



SCOTTISH
FIRE AND RESCUE SERVICE

Working together for a safer Scotland

FIRE SAFETY AND ORGANISATIONAL STATISTICS (SCOTLAND) 2018-19

30 August 2019



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for a safer Scotland**

Contents

1.	Main Points	1
2.	Fire Stations	3
3.	Fire and Rescue Vehicles	5
4.	Workforce	6
5.	Attacks on Fire and Rescue Personnel	11
6.	Home Fire Safety Visits	13
7.	Non-domestic Fire Safety	19

This publication is accompanied by the following documents:

Tables and Charts Workbook
Guidance Notes on Statistics
Statistical News 2018-19
Revision and Disclosure Policy

1. Main Points

Fire Stations

- **356** fire stations across Scotland, comprised of:
 - ▶ **74** Wholetime fire stations, of which 23 have additional retained duty resource and 1 has additional Day Duty resource
 - ▶ **240** Retained Duty System fire stations, 263 including wholetime stations with retained duty resource
 - ▶ **42** Volunteer stations

Fire Appliances and Vehicles

- **1,551** vehicles in the fleet in total, of which:
 - ▶ **666** operational appliances (up 34 on last year) including 431 pumping appliances (up 14)
 - ▶ **90** reserve appliances (up 16) and 65 training appliances (up 1)

Workforce

- **7,906** staff were employed by the Scottish Fire and Rescue Service at the end of 2018-19 (up 1.5% on last year)
- **3,637 staff** are wholetime operational, 46.0% of the total. This is up 90 (3.1%) on last year
- **13%** of staff are female
- **30%** of staff are over 50 and 65% are over 40

Attacks on Fire and Rescue Personnel

- **83** attacks in 2018-19, the same value as two years ago and up from 61 last year
- **3** attacks resulting in injuries, down from 7 last year
- **72** attacks related to operational incidents, up from 53 last year

Home Fire Safety Visits

- **69,197** home fire safety visits conducted, down 0.9% on last year
- **37,536** smoke alarms installed, down 11.4% on last year
- **Over 50%** of visits involved alarm installations in Dumfries and Galloway and East Dunbartonshire, this is well above the all Scotland average of 35%
- In the last 5 years **10.9%** of all Scottish households were visited

Non-domestic Fire Safety

- **7,872** audits were completed, up 3.1% on last year
- **23.7%** of audits were in houses of multiple occupation
- **22.5%** of audits were in care homes
- **37** formal notices issued



2. Fire Stations

There are 356 fire stations in Scotland which are crewed by three types of uniformed staff; Wholetime (24 hour staffing), Retained (on call staffing) and Volunteer. There have been no recent changes in station crewing models.

There are 74 wholetime-crewed stations, 240 retained stations and 42 volunteer stations. However some stations have more than one kind of staffing resource available; there are five station cover models in Scotland. Of the 74 wholetime-crewed stations 50 are wholetime only, 23 are wholetime and retained and 1 is wholetime and day-crewed. Overall there are 263 fire stations which have retained crewing as part of the crewing model.



The type of staffing varies by how urban or rural an area is. Some of the most urban local authority areas are served by wholetime fire stations such as Glasgow City (11) and Dundee City (4), while the most rural local authority areas are served by retained stations such as Shetland Islands (14) and Na h-Eileanan Siar (14). The Highland local authority area is served by the largest number of stations, 51 retained, 9 volunteer and 1 wholetime station in Inverness.

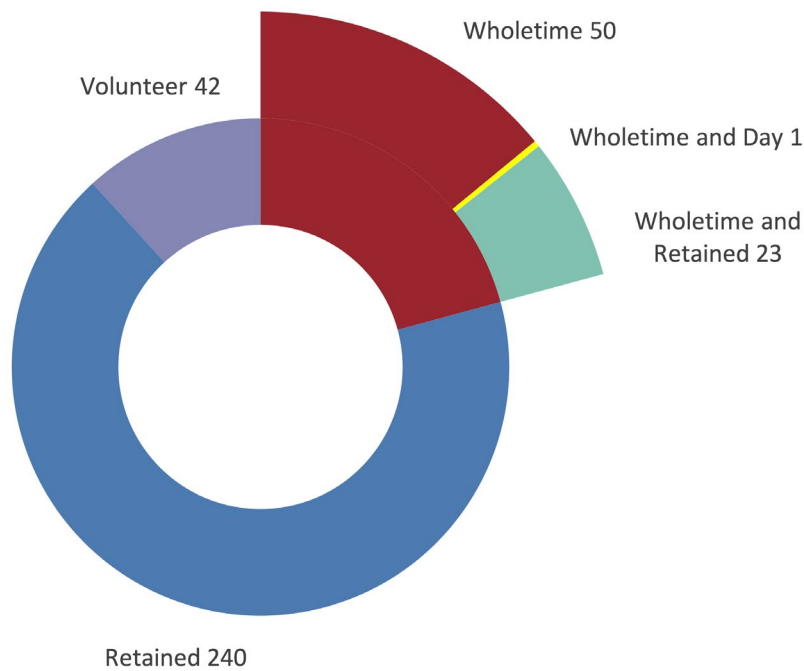


Figure 1: Fire stations by crewing model

Although incidents are most likely to be attended by a crew from the closest fire station, they all form part of the operational network and crews frequently attend incidents in other local authority areas. The three regional control centres based in the North, East and West Service Delivery Areas determine the most appropriate response to send to incidents.

