SERVICE
DELIVERY REVIEW

CONSULTATION DOCUMENT

June 2025

Foreword

Firefighters have been protecting communities in Scotland for more than 200 years. Now in 2025, we need to review how we continue to provide our service every minute of the day, every day of the year.

Our staff, and the communities we protect, deserve a modern fire and rescue service that is fit for the future.

I believe now is the right time to look at how we could reshape the service to meet new risks and match our resources to where they are needed most.

It is a fact that operational demand at some stations has declined. This is partly due to fire prevention efforts in communities over a number of years and changing societal factors.

Since the Scottish Fire and Rescue Service was created in 2013, we have not had an opportunity to make substantial changes. Following a significant piece of work to understand the risk and demand in Scotland and after careful consideration we are now taking forward 23 options for public consultation. These options have been developed over many months involving staff and a wide variety of stakeholders.

What we are proposing may mean that we close some fire stations, merge some and upgrade or rebuild others. Unfortunately, many stations do not meet modern day requirements, but we want to address this as best we can maximising the funding we have available.

We also want to consider relocating some of our emergency vehicles and implementing a new shift pattern for firefighters in targeted areas.

I recognise that there will be strong feelings about the prospect of change in some places and what we are proposing is significant.

However, I want to stress that our motivation is to ensure our firefighters have access to the best equipment, facilities and training that we can provide to improve firefighter and community safety.

A firefighter's job is both challenging and demanding, however, it is also extremely rewarding.

Our crews face stressful and hazardous situations, but they also provide comfort and reassurance to people experiencing traumatic events.

It's a role that requires dedication, professionalism, respect, fitness and a commitment to excellence.

We need to ensure that our fire stations and resources meet the needs of our staff, who are our greatest asset.

And as a public body it is only right that we are held to account over how we use taxpayers' money to provide our services. That is why we need to explore more innovative ways of working.

We will keep working hard to protect the people of Scotland, which is of course our priority, but we need to consider doing what we do a bit differently.

People can be assured that any changes will be made on a phased approach over a number of years.

Please participate in this public consultation process to help us decide how best to shape our service for the years ahead.

Chief Officer Stuart Stevens
Scottish Fire and Rescue Service

Contents

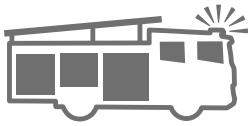
1. About the Scottish Fire and Rescue Service

1,585
VEHICLES IN THE FLEET

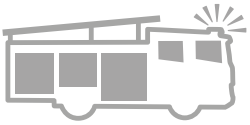
767
APPLIANCES

621
ARE **OPERATIONAL**

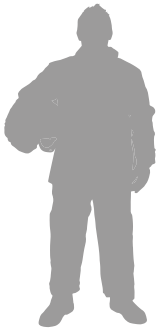
85
ARE **IN RESERVE**



61
FOR **TRAINING**



7,512
MEMBERS OF SFRS STAFF
INCLUDING VOLUNTEERS



3,422
WHOLETIME FIREFIGHTERS
45.6% OF THE TOTAL

356
FIRE STATIONS IN SCOTLAND

42
VOLUNTEER FIRE STATIONS

74
WHOLETIME FIRE STATIONS

240
ON CALL FIRE STATIONS

1.1 Our firefighters

There are different types of firefighters. Some work full-time, referred to as 'wholetime' firefighters, and others are known as 'on call' firefighters who respond to incidents when they are available for duty. There are also volunteers.

Not all 356 fire stations have wholetime firefighters based there. In fact, only 74 fire stations are classed as 'wholetime' which means they are staffed 24/7.

Wholetime sites have different groups of firefighters split into what is referred to as 'watches'.

There are five watches in our wholetime duty system and they are named by colours - for example Green Watch or White Watch. They work shifts to ensure 24/7 cover.

The typical shift pattern comprises of two days on day-shift, two days on night-shift and four days off.

It takes a minimum of 20 firefighters working shifts to keep one wholetime fire appliance available around the clock. A first appliance requires a crew of five so that would need 25 firefighters to keep it available 24/7, whereas a second appliance can be crewed with four firefighters so that needs 20 firefighters.

A day shift duty system, which is already in use in Livingston in West Lothian, could be implemented at various targeted locations to allow wholetime firefighters to work between 8am and 6pm from Monday to Friday, when demand is greatest.

On call stations make up the vast majority, with 240 locations across Scotland. In addition, there are 42 volunteer stations.

There are some fire stations that have both wholetime and on call firefighters under one roof. This is called a mixed duty system and there are currently 23 stations which operate like this.

Urban areas have more wholetime crews and rural areas have more on call firefighters.

Volunteers are not contracted to work a specific number of hours and are used for a very limited capability in very remote rural areas.

Out of the 7,500+ staff who work for the Scottish Fire and Rescue Service, around half are wholetime firefighters.

1.2 How we operate

All of our emergency vehicles are national resources.

It's true to say that it's not always your local fire station that will respond to an emergency. If they are already mobilised elsewhere, Operations Control will send the nearest available appliance.

Every wholetime fire station has at least one appliance - known as the "first appliance" - which has the capability, equipment and crewing level to start dealing with any type of incident.

This would normally be mobilised as part of the initial response to a property fire, road traffic collision, hazardous materials incident and any other type of incident.

The first appliance at a wholetime station is crewed with the optimal crewing of a Watch Commander as officer in charge and another four crew members.

The number of emergency vehicles based in fire stations varies. Some places will have one appliance, while others will have two or three appliances with different capabilities, as well as other specialist vehicles like our all-terrain vehicles that are used to tackle wildfires.

The first fire appliance at the scene generally offers the most significant impact and intervention.

A second and third appliance, and sometimes more when the incident is significant, support the first appliance and they can be mobilised from any other location.

There are subtle differences in terms of how these appliances are crewed and some of the equipment they carry.

But they all essentially support operational incidents in the same way.

1.3 Responding to emergencies

Firefighters are highly skilled to deal with many different types of emergencies, such as fires, flooding and road traffic incidents.

Some crews have specialist capabilities - like water or rope rescue - and provide wider regional and national coverage. These fire stations house the necessary specialist equipment and vehicles for our trained personnel.

A single crew can be trained and resourced for multiple capabilities – this is known as 'dual crewing' which is commonplace.

In the event of an emergency, upon receiving a 999 call, staff based at our three Operations Control centres, based in Johnstone, Edinburgh and Dundee, will mobilise the nearest available appliance(s) to the scene. Upon arrival, the incident commander can request more resources if required by liaising with Operations Control who will ensure more staff and appliances are sent to the scene.

A fire appliance must have a minimum of four firefighters available to crew the vehicle before it can be mobilised.

The vast majority of incidents across Scotland require one or two appliances in attendance to reach a safe conclusion. But sometimes incidents can be complex or prolonged and require more resources or staff with specialist skills.

The options within this document involve changes to pumping appliances - referred to as appliances, also known typically as fire engines or rescue pumps.

Any change involving specialist resources does not fall under the scope of the Service Delivery Review and would be reviewed separately by the Scottish Fire and Rescue Service.

1.4 Types of services delivered by firefighters

Fires still make up the majority of significant incidents that crews attend, but the number of fires has reduced over time.

For example house fires are at an all-time low. There were 4,249 house fires recorded in 2023-24, which is around 20% fewer than in 2013-14.

The number of people injured in fires has decreased steadily since the early 2000s. There were 815 non-fatal fire casualties in 2023-24, down from 922 last year (11.6% decrease).

Our latest incident statistics, that we publish each year, show that we attended more than 24,000 fires within a one-year period and more than 16,000 non-fire incidents.

False alarms make up around half of all incidents, however SFRS has taken steps to reduce the impact of these by changing the way we respond to alarm signals from some commercial premises.

But the types of incidents that we respond to are changing, with more weather-related emergencies, like storm damage or flooding, as well as large outdoor fires.

SFRS has prioritised investment in these areas with the addition of 20 specialist water rescue boats and the implementation of 25 dedicated wildfire stations across Scotland.

Our communities are changing too with more people living longer at home. Some people are vulnerable and require additional support, so we need to adapt to meet these needs.

Our staff strive to make communities, homes and businesses safer with prevention work to reduce the chances of fires. This type of work includes carrying out Home Fire Safety Visits to the most vulnerable people to give advice on how to stop fires from happening in the first place.

2. Why we need to change

2.1 Community risk

We want to ensure that our fire stations, appliances and staff are based in the most suitable locations to meet the current and future needs of our communities.

We have spent years building our knowledge of changing community risk across Scotland through the development of our Community Risk Index Model.

This model considers historical incident data and captures information about the people we serve, including where they are located, the road network, the types of buildings and environments they occupy, as well as the way that nature may impact them.

The modelling we have done has shown that some stations and appliances are not in the right places to meet risk and demand.

We have used this knowledge to inform all of the options for change.

2.2 Our buildings and the backlog of repairs

The Scottish Fire and Rescue Service has 356 fire stations based in communities across Scotland.

The buildings vary in terms of construction and the quality of facilities provided within. In a small number of rural places, there will be a shed or storage unit in place of a fire station.

It would cost in the region of more than £800 million to bring all facilities, including fleet and equipment, up to required standards. This is insurmountable and not a feasible option with the funding available.

Without making significant changes to the way that we deliver our service, we will never get to the end of the list of repairs required. Nor would it be the best use of public money when we know some stations are not in the right place.

Therefore, reducing the footprint of stations that are not fit for purpose or in the right place would help to ease the burden of the repair bill.

