

Fire and rescue Workforce and Firefighter Safety Statistics definitions

The Operational Statistics data collection is the source for both workforce and firefighter safety figures. The collection asks all 45 fire and rescue authorities (FRAs) as well North West Fire Control six sections of information (Human Resources, Leavers, Health and Safety, Fire Safety, Fire Prevention and Vehicle Incidents). This is information outside the scope of the Incident Recording System.

Workforce

Staff

FRS staff include personnel employed directly by the RAi across all duty systems at 31 March. The returns include:

- Temporary staff who have been employed for over a year.
- Staff on fixed term contracts who have been employed for over a year.
- Secondees where the FRS is paying their salaries.

Personnel excluded are:

- Agency staff employed for less than a year.
- Casual staff employed for less than a year.
- Personnel employed by outside contractors.
- Secondees where the FRS is paying their salaries.

Staff who are on temporary promotion on 31 March are counted in the temporary role held on that day. Personnel who are over normal retirement age are included in the annual returns. A separate note is provided for those who medically retire when over the normal retirement age. Anyone with two contracts of employment are counted twice in the returns. For example, if a member of staff is employed with a retained and whole-time contract they will be recorded in both the retained duty system and whole-time tables.

Strength

The actual number of firefighter posts filled as per contract on 31 March. This does not include any temporary posts or posts that are fully funded by outside agencies. For example, if staff contracted as support is temporarily seconded to another position within the brigade, they are recorded as support. Staff who are on temporary promotion at 31 March are counted in the temporary role held on that day. Persons seconded to the Home Office, Fire Service College, charitable organisations etc. are not included in the brigade strength.

Usually the headcount is greater than the strength.

Full Time Equivalent (FTE)

Full-time officers and staff are counted as 1.0, and part-time are counted according to the proportion of full-time worked (for example, a firefighter working 60 per cent of full-time hours is counted as 0.6).

24 Hour Units of Cover

Retained firefighters respond when required during their 'on call' hours, therefore it is more appropriate to calculate their employment in 24 hours of cover to determine whether their number is sufficient to fulfil operational commitments.

However, staff might not be employed for an entire hour. Units are calculated as a percentage of the time spent on call:

Full hours = 1 unit

45 minutes = 0.75 units

30 minutes = 0.5 units

15 minutes = 0.25 units

For example, if a firefighter was employed for two hours and fifteen minutes, the number of units are calculated as follows:

2 units at 100% (full hour) = 2

1 units at 0.25% (quarter of an hour) = 0.25

Headcount

Actual number of people employed by the FRS.

Brigade Manager

Includes Chief Fire Officer (CFO), Deputy Chief Fire Officer (DCFO) and Assistant Chief Fire Officer (ACFO). Brigade managers take charge of incidents of 10 pumps or more.

Area Manager

Staff responsible for heading a directorate in the organisation. They take charge of an incident of up to 9 pumps or undertake specialist tasks as support at an incident.

Group Manager

Group managers undertake specialist duties in a number of different disciplines such as fire safety, operations and training.

Station Manager

Station Managers manage one or more fire stations and are responsible for all service delivery matters for that station(s). They can also undertake specialist duties. They will take charge of an incident of up to 6 pumps or undertake specialist tasks as support at an incident.

Watch Manager

Watch managers lead larger groups of personnel and in the retained service will be in charge of a fire station. They attend incidents as officer in charge of an appliance and also take command of incidents involving up to 3 pumping appliances. Amongst their duties, they also undertake specialist duties such as training or fire safety.

Crew Manager

Crew Managers lead a small team on a specific task but can take charge of incidents involving up to 3 pumping appliances.

Firefighter

Trained staff carrying out day-to-day firefighting and fire safety work.

Wholetime Firefighter

A person employed as a full-time firefighter regardless of their rank (including riders, non-operational staff and flexible duty officers, and recruits in training).

Retained Duty System (RDS)

For total RDS strength calculated in 24-hour units, the number of RDS firefighters in post calculated in 24-hour units of cover is recorded (See definition on [24-hour units of cover](#)) at 31 March.

