2013. See Section 6.2.3 for further information.

**Table 11: Percentage of Scottish Fire and Rescue Service Workforce by type of staffing and gender, as of 31 March 2014**

Type of Staff	Number			Percentage		
	Female	Male	Total	Female	Male	Total
<b>Wholetime operational</b>	159	3,842	<b>4,001</b>	14	52	<b>47</b>
<b>Retained Duty System</b>	178	2,762	<b>2,940</b>	16	38	<b>35</b>
<b>Control</b>	199	24	<b>223</b>	18	-	<b>3</b>
<b>Support Staff</b>	545	416	<b>961</b>	48	6	<b>11</b>
<b>Volunteer <sup>(1)</sup></b>	52	307	<b>359</b>	5	4	<b>4</b>
<b>All Staff Total</b>	<b>1,133</b>	<b>7,351</b>	<b>8,484</b>	<b>100</b>	<b>100</b>	<b>100</b>

Notes

Percentage calculated on headcount

(1) - this also includes staff who are in Community Response Units (CRU)

**Table 12: Full-time Equivalent of Scottish Fire and Rescue Service Workforce by gender and type of staffing, as of 31 March 2014**

	<b>Number</b>			<b>Percentage</b>		
	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Wholetime operational</b>						
Brigade Manager	-	9	<b>9</b>	-	100	<b>100</b>
Area Manager	-	28	<b>28</b>	-	100	<b>100</b>
Group Manager	3	112	<b>115</b>	3	97	<b>100</b>
Station Manager	2	134	<b>136</b>	1	99	<b>100</b>
Watch Manager	22	657	<b>679</b>	3	97	<b>100</b>
Crew Manager	26	634	<b>660</b>	4	96	<b>100</b>
Firefighter	106	2,268	<b>2,374</b>	4	96	<b>100</b>
<b>Wholetime operational Sub -Total</b>	<b>159</b>	<b>3,842</b>	<b>4,001</b>	<b>4</b>	<b>96</b>	<b>100</b>
<b>Retained Duty System</b>						
Station Manager	-	-	<b>-</b>	-	-	<b>-</b>
Watch Manager	10	252	<b>262</b>	4	96	<b>100</b>
Crew Manager	18	472	<b>489</b>	4	96	<b>100</b>
Firefighter	133	1,781	<b>1,914</b>	7	93	<b>100</b>
<b>Retained Duty System Sub-Total</b>	<b>161</b>	<b>2,504</b>	<b>2,665</b>	<b>6</b>	<b>94</b>	<b>100</b>
<b>Control</b>						
Group Manager	4	1	<b>5</b>	80	20	<b>100</b>
Station Manager	9	2	<b>11</b>	82	18	<b>100</b>
Watch Manager	46	6	<b>52</b>	88	12	<b>100</b>
Crew Manager	45	6	<b>51</b>	88	12	<b>100</b>
Control Operator	85	9	<b>94</b>	90	10	<b>100</b>
<b>Control Sub-Total</b>	<b>189</b>	<b>24</b>	<b>213</b>	<b>89</b>	<b>11</b>	<b>100</b>
<b>Support Staff<sup>2</sup></b>						
Service Manager	32	38	<b>70</b>	45	55	<b>100</b>
Team Leader	7	13	<b>20</b>	34	66	<b>100</b>
Professional	26	17	<b>42</b>	61	39	<b>100</b>
Specialist/Technical	39	217	<b>256</b>	15	85	<b>100</b>
Technical Support	120	80	<b>200</b>	60	40	<b>100</b>
Administration	198	26	<b>224</b>	88	12	<b>100</b>
<b>Support Staff Sub-Total</b>	<b>421</b>	<b>391</b>	<b>811</b>	<b>52</b>	<b>48</b>	<b>100</b>
<b>All Staff (excluding volunteers) Total</b>	<b>929</b>	<b>6,761</b>	<b>7,690</b>	<b>12</b>	<b>88</b>	<b>100</b>

Notes:

1 - The data may not summate to the total shown, due to the rounding of the data within subcategories

2 - Support staff sub-categories have changed compared to previous years. The new categories reflect those used in the new organisational structure brought about by the establishment of the Scottish Fire and Rescue Service on 1st April 2013. See Section 6.2.3 for further information.