Many fire stations are also failing to meet modern day requirements as they don't have single occupancy toilets and showers. It is vital that firefighters can clean themselves following attendance at incidents where there is potential exposure to contaminants.

2.3 RAAC

The roof structure of 14 fire stations is affected by reinforced autoclaved aerated concrete (RAAC), which is a type of concrete that needs repaired.

The sites affected are Crewe Toll, Cumbernauld, Dalkeith, Galashiels, Hawick, Helensburgh, Huntly, Liberton, Livingston, Marionville, Milngavie, Portree, Stewarton and Tranent.

We have costly, temporary safety measures in place to maintain operations from these locations and it is a priority to repair or address all RAAC stations within the next five years.

We have already repaired RAAC in Galashiels and we are committed to rebuilding at Dalkeith and Liberton. Crewe Toll is the only exception because it could potentially be impacted by plans for a new tram line in Edinburgh, therefore it's not feasible to start any remedial work at present.

Work at six sites is subject to the outcome of this public consultation.

This is because we are unable to begin repair work until a decision is made on the station configuration and duty system.

For example, a change to day-shift hours could potentially alter the layout of the fire station because the required specification for the type of duty pattern would no longer be required.

2.4 Availability of on call firefighters

Scotland's geography means that the Scottish Fire and Rescue Service relies on firefighters who are on call.

This group of firefighters respond to emergencies as and when required and are alerted via a pager system. They typically have other jobs in the community and balance both roles.

Providing on call availability during the day can be challenging for a variety of reasons, such as unplanned absences, leave, and other commitments, which reflects the flexible working arrangements of part-time staff.

On call staff are usually required to live within five minutes of the fire station and a fire appliance must have a minimum of four firefighters available to crew the vehicle before it can be mobilised.

The terms and conditions for on call firefighters have been enhanced and we can now provide more flexibility in terms of the contracts we offer to enable a better work-life balance. But we recognise that there are recruitment challenges in some places.

Some staff work in both full-time and on call roles under separate contracts, however their combined hours of commitment must allow for appropriate rest periods from work so that they do not pose a risk to their own or others' health and safety.

As well as introducing a day-shift duty system in some areas, we are looking to develop nucleus crews.

A nucleus crew is made up of wholetime firefighters who can be tactically deployed across an area to respond to incidents during the day when on call availability can often be challenging.

These crews can either operate together on a single appliance or can be sent out across a geographical area to supplement on call firefighters to make up the crewing level or skillsets to ensure fire appliances are ready to mobilise to incidents.

2.5 Benefits of change

2.5.1 What are the potential benefits?

Changes will allow resources to be focused in areas where they are needed most, and both staff and communities will benefit from this.

Some of our buildings could be upgraded or rebuilt, while others that are not fit for purpose could be closed, which will bring savings in terms of reduced running costs.

It's just not cost effective to maintain long-term dormant fire stations or properties that would require major works to bring them up to modern day standards in places where operational demand is low.

We want to free up resources, like appliances and staff, that aren't positioned well and redistribute them into other parts of the organisation.

For example, we would like to bolster our number of training instructors and so if we liberated posts from areas where operational demand is low then we could transfer staff into this area, which will ultimately enhance firefighter safety.

We want to invest more in our prevention work too. The Scottish Fire and Rescue Service has a high-level of ambition to reduce community risk.

This is an area where a number of staff could be transferred to deliver some key projects, such as upskilling crews to carry out fire safety audits or bolster youth engagement.

It would be beneficial to enhance dedicated teams to expand our work on preparing for incidents, which includes hydrant maintenance, or planning for major events coming to Scotland.

There are also large areas of Scotland that rely solely on firefighters who are on call and their availability can be challenging. Therefore, we need to think about how we best support those rural areas in the future. This could mean potentially putting some wholetime resources into these areas during peak day time periods.

2.5.2 Financial benefits

There are of course financial benefits if we are no longer having to maintain long term dormant fire stations and those that are not fit for purpose to meet community risk.

This year (2025-26), the Scottish Fire and Rescue Service received £47 million for its capital budget, which is an increase on previous years but there's no guarantee that future funding will remain at this level. The capital budget is allocated for acquisition and improvement of assets, which includes building, fleet, equipment and ICT.

It would cost in the region of more than £800 million to bring all facilities, including fleet and equipment, up to required standards, which is not a feasible option with the funding available.

Without making significant changes to the way that we deliver our service we will never get to the end of the list of repairs required.

Therefore, reducing the footprint of stations that are not fit for purpose would help to ease the burden of the repair bill.

The Scottish Fire and Rescue Service's resource budget covers workforce costs.

It takes 25 firefighters to crew one wholetime first appliance 24/7. The cost of this is around £1.1 million each year per appliance.

Therefore, in locations where operational demand is low, savings can be made by transferring staff to more suitable locations and roles.

This is about a long-term approach to making the Scottish Fire Rescue Service more sustainable.

We are also committed to reducing our carbon footprint which means investing in more energy efficient buildings and vehicles.

3. How we got here

3.1 Temporary appliance withdrawals

In 2023, the Scottish Fire and Rescue Service Board approved the temporary withdrawal of ten fire appliances from service and now a permanent solution is required.

This approach contributed to an annual saving of £11m, but this needs to be a recurring saving.

The ten appliances were either second or third appliances crewed by wholetime firefighters based at Govan, Cowcaddens and Maryhill in Glasgow, Kingsway East in Dundee, Greenock in Inverclyde, Perth, Hamilton in Lanarkshire, as well as Glenrothes, Methil and Dunfermline in Fife.

We based this decision on where withdrawals would have the least impact and we have been monitoring this.

What we have found is that the removal of these appliances had minimal impact on response times of first appliances arriving at the scene, but there was an impact on response times of second appliances travelling from the nearest available location.

Crucially, there was no evidence of change to operational outcomes.

That said, we have reviewed some of these decisions and some options for change will see the reinstatement of second appliances at selected locations where demand shows these are needed more.

Some of these appliances, such as the combined aerial rescue pump, are being phased out and replaced with new technology and dedicated high reach vehicles.

3.2 Options development

Last year we conducted a pre-consultation exercise, 'Shaping Our Future Service: Your Say' which has helped to inform our decision-making. All elected officials from the Scottish and UK parliaments and all 32 local authorities were invited to participate in this exercise, alongside our staff, trade unions, members of the public, and key partners.

At the end of April 2025, a group of stakeholders (including SFRS staff, key stakeholder partner agencies, trade unions, and members of the public) met in Stirling to evaluate the final list of change option proposals to help inform what would progress to formal public consultation in the summer.

All options set out in this document were scored as part of the pre-consultation process by representatives from stakeholder partner agencies and members of the public as well as staff representative bodies.

They were scored in terms of impact on workforce, impact on communities, financial viability, deliverability and sustainability.

A full report of the Options Development and Appraisal process can be found on the SFRS website.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4. Options for change

There are 23 options for change, involving more than 30 community fire stations and spread across more than half of all local authorities in Scotland, including:

Long-term dormant fire stations
Colintraive, Argyll & Bute
Isle of Kerrera, Argyll & Bute
Isle of Muck, Highland
Nethy Bridge, Highland
Ratagan, Highland
Corriecravie, Arran, North Ayrshire
Fetlar, Shetland
Crianlarich, Stirlingshire

East Service Delivery Area
Edinburgh and East Lothian - Marionville, Newcraighall, Musselburgh, Tranent
Fife - Dunfermline, Lochgelly, Methil, Glenrothes
Scottish Borders - Hawick, Galashiels

North Service Delivery Area
Dundee city and Monifieth - Balmossie, Kingsway East
Perth and Kinross - Perth

West Service Delivery Area
Argyll and Bute - Helensburgh
East Dunbartonshire - Milngavie
Glasgow - Maryhill, Yorkhill, Govan, Springburn, Cowcaddens
Inverclyde - Greenock, Port Glasgow
Lanarkshire - Cumbernauld, Hamilton, Bellshill, Lesmahagow

4.1 Long-term dormant fire stations

We are proposing to close eight fire stations listed below that have been non-operational for a number of years. Some of these sites don't have fire station buildings within the community. The current provision could be a shed or a storage facility.

These stations are staffed by on call firefighters, employed under our retained or volunteer duty system.

But some sites have been unable to maintain availability of the minimum number of suitably skilled personnel to crew an appliance. Others have no crew at all.

All reasonable steps to recruit a sufficient crew have been exhausted in the local area.

In the event of a station closure, every affected on call staff member will be individually consulted with and attempts made to provide suitable alternative employment, this could include retraining, relocating or transferring staff to other roles. Only if all avenues are explored and no alternatives are found, then redundancy may require to be considered.

