



SCOTTISH
FIRE AND RESCUE SERVICE

Working together for a safer Scotland

Fire Safety and Organisational Statistics

2021-22

An Official Statistics
publication for Scotland

31 August 2022

Working together for a safer Scotland

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This publication and associated statistics are designated as Official Statistics.

This means that it is produced to high professional standards set out in the [Code of Practice for Official Statistics](#). It is produced free from any political interference.

In 2019 the Scottish Fire and Rescue Service was named in legislation as a Producer of Official Statistics which allows us to classify this series.

This publication is accompanied by the following documents:

- Tables and Charts Workbook
- Guidance Notes on Statistics
- Statistical News 2021-22

1. Main Points

Fire Stations and Capabilities

- **357** fire stations across Scotland, comprised of:
 - **74** Wholetime fire stations
 - **240** Retained Duty System fire stations
 - **43** Volunteer fire stations
- **471** crews, comprised of:
 - **116** Wholetime crews
 - **1** Day crew
 - **311** Retained crews
 - **43** Volunteer crews

Vehicles

- **1,677** vehicles in the fleet, including:
 - **804** appliances, of which **60** are for training and **109** are held in reserve
 - **313** officer response vehicles

Workforce

- **7,715** staff were employed by the Scottish Fire and Rescue Service at the end of 2021-22
- **3,531** staff are Wholetime Operational. This is down **53 (1.5%)** on last year
- **5,601** staff are scheduled to crew appliances, **72.6%** of all staff
- **32.6%** of staff are over **50** and **64.1%** are over **40**

Attacks on Fire and Rescue Personnel

- **76** attacks in 2021-22, up from **69** last year
- **1** attack resulting in injury

Home Fire Safety Visits

- **44,209** Home Fire Safety Visits conducted
- **70,779** people recorded as living in households visited
- Over the last **5** years, **8.7%** of all Scottish households were visited

Non-domestic Fire Safety

- **5,688** audits were completed, up from **3,292** last year
- **34.9%** of audits were in houses of multiple occupation
- **24.8%** of audits were in care homes



2. Fire Stations and Capabilities

There are 357 fire stations across Scotland. There are three types of uniformed staff that crew these stations: Wholetime (24-hour staffing), Retained and Volunteer. In recent years, there has been no changes to the station crewing models. There are 74 Wholetime stations, 240 Retained Duty System stations and 43 Volunteer stations.

There are five station primary crewing models in use in Scotland: Wholetime, Wholetime and Day, Wholetime and Retained, Retained, and Volunteer. Two of these models include additional Retained staff to supplement the 24-hour Wholetime crew at the station.

The 'Wholetime and Day' station has a 24-hour Wholetime crew and a second crew with Wholetime staff during the day and Retained staff during the night. Of the 74 Wholetime stations, 50 are Wholetime only, 23 are Wholetime and Retained Duty System and 1 is a Wholetime and Day Station.

In total, there are 116 Wholetime crews, 311 Retained crews¹ and 43 Volunteer crews in Scotland across the 357 stations.

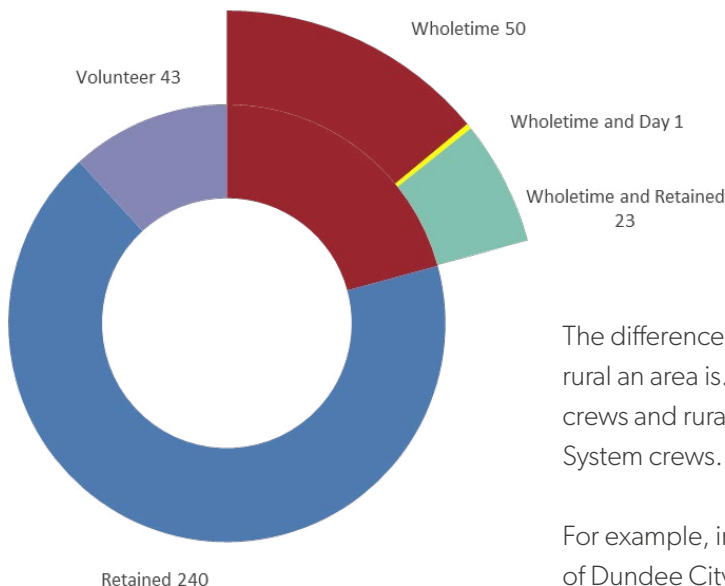


Figure 1: Fire stations by crewing model

The difference in crewing depends on how urban or rural an area is. Urban areas have more Wholetime crews and rural areas have more Retained Duty System crews.

For example, in the urban local authority areas of Dundee City and Glasgow City, all crews are Wholetime. In more rural areas such as Orkney Islands and Shetland Islands all crews are Retained Duty System.

¹ The actual number available varies depending on staffing levels.

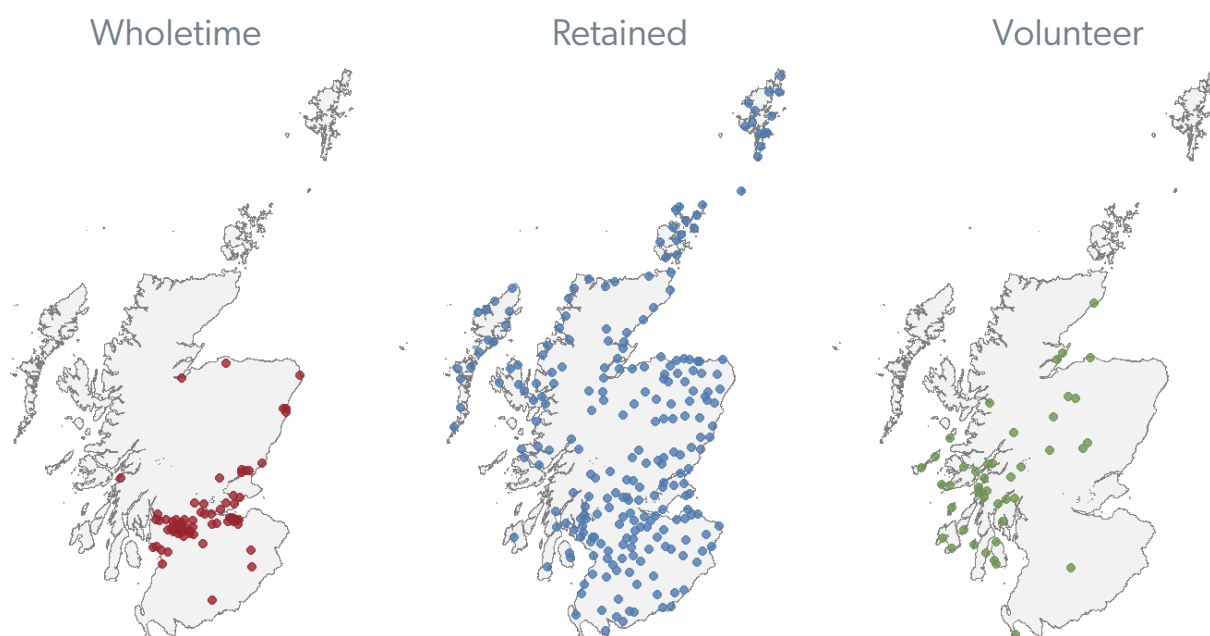


Figure 2: Map of fire stations by primary crewing

The operational capabilities of stations expand beyond firefighting. To see more information on operational response, please refer to the [‘Fire and Rescue Incident Statistics.’](#)

There have been changes within SFRS about what should be considered a capability and how some capabilities are calculated. See Statistical News document for more details.

346 fire stations have water pumping capabilities used in firefighting. Most notable changes within station capabilities includes an increase in the number of stations with flood response capabilities, increasing from 78 last year to 83 in 2021-22.

There has also been an increase in the number of stations with mass decontamination capabilities, increasing from 5 last year to 8 in 2021-22. Further details can be found in the Table and Charts Workbook.

There are three regional control centres in the North, East and West Service Delivery Areas. These determine the most appropriate response for operational incidents. It is likely that incidents will be attended by crews from the closest station.

However, as all fire stations form part of the operational network, crews frequently attend incidents in other local authority areas.

3. Vehicles

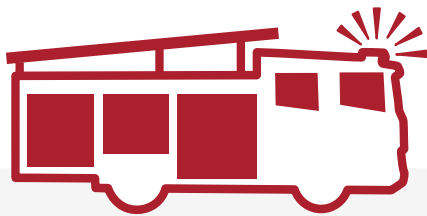
There were 1,677 vehicles in the Scottish Fire and Rescue Service (SFRS) fleet in 2021-22 (up from 1,631 in 2020-21).

635

OPERATIONAL APPLIANCES

427

Pumping appliances



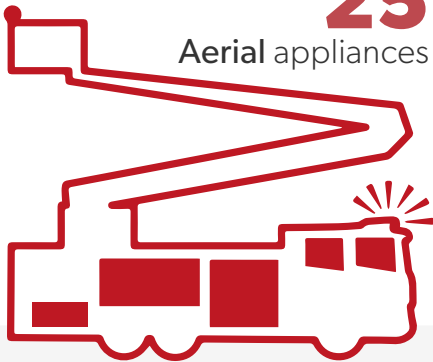
23

Resilience appliances



25

Aerial appliances



160

Other appliances



The number of appliances ready for operational use is higher than the total response capability as some stations have additional appliances.

Please see section 2 for details of operational capabilities.

In 2021-22, there were 60 vehicles for training purposes (down from 61 last year) and 109 vehicles held for reserve (up from 94 last year).