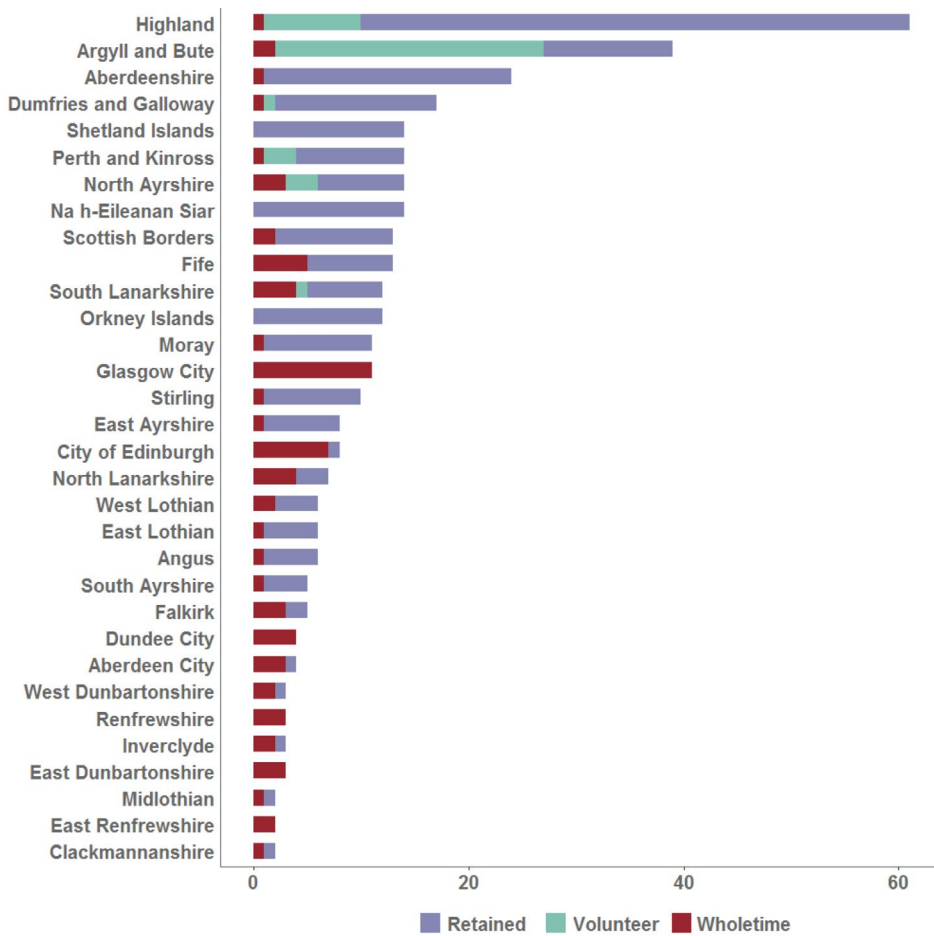


Figure 2: Fire stations by local authority and crewing model

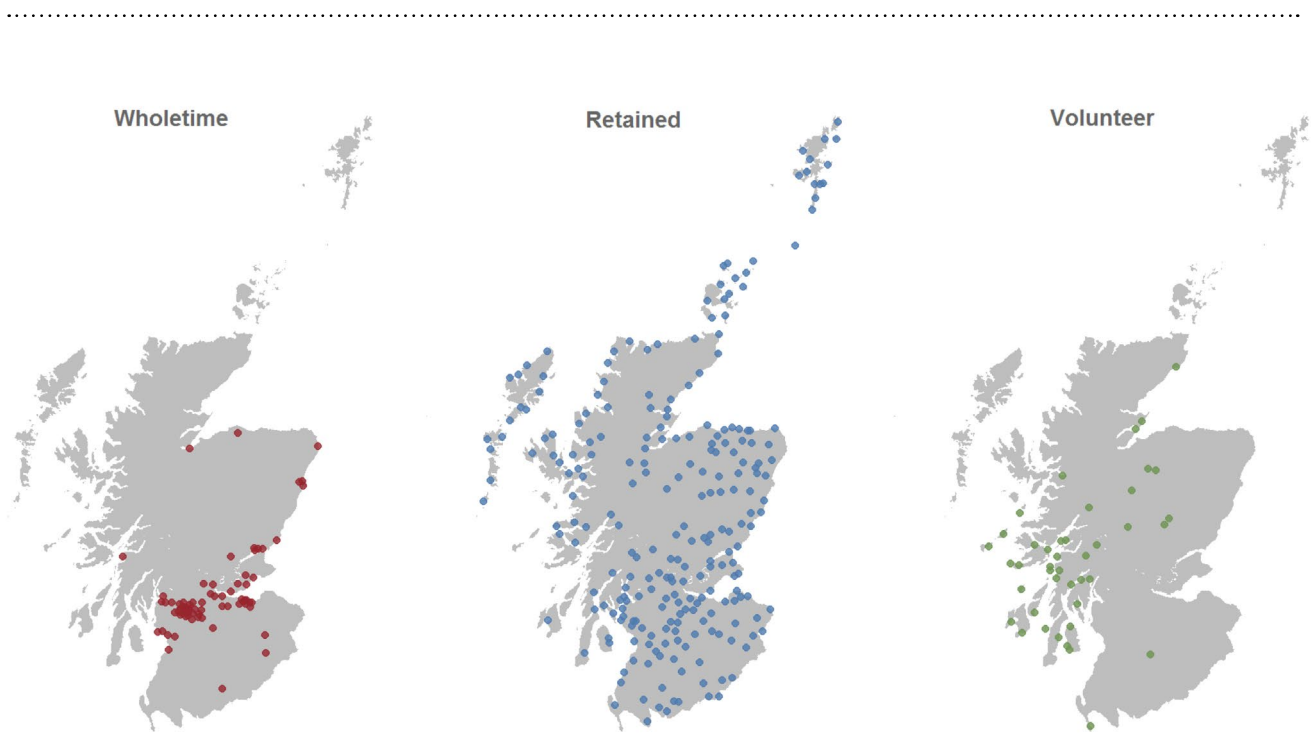


Figure 3: Map of fire stations by primary crewing

3. Fire and Rescue Vehicles

Over the 2018-19 financial year, the fleet increased from 1506 to 1551 vehicles, a 3.0% increase.

The number of operational appliances increased by 34 to 666.

431

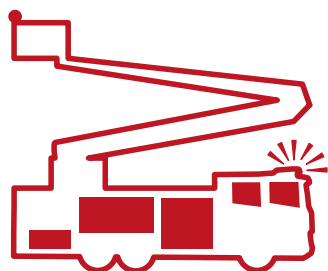
Pumping
appliances



increase of
14

28

Aerial
appliances



increase of
3

42

Resilience
appliances



decrease of
1

165

Other
appliances



increase of
18

39 of the 'Other Appliances' are fire boats, this is up 12 and is the largest change in that category.

Appliances held in reserve has increased by 16 to 90. While those used for training purposes increased by 1 to 65. These combined with operational appliances gives a total of 821 up from 770, a 6.6% increase.

A notable component of the increase in appliances is 31 new 'Rapid Response Units' which are 7 tonne pumping appliances with specialist firefighting equipment for use by retained and volunteer stations.

4. Workforce

Staff Headcount

On 31st March 2019 the Scottish Fire and Rescue Service had a total headcount of 7,906 staff, this is up 1.7% on the total for last year.

The largest staff group is Wholetime Operational who are trained as full-time firefighters. There were 3,637 wholetime staff, up by 91 (2.6%) on last year.

Retained Duty staff make up the next largest group with 2,953 staff, this is up 90 (3.1%) on last year and is the highest figure for 6 years. Retained staff provide on-call cover.

Volunteer firefighters attend operational incidents without the requirement to be on-call. There were 317 volunteers which is down 15 (4.5%).

Control room staff answer emergency calls and manage the logistics of attending emergencies and communicating. There was an increase of 18 (9.5 %) to 207 staff over 2018-19.

Support staff work in functions across the organisation and are not uniformed staff. There were 792 support staff, down 54 (6.4%).