Fire Station	Background	Current Resources	Staff (Y/N)
Colintraive, Argyll & Bute (No property involved)	Non-operational since before 2015.	One ultralight appliance. Current provision is a shed.	Yes
Isle of Kerrera, Argyll & Bute	Non-operational since 2020.	One ultralight appliance.	Yes
Isle of Muck, Highland (no property involved)	Non-operational since before 2015.	One box trailer storage unit.	No
Nethy Bridge, Highland (no property involved)	Non-operational since before 2015.	One light appliance.	No
Ratagan, Highland (no property involved)	Non-operational since before 2015.	One light appliance.	No
Corriecravie, Arran, North Ayrshire	Non-operational since 2022. Located close to two other stations.	One appliance.	Yes
Fetlar, Shetland	Non-operational since before 2015.	One light appliance.	No
Crianlarich, Stirlingshire	Non-operational since before 2016.	One appliance.	No

4.2 East Service Delivery Area

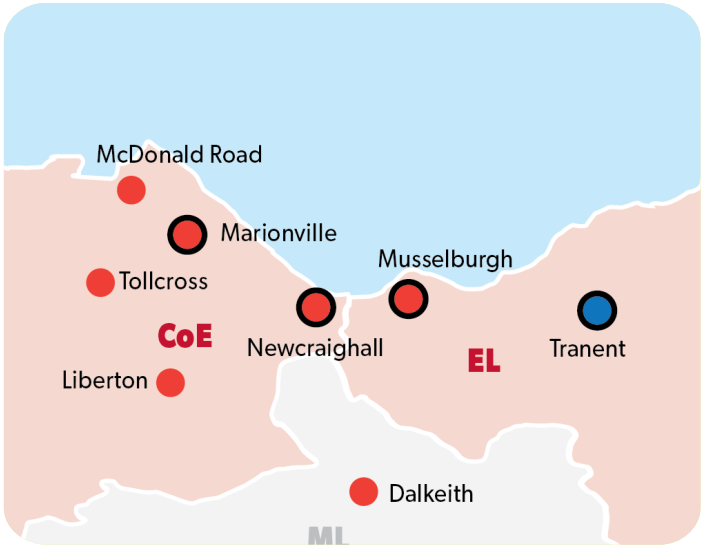
The East Service Delivery Area (SDA) covers City of Edinburgh, Falkirk, West Lothian, Clackmannanshire, Fife, Stirling, Midlothian, East Lothian and the Scottish Borders.

There are four options for change in the East Service Delivery Area

4.2.1 EDINBURGH AND EAST LOTHIAN

There is one option for Edinburgh and East Lothian that involves four fire stations.

- **Marionville**
- **Musselburgh**
- **Newcraighall**
- **Tranent**



Option

- Close Marionville which has one appliance that is crewed by wholetime firefighters. Move this appliance to Newcraighall and increase this station so that it will have two wholetime appliances; **AND**

- Close Musselburgh station which has one appliance that is crewed by wholetime firefighters. Move this appliance to a new-build station at Tranent and increase this station so that it will have two appliances, one crewed by wholetime firefighters and one crewed by on call firefighters.

Why we need to change:

Marionville and Tranent are both affected by RAAC and require urgent repair. Musselburgh is an expensive site deemed unfit for purpose.

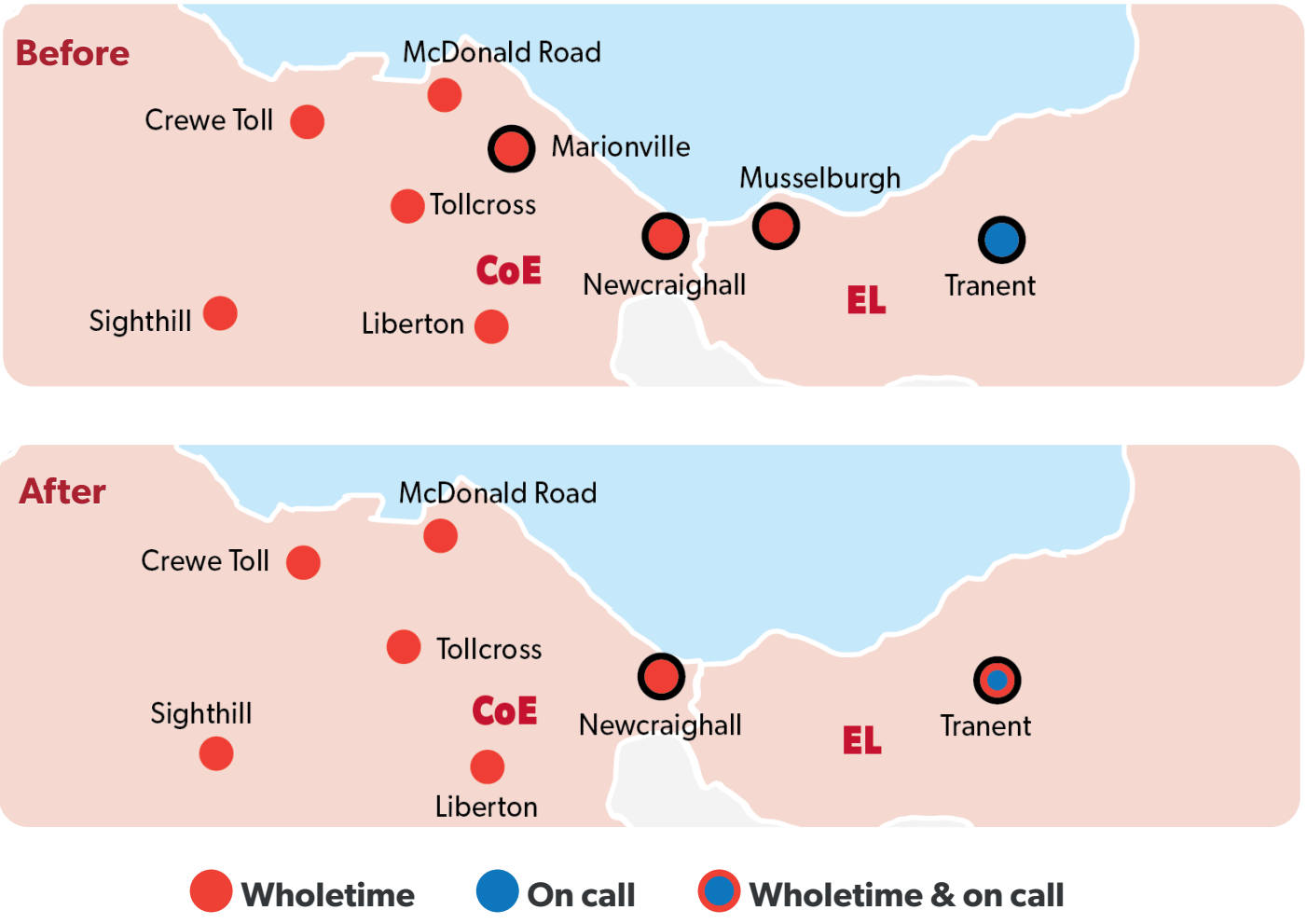
With Marionville located so close to McDonald Road, we could combine these four stations into two to create a more effective distribution of operational resources to meet risk and demand across the east of Edinburgh and East Lothian.

It would be very expensive to demolish and rebuild Marionville in its current location and the identified optimal location in Duddingston is not available and would be unaffordable.

Newcraighall has received a £2.6 million upgrade and can accommodate a second wholetime appliance from Marionville.

By adding another appliance into Newcraighall, there is little operational benefit in keeping Musselburgh on its current site, which is also deemed unfit for purpose.

We must rebuild Tranent and therefore could build a new station with an additional wholetime appliance.



Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Marionville	Wholetime crewed: one appliance.		Redistribute two wholetime appliances Close two fire stations Rebuild an expanded fire station
Musselburgh	Wholetime crewed: one appliance		
Newcraighall	Wholetime crewed: one appliance	Wholetime crewed: two appliances	
Tranent	On call crewed: one appliance	Wholetime crewed: one appliance On call crewed: one appliance	

Pros

- More effective distribution of resources across the east of Edinburgh and East Lothian.
- Newcraighall site can accommodate a second appliance and maximises the investment there.
- RAAC will be addressed at Tranent and Marionville.
- Musselburgh site is unsuitable and crew will be relocated to new station.
- An overall capital saving of around £24 million by not rebuilding or refurbishing Marionville and Musselburgh stations.
- The sale of three sites – Marionville, Musselburgh and Tranent - would provide around £1.1 million income to invest in other stations.
- A saving of around £229,000 in annual running costs would be redirected.
- Five staff could be transferred to other key roles across training, prevention and operational resilience.

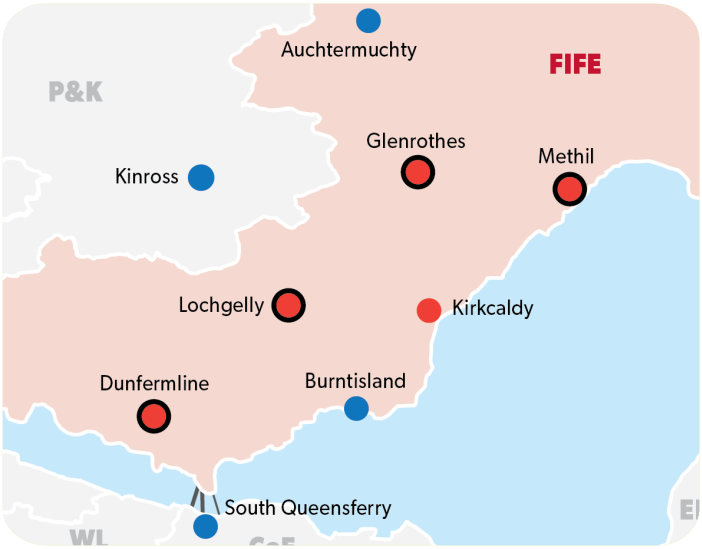
Cons

- There would be a moderate increase in first appliance response times within the immediate vicinity of Marionville and Musselburgh.
- The timing of the Musselburgh closure and the transfer of appliance is reliant on a new build at Tranent.
- £10 million investment required for a new build at Tranent.

4.2.2 FIFE

There are two options proposed for Fife that involve four fire stations.