This brings the total number of appliances to 804 (down from 805 in 2020-21).

4. Workforce

Staff Headcount

On 31st March 2022, the Scottish Fire and Rescue Service (SFRS) had a total headcount of 7,715, which is 116 fewer than the total for last year.

Wholetime Operational staff make up the largest staff group.

There were 3,531 of this staff type, down 53 (1.5%) from last year.

Of whom:

- **2,843** were Operational Crews, down **60 (2.1%)** from last year
- **273** were Incident Command Officers, which is the same as reported last year
- **350** were on Office Duties², up **1 (0.3%)** from last year
- **65** were Trainees, up **6 (10.2%)** from last year

Retained Duty Staff and Volunteer staff will now also use the term 'On-call staff'. Their role remains the same as it was in previous years.

Retained Duty Staff make up the next largest group with 2,758 staff, down from 2,872 last year (4.0% decrease). These uniformed staff provide on call cover. Together with the Wholetime Operational crews, there are 5,601 staff scheduled to crew operational appliances. This is 72.6% of total SFRS staff.

Retained Full-time staff work in areas with a cluster of Retained Duty System stations and supplement the local on-call cover, as well as conduct local community engagement.

This year, there are 53 Retained Full-time staff, which is a decrease of 1 from last year.

There were 277 Volunteer firefighters this year, down 26 (8.6%) from last year.

Control room staff answer emergency calls and manage communications and the logistics of attending emergencies. There were 174 control room staff this year, down from 182 last year (4.4% decrease).

Support staff are not uniformed and work in functions across the organisation. There were 922 support staff, which is an increase of 86 (10.3%) from last year.

² Wholetime staff on Office Duties includes those working in functions across SFRS and are not necessarily office based. e.g. community safety engagement staff and fire investigation staff.

Staff Headcount

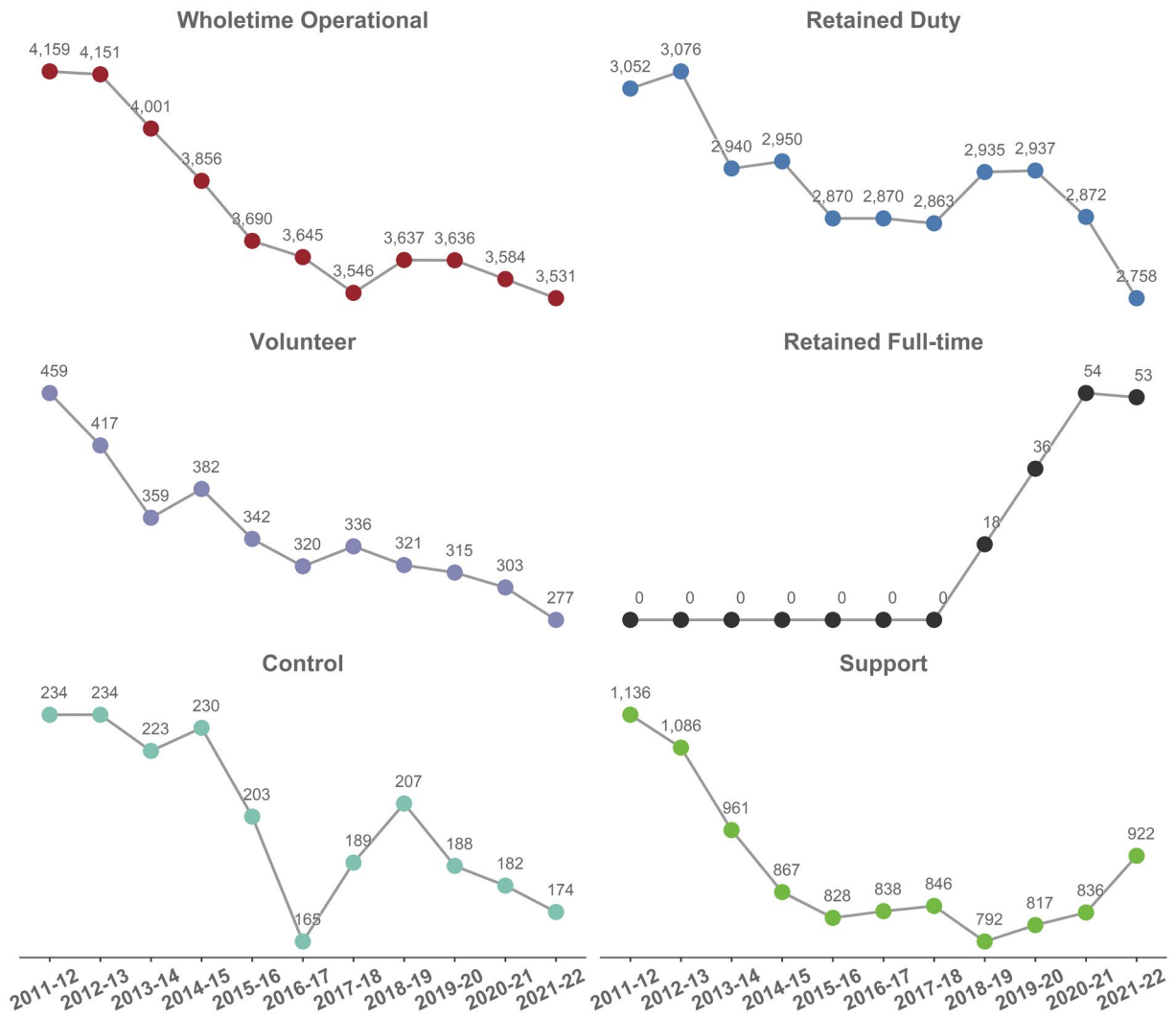


Figure 3: Headcount by staff type.

Staff Full-Time Equivalent

Not all staff work the typical hours of their staff group, i.e. people working part time in a role. For this reason, this set of statistics adjusts for the number of contracted hours to give a fair comparison of change over time.

Volunteers are not contracted to work a specific number of hours and so, they are not included in these Full-Time Equivalent (FTE) statistics.

There has been an increase in Support staff over 2021-22 as an FTE figure, with an increase of 77 (9.8%) to 864.

Control room FTE have decreased from 176 last year to 170 in 2021-22 (3.4% decrease).

Retained Duty System FTE have decreased by 4.3% from 2,482 last year to 2,375 in 2021-22.

Wholetime Operational FTE have decreased to 3,529 this year, from 3,581 in 2020-21 (1.5% decrease).

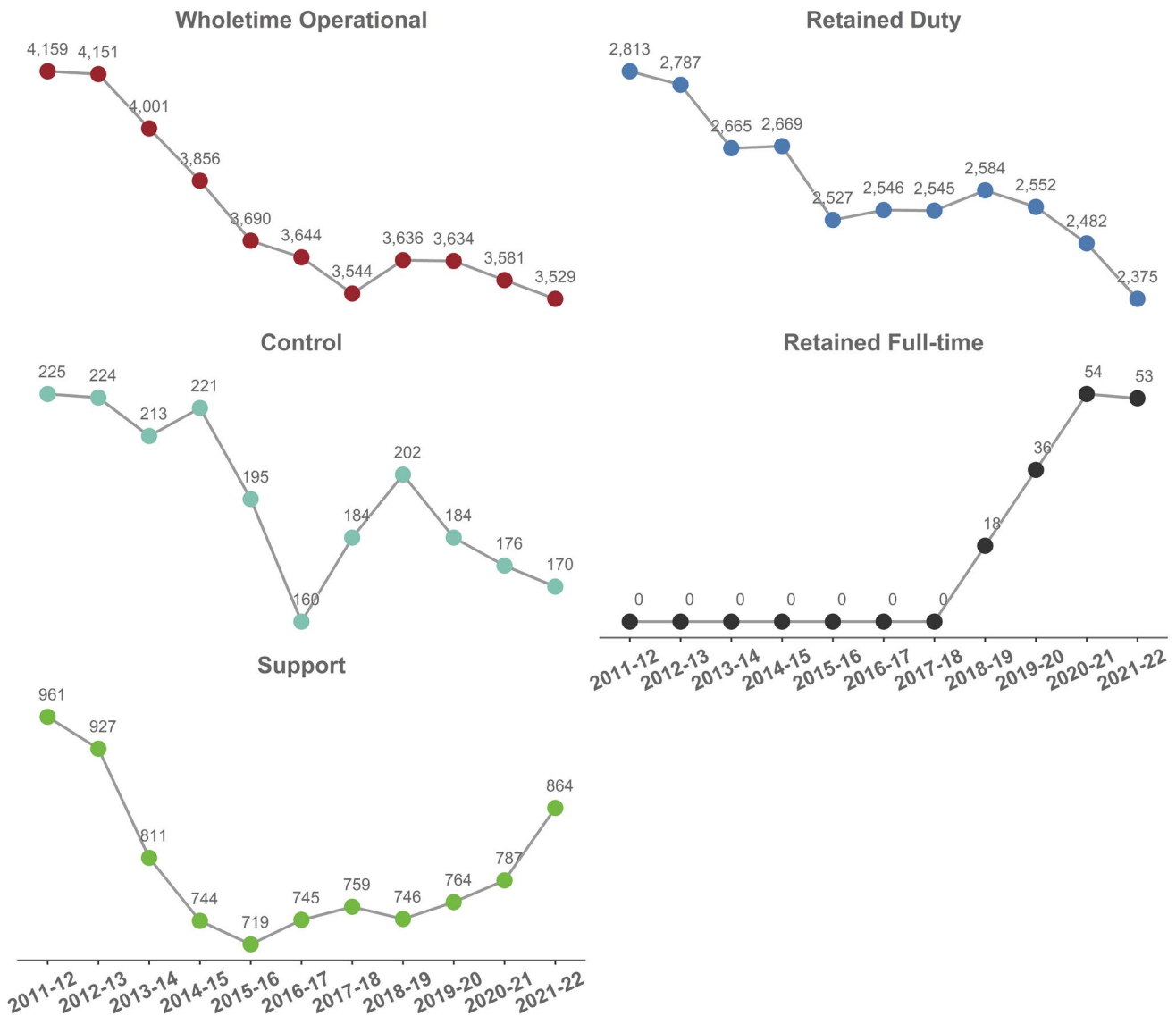


Figure 4: Full-time equivalent by staff type.

