

# APPENDIX 3



**Cheshire**  
Fire Authority



## **2024-2028 Community Risk Management Plan**

Consultation Feedback: Additional  
Resources

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## Introduction

This document provides serves as a repository for additional information regarding the consultation on the Authority's draft 2024-2028 Community Risk Management Plan.

It features the following:

- [Full narrative comments](#). These are narrative comments provided by consultees through the consultation survey. These are structured to follow the format of the survey document and cover the following issues:
  - [Identification of risk](#)
  - [Management of risk](#)
  - [Safe use of lithium-ion batteries](#)
  - [Measuring and reporting our response time](#)
  - [Changes to the provision of fire cover](#)
  - [Reviewing our on-call duty system](#)
  - [Equalities considerations](#)
  - [Additional comments](#)
- [A profile of survey respondents](#), consisting of:
  - [Public survey respondents](#) and [Staff survey respondents](#)
- A copy of the consultation survey, which can be accessed here (file opens as pdf):



Consultation  
Survey.pdf

(If reading this document as a paper copy, please request a survey by emailing [consultation@cheshirefire.gov.uk](mailto:consultation@cheshirefire.gov.uk) or in writing to FREEPOST CHESHIRE FIRE CONSULTATION)

- [Full copies of non-survey responses received from the public](#)
- [Full copies of partner responses](#). The partner responses included are from:
  - [Holmes Chapel Parish Council](#)
  - [Northwich Town Council](#)
  - [Bollington Town Council](#)
  - [Birchwood Town Council](#)
  - [Stockton Heath Parish Council](#)
  - [Warrington District Trades Union Council](#)
  - [West Cheshire District Trades Union Council](#)
  - [Chester Retired Firefighters](#)
  - [Councillor Sam Naylor](#)

\*Please note that the response from the Fire Brigades Union is provided as a separate appendix to this document

## Narrative comments

The draft CRMP survey asked respondents to provide free text, narrative comments, on a range of issues. These are provided in full across the following sections. Where a respondent has indicated they have no further comment to make to a question, these are not included in the report. Text where someone self-identifies in the survey response will be removed; although email responses will be attributed to a respondent.

### Identification of risk

Question: Are there any other fire and rescue risks that are not included within the draft CRMP which you think we should consider?

#### Public comments

- Land wild fires
- Not much detail around effects of climate change of the move to battery energy industry
- Funding issues for risks that are already present and attended such as floods etc
- Floods are more common, this area needs more attention.
- Climate change will dictate - we cannot guess
- Flooding?
- more frequent flooding episodes
- Heathland fires are increasingly common. High-rise building fires probably need a different approach e.g. Grenfell.
- Campaign to stop the production of disposable barbecues.
- I would like to see Fire Authorities push for a ban on sales of portable disposal barbecues. These items are a fire risk during summer months. Free up some funds to pay for distribution and fitting of smoke alarms in homes, especially to the more vulnerable in our communities.
- Banning of portable Barbaques
- Reducing the number of fire engines around the Northwich and Winsford area is an accident waiting to happen
- There should be no reduction in services as times will increase due to traffic problems and extra fires with all the new building occurring
- Switching from on call to day shifts leaves gap in provision weekends and nights (when risk of harm from fire is higher)
- Not enough fire engines/staff to cover the area.
- Yes the risk involved in cutting roles and appliances
- We need on call all the time , we often have our local fire sent miles away to cover other areas. Which will leave our area very short and dangerous.
- Reducing fire cover in Northwich is not in the interest of the people of Cheshire.
- The draft proposal has been put together without sufficient input from local stakeholders. Meetings have been put off/ignored. Further, members of the Cheshire Fire and Rescue Service have made it clear they feel the changes will put lives at risk.
- I am concerned that there are no on call fire engines in / near Chester and Ellesmere Port area when there are a couple in close proximity in other areas. Particularly how busy Chester is with the surrounding areas.
- Total staff increases to support resilience

- I am concerned about the lack of planning to the evening, night and weekend cover.
- I think the majority of issues are covered. Maybe an increase in cover during firework season?
- Weekend cover - surely fires are not just on weekdays. All the statements are fine but without any stats of how often there are fires in the day, evening, night, week or weekend its hard to tell how good they are
- Week end risk factor greater is accepted, recognising social and sporting activity increases over a week end. Thus the debate the increase week day cover, resulting cost is not justified
- Add middlewich to a daily maned station
- 3 appliances at night providing 0% cover
- Involvement by the Service under mutual aid to incidents in neighbouring counties.
- What times are classed as "weekday daytimes"?
- I like to know how fire cover is being coordinated effectively if a fire break out in evening and at weekend. There has been many take away shops in Runcorn and risk of fire could be in evening or weekend or late time of day
- It does fundamentally revolve around 'fire' (understandably!) whereas the FB do cover rather more (that's a compliment).
- Night cover.
- Time is of the essence. If fire appliances come from Lyme can you guarantee their rapid travel through the roundabouts near motorways?
- Cover in the densely populated area
- Birchwood is too far for a fire in Appleton or Stockton heath
- Birchwood could potentially be left without adequate fire cover. On call doesn't work for most stations in the daytime so we can't rely on an on call cover. The roads can be horrendous in warrington if bridges are off or it there's an accident on a motorway, so getting a fire engine to this area could be extremely difficult without a fire engine based in the area. You'd be relying on over the border cover for birchwood
- Neston area still not covered yet we rely on Merseyside to cover us
- What happens if there is no pump is available and my house is on fire or there's a flood for example? What if there is a large wild fire and there aren't enough fire fighters for another example? This is a very short sighted proposal
- Reducing the amount of fire engines overall is a dangerous and irresponsible ide
- The inability of senior managers to acknowledge their own shortcomings and genuinely listen to staff when they were told previously that downgrading fire cover in Knutsford was a poor decision
- Water rescue needs to be fully funded and undertaken by Fire and rescu
- It is clear that a failure to address stagnant pay in the Fire sector will result in industrial action, yet the plan fails to refer or plan for this
- Additional cost
- There are risks arising from lack of funding and lack of skilled crews.
- I think the fire cover and response times are very good as it is and in these times of financial distress and uncertainty we shouldn't waste money
- Cutting staffing is a huge risk factor
- I would imagine that you have the county risk-assessed by area for dmoestic fire, business fire and RTC, with appropriate provision of appliances and staff. Perhaps a risk assessment map published against your proposed strategic plan would aid assessment