- **Dunfermline**
- **Lochgelly**
- **Glenrothes**
- **Methil**



Option 1

- Replace the third appliance at Dunfermline which is a combined aerial rescue pump (CARP) with a dedicated high reach appliance. The third appliance (CARP) was temporarily withdrawn and replaced with a high reach appliance in September 2023; **AND**
- Reduce the number of wholetime appliances based at Lochgelly from two to one; **AND**
- Reduce the number of wholetime appliances based at Methil from two to one. The second appliance was temporarily withdrawn in September 2023; **AND**
- Reinstate the second appliance that was temporarily removed in September 2023 at Glenrothes.

Option 2

- Replace the third appliance at Dunfermline which is a combined aerial rescue pump (CARP) with a dedicated high reach appliance. The third appliance (CARP) was temporarily withdrawn and replaced with a high reach appliance in September 2023; **AND**
- Reduce the number of wholetime appliances based at Lochgelly from two to one; **AND**
- Reduce the number of wholetime appliances based at Glenrothes from two to one. The second appliance was temporarily withdrawn in September 2023; **AND**
- Reinstate the second appliance that was temporarily removed in September 2023 at Methil.

Why we need to change:

In September 2023, budgetary limitations required the Scottish Fire and Rescue Service to select ten of its wholetime appliances for temporary withdrawal. This included three in Fife and a permanent equivalent solution is now required.

Three fire stations in Fife - Lochgelly, Glenrothes and Methil - each had two wholetime appliances based there. But they were identified as having some of the least operational demand in Scotland and modelling identified that withdrawing second appliances from two of these stations had tolerable impacts on response times.

Three appliances were temporarily withdrawn within the Fife local authority area in September 2023.

This included the third combined aerial rescue pump (CARP) at Dunfermline, which was replaced by a dedicated high reach appliance.

Due to a lack of time to relocate Lochgelly's specialist rope rescue capability, the station was not selected as a location for temporary appliance withdrawal and the slightly busier stations at Glenrothes and Methil were selected instead.

We currently have a high concentration of resources based within Fife relative to the operational demand of these stations and compared to other similar geographical areas elsewhere in Scotland.

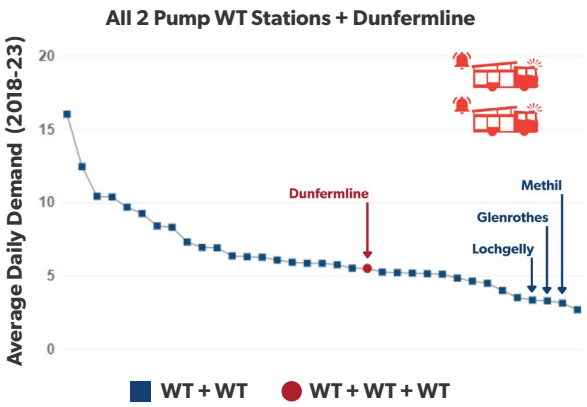
Dunfermline currently has three wholetime appliances. The third is a CARP. Operational demand for this appliance is very low, and we are replacing all CARPs across Scotland with specialist high reach appliances.

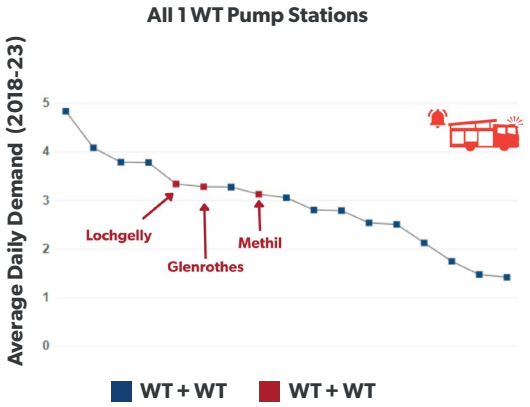
Operational demand at Lochgelly, Glenrothes and Methil is among the lowest of all wholetime stations in Scotland that have two whole time appliances; and is more aligned to stations with one appliance. Operational modelling shows that permanently changing two of these locations to having one appliance would be sufficient.

Since September 2023, the incident demand of Lochgelly station has slightly exceeded that of Glenrothes or Methil. This is because these stations have had fewer appliances to deploy resulting in the two Lochgelly appliances picking up a larger share of the operational activity.

The five-year implementation timescale of the Service Delivery Review has enabled SFRS to revisit the withdrawal of the second appliance from Lochgelly and consider it preferable to withdrawing from Glenrothes and Methil.

Withdrawing the second appliance from Lochgelly was identified as having the least impacts on response times.





Option 1

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Dunfermline	Wholetime crewed: two appliances, one combined aerial rescue pump Note: The third appliance, a combined aerial rescue pump (CARP), was temporarily withdrawn as a pumping appliance and crewed as a dedicated high reach appliance.	Wholetime crewed: two appliances and a dedicated high reach vehicle	Permanent withdrawal of two appliances and replace of a combined aerial rescue pump for a dedicated high reach appliance.
Lochgelly	Wholetime crewed: two appliances	Wholetime crewed: one appliance	
Methil	Wholetime crewed: two appliances (Second appliance has been temporarily withdrawn since 2023.)	Wholetime crewed: one appliance	

Pros

- Reinstatement of second appliance at Glenrothes.
- Reduction and redirection of around £2.4 million in annual running cost.

Cons

- Moderate increase in second and third appliance response times within local areas.

Option 2

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Dunfermline	Wholetime crewed: two appliances, one combined aerial rescue pump Note: The third appliance, a combined aerial rescue pump (CARP), was temporarily withdrawn as a pumping appliance and crewed as a dedicated high reach appliance. 	Wholetime crewed: two appliances and a dedicated high reach vehicle 	Permanent withdrawal of two appliances and exchange of a combined aerial rescue pump for a dedicated high reach appliance.
Glenrothes	Wholetime crewed: two appliances (Second appliance has been temporarily withdrawn since 2023.) 	Wholetime crewed: one appliance 	
Lochgelly	Wholetime crewed: two appliances 	Wholetime crewed: one appliance 	

Pros

- Reinstatement of second appliance at Methil.
- Reduction and redirection of around £2.4 million in annual running cost

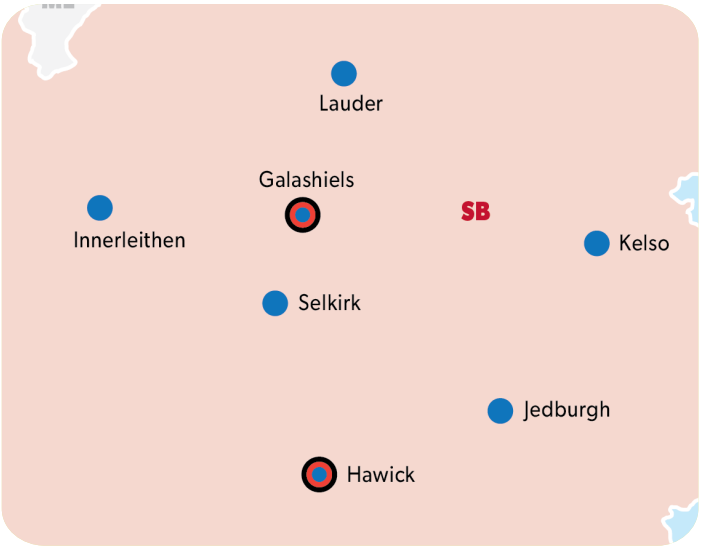
Cons

- Moderate increase in second and third appliance response times within local areas.

4.2.3
SCOTTISH BORDERS

There is one option that involves two fire stations.

- **Galashiels**
- **Hawick**



Option

- Introduce a new duty system for the first appliance at Hawick, which is currently crewed by wholetime firefighters. This would see that appliance crewed by wholetime firefighters during day shift hours from Monday to Friday between 8am and 6pm. They will be supported by on call firefighters outwith those times. The second appliance will continue to be crewed by on call firefighters; **AND**

- Introduce a nucleus crew of wholetime firefighters at Galashiels. They can be tactically deployed across the area during day-shift hours when on call availability is most challenging. This would supplement the existing two appliances, one crewed by wholetime firefighters and the other crewed by on call firefighters.

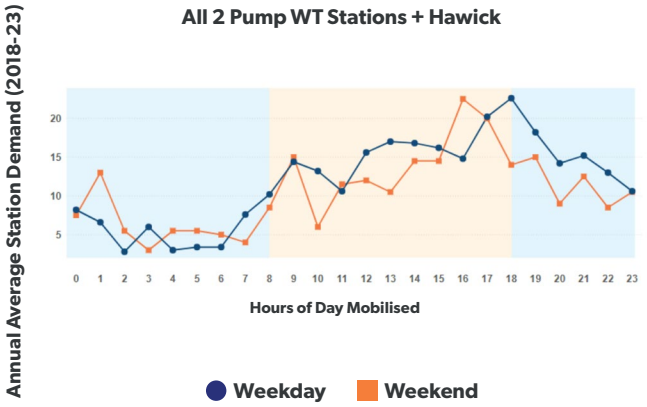
Why we need to change:

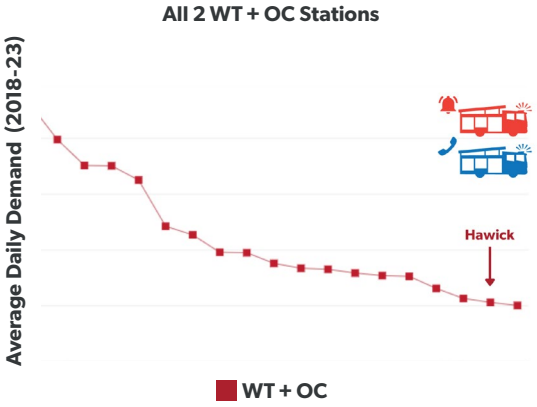
Hawick has the second lowest operational demand of all similar stations that have two appliances

Out of the two appliances at Hawick one is crewed by wholetime firefighters and the other crewed by on call firefighters. Operational demand is more aligned to the busiest on call stations elsewhere in Scotland.