**Table 13: Headcount and percentage of Scottish Fire and Rescue Service Workforce by type of staffing and age range, as of 31 March 2014**

Age range <sup>(2)</sup>	Retained					All Staff	Number
	Wholetime operational	Duty System	Control	Support Staff	Volunteer <sup>(1)</sup>		All Staff (excluding volunteers)
Under 20	-	13	-	-	29	42	13
20-29	302	438	12	69	32	853	821
30-39	1,254	691	46	174	58	2,223	2,165
40-44	888	540	34	142	63	1,667	1,604
45-49	1,024	635	42	153	89	1,943	1,854
50-54	486	370	52	160	48	1,116	1,068
55-65	47	253	37	248	38	623	585
66 and over	-	-	-	15	2	17	15
<b>Scotland</b>	<b>4,001</b>	<b>2,940</b>	<b>223</b>	<b>961</b>	<b>359</b>	<b>8,484</b>	<b>8,125</b>

Age range <sup>(2)</sup>	Retained					All Staff	Percentage
	Wholetime operational	Duty System	Control	Support Staff	Volunteer <sup>(1)</sup>		All Staff (excluding volunteers)
Under 20	-	-	-	-	8	-	-
20-29	8	15	5	7	9	10	10
30-39	31	24	21	18	16	26	27
40-44	22	18	15	15	18	20	20
45-49	26	22	19	16	25	23	23
50-54	12	13	23	17	13	13	13
55-65	1	9	17	26	11	7	7
66 and over	-	-	-	2	1	-	-
<b>Scotland</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Notes

(1) - this also includes staff who are in Community Response Units (CRU)

(2) - Retirement age varies depending on type of staffing, please refer to section 6.4

**Table 14: Percentage of Fire and Rescue Service Workforce by ethnicity, as of 31 March 2010 to 2014**

Year	Wholetime operational			Retained Duty System			Control			Support Staff			Volunteer (1)			All Staff			All Staff (excluding volunteers)		
	Ethnic		Not stated	Ethnic		Not stated	Ethnic		Not stated	Ethnic		Not stated	Ethnic		Not stated	Ethnic		Not stated	Ethnic		Not stated
	White	Minority		White	Minority		White	Minority		White	Minority		White	Minority		White	Minority		White	Minority	
<b>2010</b>	82.3	0.8	16.8	84.6	0.3	15.2	91.9	0.4	7.7	81.4	1.1	17.5	69.3	0.2	30.4	<b>82.5</b>	<b>0.6</b>	<b>16.8</b>	<b>83.2</b>	<b>0.6</b>	<b>16.1</b>
<b>2011</b>	82.5	0.8	16.7	83.7	0.2	16.1	90.6	0.4	9.0	80.7	1.1	18.2	67.5	0.2	32.3	<b>82.1</b>	<b>0.6</b>	<b>17.3</b>	<b>82.9</b>	<b>0.6</b>	<b>16.5</b>
<b>2012</b>	72.2	0.8	27.1	81.8	0.2	18.0	84.6	0.4	15.0	65.5	1.0	33.5	62.7	0.2	37.0	<b>74.4</b>	<b>0.6</b>	<b>25.0</b>	<b>75.0</b>	<b>0.6</b>	<b>24.4</b>
<b>2013</b>	81.2	0.7	18.0	80.9	0.2	18.9	89.7	0.4	9.8	78.4	1.0	20.6	61.4	0.5	38.1	<b>80.1</b>	<b>0.6</b>	<b>19.3</b>	<b>81.0</b>	<b>0.6</b>	<b>18.4</b>
<b>2014</b>	59.8	0.6	39.6	69.6	1.1	29.3	49.3	-	50.7	55.2	1.0	43.8	30.1	0.6	69.4	<b>61.1</b>	<b>0.8</b>	<b>38.1</b>	<b>62.5</b>	<b>0.8</b>	<b>36.7</b>

Notes

Percentage calculated on headcount figures

(1) - this also includes staff who are in Community Response Units (CRU)

**Table 15: Percentage of Scottish Fire and Rescue Service Workforce by disability status, as of 31st March 2010 to 2014**