Wholetime Staff Roles

The number of Wholetime Firefighters has decreased from 3,584 last year to 3,531 in 2021-22 (1.5% decrease).

There were 572 Crew Commanders in Operational Crews at the end of 2021-22, 373 Watch Commanders and 1,898 Firefighters.

There were 273 Incident Command Officers in 2021-22, which is the same as was reported last year.

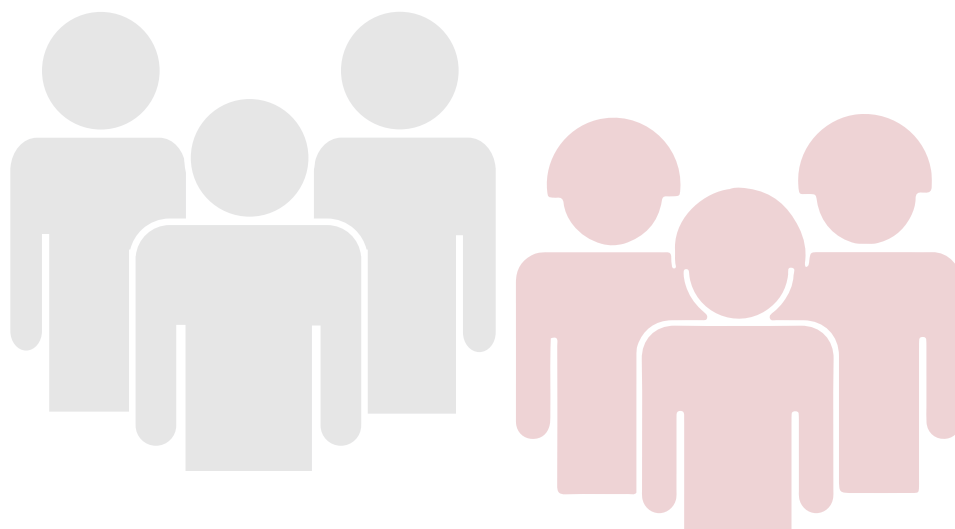
There were 5 Brigade Commanders, 35 Area Commanders, 76 Group Commanders and 157 Station Commanders.

In Office Duty roles, there were 27 Firefighters (up from 26 last year), 88 Crew Commanders (down from 91 last year) and 235 Watch Commanders (down from 232 last year).

There were 65 Trainees, up from 59 last year.

Type	Brigade Commander	Area Commander	Group Commander	Station Commander	Watch Commander	Crew Commander	Firefighter
Incident Command Officers	5	35	76	157	-	-	-
Office Duties	-	-	-	-	235	88	27
Operational Crews	-	-	-	-	373	572	1898
Trainees	-	-	-	-	-	-	65

Figure 5: Wholetime staff by role and duty system, 2021-22.



Gender

Overall, 85.5% of staff are male. This is down from 86.1% reported in 2020-21. The gender balance tends to show little variance between years.

Most of the workforce for Wholetime Operational, Retained, Retained Full-time and Volunteer are male (93.6%, 93.1%, 81.1% and 83.4% respectively).

Control staff are made up of predominately female staff, with 83.9% of Control staff being female.

The gender balance within Support staff roles is more even overall, with 54.4% of staff being female.

In the last five years, the number of female Wholetime Operational staff has risen by 28.6%. The number of male Wholetime Operational staff has decreased by 1.9%.

In the last five years, the number of female Retained Duty System staff has risen by 11.7%. The number of male Retained Duty System staff has decreased by 4.6%.

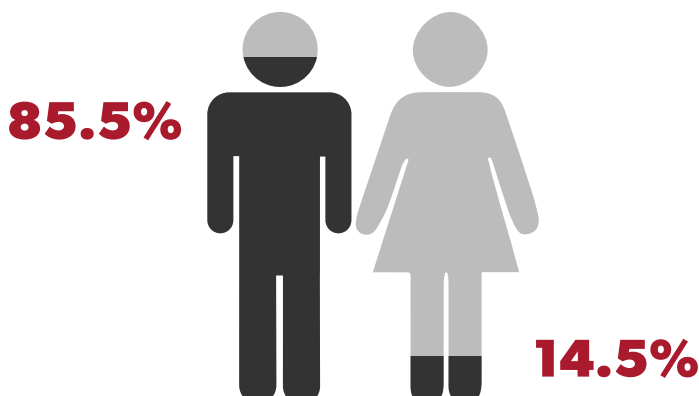
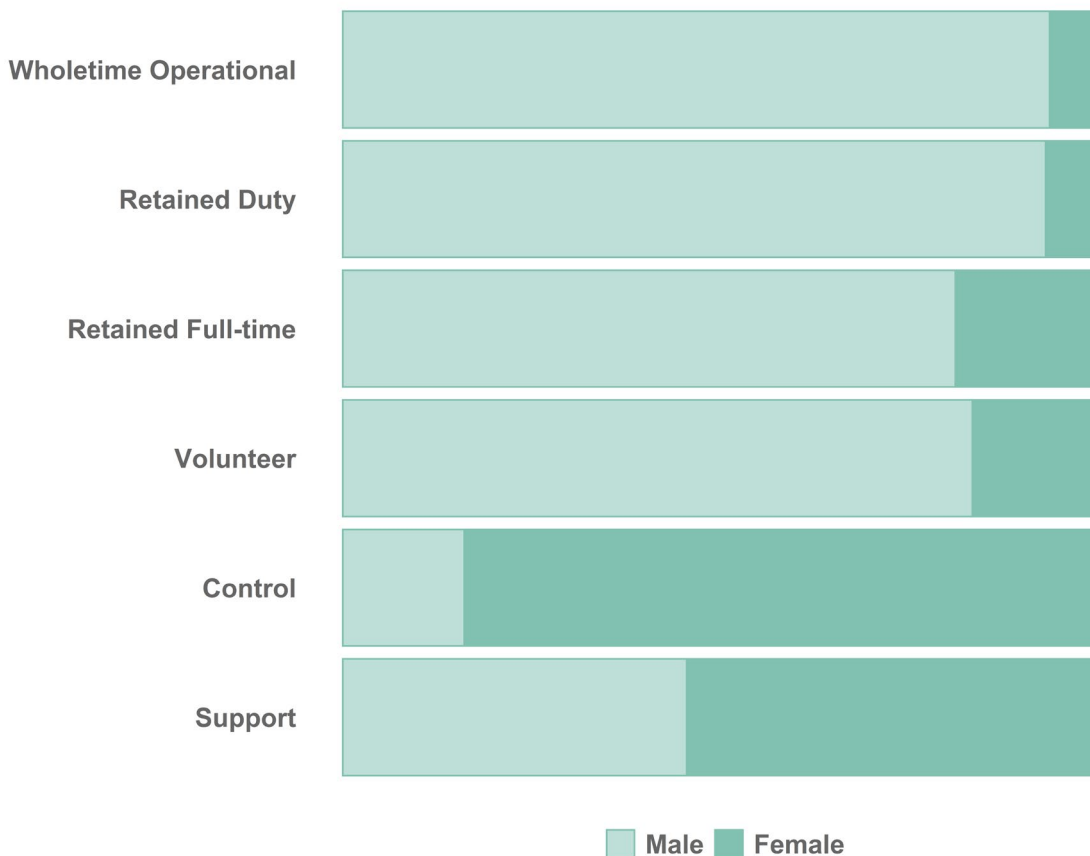


Figure 6: Gender balance by staff type, 2021-22.

Staff Headcount by Age

In 2021-22, staff older than 50 years make up 32.6% of all staff (down from 32.3% last year). Staff over 40 years make up 64.1% of all staff (down from 64.2% last year).

There were 930 Wholetime Operational staff that were older than 50 years in 2021-22, down from 957 last year.

There were 2,327 Wholetime Operational staff that were over 40 years, up from 2,387 last year.

The retirement age for SFRS staff varies according to personal circumstance and the conditions of individual pension schemes which are different across staff types and areas of the country.



Figure 7: Age bracket by staff type, 2021-22.

Years of Service

Within Wholetime Operational staff, 752 staff had a service length of 15-19 years. This makes up 21.3% of Wholetime Operational staff in 2021-22. The second largest category for service length in Wholetime Operational staff was 20-24 years, with 703 staff in this category (19.9% of Wholetime Operational staff).

Retained Duty System staff that have a service length of less than 5 years makes up 25.3% of this staff group.

Staff with a service length of 5-9 years makes up 20.7% of this staff group.

The largest service length category for Retained Full-Time staff is 15-19 years, with 12 staff in this category, making up 22.6% of this staff group.

The largest category for Volunteer and Control staff is 5-9 years, with 23.1% of Volunteer staff and 25.9% of Control staff included in this category.