Hawick's roof structure is affected by RAAC and urgent repairs are required. We are unable to begin repair work until a decision is made on the station configuration and duty system.

Galashiels is in a prime location to support on call availability across the local area. The station has received a refurbishment costing approximately £3.6 million.





Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Galashiels	Wholetime crewed: one appliance On call crewed: one appliance	Wholetime crewed: one appliance On call crewed: one appliance Additional resource: one pool of day shift wholetime firefighters, tactically deployed to on call stations across the area	Upgrade fire station Change shift pattern Improved on call availability Enhanced prevention delivery
Hawick	Wholetime crewed: one appliance On call crewed: one appliance	Wholetime crewed (day shift): one appliance (supported by on call firefighters outwith these hours) On call crewed:one appliance	

Pros

- Data supports a change to a day-shift duty system for wholetime firefighters in Hawick, when they are most likely to be called to an emergency and when on call availability is challenging. This would match resources to operational risk and demand.
- RAAC roof will be repaired at Hawick and the station will be upgraded.
- A pool of wholetime staff at Galashiels would be deployed to on call stations in the area to maintain availability during the day and enhance prevention.
- Around 12 staff would be transferred into other roles across training, prevention and operational resilience.
- Around £478k reduction and redirection in resource costs.

Cons

- Increase in first appliance response times outside of day shift hours in the Hawick area.

4.3 North Service Delivery Area

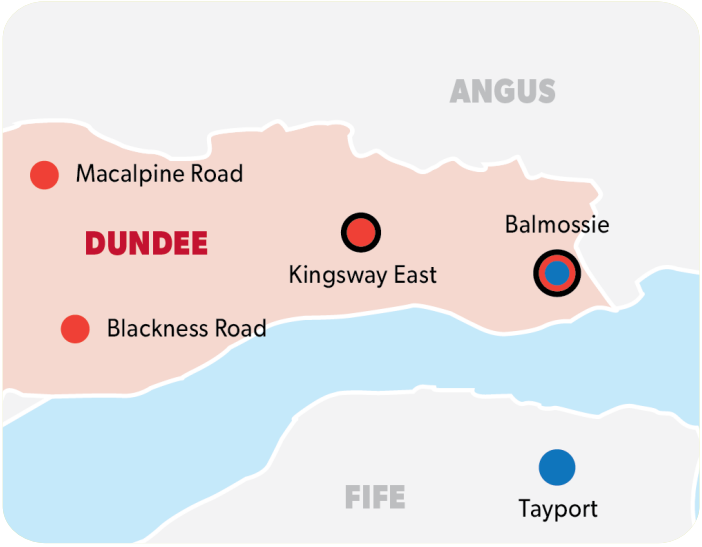
The North SDA covers Aberdeen City, Aberdeenshire, Moray, Dundee, Angus, Perth and Kinross, Western Isles, Orkney, Shetland Islands and Highland.

There are three options for change in the North Service Delivery Area.

4.3.1 DUNDEE CITY AND MONIFIETH

There are two options proposed for Dundee city and Monifieth that involve two fire stations.

- **Balmossie**
- **Kingsway East**



Option 1

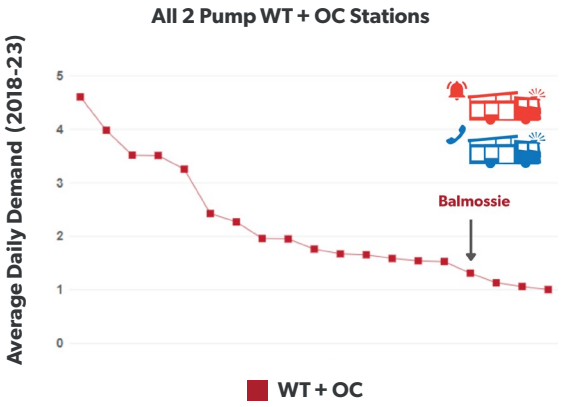
- Close Balmossie fire station which currently has one wholetime appliance and one on call appliance; **AND**
- Reinstate the second wholetime appliance at Kingsway East which was temporarily removed in September 2023.

Option 2

- Remove a wholetime appliance and maintain one on call appliance at Balmossie; **AND**
- Reinstate the second wholetime appliance at Kingsway East which was temporarily removed in September 2023.

Why we need to change:

The second wholetime appliance at nearby Kingsway East in Dundee was temporarily withdrawn in September 2023. A permanent equivalent solution is now required.



Balmossie was not in scope at the time of this temporary withdrawal. Our data shows that Balmossie is a more suitable alternative option for permanent withdrawal or closure, and the second wholetime appliance reinstated at Kingsway East would adequately serve the area.

Balmossie is poorly located on the road network which limits the operational areas which it typically covers.

Operational demand at Balmossie is the fourth lowest of all stations in Scotland with the same level of resources.

Option 1

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Balmossie	Wholetime crewed: one appliance On call crewed: one appliance	Staff to be relocated, retrained or transferred	Close fire station Wholetime second appliance reinstated at Kingsway East

Pros

- Appropriate resource level to match local demand.
- Reduction and redirection of £1.3 million in annual running costs.
- Potential £600,000 income from sale of Balmossie site.
- Option would see the reinstatement of a second appliance at Kingsway East, which was temporarily withdrawn in September 2023.
- Around five staff transferred to other key roles across training, prevention and operational resilience.

Cons

- Increase in first appliance response times within the Balmossie area.
- Potential redundancy for on call staff unable to relocate.

Option 2

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Balmossie	Wholetime crewed: one appliance On call crewed: one appliance	On call crewed: one appliance	Permanent withdrawal of one wholetime appliance. Staff to be relocated, retrained or transferred

Pros

- Appropriate resource level to match local demand across east of Dundee city.
- Reduction and redirection of around £1.1 million in annual running costs for Balmossie alone.
- Transfer or relocate around five staff to other key roles across training, prevention and operational resilience.
- Reinstatement of a second appliance at Kingsway East, which was temporarily withdrawn in September 2023.

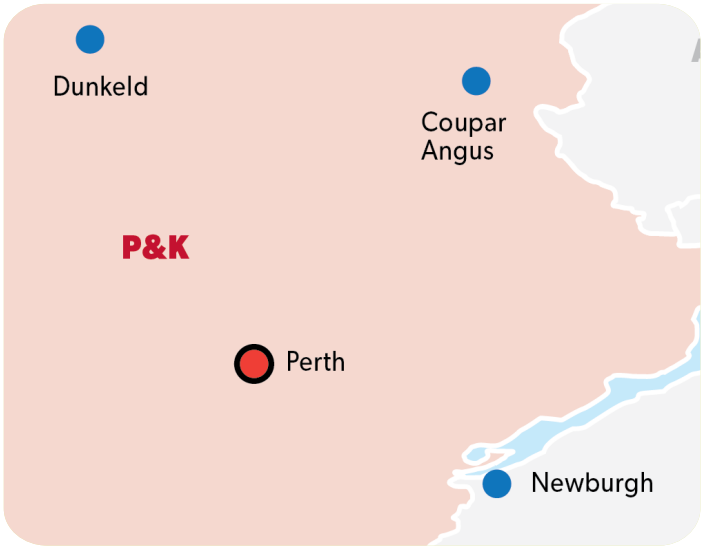
Cons

- Increase in first appliance response times within local area.
- Fire station is still poorly located on the road network and on call demand will remain low.

4.3.2
PERTH AND KINROSS

There is one option that involves one fire station.

- **Perth**

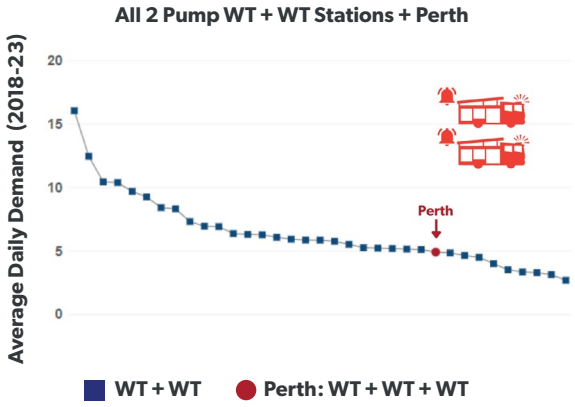


Option

- Replace the third appliance, which is a combined aerial rescue pump (CARP) with a dedicated high reach appliance. The third appliance (CARP) was temporarily withdrawn and replaced with a high reach appliance in September 2023.

Why we need to change:

The operational demand of Perth, with three wholetime appliances, is lower than most fire stations with two wholetime appliances.



Modelling shows that two appliances would align with local risk and demand. The third vehicle is a combined aerial rescue pump, which are all being phased out and replaced with dedicated high reach appliances, based in selected locations across Scotland. The third appliance was temporarily crewed as a dedicated high reach appliance in September 2023 and a permanent solution is required.

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Perth	Wholetime crewed: three appliances Note: The third appliance, a combined aerial rescue pump (CARP), was temporarily withdrawn as a pumping appliance and crewed as a dedicated high reach appliance. 	Wholetime crewed: two appliances and a dedicated high reach vehicle 	Replace a combined aerial rescue pump with a dedicated high reach appliance.