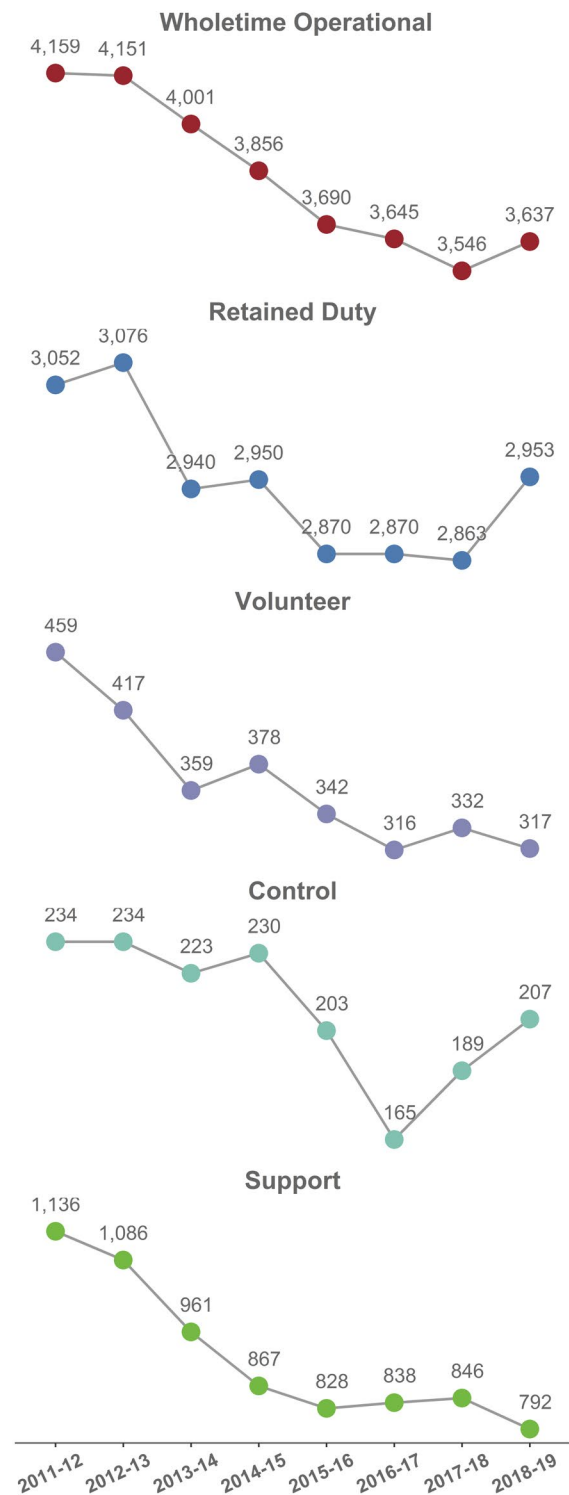


Figure 4: Headcount by staff type

Staff Full Time Equivalent

As not all staff work the typical hours of their staff group, it is fairer to discuss statistics adjusted for the number of hours worked. These Full Time Equivalent (FTE) statistics don't apply to volunteer staff as they are not contracted to work a certain number of hours.

The change in support staff over 2018-19 is lower than the headcount change suggests, there has been a reduction of 1.7% of FTE (down 13) to 746.

Control room staff FTE has increased by 18 or 9.8% to 202.

Retained Duty staff FTE has increased by 66 (2.6%) to 2,611, this is the highest figure for 5 years.

Wholetime operational staff FTE increased 92 (2.6%) to 3,636. It is rare for wholetime staff to work reduced hours.

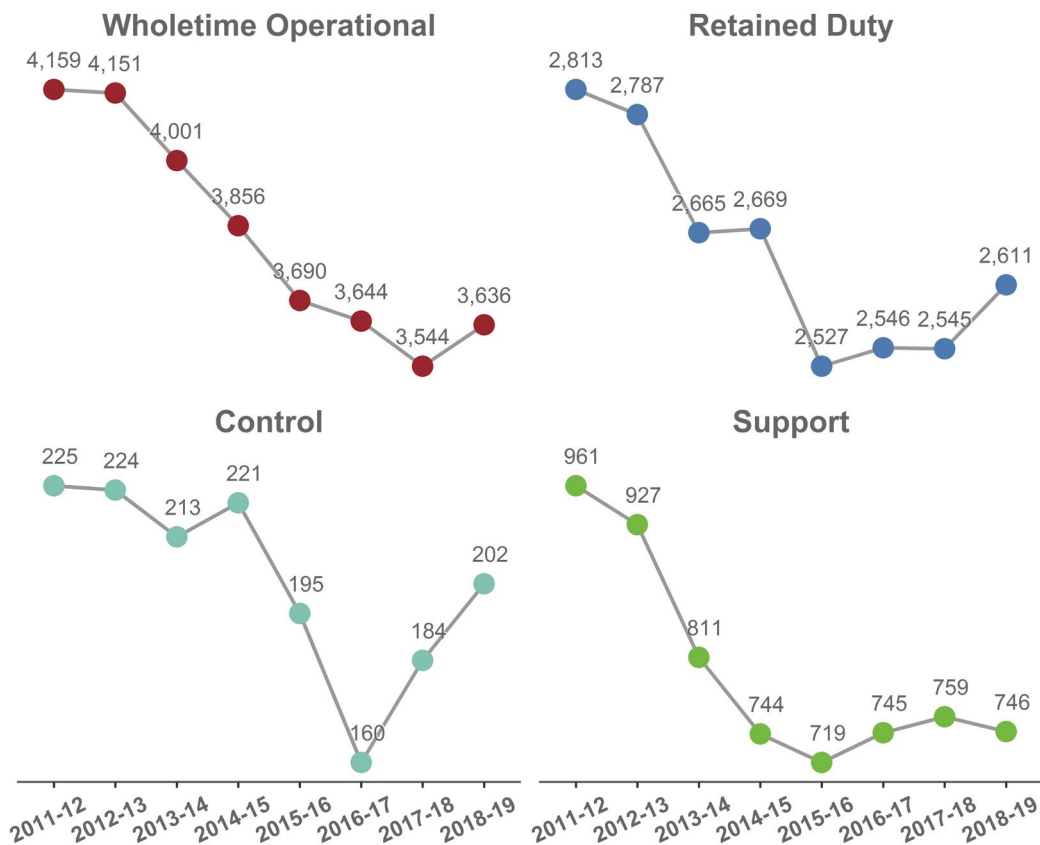


Figure 5: Full time equivalent by staff type

Leavers

Over 2018-19, the largest leaver category for wholetime staff was retirement due to age – 110 staff (59.1% of those who left), followed by retirement after having completed 30 years of active service, 46 staff (24.7%). For retained staff resignation was the largest category, 144 (76.6%). 47 support staff (31.8%) transferred to another organisation which now provides catering and other soft services to SFRS. This was a one-off change. A further 49 support staff left by resignation (33.1%). Overall 574 staff left in 2018-19, a turnover of 7.3%.

Wholetime Staff Roles

At the end of 2018-19 there were 2,075 wholetime staff in the Firefighter role, 687 Crew Managers, 611 Watch Managers, 147 Station Managers, 80 Group Managers, 33 Area Managers and 4 Brigade Managers. As a result of planned recruitment over 2018-19 there has been a change to the number of wholetime staff in the Firefighter role with an increase of 86. There are only small changes in the number of staff in other roles with the exception of Group Managers, where there has been an increase of 6 bringing the total to 80.

Staffing by Department

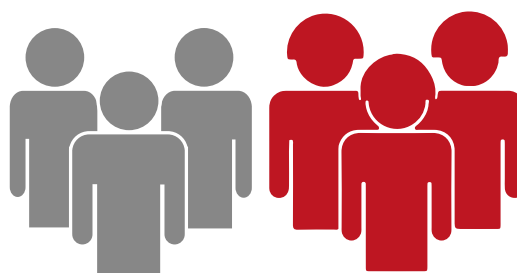
6,397 (5,981 FTE) staff work in Service Delivery which is responsible for attending emergency incidents. 3,101 of these (3,101 FTE) are wholetime staff, 2,953 (2,611 FTE) are retained duty staff, 317 are volunteers and 26 (15 FTE) are support staff.

Response and Resilience coordinates emergency response and national policies and strategies. This includes the 197 (192 FTE) control room staff along with 45 (45 FTE) wholetime and 73 (69 FTE) support staff.

Prevention and Protection does community safety work, enforces fire safety rules and investigates fires. There are 200 (199 FTE) wholetime and 82 (79 FTE) support staff working in this area.

Training and Employee Development has 203 (203 FTE) wholetime staff and 58 (53 FTE) support staff and provides training for staff to the needs of their role.

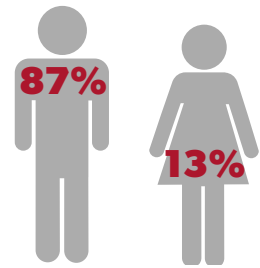
There were 76 trainees employed at the end of 2018-19, 65 of these were training to be wholetime firefighters.



Gender

The gender balance of staff does not vary much year-to-year remaining around 87% male overall.