	Retained			Support Staff	Volunteer (1)	All Staff Total	All Staff (excluding volunteers) Total
	Wholetime operational	Duty System	Control				
<b>2010</b>	<i>0.5</i>	<i>0.4</i>	<i>1.3</i>	<i>1.8</i>	<i>0.6</i>	<b>0.6</b>	<b>0.6</b>
<b>2011</b>	<i>0.6</i>	<i>0.4</i>	<i>1.7</i>	<i>1.9</i>	<i>0.5</i>	<b>0.7</b>	<b>0.7</b>
<b>2012</b>	<i>0.4</i>	<i>0.3</i>	<i>2.1</i>	<i>1.4</i>	<i>0.4</i>	<b>0.6</b>	<b>0.6</b>
<b>2013</b>	<i>0.5</i>	<i>0.3</i>	<i>2.1</i>	<i>1.5</i>	<i>0.5</i>	<b>0.6</b>	<b>0.6</b>
<b>2014</b>	<i>0.2</i>	<i>0.2</i>	<i>1.8</i>	<i>0.7</i>	-	<b>0.3</b>	<b>0.3</b>

Notes

Percentages calculated on headcount figures

(1) - this also includes staff who are in Community Response Units (CRU)

**Table 16a: Total number of Fire and Rescue Service personnel injured during attacks at incidents, 2010-11 to 2013-14, Scotland**

Year	Type of attack										All attacks	
	Objects thrown at firefighters/appliances		Physical abuse		Verbal abuse		Harassment		Other acts of aggression		Total incidents where attacks occurred	Total SFRS personnel injured
	Incidents where attacks occurred	SFRS personnel injured	Incidents where attacks occurred	SFRS personnel injured	Incidents where attacks occurred	SFRS personnel injured	Incidents where attacks occurred	SFRS personnel injured	Incidents where attacks occurred	SFRS personnel injured		
2010-11	94	10	7	4	60	-	5	-	6	-	172	14
2011-12 <sup>r</sup>	49	-	8	-	37	-	6	-	9	1	109	1
2012-13 <sup>r</sup>	43	1	5	3	29	-	2	-	2	-	81	4
2013-14 <sup>p</sup>	38	1	3	1	20	-	1	-	7	-	69	2

**Table 16b: Percentage of incidents where Fire and Rescue Service personnel were attacked 2010-11 to 2013-14, Scotland**

Year	Total incidents where attacks occurred	Total incidents attended <sup>1</sup>	Percentage of incidents where attacks occurred
2010-11	172	101,414	0.17
2011-12 <sup>r</sup>	109	91,684	0.12
2012-13 <sup>r</sup>	81	83,801	0.10
2013-14 <sup>p</sup>	69	84,846	0.08

Notes

p - provisional

r - revised

(1) - Incidents data taken from Fire and Rescue Statistics, Scotland, 2013-14. Total incidents is the sum of all fires, special service incidents and false alarms

(2) - Data revision from last publication as per revision policy, see paragraph 6.3

**Table 17: Percentage of incidents where Scottish Fire and Rescue Service personnel were attacked, 2013-14, Local Authority**

<b>Local Authority</b>	<b>Number</b>		<b>Percentage</b>
	<b>Incidents where attacks occurred</b>	<b>Total incidents attended</b>	<b>Incidents where attacks occurred</b>
Aberdeen City	5	3,705	0.13
Aberdeenshire	3	2,184	0.14
Angus	-	1,606	-
Argyll and Bute	-	1,669	-
Clackmannanshire	-	698	-
Dumfries and Galloway	-	1,288	-
Dundee City	1	3,513	0.03
East Ayrshire	2	2,382	0.08
East Dunbartonshire	1	1,037	0.10
East Lothian	-	1,351	-
East Renfrewshire	-	779	-
Edinburgh, City of	9	9,921	0.09
Eilean Siar	-	487	-
Falkirk	7	2,202	0.32
Fife	1	3,958	0.03
Glasgow City	11	14,136	0.08
Highland	2	3,631	0.06
Inverclyde	1	1,505	0.07
Midlothian	-	1,140	-
Moray	-	908	-
North Ayrshire	4	2,149	0.19
North Lanarkshire	6	5,519	0.11
Orkney Islands	-	221	-
Perth and Kinross	1	1,866	0.05
Renfrewshire	-	2,633	-
Scottish Borders	1	1,465	0.07
Shetland Islands	-	191	-
South Ayrshire	2	1,628	0.12
South Lanarkshire	6	4,987	0.12
Stirling	1	1,369	0.07
West Dunbartonshire	3	1,501	0.20
West Lothian	2	3,217	0.06
<b>Scotland</b>	<b>69</b>	<b>84,846</b>	<b>0.08</b>

Notes

Figures are provisional



**Table 18: Organisational structure of the Scottish Fire and Rescue Service - conversion table**

The following table shows the 32 Local Authority areas in Scotland mapped to the new SFRS organisational structure, including the 17 Local Senior Officer Areas and 3 Service Delivery Areas. The final column shows the old FRS area within which each Local Authority existed, allowing Local Authority totals to be aggregated up to those of the former FRS where required.