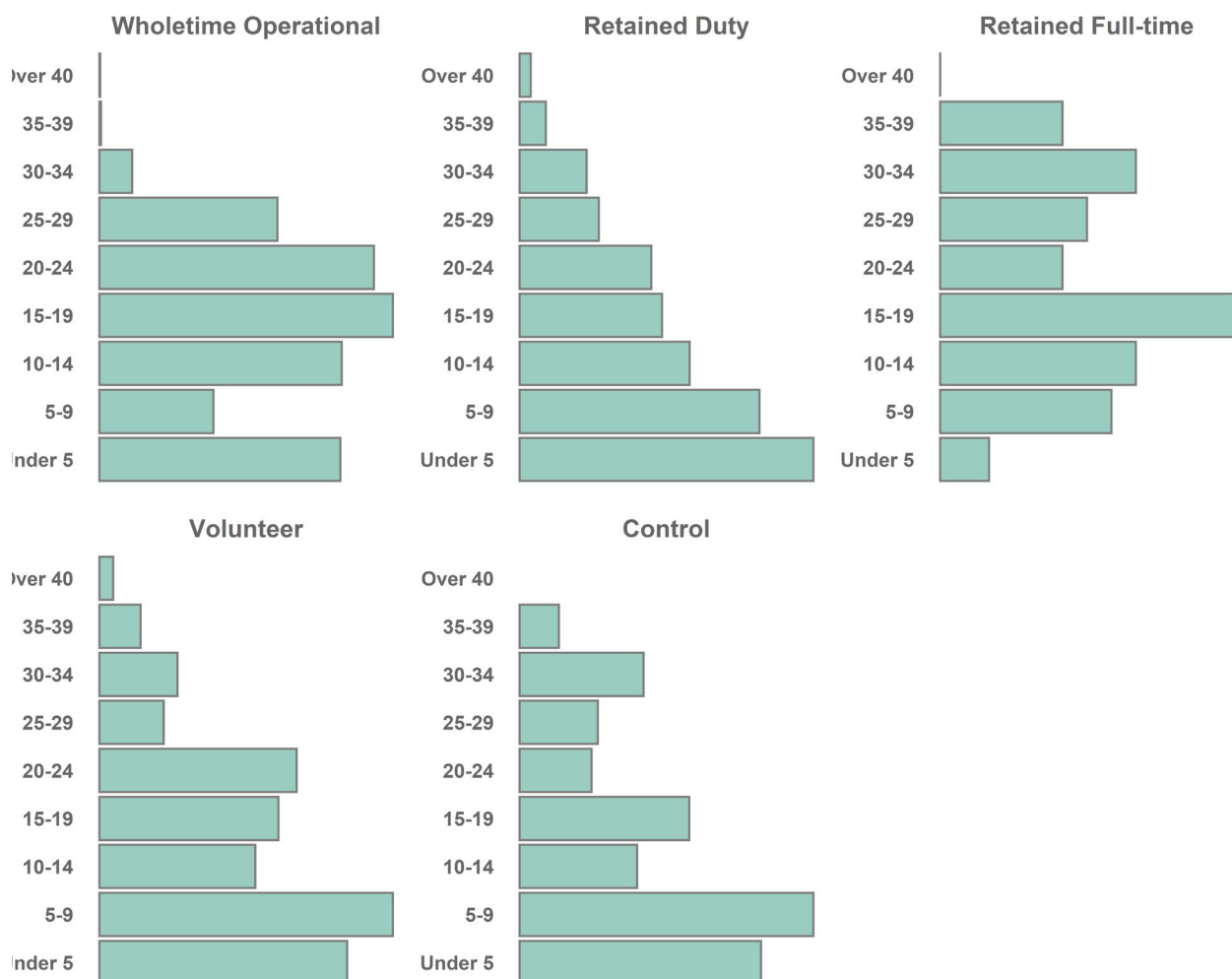


Figure 8: Service Length by staff type, 2021-22.

Leavers

In total, 577 people left SFRS in 2021-22. This is a turnover of 7.4%, up from 5.8% in 2020-21.

Of these people, 248 (42.9%) were Retained Duty System staff.

This is a turnover of 8.8%, up from 3.2% last year. 201 (34.9%) were Wholetime Operational. This is a turnover of 5.6%, up from 5.3% last year.

For Wholetime Operational staff, retirement due to age was the largest category for leaving, with 173 people leaving for this reason.

The largest reason for leaving within Retained Duty System staff was resignation, with 174 staff leaving for this reason.

Overall, resignation accounted for 47.0% of staff leaving. This was followed by retirement due to age, with 45.6% of leavers leaving for this reason.



5. Attacks on Fire and Rescue Personnel

In 2021-22, there were a total of 76 attacks on firefighters, up from 69 in the previous year (10.1% increase). Verbal attacks were the most common form of attack, with 44 incidents recorded in 2021-22. This is up from 30 that were recorded in the previous year.

A system error in 2020-21 caused some attacks to be categorised incorrectly, and so, these figures have now been revised. Please see Statistical News document for more details. Objects thrown at firefighters decreased, from 34 in 2020-21 to 32 this year. There were no physical attacks recorded in 2021-22. This is a decrease from 5 in 2020-21.

66 attacks took place at operational incidents in 2021-22. This makes up 86.9% of total attacks. Of these, 39 were verbal (up from 25 in 2020-21) and 27 were objects thrown at firefighters or appliances (down from 33 in 2020-21). One of these incidents caused an injury.

Number of attacks at operational incidents vary across local authority areas. In the last five years, Glasgow City has recorded 25.4% of attacks at operational incidents, City of Edinburgh has recorded 11.1%, Dundee City 8.8% and North Lanarkshire 8.5%.

These statistics vary considerably each year, and so, describing trends can only be achieved over the long term.

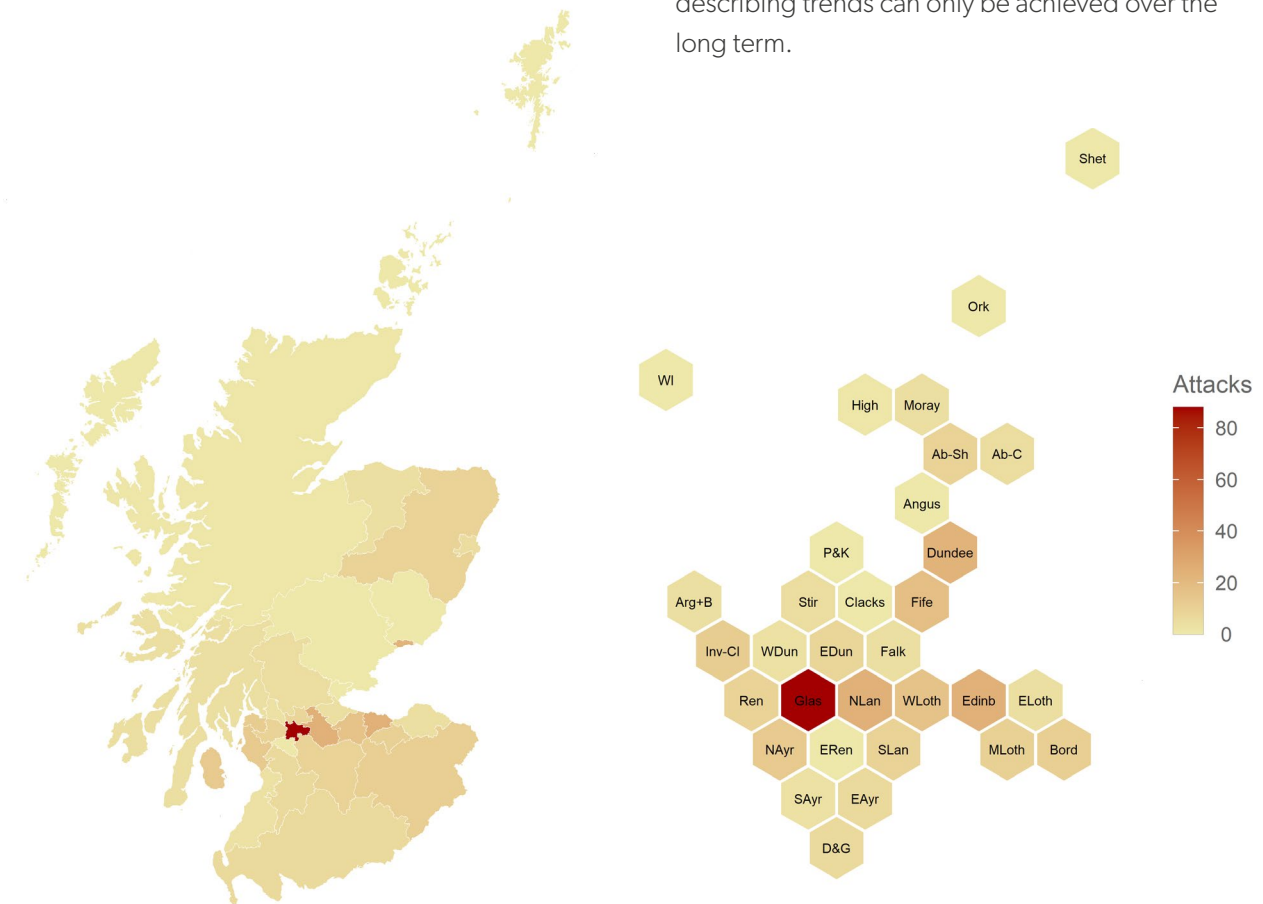


Figure 9: Attacks on SFRS staff 2017-18 to 2021-22, choropleth and area normalised cartogram.