For wholetime operational, retained and volunteer staff the workforce is mostly male (94.6%, 93.2% and 83.0% respectively) and there has only been small changes over many years. In 2018-19 there was a notable increase in the number of female wholetime operational staff which went up by 21 (12.0%) while male wholetime staff went up 70 (2.1%). Similarly for retained duty staff there was an increase of 31 female staff (18.1%) and 59 male staff (2.2%).



For control staff the gender balance is 83.1% female.

The gender balance for support staff is more even overall with 53.9% of staff female.



Figure 6: Gender balance by staff type

Staff Headcount by age

SFRS staff older than 50 make up 30.4% of the workforce while those older than 40 make up 64.8%. 25.5% of wholetime operational staff are older than 50 and 67.1% are older than 40.

917 wholetime operational staff are in their 50s, up 186 over two years, while 1,515 wholetime staff are in their 40s, down 142 over two years.

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

Years of service

A large proportion of wholetime operational staff have a length of service of 10 to 19 years (45.6%). Those who have served from 20 to 29 years make up another 31.3% of the total. Wholetime staff recruited in the last ten years make up 20.1%.

25.4% of Retained Duty System staff have served less than 5 years with a further 19.7% between 5 and 10 years.

30.3% of volunteer staff have served less than 5 years.

30.0% of control staff have served for less than 5 years. This relatively large proportion results from recruitment following the planned closure of legacy control rooms over the past four years with consequent retirements from longer-serving staff.

5. Attacks on Fire and Rescue Personnel



In 2018-19 there were 83 attacks on Fire and Rescue personnel in Scotland, this is the same as in 2016-17, though up from 61 last year (36.1% increase). While the total value varies a lot each year figure 8 shows how this changes by type of attack. Physical attacks have remained steady at around 10 in recent years, while verbal abuse has decreased. Objects thrown at Fire and Rescue personnel continues to be the largest type of attack and varies considerably each year.

90.0% of attacks over the last four years, and a similar proportion of injuries, are associated with operational incidents. 64.7% of attacks which resulted in injuries were physical abuse with the remainder caused by thrown objects.

The number of attacks varies considerably by local authority with some areas having very few or no recorded attacks while in other areas these occur more frequently. 26.6% of the all attacks over the last four years occurred in the Glasgow City local authority area, 7.2% in the City of Edinburgh and 6.5% in North Lanarkshire.

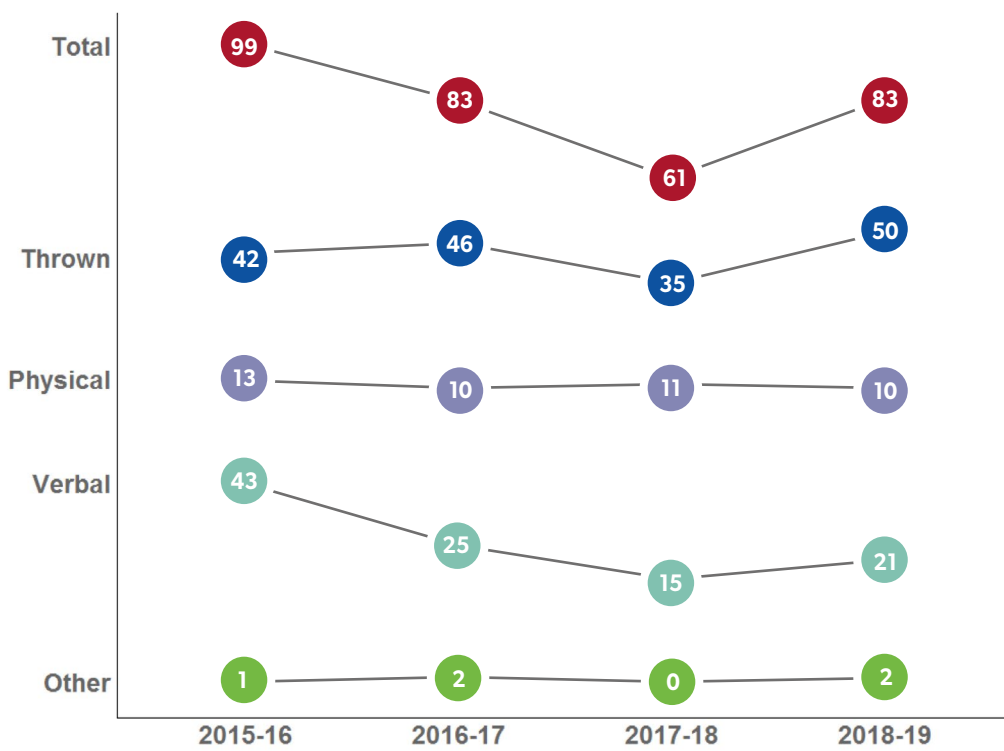


Figure 8: Incidents of attacks on SFRS personnel by type of attack

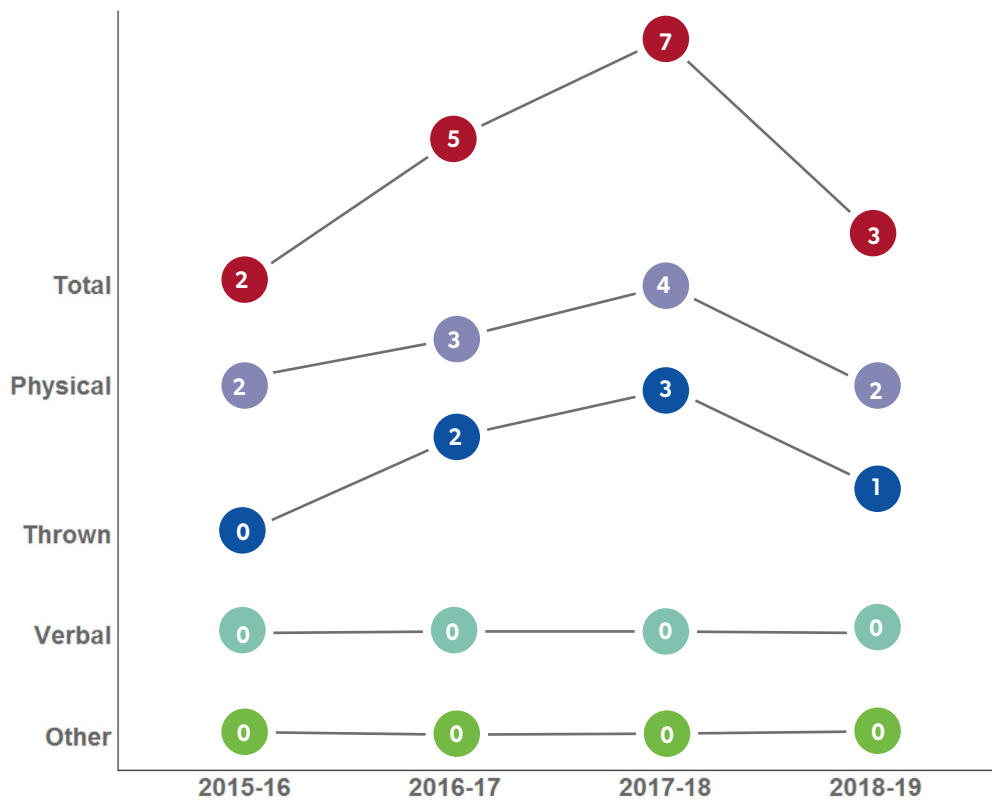


Figure 9: Incidents of attacks with injuries by type of attack

6. Home Fire Safety Visits

Scottish Fire and Rescue Service visited 69,197 homes in 2018-19, down 0.9% on the previous year. The number of visits completed each year has remained close to 70,000 since 2013-14, while the number of home visits where smoke alarms were installed has gone down over the same time frame. 37,536 alarms were installed in 2018-19, down 11.4% on the previous year.