<b>Local Authority</b>	<b>Local Senior Officer Area</b>	<b>Service Delivery Area</b>	<b>Former FRS area</b>
Aberdeen City	Aberdeen City	North	Grampian
Aberdeenshire	Aberdeenshire and Moray	North	Grampian
Angus	Dundee, Angus, Perth and Kinross	North	Tayside
Argyll and Bute	Argyll and Bute, East Dunbartonshire and West Dunbartonshire	West	Strathclyde
Clackmannanshire	Stirling and Clackmannanshire	East	Central
Dumfries and Galloway	Dumfries and Galloway	West	Dumfries and Galloway
Dundee City	Dundee, Angus, Perth and Kinross	North	Tayside
East Ayrshire	East Ayrshire, North Ayrshire and South Ayrshire	West	Strathclyde
East Dunbartonshire	Argyll and Bute, East Dunbartonshire and West Dunbartonshire	West	Strathclyde
East Lothian	East Lothian, Midlothian and the Scottish Borders	East	Lothian and Borders
East Renfrewshire	East Renfrewshire, Renfrewshire and Inverclyde	West	Strathclyde
Edinburgh, City of	Edinburgh City	East	Lothian and Borders
Eilean Siar	Western Isles, Orkney and Shetland Islands	North	Highlands and Islands
Falkirk	Falkirk and West Lothian	East	Central
Fife	Fife	East	Fife
Glasgow City	Glasgow City	West	Strathclyde
Highland	Highlands	North	Highlands and Islands
Inverclyde	East Renfrewshire, Renfrewshire and Inverclyde	West	Strathclyde
Midlothian	East Lothian, Midlothian and the Scottish Borders	East	Lothian and Borders
Moray	Aberdeenshire and Moray	North	Grampian
North Ayrshire	East Ayrshire, North Ayrshire and South Ayrshire	West	Strathclyde
North Lanarkshire	North Lanarkshire	West	Strathclyde
Orkney Islands	Western Isles, Orkney and Shetland Islands	North	Highlands and Islands
Perth and Kinross	Dundee, Angus, Perth and Kinross	North	Tayside
Renfrewshire	East Renfrewshire, Renfrewshire and Inverclyde	West	Strathclyde
Scottish Borders	East Lothian, Midlothian and the Scottish Borders	East	Lothian and Borders
Shetland Islands	Western Isles, Orkney and Shetland Islands	North	Highlands and Islands
South Ayrshire	East Ayrshire, North Ayrshire and South Ayrshire	West	Strathclyde
South Lanarkshire	South Lanarkshire	West	Strathclyde
Stirling	Stirling and Clackmannanshire	East	Central
West Dunbartonshire	Argyll and Bute, East Dunbartonshire and West Dunbartonshire	West	Strathclyde
West Lothian	Falkirk and West Lothian	East	Lothian and Borders

## **6. Notes on statistics used in this publication**

### **6.1 Background**

This publication, formerly known as *Fire and Rescue Services Statistics Scotland*, covers five topics; fire safety activity, stations, appliances, workforce and attacks on SFRS personnel. Following a [user consultation](#) held by Scottish Government during 2009-10, an annual data collection covering these topics was initiated.

The statistics on fire safety activity, stations, appliances and the SFRS workforce have been compiled using data returns submitted to Scottish Government from the SFRS as part of the annual data collection exercise.

The statistics on attacks on SFRS personnel at incidents are compiled from reports submitted to the Department of Communities and Local Government (DCLG) via the electronic Incident Recording System (IRS). This system records details of all incidents attended by the Scottish Fire and Rescue Service. Analysis of IRS data in this publication is based on provisional data for 2013-14 which was extracted from the system by DCLG in May 2014.