Pros

- Matches operational resources with local risk and demand.
- Reduction and redirection of around £639,000 in annual running costs.

Cons

- Increase in third appliance response times in local area.

4.4 West Service Delivery Area

The West SDA covers City of Glasgow, East Ayrshire, North Ayrshire, South Ayrshire, Dumfries and Galloway, East Renfrewshire, Renfrewshire, Inverclyde, East Dunbartonshire, West Dunbartonshire, Argyll & Bute and Lanarkshire.

There are eight options for change in the West Service Delivery Area

4.4.1 ARGYLL & BUTE

There is one option that involves one fire station.

- **Helensburgh**

Option

- Introduce a new duty system for the first appliance at Helensburgh, which is currently crewed by wholetime firefighters. This would see that appliance crewed by wholetime firefighters during day shift hours from Monday to Friday between 8am and 6pm and crewed by on call firefighters out with these hours. The second on call appliance would be unchanged.

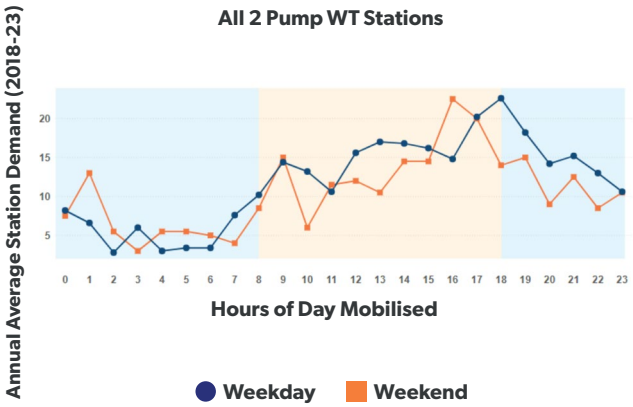
Why we need to change:

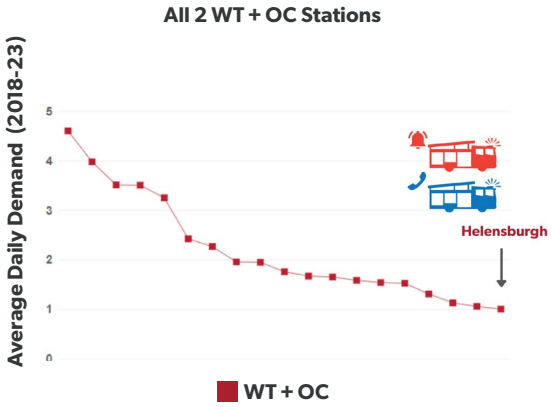
Helensburgh has the lowest operational demand of all similar stations that have two appliances.

Helensburgh has two appliances – one crewed by wholetime firefighters and the other crewed by on call firefighters. Operational demand is more aligned to the busiest on call stations with two appliances elsewhere in Scotland.

Helensburgh's roof structure is affected by RAAC and we are unable to begin repair work until a decision is made on the station configuration and duty system. The station will be upgraded with dignified welfare facilities like single occupancy showers and toilets as well as contaminant control facilities.

A change in duty system will ensure operational response during the time of highest demand.





Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Helensburgh	Wholetime crewed: one appliance On call crewed: one appliance	Wholetime crewed (day shift): one appliance (supported by on call firefighters outwith these hours) On call crewed:one appliance	Upgrade fire station Change crewing model for firefighters

Pros

- Resources would be aligned with operational demand.
- Wholetime crew would be available during time of highest demand and deliver prevention activites during the day.
- Around 17 staff would be transferred to other key roles across training, prevention and operational resilience.
- Reduction and redirection of around £694,000 annual running costs
- Repairs to the roof structure caused by RAAC will be repaired and the station will be upgraded.
- Additional on call employment opportunities within local area.

Cons

- Increase in first appliance response times outside of core day shift hours in the area.

4.4.2 EAST DUNBARTONSHIRE

There is one option that involves one fire station.

- **Milngavie**

Option

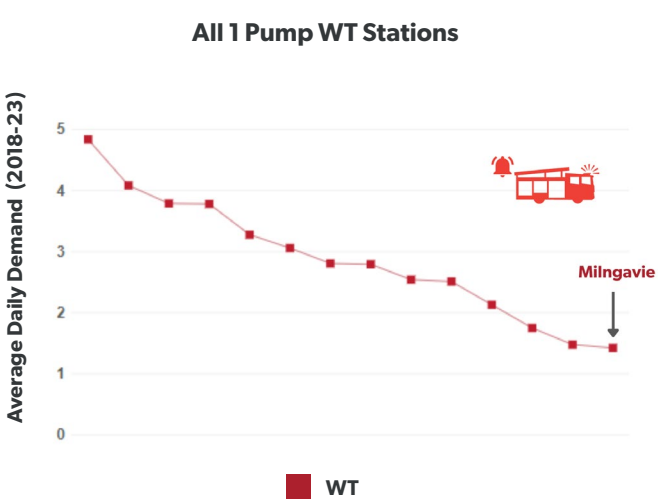
- Introduce a new duty system for the appliance at Milngavie, which is currently crewed by wholetime firefighters. This would see the appliance crewed by wholetime firefighters during day shift hours from Monday to Friday between 8am and 6pm and crewed by on call firefighters out with these hours.

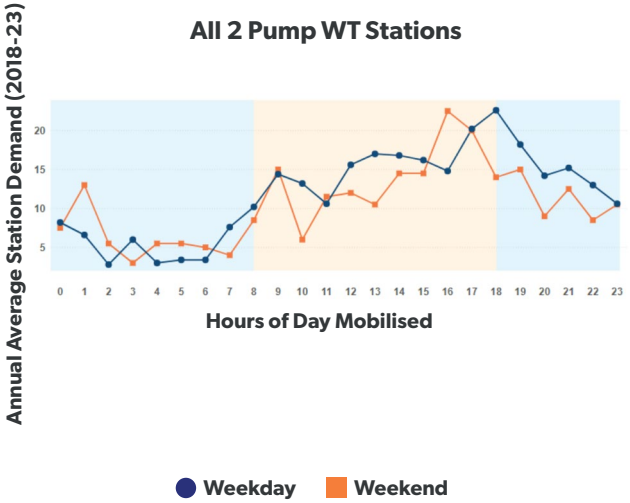
Why we need to change:

Milngavie has the lowest operational demand of all stations in Scotland that have one wholetime appliance based there. Changing the crewing model will match resources to local risk.

Milngavie's roof structure is affected by RAAC and we are unable to begin repair work until a decision is made on the station configuration and duty system. The station will be upgraded with decontamination facilities and dignified welfare facilities like single occupancy showers and toilets.

A change in duty system will ensure operational response during the time of highest demand and maintain the delivery of prevention activities.





Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Milngavie	Wholetime crewed: one appliance	Wholetime crewed (day shift): one appliance (supported by on call firefighters outwith these hours)	Upgrade fire station Change crewing model for firefighters

Pros

- Resources would be aligned with operational demand.
- Wholetime crew would be available during time of highest demand during the day and maintain the delivery of prevention activities.
- Around 17 staff would be transferred to other key roles across training, prevention and operational resilience.
- Reduction and redirection of around £676,000 annual running costs
- Repairs to the roof structure caused by RAAC will be repaired and the station will be upgraded.
- Additional on call employment opportunities within local area.

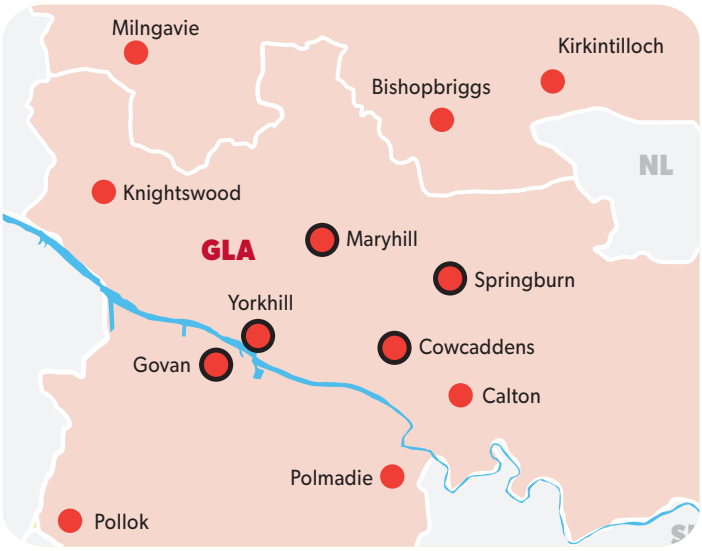
Cons

- Increase in first appliance response times outside of core day shift hours in the area.

4.4.3
Glasgow

There are two options for Glasgow involving five fire stations.

- **Maryhill**
- **Yorkhill**
- **Govan**
- **Springburn**
- **Cowcaddens**



Option 1

- Rebuild Cowcaddens on Maitland Street site and maintain two wholetime appliances. Reinstatement of second appliance that was temporarily withdrawn September 2023; **AND**
- Reduce the number of wholetime appliances based at Govan from two to one. The second appliance was temporarily withdrawn in September 2023; **AND**
- Reduce the number of wholetime appliances based at Springburn from two to one; **AND**
- Close Yorkhill which has one wholetime appliance based there; **AND**
- Reinstate the second wholetime appliance at Maryhill that was temporarily removed in September 2023.

Option 2

- Reduce the number of wholetime appliances based at Govan from two to one. The second appliance was temporarily withdrawn in September 2023; **AND**
- Close Cowcaddens which has two wholetime appliances based there. Maintain ownership of the neighbouring Maitland Street site for future development; **AND**
- Reinstate the second wholetime appliance at Maryhill that was temporarily removed in September 2023.