In 2018-19 there were 24,452 home visits where smoke alarms were installed, down 11.9% on the previous year. Visits with alarms installed amounted to 35% of home visits, down from over 40% in previous years.



69,197
HOME
FIRE SAFETY
VISITS

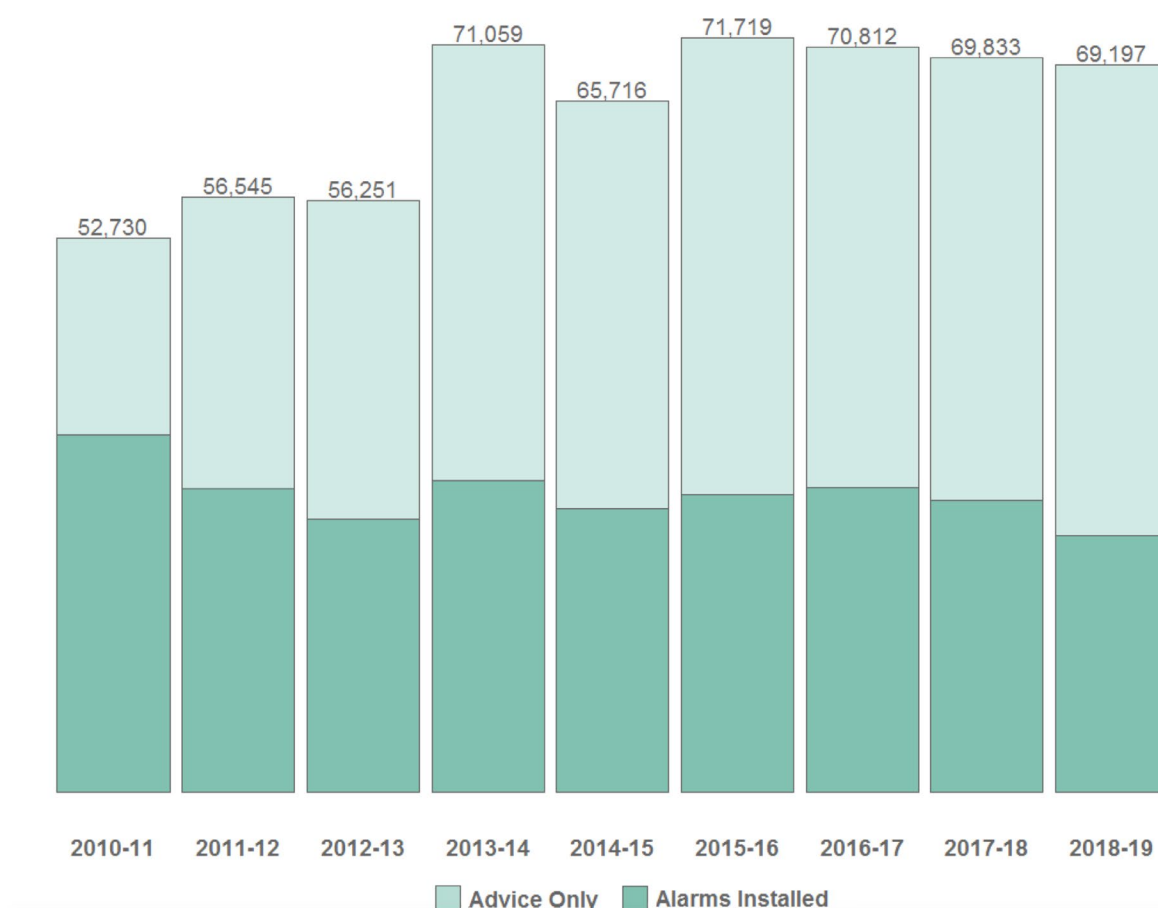


Figure 10: Home Fire Safety Visits by outcome

A small number of homes had more than one visit in a year with a larger number having repeat visits within three years. In 2018-19, of the 69,197 home visits, 66,172 unique homes were visited with 47,295 of those being the first visit in at least three years. 71.5% of visits were to homes not visited in the past three years.

Over the last five years Scottish Fire and Rescue Service has visited 267,528 unique homes (10.9% of Scottish households). 119,649 of those (4.9% of Scottish households) had smoke alarms fitted by Fire and Rescue personnel. In 2018-19, 2.7% of Scottish households were visited, and 1.0% had alarms installed (down from 1.10% last year).

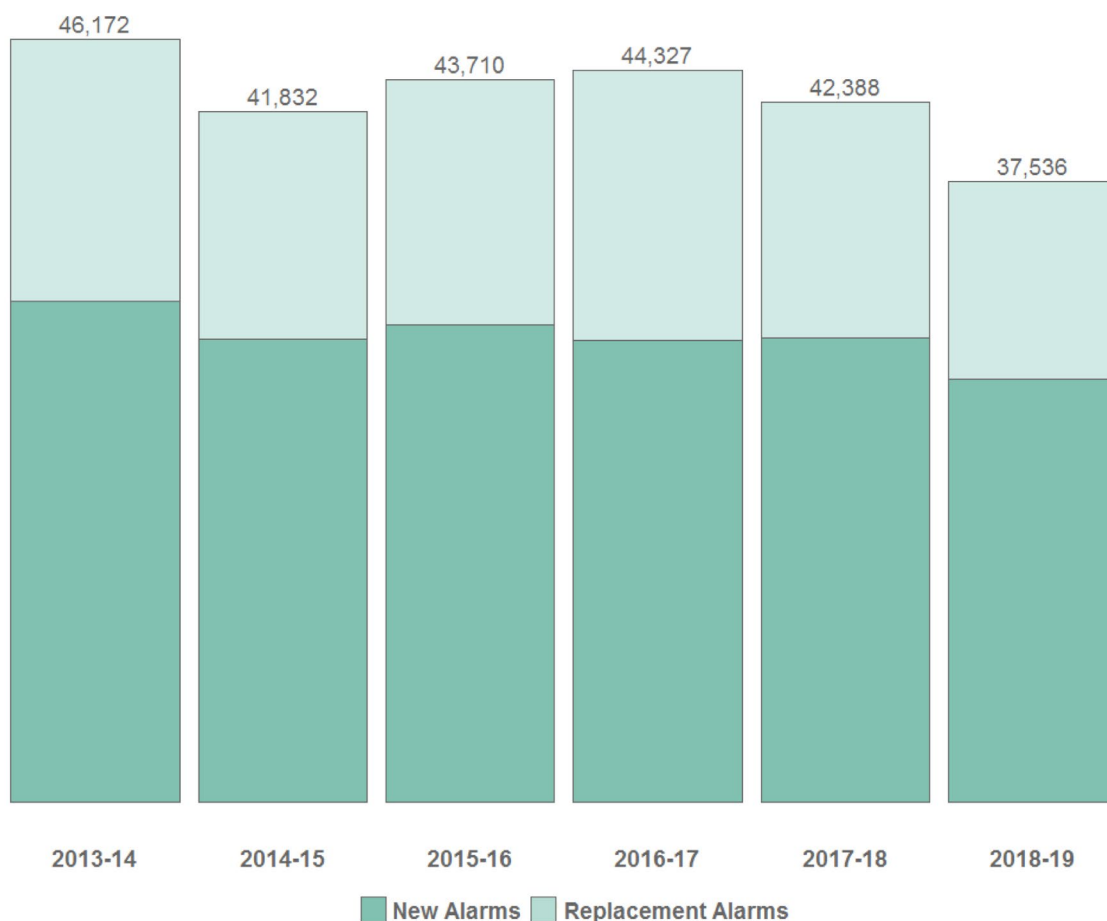


Figure 11: Alarms installed during home fire safety visits

Types of Alarm

While the total number of alarms installed has reduced, the average number fitted when they are needed has remained steady at 1.5 alarms per visit.