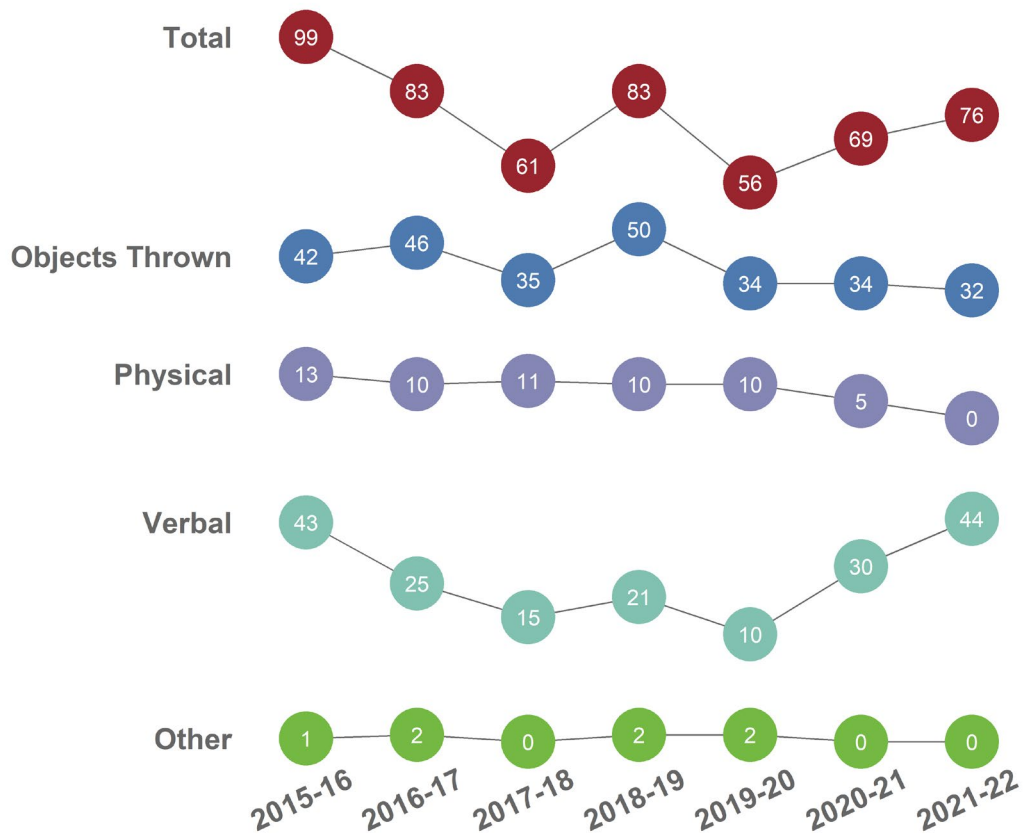


Figure 10: Incidents of attacks on SFRS Personnel by type of attack.

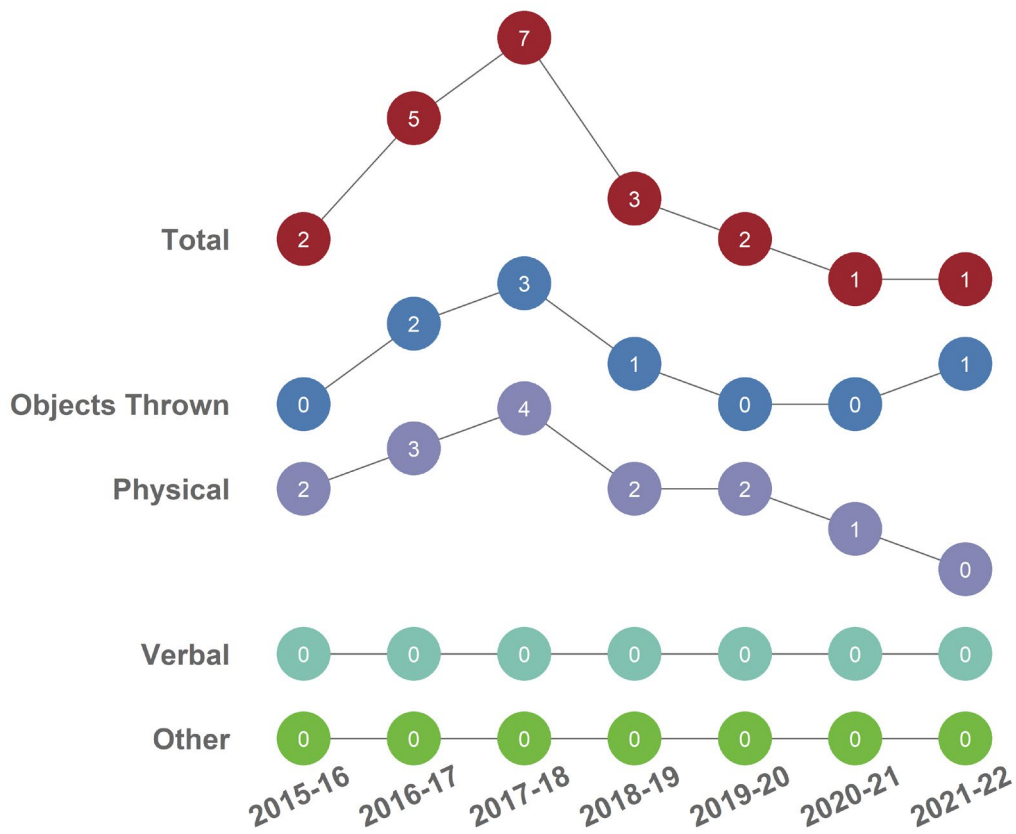


Figure 11: Incidents of attacks with injuries by type of attack.

6. Home Fire Safety Visits

During the Covid-19 pandemic, the Scottish Fire and Rescue Service (SFRS) carried out substantially fewer Home Fire Safety Visits (HFSV). Previously, Home Fire Safety Visits were available for all households in Scotland. During the Covid-19 pandemic, they were prioritised on the basis of fire risk to households and proportionate to national restrictions.

Additional steps were taken to mitigate the risk of the virus spread by asking households pre-visit questions and ensuring the use of Personal Protection Equipment by crews. Many aspects of last year's and this year's statistics have been impacted by this.

There were 44,209 Home Fire Safety Visits carried out in 2021-22 (up 121.1% from last year). This is a large increase on last year's figures, but figures are lower than pre-pandemic levels, with 6,237 visits carried out in 2019-20.

There were 42,603 distinct properties visited in 2021-22. In the last three years, HFSVs have been carried out in 116,378 properties. In the last five years, SFRS have visited 217,796 households. This is 8.7% of households in Scotland.

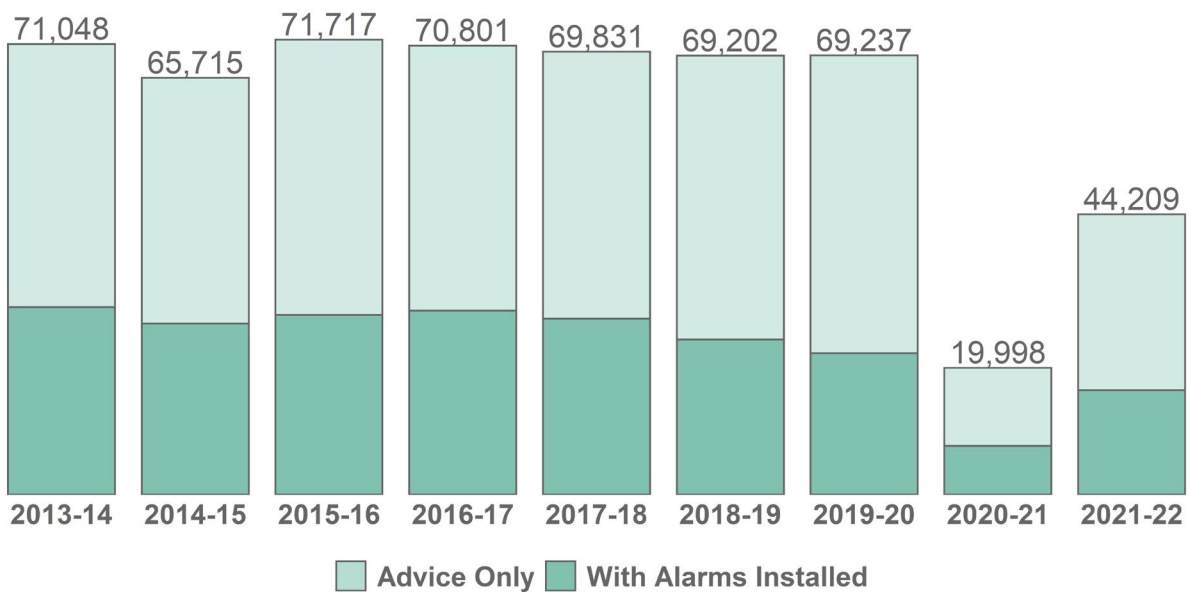


Figure 12: Home Fire Safety Visits by outcome. Please note that figures for 2021-22 are potentially an underestimate of the true figures for smoke alarm installations. Please see page 16 for details.

Alarms Installed

In February 2021, the law on fire alarms changed in Scotland, meaning that all Scottish homes are required to have linked alarms.

To help protect the most vulnerable, SFRS now only fit interlinked alarms into owner-occupied homes where the individual/household is assessed as “high risk”.

This meant that more alarms were installed during a Home Fire Safety Visit than would have been installed in previous years.

There were 50,854 alarms installed in 2021-22.

There were 12,535 alarms installed in 2020-21.

These alarms were installed at 16,456 Home Fire Safety Visits, up from 7,679 in 2020-21.