Why we need to change:

The city of Glasgow and the wider area has a significantly high concentration of resources.

In particular, the concentration in and around the city centre represents the highest geographical density of stations and wholetime appliances anywhere in Scotland.

This includes five community fire stations and nine wholetime appliances, which represents an over-provision compared to other large urban areas of Scotland.

Three appliances were temporarily withdrawn within the Glasgow local authority area in September 2023. This included the second appliances at Govan, Cowcaddens and Maryhill. Single appliance stations such as Yorkhill were not considered at that time. A permanent equivalent solution is now required.

Resources across Glasgow need to be rebalanced to meet demand, while meeting requirements to make three permanent appliance withdrawals.

Modelling shows that the response area of Cowcaddens could be effectively covered by Calton, Maryhill, Springburn and Yorkhill.

Option 1

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Cowcaddens	Wholetime crewed: two appliances (Second wholetime appliance temporarily withdrawn since 2023)	Wholetime crewed: two appliances	Rebuild fire station Withdraw three appliances Close fire station
Govan	Wholetime crewed: two appliances (Second wholetime appliance temporarily withdrawn since 2023)	Wholetime crewed: one appliance	
Springburn	Wholetime crewed: two appliances	Wholetime crewed: one appliance	
Yorkhill	Wholetime crewed: one appliance		

Pros

- Rebalance of resources across Glasgow city.
- Second appliance at Maryhill and Cowcaddens reinstated after temporarily removal in September 2023.
- Springburn and Yorkhill staff to be relocated or transferred
- Transfer of a further five staff to other key roles in training, prevention and operational resilience - saving and redirection of £458,000.
- Potential of £2 million capital receipt from sale of Yorkhill site with around £5 million property investment avoided.

Cons

- Increase in first appliance response times in the Yorkhill area and increase in second appliance response times in Govan and Springburn areas.

Option 2

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Cowcaddens	Wholetime crewed: two appliances (Second wholetime appliance temporarily withdrawn since 2023) 	Retain neighbouring site for future rebuild	Withdraw three appliances Close fire station
Govan	Wholetime crewed: two appliances (Second wholetime appliance temporarily withdrawn since 2023) 	Wholetime crewed: one appliance 	

Pros

- Rebalance of resources across Glasgow city.
- Around £10 million property investment avoided for rebuild of Cowcaddens.
- Maintain ownership of the Maitland Street site in Cowcaddens for future development.
- Transfer of a further five staff to other key roles across training, prevention and operational resilience with a saving and redirection of around £458,000.
- Second appliance at Maryhill would be reinstated after being temporarily removed in September 2023 - possibly crewed by around 20 staff released from Cowcaddens.

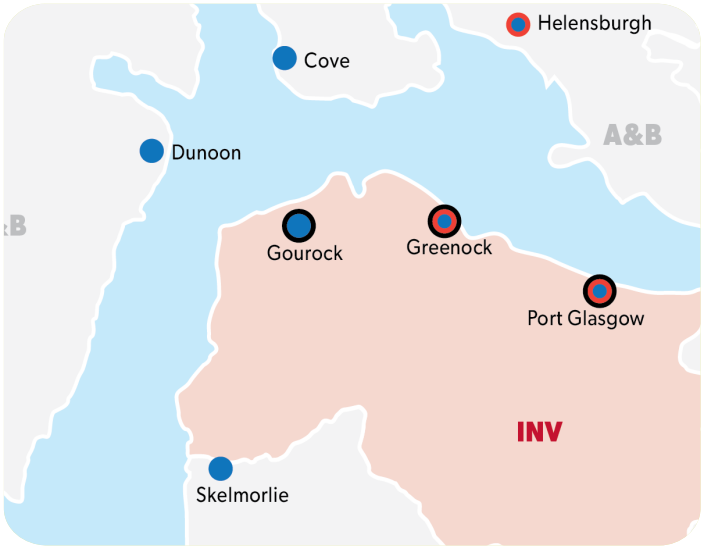
Cons

- Increase in first appliance response times in the Cowcaddens area and increase in second appliance response times in Govan.

4.4.4
Inverclyde

There are two options for this area involving two fire stations.

- **Greenock**
- **Port Glasgow**



Option 1

- Replace the second wholetime appliance at Greenock, which is a combined aerial rescue pump (CARP) with a dedicated high reach appliance. The second appliance (CARP) has been temporarily crewed as a dedicated high reach appliance since September 2023.

Option 2

- Replace the second wholetime appliance at Greenock, which is a combined aerial rescue pump (CARP) with a dedicated high reach appliance. The second appliance (CARP) has been temporarily crewed as a dedicated high reach appliance since September 2023 ; **AND**

- Introduce a new duty system for the third appliance at Greenock, which is currently crewed by on call firefighters. This would see that appliance crewed by wholetime firefighters during day shift hours from Monday to Friday between 8am and 6pm and crewed by on call firefighters out with these hours. The first wholetime appliance would be unchanged; **AND**

- Introduce a new duty system for the first appliance at Port Glasgow, which is currently crewed by wholetime firefighters. This would see that appliance crewed by wholetime firefighters during day shift hours from Monday to Friday between 8am and 6pm and crewed by on call firefighters out with these hours. The second on call appliance would be unchanged.

Why we need to change:

We currently have an imbalance of resources across Inverclyde where operational demand does not match where our appliances are based.

Greenock currently has three appliances, two crewed by wholetime and one by on call. The second wholetime is a combined aerial rescue pump – known as a CARP.

Operational demand for this appliance is low, and we are replacing all CARPs across Scotland with specialist high reach appliances (HRA).

The CARP was temporarily withdrawn as a pumping appliance and crewed as a dedicated high reach appliance in September 2023. A permanent equivalent solution is now required.

Operational demand at Greenock is the second lowest of all fire stations with three appliances, and lower than most stations with two wholetime appliances.

Option 1

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Greenock	Three appliances (Two crewed by wholetime firefighters and one crewed by on call firefighters. Second wholetime CARP withdrawn as a pumping appliance and crewed as a dedicated high reach appliance since 2023.) 	Two appliances (One crewed by wholetime firefighters and one crewed by on call firefighters) One dedicated high reach vehicle (Crewed by wholetime firefighters) 	Replace combined aerial rescue pump with dedicated high reach appliance.

Pros

- Matching resources to operational demand in the area.
- Reduction and redirection of around £426,000 in annual running costs.

Cons

- Moderate increase in second appliance response times in Greenock.

Option 2

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Greenock	Three appliances (Two crewed by wholetime firefighters and one crewed by on call firefighters. Second wholetime CARP withdrawn as a pumping appliance and crewed as a dedicated high reach appliance since 2023.) 	Two appliances (One crewed by wholetime firefighters and one crewed by day shift firefighters, supported by on call outwith those hours) One dedicated high reach vehicle (wholetime) 	Replace combined aerial rescue pump with dedicated high reach appliance. On call appliance enhanced to wholetime during day shift hours.
Port Glasgow	Two appliances (One crewed by wholetime firefighters and one crewed by on call firefighters) 	Two appliances (One crewed by day shift firefighters, supported by on call outwith those hours, and one crewed by on call firefighters) 	

Pros

- This option rebalances resources across Inverclyde to ensure availability of wholetime firefighters during busiest day-shift hours, to support nearby Gourock, and provide better alignment with local risk and demand and national comparisons.
- Maintains wholetime crew during time of highest demand during day shift hours.
- Transfer of around 11 staff to other key roles across training, prevention and operational resilience.
- Reduction in around £815,000 in running costs.
- Enables Greenock to support Gourock with daytime incident responses and community safety work.

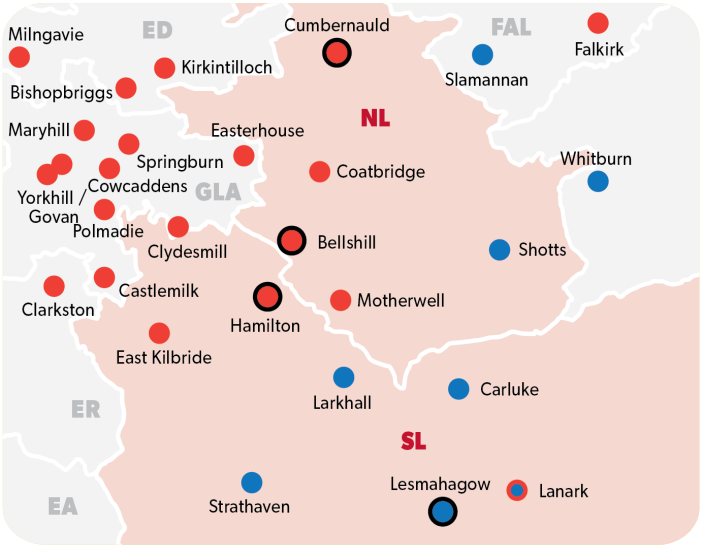
Cons

- Moderate increase in second appliance response times in Greenock.

4.4.5
LANARKSHIRE

There are two options for this area spanning North and South Lanarkshire involving four fire stations.

- **Cumbernauld**
- **Hamilton**
- **Bellshill**
- **Lesmahagow**



Option 1

- Introduce a new duty system for the second appliance at Cumbernauld, which is currently crewed by wholetime firefighters. This would see that appliance crewed by wholetime firefighters during day shift hours from Monday to Friday between 8am and 6pm and crewed by on call firefighters outwith these hours. The first wholetime appliance would be unchanged; **AND**

- Reduce the number of wholetime appliances based at Hamilton from two to one. The second appliance was temporarily withdrawn in September 2023.