68.3% of alarms installed were new with the remainder replacement alarms. Both new and replacement alarm installations have been reducing in recent years, but replacement alarms has seen the biggest drop at 32.8% in the last 5 years compared to 18.4% for new alarms. The number of new alarms fitted in 2018-19 went down by 8.8% while replacement alarms went down by 16.6%.

Residents

In 2018-19, in the 69,197 homes visited there were 124,568 people recorded as living there (2.3% of the Scottish population). Households with people aged under 5 years old and over 60 years old consistently have a higher than average rate of visits. In total 3.8% of the over 60s in Scotland received a home fire safety visit in 2018-19, and 2.6% of those under 5.

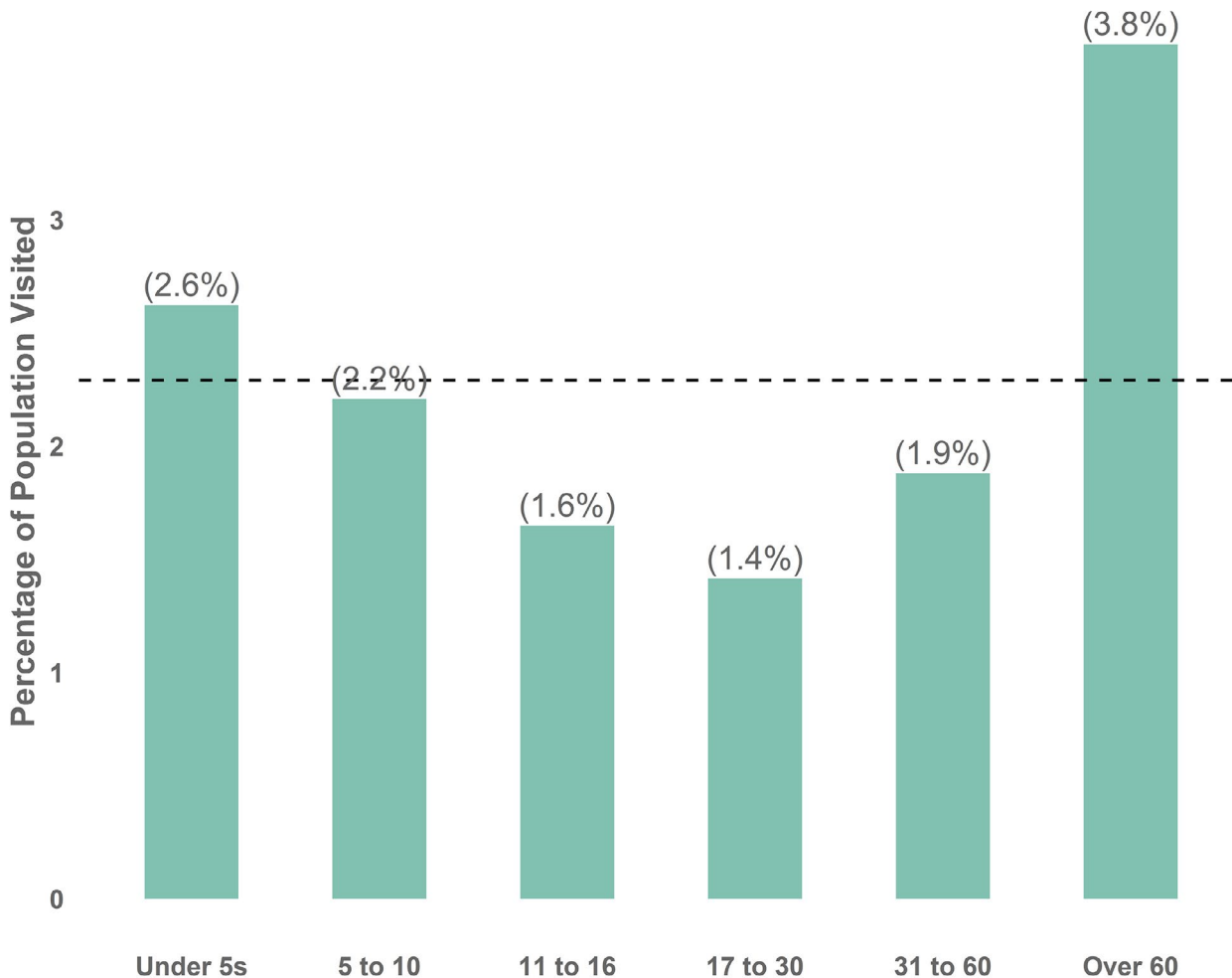


Figure 12: Percentage of population visited in home fire safety visits by age bracket, the Scotland average is 2.3%

Deprivation

The most deprived communities in Scotland have a greater than average rate of home visits. In the 20% most deprived areas there were 19,114 home visits compared to 9,080 in the least deprived. When adjusting for the number of occupied dwellings in these areas we can see a clear relationship. 3.6% of occupied dwellings in the most deprived areas received a home visit compared to 2.0% in the least deprived.

Urban-Rural

The rate of visits in urban areas and remote small towns are notably higher than the rate of visits in accessible small towns and the most rural areas. While there is variation in the rates of households visited each year, other urban areas had the highest percentage of households visited for four out of the last five years, while accessible rural areas consistently had the lowest percentage of households visited.