Please note that figures reported in 2021-22 are potentially a substantial underestimate of the true figure of alarms installed due to a system change taking place during the year.

These figures may be revised in future years. Due to the uncertainty surrounding these figures, further breakdowns have been removed from these statistics this year.

Please see Statistical News document and Guidance Notes for further details.

Residents

There were 70,779 people recorded as living in the households visited by SFRS in 2021-22. In previous years, the rate of visits has been consistently higher for households with people aged under 5 years and people aged over 60 years old.

However, this year, due to policy changes during the Covid-19 pandemic, there has been a higher proportion of visits to households with people over 60 years old. In total, 2.9% of over 60s in Scotland received a Home Fire Safety Visit in 2021-22. The Scotland average increased from 0.6% last year to 1.3%.

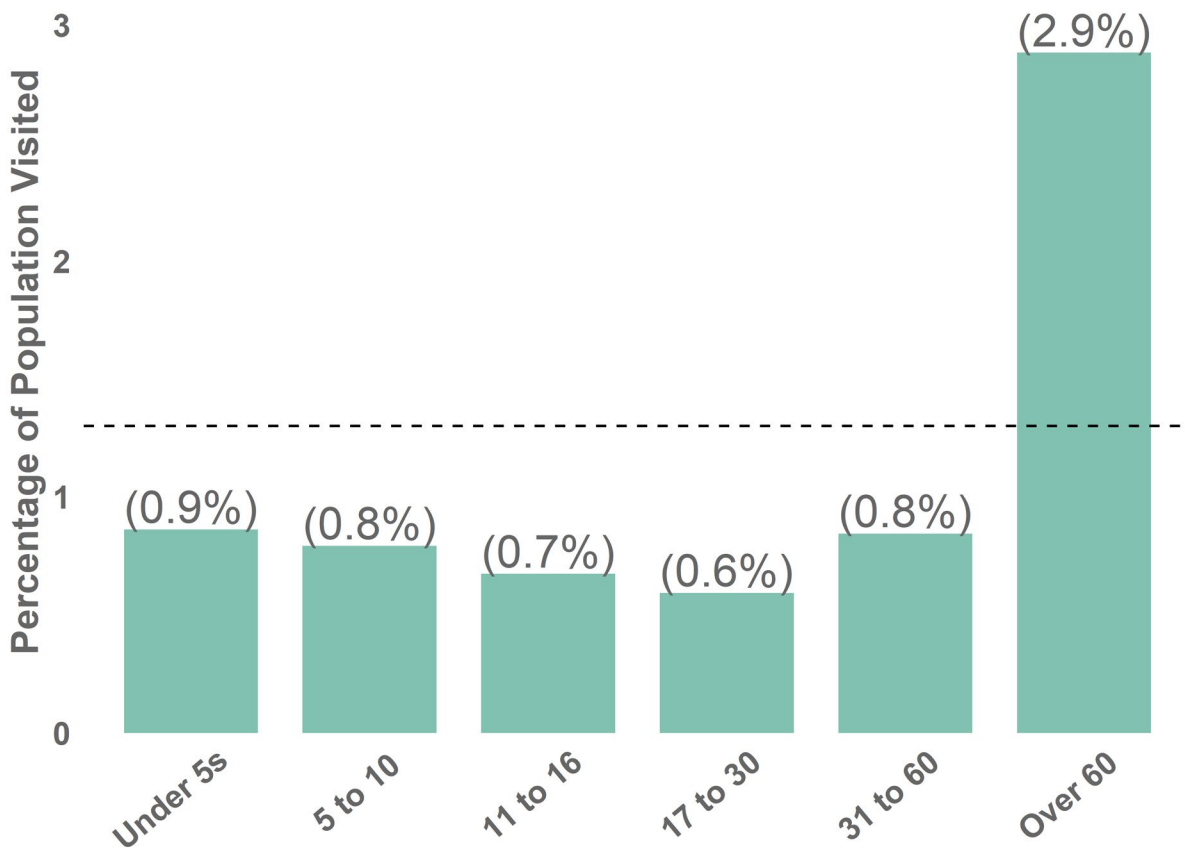


Figure 13: Percentage of population visited in Home Fire Safety Visits by age bracket, the Scotland average is 1.3%.

Deprivation

Similar to previous years, there is a higher rate of Home Fire Safety Visits in the most deprived areas. In the most deprived 20%, there were 10,758 homes visited, compared to the 6,366 homes visited in the least deprived areas.

Figure 14 highlights the differences between the most deprived and least deprived areas.

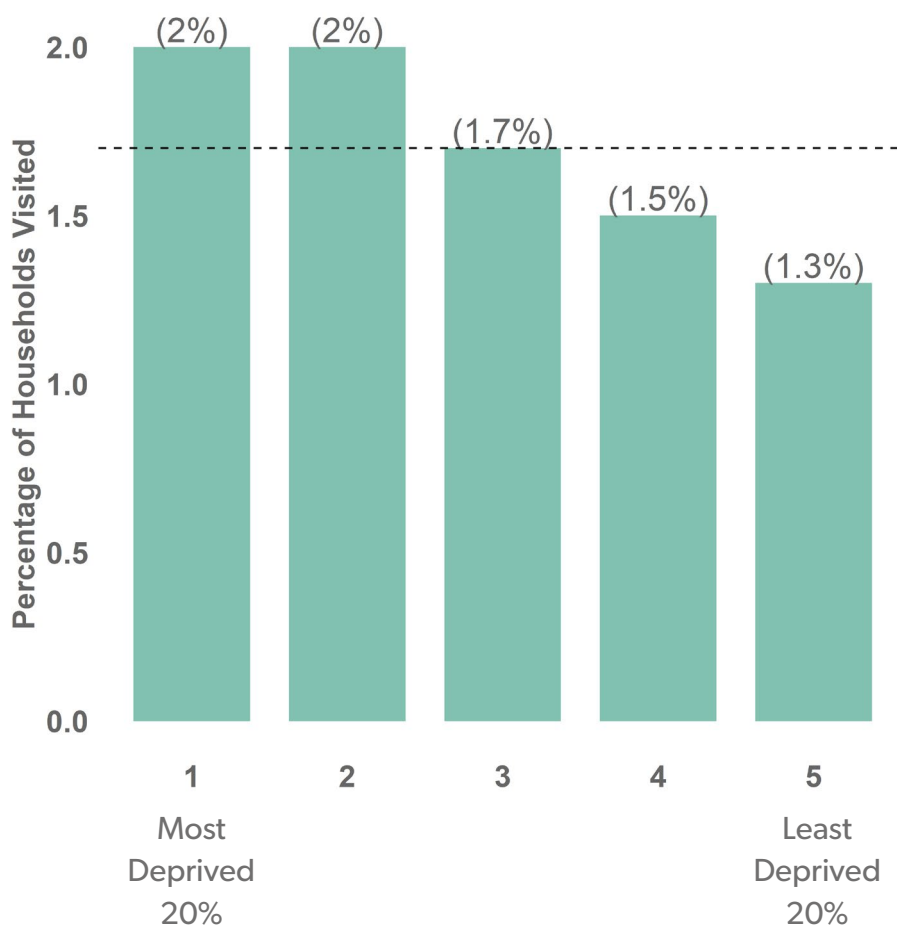


Figure 14: Percentage of households visited, by Scottish Index of Deprivation quintiles. The Scotland average is 1.7%.

Urban-Rural

There is variation in the rates of households visited each year, with visits to Other Urban Areas and Remote Small Towns above average, and Accessible Small Towns the same as the Scotland average (1.7%).

The percentage of households visited in Accessible Rural, Large Urban Areas and Remote Rural are below average.

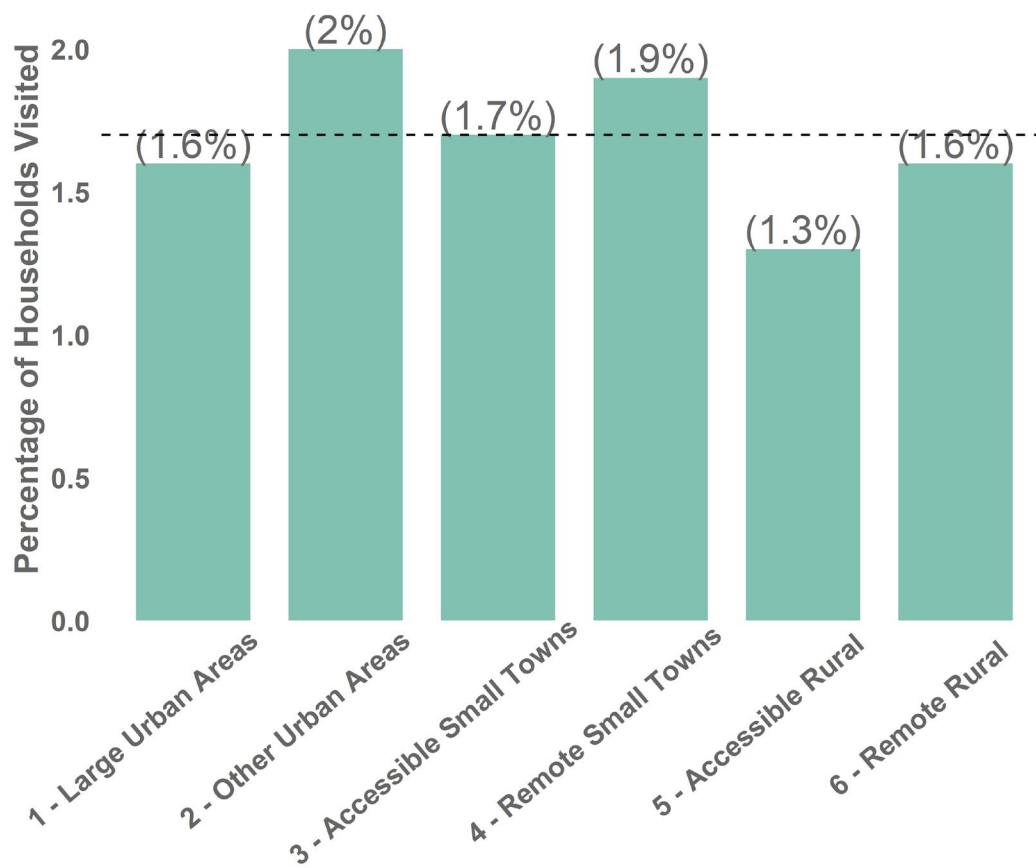


Figure 15: Percentage of households visited by urban-rural classification. The Scotland average is 1.7%.