A retained duty system firefighter who is filling two posts and has separate contracts of employment with the FRS is counted twice on the return.

These staff are often known as “on-call” firefighters.

Retained staff on separate contracts

It is acknowledged that a number of FRSs are now contracting individuals on a wide range of contracts to meet local circumstances. For example, this category includes wholetime operational staff providing retained cover or members of staff from technical rescue on a dual contract. However, the category for recording staff on separate contracts does not include day crewing or nucleus crewing personnel who are, in effect, providing some retained cover but do this as part of their normal single contract. For the purposes of this category only, those personnel who are wholetime

in one FRS and have a retained commitment in another are only recorded on the return for the FRS in which they have that retained commitment

Part of wholetime contract

These include retained strength for staff that are part of a wholetime contract. For example wholetime personnel who are, in effect, providing some retained cover but do this as part of their normal single contract.

Non Operational Staff

Wholetime posts which are not deemed to require personnel to fulfil any operational commitment, i.e. not mobilised at fires, road traffic accidents or special services incidents.

Fire Control personnel

Uniformed personnel who are employed to work in FRS control centres to answer emergency calls and deal with mobilising, communications and related activities, regardless of rank. Fire control staff detached to staff departments or undertaking special projects are included in the fire control figures. These are recorded in full time equivalents (FTEs). Staff on temporary promotion at 31 March are counted for strength purposes only in the temporary role held on that day.

Support Staff

Support staff employed by the FRS. It includes for example administrative roles, clerical support, finance, vehicle maintenance, property management etc.

Disabled

As defined in the Equality Act 2010. A person has a disability if:

- They have a physical or mental impairment
- The impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities

Leavers

All personnel who ceased to be employed by the FRS. This includes personnel whose last day of employment in the fire service, regardless of any prior periods of sickness or suspension, falls within the year.

Personnel transferring to other FRSs or being seconded to Communities and Local Government, Fire Service College etc. Are excluded. Where, at the end of the reporting year, it is known that an appeal is pending over the dismissal of an individual, be it for disciplinary, medical or proficiency reasons, then the details are not entered until the outcome of the appeal is known, which may be in the following reporting year.

Dismissal on disciplinary or poor performance grounds/efficiency

Termination of the contract of employment with FRS for disciplinary reasons such as gross misconduct or as a consequence of poor performance. This does not include failure to maintain fitness which is dealt with separately.

Medical discharge

Personnel resigning on the grounds of ill-health, including medical discharge due to harassment or discrimination

If someone is 'medically retired' beyond the normal retirement age, then he/she is included in the ill-health retirement figures.

Resignation due to harassment or discrimination

Personnel resigning as a result of harassment or discrimination, not on the grounds of ill-health.

Failure to maintain fitness

Termination of the contract of employment with FRS as a consequence of a failure to maintain the required level of fitness.

Normal retirement

Where a person leaves the FRS to take up retirement after having served their eligible length of service to receive a full pension.

Re-employment by another Fire and Rescue Service

Resignation to take employment with another FRS.

Re-employment as support personnel within the same Fire and Rescue Service

Where a person leaves to take up another type of employment within the same FRS as support staff (e.g. wholetime staff re-engaged under the FPS scheme).

Firefighter Safety

Total number of personnel injured

The number of individuals sustaining injuries during an activity. Multiple injuries to an individual sustained during a single event are counted as a single injury, e.g. a broken arm and leg = 1 injury. However, if a person was injured in more than one activity this is counted more than once. For example, if the same person was injured during three different operational activities, they will be counted three times.

RIDDOR

[The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 \(RIDDOR\)](#), place a legal duty on employers, self-employed people and people in control of premises to report:

- Work-related deaths
- Major Injuries
- Over three days injuries
- Work related diseases
- Dangerous Occurrences (near miss accidents)

The return collects all injuries that are classified as RIDDOR and not just RIDDOR reportable.

Over 3 day injuries

This category refers to actual number of injuries sustained during an activity, which were not 'major' as defined in RIDDOR, but resulted in the person being unavailable for their normal duties for a period of more than three days.