Option 2

- Introduce a new duty system for the second appliance at Cumbernauld, which is currently crewed by wholetime firefighters. This would see that appliance crewed by wholetime firefighters during day shift hours from Monday to Friday between 8am and 6pm and crewed by on call firefighters outwith these hours. The first wholetime appliance would be unchanged; **AND**

- Introduce a new duty system for the second appliance at Hamilton, which is currently crewed by wholetime firefighters. This would see that appliance crewed by wholetime firefighters during day shift hours from Monday to Friday between 8am and 6pm. The first wholetime appliance would be unchanged; **AND**

Option 2 cont.

- Add an additional wholetime appliance at Bellshill to increase the station to two appliances. The second appliance would be crewed by wholetime firefighters during day shift hours from Monday to Friday between 8am and 6pm. The first wholetime appliance would be unchanged; **AND**

- Introduce a nucleus crew of wholetime firefighters at Lesmahagow. They can be tactically deployed across the area during day-shift hours when on call availability is most challenging. This would supplement the existing one appliance crewed by on call firefighters.

Why we need to change:

We currently have an imbalance of resources across Lanarkshire where operational demand does not match where our appliances are based.

The second wholetime appliance was temporarily withdrawn from Hamilton in September 2023 and a permanent equivalent solution is now required.

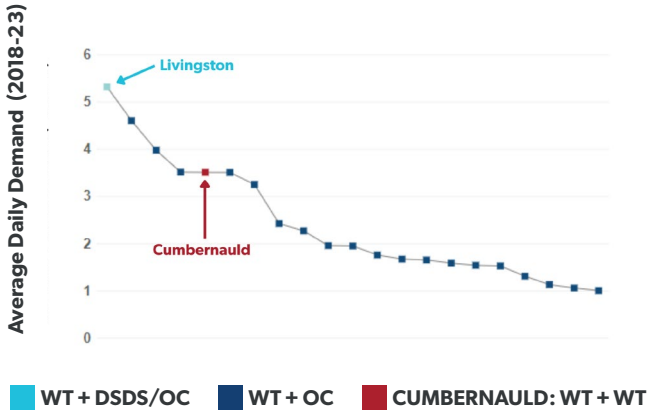
Our fire station at Cumbernauld is also affected by RAAC and requires urgent action. It is not possible to repair the station with its current occupancy of two wholetime fire appliances. It is not currently possible to rebuild Cumbernauld station on an alternative site as no suitable site is available, or to demolish and rebuild the station on its current site.

In Cumbernauld, it's more complex because of the limited size of the site and building footprint. It's not feasible to repair the RAAC and mantain two wholetime crewed appliances. It would be operationally disruptive to demolish and rebuild as this would require the creation of a costly temporary station. If the crewing model for one of the appliances was changed to day shift then it would enable remediation work to start without having to move to a temporary site.

Operational demand at Cumbernauld aligns more with other stations across Scotland with fewer resources based there.

Changing one of the appliances at Cumbernauld to a day-shift system would ensure we continue to match resources to risk and demand, while enabling the repair of the RAAC roof.

Cumbernauld v 2 Pump WT + OC and WT + DSDS / OC Stations



Option 1

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Cumbernauld	Wholetime crewed: two appliances 	Two appliances (one crewed by wholetime firefighters and one crewed by day shift firefighters supported by on call outwith those hours) 	Upgrade fire station Withdraw one appliance Change crewing model for firefighters
Hamilton	Wholetime crewed: two appliances (Second appliance has been temporarily withdrawn since 2023.) 	Wholetime crewed: one appliance 	

This option makes permanent the temporary appliance withdrawal in Hamilton. It also introduces a new crewing model at Cumbernauld to meet risk and demand, while allowing for the repair of the station's RAAC roof.

Pros

- Matches resources to operational demand in the area during the busiest times whilst ensuring crewing and delivering prevention activity.
- Resolves RAAC issue at Cumbernauld; around £5 million property investment avoided.
- Reduction and redirection of around £1.3 million in annual running costs.
- Transfer of 14 wholetime staff into key roles across training, prevention and operational resilience
- Creates on call employment opportunities within Cumbernauld area.

Cons

- Increase in second appliances response times outside day-shift hours in Cumbernauld area.
- Increase in second appliance response times in Hamilton area.

Option 2

Fire Station(s)	Current Resources	Proposed Resources	Impact of change
Cumbernauld	Wholetime crewed: two appliances 	Two appliances (one crewed by wholetime firefighters and one crewed by day shift firefighters supported by on call outwith those hours) 	Upgrade fire station Redistribute appliances Change crewing model for firefighters
Hamilton	Wholetime crewed: two appliances (Second appliance has been temporarily withdrawn since 2023.) 	Two appliances (one crewed by wholetime firefighters and one crewed by day shift firefighters) 	
Bellshill	Wholetime crewed: one appliance 	Two appliances (one crewed by wholetime firefighters and one crewed by day shift firefighters) 	
Lesmahagow	On call crewed: one appliance 	One appliance crewed by on call firefighters (additional wholetime crew deployed during day shift hours to support the wider area) 	

This option offers an equivalent permanent solution to the temporary appliance withdrawal in Lanarkshire in September 2023. It matches a new duty-system at Cumbernauld to meet risk and demand, while allowing for the repair of the station's RAAC roof. Resources will be redistributed across Hamilton, Bellshill and Lesmahagow to improve availability on weekdays during the day when demand is highest.

Pros

- Matching resources to operational demand in the area during the busiest times and enhances prevention activities.
- Resolves RAAC issue at Cumbernauld.
- Reduction and redirection of around £503,000 in annual running costs.
- Improvement in on call resilience across South Lanarkshire.
- Creates on call employment opportunities within Cumbernauld area

Cons

- Increase in average response times of second appliances outside of day-shift hours in Cumbernauld and Hamilton areas.

5. Additional Information

5.1 Glossary

On call firefighters:
they work as and when required and are alerted via a pager system when they are available for duty. They often have other jobs within their communities and balance both roles.

Wholetime firefighters:
they work full time for the Scottish Fire and Rescue Service on a shift pattern that is typically two days day duty, two days night duty and four days off. But proposals include a new duty system that will give firefighters in some areas the opportunity to work day-shift hours Monday to Friday between 8am and 6pm.

Nucleus crew:
a crew of employees with the operational skills and knowledge to enable them to be deployed dynamically to one or more on call stations to support appliance availability and deliver prevention activities.

Fire appliance:
this is commonly known as a fire engine, or pump, and responds to emergency incidents. The vehicle must be crewed by a minimum of four firefighters before it is mobilised to the scene on an incident. Carries ladders, water and enhanced rescue equipment.

High reach appliance:
dedicated aerial appliance which can reach up to 32m in height with a hydraulic arm. Can be used as a water tower for firefighting as well as access and rescue from height.

Combined aerial response pump:
equipped with a 28m hydraulic platform for rescues from height or used as a water tower. Also carries enhanced rescue equipment for road traffic collisions. These vehicles are being phased out and replaced with more modern and task specific technology.

5.2 Fire appliance icon guide

Wholetime crewed:

On call crewed:

Day shift crewed:

Day shift crewed:
Supported by on call

Day shift wholetime firefighters (nucleus crew):

Temporarily withdrawn:

Dedicated high reach appliance

Combined aerial rescue pump

5.3 Equality and Human Rights Impact Assessments

As part of the public consultation process, we have progressed Equality and Human Rights Impact Assessments (EHRIA) on each proposal.

These EHRIAs will support the final decision-making process by identifying the potential impact on communities and the workforce based on different characteristics people hold, such as their age grouping or having a disability.

Our EHRIA template incorporates our duty to carry out island impact assessments and where a proposal is based on an island the EHRIA compares the proposal's potential impact on that island community compared to the impact the proposal might have on the mainland or on other islands.

The EHRIA uses evidence from a wide range of sources including information about the local communities, the workforce, service delivery data and information gathered through consultations.

The EHRIAs are live documents and will continue to be developed up to the point the Scottish Fire and Rescue Service Board makes a decision about whether or not to implement a proposal.

The EHRIAs will give the Board information about the potential impact of implementing the proposed option for change and may make suggestions about mitigating measures where potential negative impact has been identified.

5.4 Take part in the public consultation

The public consultation on the Scottish Fire and Rescue Service's Service Delivery Review will run for a period of twelve weeks from June to September 2025.

You can participate via **firescotland.gov.uk**

We will hold a number of public meetings in community venues close to those fire stations that are listed in the options for change. These meetings will be open to members of the public and to representatives of community groups and third sector organisations - such as equalities groups - who want to have their voices heard.

The meetings will be run by an external impartial facilitator. This will ensure that discussions are fair and that everyone has a chance to have their views heard.

Where station options are located in remote rural and island areas, we will run online meetings to engage with as many people in local communities as possible.
After our consultation closes in September 2025, we will take time to analyse and consider the findings.
A report will go to the Scottish Fire and Rescue Service Board for a final decision in December 2025.

The implementation of any change options that are approved by the Board will begin in 2026.

5.5 Other formats

If you require this information in a language other than English, or in a different format, such as braille or audio, please email: **SFRS.Publicinvolvement@firescotland.gov.uk**

5.6 Contact Information

If you have any questions regarding any aspect of our public consultation, please contact us at **SFRS.Publicinvolvement@firescotland.gov.uk** or call us on **07747 827283**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