Geography

In 2021-22, Glasgow City had the most Home Fire Safety Visits, with 4,703 visits taking place. Orkney Islands had the least, with 209 visits being carried out. Shetland Islands had the highest percentage of households visited, at 3.2%.

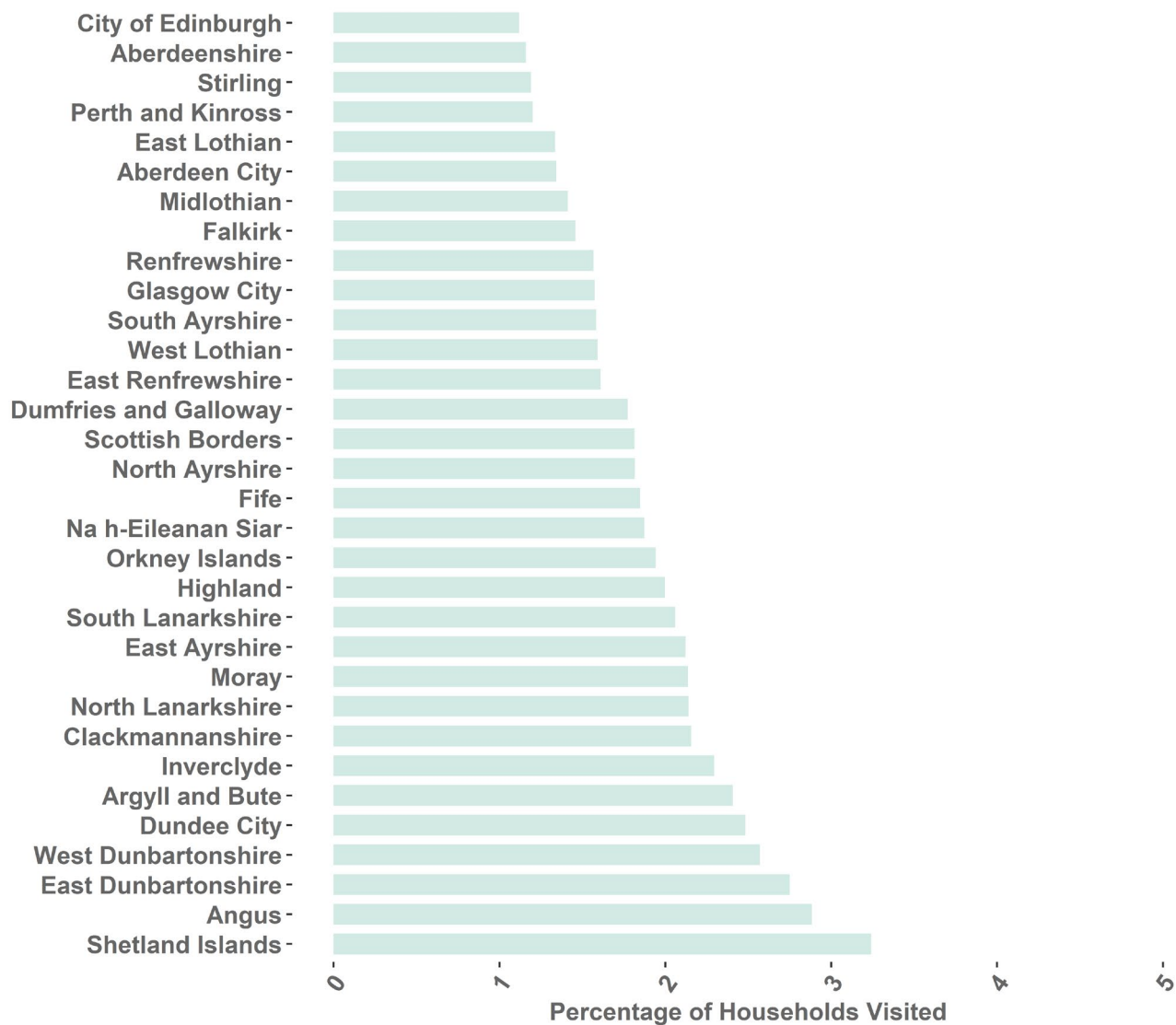


Figure 16: Percentage of households visited in Home Fire Safety Visits by local authority area.

Rate of Home Fire Safety Visits

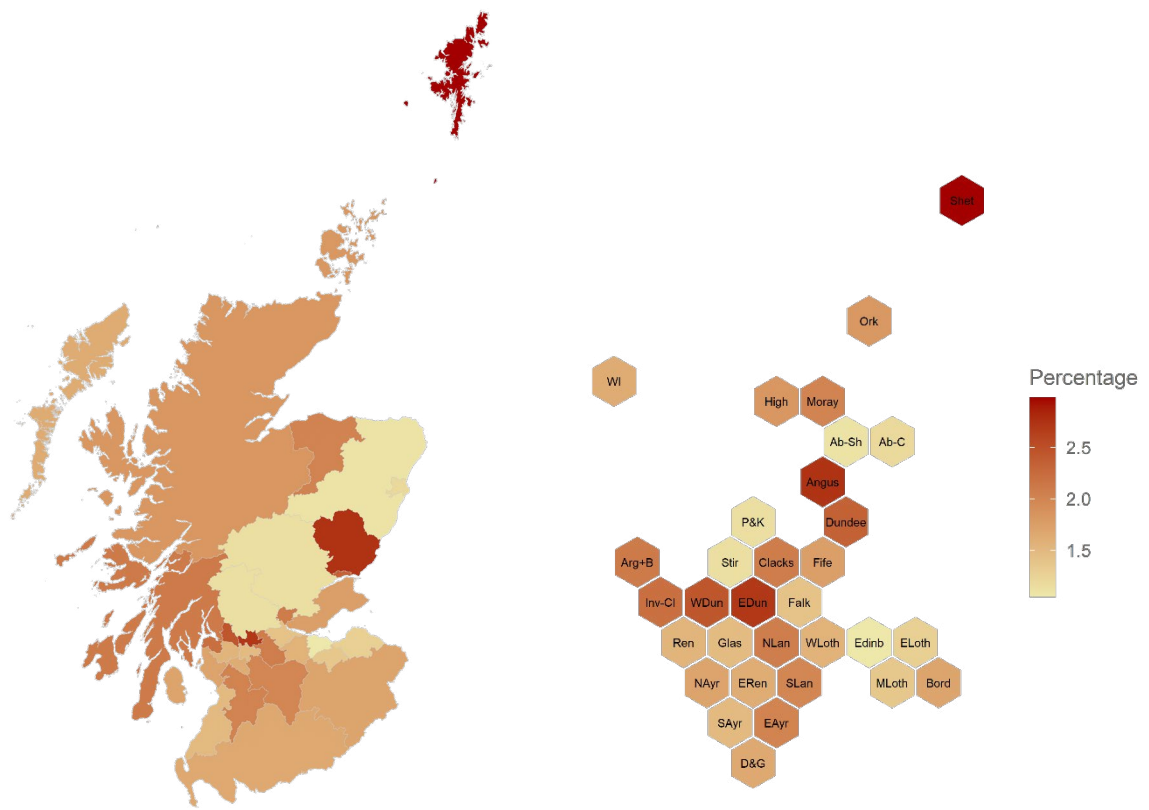


Figure 17: Rate of Home Fire Safety Visits per 100 Occupied Dwellings, choropleth and area normalised cartogram.

7. Non-domestic Fire Safety

The number of audits completed by enforcement personnel decreased significantly during the Covid-19 pandemic due to national lockdown restrictions and subsequent policy changes to safeguard SFRS personnel and the wider public. The figures for 2021-22 are likely to have been impacted by this.

There were 5,688 audits completed in 2021-22 (up from 3,292 in the previous year). Whilst this is a 72.8% increase, audits completed are still not comparable to pre-pandemic levels (7,261 in 2019-20).

Remote Audits, comprising of telephone or video calls, were introduced in the summer of 2020 to enable enforcement activity to continue safely during the Covid-19 pandemic.

Although national restrictions introduced during the Covid-19 pandemic were eased throughout 2021-22, SFRS continued to utilise Remote Audits in limited circumstances.

Remote Audits may be carried out where there are challenges in physically inspecting premises,

for example, due to weather restrictions, travel disruptions or pandemic-related restrictions.

In 2021-22, there were 321 Remote Audits carried out (down from 1,018 carried out in the previous year).

The number of Site Visits carried out in 2021-22 was 1,158. This is a 92.0% increase from 603 last year. The number of Consultations has decreased from 2,502 in 2020-21 to 2,106 this year (15.9% decrease).