#### **6.1.2 Fire Service Reform**

On 1st April 2013, the Scottish Fire and Rescue Service was established as the national fire and rescue service for Scotland, combining the eight predecessor Fire and Rescue services and the Scottish Fire Services College. The SFRS is responsible for fire and rescue services across Scotland and is governed by an appointed Board. In addition, Her Majesty's Fire Service Inspectorate in Scotland exists to provide independent, risk based and professional inspection of the service, independent of the SFRS and the Scottish Government.

The SFRS is organised into three Service Delivery Areas (SDAs); East, North and West. Each SDA has a number of Local Senior Officers (LSOs) responsible for managing the resources within their area, to provide engagement with the local authority and to deliver response and community safety strategies. There are 17 LSO areas across the three SDAs, each containing one or more of the 32 local authority areas. [Table 18](#) in the tables to accompany this bulletin provides details of the local authorities in each LSO and SDA area, as well as former FRS areas for reference.

### **6.2 Changes to this publication**

#### **6.2.1 Changes following fire reform**

Following the creation of the Scottish Fire and Rescue Service on 1<sup>st</sup> April 2013, a public user consultation was undertaken by the Scottish Government. The purpose of the consultation was to collect views from users of Scottish fire and rescue statistics on the redesign of Scottish Government fire and rescue statistics publications to take account of the organisational change brought about by fire service reform. Based on the results of this consultation and engagement between SFRS and local authorities, SG agreed to produce statistics at local authority level. In this way, the statistics can be aggregated to LSO or SDA level or, for comparison purposes, to former Fire and Rescue Service (FRS) level. Table 18 in the [accompanying dataset](#) to this publication shows how the 32 local authority areas in Scotland map to the Local Senior Officer and Service Delivery areas of the SFRS, as well as former FRS areas.

The statistics in the 2013-14 publication cover the first year following the establishment of the SFRS. As such, this is the first year that this publication includes statistics at local authority level, in place of former FRS level breakdowns. Workforce data for 2013-14 is presented using the organisational structure of the SFRS.

Responses to the consultation also indicated that users were not clear of the distinction between this publication, formerly *Fire and Rescue Service Statistics Scotland* and the other annual statistical publication on fire and rescue in Scotland, the former *Fire Statistics Scotland*. In order to clarify, the publications were renamed in consultation with users. This publication is now named *SFRS Fire Safety and Organisational Statistics, Scotland* covering statistics on fire safety activity, stations, appliances, workforce and attacks on SFRS personnel. The second annual statistical publication has been renamed *Fire and Rescue Statistics, Scotland* and covers all incidents attended by the SFRS (fires, special service incidents, false alarms and casualties).

### **6.2.2 Non-domestic fire safety data**

Until 2012-13 this publication included statistics on non-domestic fire safety, as well as the topics presented here. Changes in data management by SFRS following the establishment of the single service have meant that it has not yet been possible for the SFRS to provide non-domestic fire safety data for 2013-14. Scottish Government and the SFRS are committed to providing users with this information and it will be made publically available in a separate report following the publication of this bulletin.

### **6.2.3 Support staff role breakdown**

Support staff figures in this publication were previously reported using the same role breakdown as that used for uniformed FRS staff, with the addition of the two categories “Community fire safety” and “Other”. Typically the vast majority of support staff (around 90 per cent) fell within the “other” category, which minimised the value of this information.

In order to address this issue, Scottish Government and SFRS HR have agreed on a new role breakdown for reporting support staff figures, used for the first time in this year’s publication. The new breakdown categorises support staff according to their function within the new organisational structure of the SFRS. It is not possible to compare these new categories with those used in previous editions of this publication. At the time of collection the structure of support staff within SFRS was not yet finalised, meaning reporting categories may change in future to match the final categories used by SFRS. Any changes will be minimised to allow comparability over time.

## **6.3 Revisions and Corrections**

### **6.3.1 Revisions policy**

Revisions will be handled according to the Scottish Government’s [“Corporate policy statement on revisions and corrections”](#), with the following clarifications:

i) Analysis of IRS data in this publication is based on provisional data for 2013-14 which was extracted from the system by DCLG in May 2014. Figures in future editions of this publication will be revised to account for subsequent updates to the live database. This only affects Tables [16a](#), [16b](#) and [17](#).

ii) During the production of this publication the SFRS notified Scottish Government of minor changes needed to information supplied by the eight former FRSs and which had appeared in previous editions of this publication. Tables containing Scotland level trend data have been amended to account for these changes and notes have been provided below the relevant tables. This may cause slight discrepancies with the more detailed tables previously published. Figures provided here supersede those in previous editions of this publication.