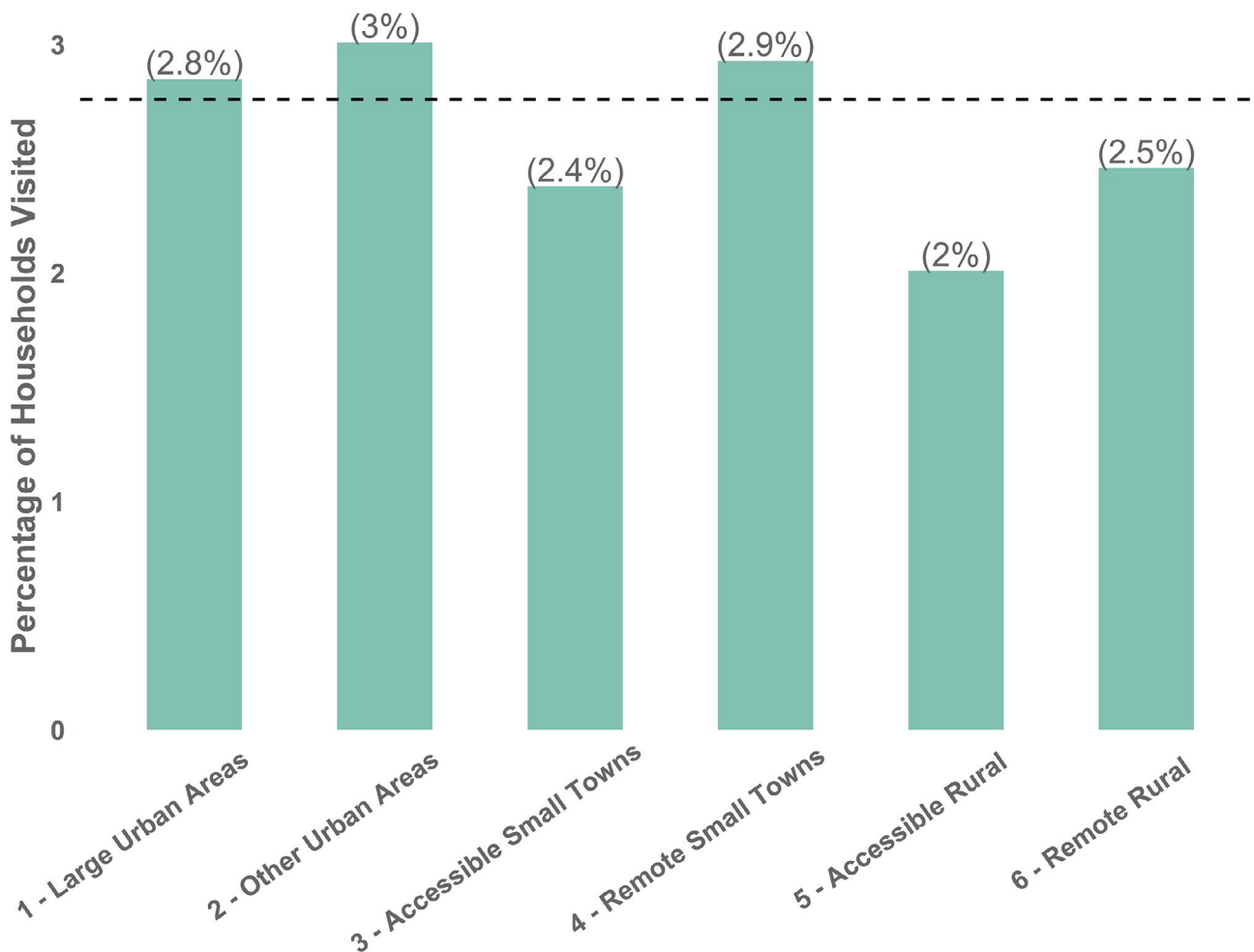


Figure 13: Percentage of households visited in home fire safety visits urban-rural classification, the Scotland average is 2.8%

Geography

Glasgow City local authority area had by far the most home visits at over 10,055 in 2018-19, with Orkney Islands the least at 290. However, the percentage of households visited is the highest in the Dundee City local authority area at 4.8% of households, while Aberdeenshire is the lowest at 1.6% of households.

The proportion of visits in which alarms were installed also varies by local authority but in a different way. The Dumfries and Galloway and the East Dunbartonshire local authority areas both have very high rates of alarms installed at 58.5% and 53.0% each, while the Dundee City and Aberdeen City local authority areas have very low rates of alarms installed at 20.4% and 20.7% each.

Figure 14 shows the percentage of households visited by local authority areas. Areas where more than 40% of visits involved alarm installations are highlighted. It is clear that at present there is no strong relationship between areas with a high number of visits and areas where alarms are frequently installed.

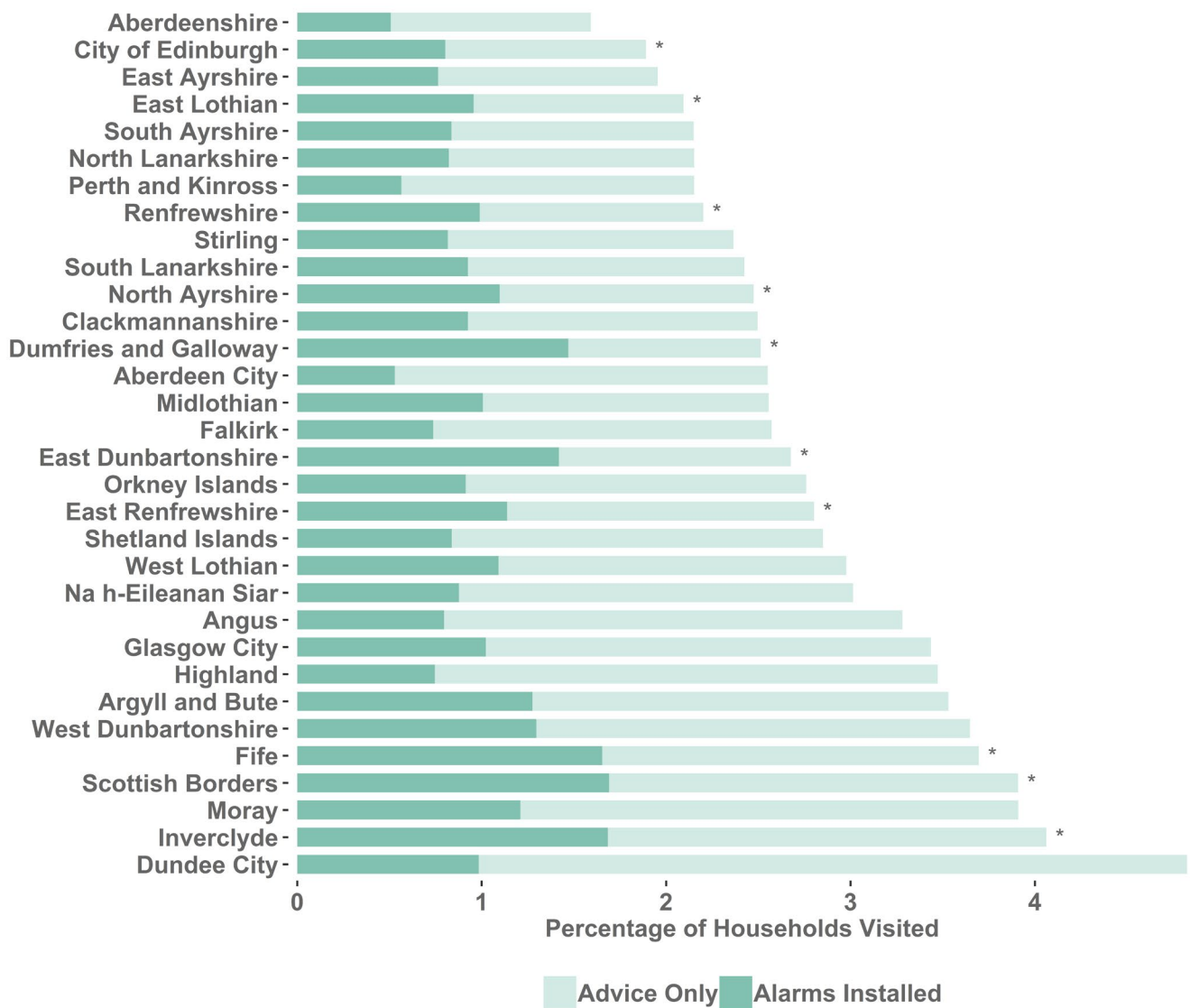


Figure 14: Percentage of households visited in home fire safety visits by local authority area. Local authorities with an asterisk have a higher than 40% alarm installation rate in home fire safety visits.

7. Non-domestic Fire Safety

The number of audits completed by enforcement personnel increased by 3.1% in 2018-19 to 7,872, while the number of consultations given went down 15.3% to 2,746 and the number of site visits 23.9% to 1,973. Overall workflows completed went down 6.5%. Figure 15 shows that the number of workflows completed by type varies by a large margin.