Fire Engineering Consultations are where a specialist team provides advice for new buildings. There were 736 Fire Engineering Consultations in 2021-22 (up from 679 in 2020-21). Please note, previous figures for Fire Engineering Consultations have been revised. See Statistical News document for more details.

Short Post Fire Audits occur where there has been a fire in a premise which has already received a full audit recently. There were 192 Short Post Fire Audits occurring in 2021-22. This is the same figure as 2020-21.

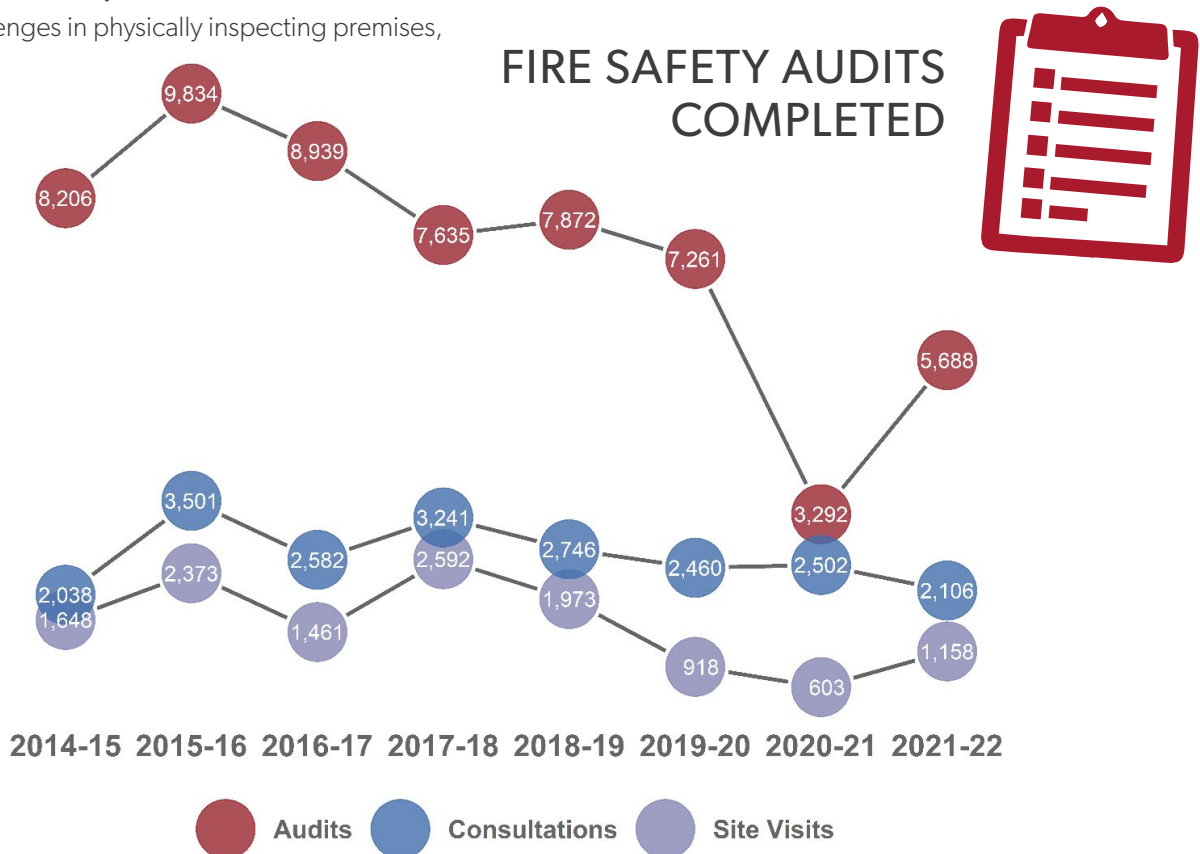


Figure 18: Non-domestic fire safety activity by type. Note that Fire Engineering Consultations and Short Post Fire Audits initiated in 2019-20 are not included.

Most audits were carried out in Houses of Multiple Occupation (HMOs) this year, with 1,984 audits being carried out in such premises. This makes up 34.9% of all audits carried out, compared to the 24.6% of audits in the previous year.

The next largest category was Care Homes, with 1,409 audits being carried out. This makes up 24.8% of total audits, which has decreased from 40.8% in the previous year. Whilst this appears to be a large decrease, this is similar to the proportions seen before the Covid-19 pandemic, with 20.5% of audits being carried out in Care Homes in 2019-20.

Enforcement Notices are the most severe outcome of audits and they are only issued following a very poor audit rating.

There were 3 Enforcement Notices issued this year, (up from 2 in 2020-21).

Prohibition Notices involve or follow a visit to a site where the use of the property is conflicting with fire safety rules. These prevent the use of part or all of a property. There were 6 Prohibition Notices issued this year, up from 1 in 2020-21.

Alterations Notices prevent changing the use of a property in a way which is known to be unsafe. There were no Alterations Notices issued this year, down from 1 issued in 2020-21.

In total, 9 legal Notices were issued this year, up from 4 last year.

It is difficult to draw specific conclusions on the risk profile of any category, as audits this year were impacted by the Covid-19 pandemic.

However, in recent years we have seen less than 1% of audits resulting in a Very High risk rating and the same has occurred this year. Figure 19 shows a more detailed breakdown of audit totals and risk ratings.

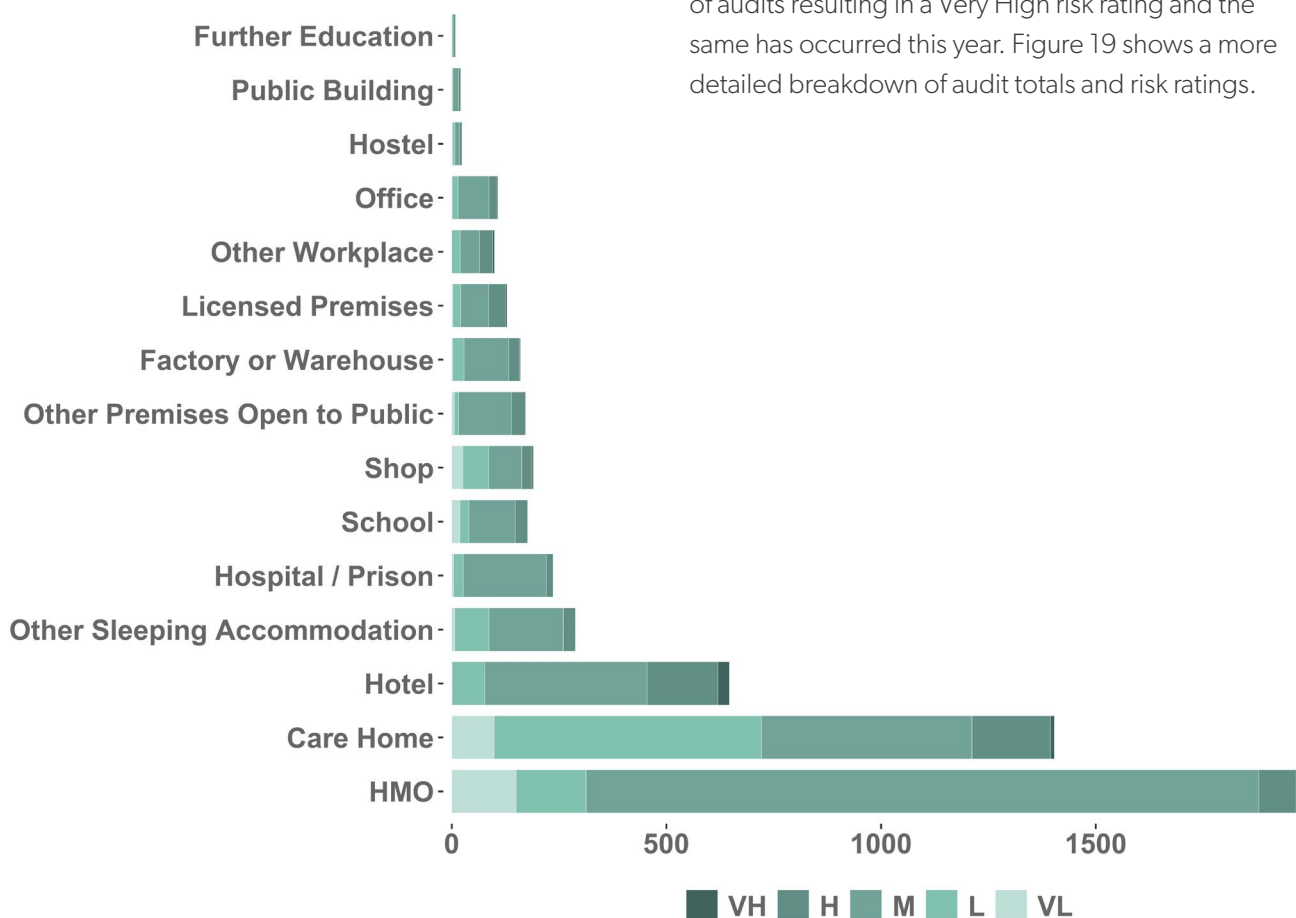


Figure 19: Number of non-domestic premises audited by premises type and risk heuristic rating.

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Correspondence and enquiries

Lead statistician for this bulletin and associated documents:

Rebecca Cameron

For enquiries or feedback please contact:

National.Statistics@firescotland.gov.uk

The next edition of Fire Safety and Organisational Statistics bulletin and associated documents is scheduled for release on 31st August 2023.



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