### **6.3.2 Revisions as a result of the CIPFA statistics data exchange**

From 2011-12 onwards, Scottish Government and CIPFA statistics have taken part in a data exchange of the workforce, stations and appliances data found in this publication. The exchange was set up to reduce the data collection burden on the then eight FRSs in that it avoided the need for data on the same topics to be collected twice. A number of minor changes to the workforce statistics collection methodology were required in order to facilitate this exchange. These changes have been in place since the 2011-12 edition of this publication, details of which are provided below:

#### **Revisions to RDS workforce figures for 2009-10 and 2010-11**

It is possible for a staff member to have more than one contract with the SFRS. The most common example is where a wholetime operational staff member also holds a contract to work part-time as a member of Retained Duty System (RDS) staff. Previously in this publication, Scottish Government would only have counted this person once in the figures (as wholetime staff) to enable clear monitoring of diversity and equality amongst staff. In contrast, CIPFA collected information on individual employment contracts and so would have counted such a person twice in their figures. Scottish Government has now adopted CIPFA's counting methodology for staff with more than one contract, meaning such staff will now be counted twice within this publication

Following the change to the new counting method, revisions have been made to the RDS figures as at 31 March 2010 and 31 March 2011. This allows consistent time series data to be provided in compliance with Principle 4 of the [Code of Practice for Official Statistics](#).

To assess the impact of the change in methodology, comparisons were made between the figures collected using the two different methods as at 31 March 2010 and 31 March 2011. Where the RDS figure reported in previous Scottish Government publications was lower than the CIPFA figure by more than four staff members, the CIPFA figure has now been used. This has allowed the time series data using the new methodology to be extended back to reflect the dual contracts for the previous two years. This has increased overall RDS figure as at 31 March 2010 by two per cent (from 3,063 to 3,125) and as at 31 March 2011 by one per cent (from 3,039 to 3,066). The other staffing categories were not affected.

#### **Revisions to wholetime operational and support staff figures**

Prior to the data exchange, wholetime non-uniform staff at the pay equivalent of brigade manager, area manager and group manager were categorised as wholetime operational staff by Scottish Government. In the CIPFA publication, the same personnel were categorised as support staff. To align the two collections, non-uniform staff are now categorised as support staff within the Scottish Government publication.

## 6.4 Statistical Issues

The statistics on Home Fire Safety Visits, workforce, stations and appliances in this bulletin are compiled from data collection returns provided by the SFRS and former eight FRs to the Scottish Government. Provisional data at Scotland level on workforce, stations and appliances was shared by Scottish Government with CIPFA statistics on behalf of SFRS earlier this year. Under normal circumstances Scottish Government would have published this data earlier than CIPFA statistics. This was not possible for 2013-14 due to a delay in receiving the full set of data collection returns from the SFRS. The Incident Recording System (IRS) provided the data for attacks on SFRS personnel, which has been validated by the SFRS.

To minimise the risk of disclosure, tables showing the age, ethnicity and disability breakdown of SFRS staff have been provided at Scotland level only (Tables [13](#), [14](#) and [15](#)). Ethnicity and disability statistics have been provided only as percentages. The total number of SFRS personnel injured in attacks has been disclosure controlled where appropriate and only reported nationally (Tables [16a](#), [16b](#) and [17](#)).

The age of SFRS personnel was reported as of 31 March 2014.

Retirement age will vary depending on personal circumstances and the conditions of a member of staff's pension scheme. Retirement arrangements for operational staff are different to non-operational staff, which is particularly important to remember when comparing the proportion of staff in the 50 and over age category across staff types. For wholtime operational and RDS staff who work in a fire-fighting capacity there are two main firefighters' pension schemes in operation which have different retirement ages. Control staff and support staff are covered by UK legislation on retirement age.

For further information on FRS pension scheme:

[http://www.sppa.gov.uk/index.php?option=com\\_content&view=article&id=429&Itemid=8](http://www.sppa.gov.uk/index.php?option=com_content&view=article&id=429&Itemid=8)

The percentages and figures given in tables and charts have been independently rounded, so they may not always sum to the relevant sub-totals or totals.