Major Injuries

Injuries sustained during each activity for each group which resulted in an injury that is defined in RIDDOR as a 'major' injury. Those injuries are:

- Fractures, other than to fingers, thumbs and toes.
- Amputations.
- Any injury likely to lead to permanent loss of sight or reduction in sight.
- Any crush injury to the head or torso causing damage to the brain or internal organs.
- Serious burns (including scalding) which: covers more than 10% of the body.
- Causes significant damage to the eyes, respiratory system or other vital organs.
- Any scalping requiring hospital treatment.
- Any loss of consciousness caused by head injury or asphyxia.
- Any other injury arising from working in an enclosed space which: leads to hypothermia or heat-induced illness
- Requires resuscitation or admittance to hospital for more than 24 hours

Further guidance is available from HSE.

Shifts Lost

The actual number of working days/shifts lost to sickness by FRS personnel. 'Shift' includes any period within a 24-hour day, commencing midnight, when a work period is scheduled to start. The figures are actual working days/shifts lost and do not include any rota days that may form part of the period of absence.

For example, for retained duty staff, a shift may be a 24-hour duty day or an 8-hour duty day. The calculation is the number of days they were out of action when they

would have been on call, regardless of the number of hours they were contracted for per day. So, if retained duty staff were contracted to be on call a certain number of hours (e.g. 8 hours for 6 days a week) and were out of action for three of the 8 hour shifts, the number of shifts lost would be three. If they were contracted for 24 hours and missed three shifts, three would also be recorded. In the instance of an employee reporting sick part way through a working day/shift, the information is recorded to the nearest half day/shift.

Part time staff and job share staff are recorded in full time equivalent shifts within their relevant employee category. Cumulative totals of part shifts are added together and reported as full shifts lost based on the average work pattern within the relevant employee category.

Operational incidents

This category includes incidents/injuries that occurred while responding to an emergency. The relevant categories are a fire, a road traffic collision or other special service incidents.

For example, injuries occurring whilst responding to fire incidents (e.g. a retained person en route to the fire station) are included as operational incidents under fire. If an injury occurs whilst returning from an incident, this is also included under operational incidents. The incident is considered to be ongoing until such time as the person is back at the station or, if preceding other duties such as hydrant testing or training, then until commencing that activity.

Fire incidents

This includes primary and secondary fire incidents. Primary fires include all fires in buildings, vehicles and outdoor structures or any fire involving casualties, rescues or fires attended by five or more appliances. Secondary fires are generally small outdoor fires, not involving people or property. These include refuse fires, grassland fires and fires in derelict buildings or vehicles, unless these fires involved casualties or rescues, or five or more pumping appliances attended, in which case they become primary other outdoor fires.

Road Traffic collisions

Non-fire incidents which require the attendance of the FRS for collisions involving road vehicles (i.e. large and small vehicles, including motorbikes).

Other non-fire or special service incidents

There are non-fire incidents which require the attendance of an appliance or officer and include:

- Flooding
- Rescue or evacuation from water
- Medical Incident - Co-responder/First responder
- Animal assistance incidents

Training

Any training activity including lectures, exercises, practical training sessions and other forms of training to maintain competence levels. Training and development includes sessions delivered either locally or at one of the regional training centres. The injuries are split depending on whether they were sustained during operational training or during fitness training.

Operational Training

This includes theory and practical work covering basic rescue techniques, such as:

- Using firefighting equipment and breathing apparatus, foam and fire extinguishers, ladders, hoses and hydraulic equipment.
- Life-saving skills such as teaching fire safety and giving first aid.
- Training for Inspecting Officers and Fire Safety Officers, community fire prevention, licensing, health care, building design, fire engineering and investigation.

Fitness Training

This category refers to physical exercise sessions such as gym time, running and circuit training carried out during shifts.

Routine Activities

Routine activities include public education activities such as drills, fire safety talks, maintenance, equipment checks, yard work, tea and coffee breaks etc.