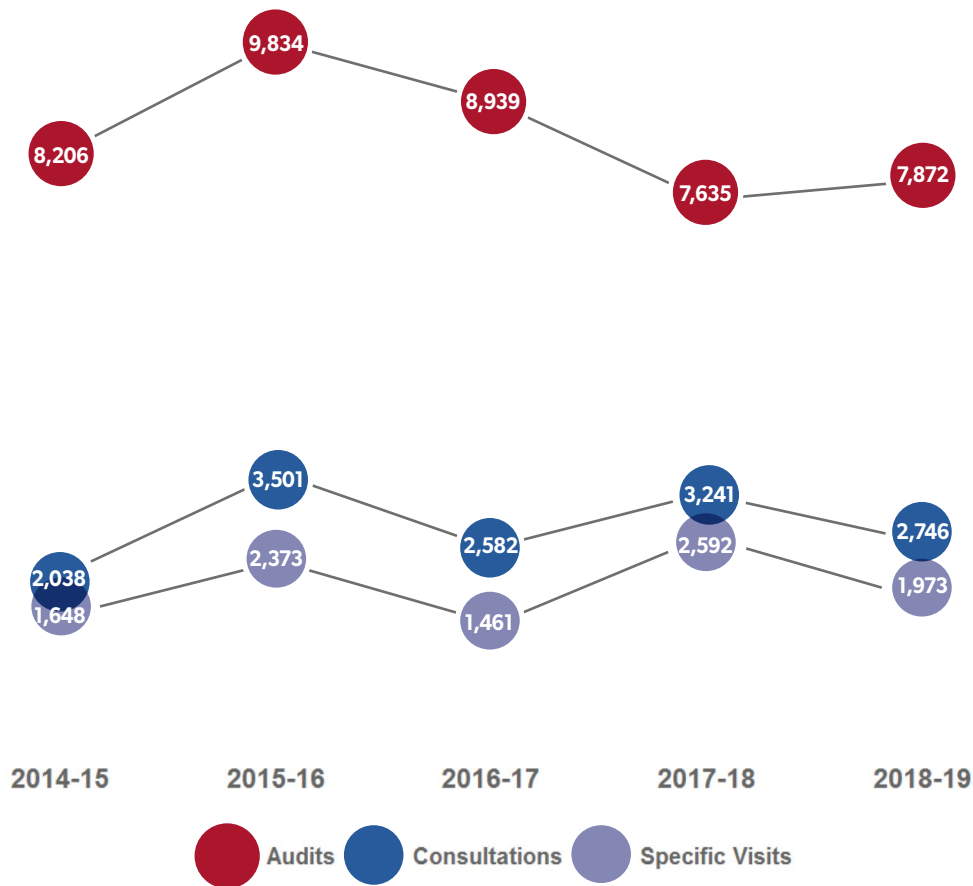


Figure 15: Non-domestic fire safety workflows by type

As in previous years the majority of audits were completed in Houses of Multiple Occupation (23.7%), Care Homes (22.5%) and Hotels (13.1%).

Audits completed in 2018-19 had the lowest rate of negative outcomes since this series began. 4.6% of audits resulted in the owner being formally notified of the deficiencies. Licenced Premises and Hotels had the highest proportion where deficiencies were notified (at 12.0% and 10.6% respectively) while Offices had the lowest rate (1.5%).

37 legal notices were issued in 2018-19, down from 42 last year. There were 16 Enforcement Notices, 19 Prohibition Notices and 2 Alterations Notices issued.

Enforcement Notices are only issued following a very poor audit rating. It is the most severe outcome. Audits with this outcome typically take much longer to complete averaging over 23 hours of staff time. The average amount of time spent on an audit workflow is 5.1 hours.

Prohibition Notices involve or follow a visit to a site where the use of the property is inconsistent with fire safety rules. Site visits with this outcome typically take around 9 hours of staff time.

Less than 1% of properties audited received a 'Very High' risk rating using the SFRS risk heuristic. The proportion of those rated either 'Very High' or 'High' has been decreasing over recent years from 22.2% in 2014-15 to 14.0% in 2018-19.

7,872
FIRE SAFETY
AUDITS
COMPLETED

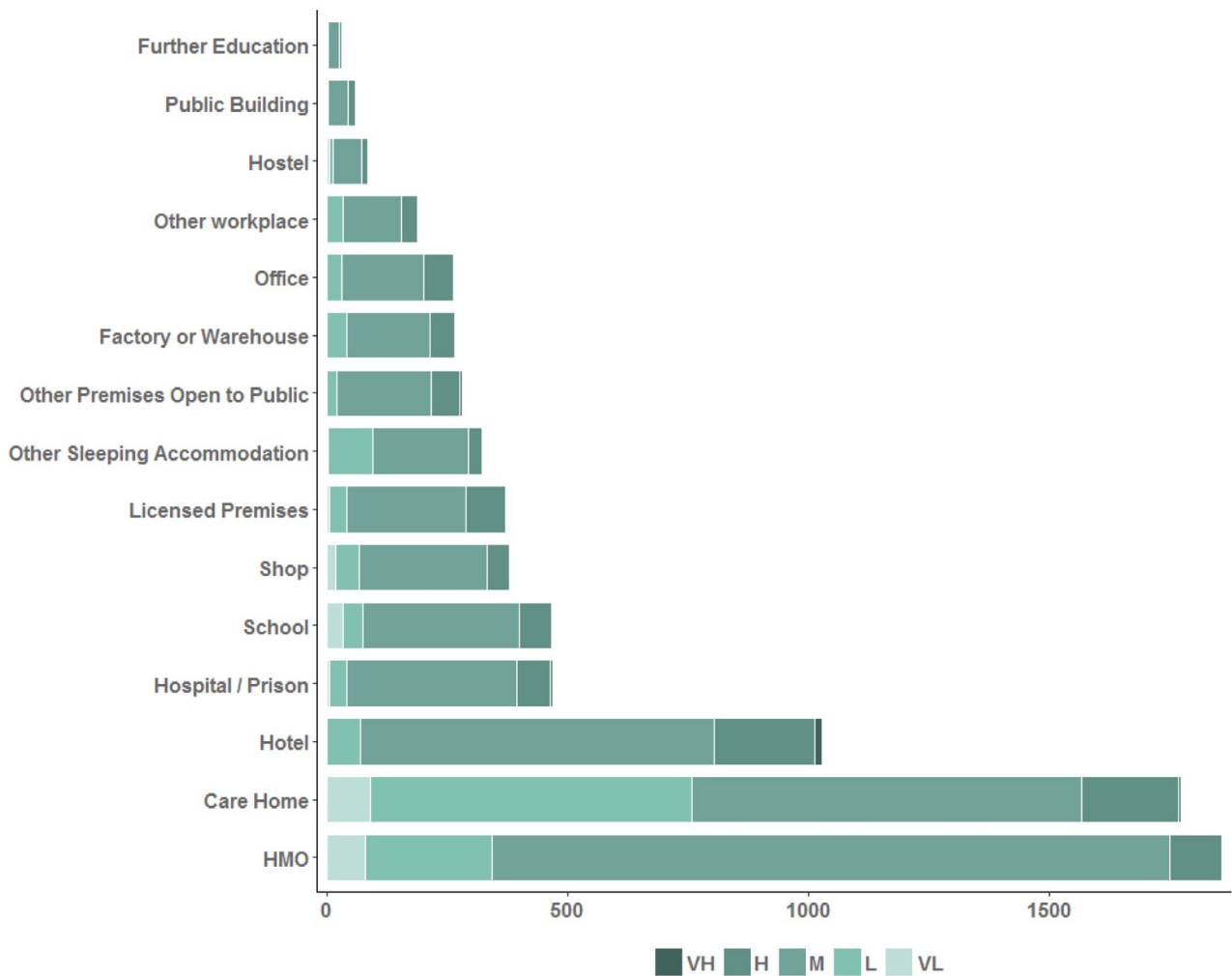


Figure 16: Number of non-domestic premises audited by premises type and risk heuristic rating

A Statistics Publication from the Scottish Fire and Rescue Service

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The next edition of Fire Safety and Organisational Statistics bulletin and associated documents is provisionally scheduled for release in August 2020. An updated publication schedule will be released in January 2020.



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