## 6.5 Estimated Cost of Data Collection

The estimated cost to the SFRS of supplying and validating the data for this bulletin was £5,002. Details of the calculation methodology are available on the Scottish Government Crime and Justice Statistics website at:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Crime-Justice/costcalculation>

## 6.6 Glossary of terms

### Staffing

**Wholtime operational staff** - A person whose main employment is as a firefighter, regardless of the role. These staff tend to be referred to as uniformed operational staff within the SFRS.

**Retained duty system (RDS) staff** – A person who is contracted by the SFRS to be available at agreed periods of time for fire-fighting duties. This person may have alternative full-time/part-time employment outwith the SFRS. Similarly, these staff tend to be referred to as uniformed operational staff within the SFRS.

**Control staff** – A person who is employed to work in the SFRS control centres primarily to answer emergency calls and deal with mobilising, communication and related activities. These staff tend to be referred to as uniformed control staff within the SFRS.

**Support staff** – A person who works in a non-uniformed capacity, employed within supporting roles within the SFRS. For the purposes of this data collection, this includes all posts that are not classified as uniformed.

**Volunteer staff** – A person who volunteers in a fire fighting capacity. A volunteer is generally not paid a retaining fee and they tend to be volunteers in small rural communities, where the number of incidents are low. For this publication, staff who are in community response units have been included under this category to aid with reporting.

## **Ethnicity Classification**

**White** – for this publication this includes the white ethnic groups of Scottish, English, Welsh, Northern Irish, British, Irish, Gypsy/Traveller, Polish and Other White.

**Ethnic Minority** - for this publication this includes Pakistani, Pakistani Scottish, Pakistani British, Indian, Indian Scottish, Indian British, Bangladeshi, Bangladeshi Scottish, Bangladeshi British, Chinese, Chinese Scottish, Chinese British, Asian other, African, African Scottish, African British, Caribbean, Caribbean Scottish, Caribbean British, Black, Black Scottish, Black British, Black other, Mixed or multiple ethnic groups, Arab and any other ethnic group.

**Ethnicity Not Stated** - for this publication this includes when a person's ethnicity is unknown to the FRS or has been marked as 'Preferred not to say'.

## **Disability Classification**

**Disability** - A person who has disclosed to the SFRS that they are disabled as per the definition provided in the [Equality Act 2010](#) (EA). The EA 2010 states that a person has a disability for the purposes of this Act if the person has a physical or mental impairment and the impairment has a substantial and long term effect on the person's ability to carry out normal day-to-day activities.

## **Home Fire Safety Visits (HFSVs)**

HFSV figures are reported per 1,000 dwellings and by FSEC risk level

**Dwelling** - Buildings occupied by households, excluding hotels, hostels and residential institutions. Mobile homes are specifically included in the dwelling count. In 2000, the definition of a dwelling (for the purpose of reporting fires) was widened to include any non-permanent structures used solely as a dwelling, such as caravans, houseboats etc. (amounts to 0.3 per cent of the total number of UK dwelling fires). All analyses prior to 1998 relating to dwellings were retrospectively revised to include the new categories of dwelling. Caravans, boats etc. not used as a permanent dwelling are shown according to the type of property (caravan, vehicle etc.).

**FSEC Risk Level** - The SFRS uses the Fire Service Emergency Cover Toolkit (FSEC) to classify the risk level of each home into the following five categories:

- well above average
- above average
- average
- below average
- well below average

FSEC uses a range of information about a household to determine the appropriate risk category. This includes the history of fires in the area (if any), socio-demographics of the residents and how close the nearest emergency response is (for example the distance to the nearest fire station). The toolkit calculates the risk of dying in a fire for an individual (usually very low) in comparison to the UK average and can be used to help target HFSVs.

## **6.7 Other**

### Symbols

The following symbols are used in the tables in this bulletin:

- = nil or less than half the final digit shown

n/a = not available or not applicable

\* = disclosive

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### How to access background or source data

The data collected for this statistical bulletin:

- are available in more detail through Scottish Neighbourhood Statistics
- are available via an alternative route
- may be made available on request, subject to consideration of legal and ethical factors. Please contact [justiceanalysts@scotland.gsi.gov.uk](mailto:justiceanalysts@scotland.gsi.gov.uk) for further information.
- cannot be made available by Scottish Government for further analysis as Scottish Government is not the data controller.

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