- Initial calls should trigger an immediate response not after the call handler has asked a barrage of questions. That way an engine is already on its way whilst the caller is still on the line
- Prevention and safety of resident
- Never "completely" given risks by their very nature are unknown.
- I think it's impossible to identify all future risks. The areas we are aware of are being addressed by the plan
- Yes, don't bash in people's front doors anyway
- The draft is so comprehensive and informative, it is difficult for me to comment with no experience or knowledge of the subject matter but you have my complete support.
- Response to non-fire emergencies that are currently responsibility of fire teams.
- Not sure was terror organisations mentioned?
- An appendix with all KPI's would have given far more credence .The variety of figures included seem to have been hand picked in the main to support your views
- It doesn't seem to address night time cover. I would have thought that this is the time where more people have issues in their homes - through cooking, plugging in electric car, candles etc.
- Yes people such as my neighbour who had to put a fire out on a residents property across the road on my street single handed as there is not the service to deal with it. If he hadn't risked his life and intervened the property and adjoining would have gone up in flames and perished. Should not be cutting services but increasing.
- Education in schools and community to help prevent fires and rescue operations.
- Check house wiring and smoke alarms + carbon monoxide
- Still issues at The Deck Runcorn, A prohibition notice was put on the complex due to flammable cladding and the risk to residents. An additional fire alarm system was installed at owners cost. Yet Four years on we are still here?
- No, but wall mounted high amp car chargers might become very much more common
- Rise in home wood burner use
- Increase in housing in the area, which is not addressed appropriately
- This does not consider the increase In houses being built in the area - which increases the risk availability
- Projected ageing population and increased dwelling increase poses greater risk. Secondly, the increase in electric vehicles increase the chance of lithium fires. Much more difficult to put out and risks dwellings in immediate proximity. These risks are not adequately quantified.
- elderly population needs ie getting up if fallen
- The amount of new homes should be further considered in plans.
- Ageing population and many old people being part cared for at home present an increased fire risk. Where NHS send elderly patients home fire risk should be assessed and fire alarms/smoke alarms provided.
- What about the new houses to be built when Fiddler's Ferry Power Station is demolished in December 2023?
- Not a lot of reference to growing population and whether this will affect number of kids incidents.
- I don't recall seeing the mention of the incinerator being built in Rudhead which will attract hundreds of lorries and increase the risk of incidents by its sole nature.
- Busy race events at Oulton Park or other venues not recognised

- Whilst you mentioned non-domestic properties, i.e. businesses, it would be good to see factories/chemical works mentioned independently. Places like Solvay Interox near Latchford/Walton pose, in some ways, greater risks than that of other types of business premises due to the storing/usage of chemicals on a much larger scale.
- Will there be sufficient training time for on-call personnel including familiarization of major fire risk premises, given the low level of availability
- Schools, hospitals, sport centres - public buildings
- Spot checks on care/nursing homes and facilities where possible to check fire regulation compliance.
- Skip fires in residential areas around November/December related to availability of fireworks.
- I feel the council could help more (re: fire risks) by making sure all the rubbish is cleared around bins that people fly tip! Also the grids and drains around the residential areas should be cleared out more - to prevent possible flooding.
- Would like to see more action to tackle nuisance fireworks
- The number of motorway crashes daily on the M56 and M6, the increasing number of electric cars with fires, the increased flooding in all of Cheshire
- risk from terrorism risk from rail crash
- Railways should be considered more
- Response to incidents on the M6 J17-19? This stretch seems to have a lot of problems.
- Enforcing parking regulations where inconsiderate parking can block fire engine access - e.g. Mereheath Park, Knutsford incident in June 2023
- The figures are reduced not increased despite demand currently, more cars on the roads, worse road conditions and lack of ambulances due to them being stuck at hospitals.
- The ability of local authority to safely close roads, offer diversions and lights, or police on traffic control. Partially covered.
- Electric car issues when involved in RTA incidents
- Problems in appliances getting across Warrington at times when the motorway is blocked and the town is grid-locked. This means it is sometimes difficult for one station to support another when contingencies arise.
- Road accidents could be considered in more detail given the motorway network in Cheshire.
- Electric vehicles including cars, vans, bikes etc seem to be involved in many incidents of late, causing actual loss of life. Perhaps reviewing these at all levels would be wise, as I understand that they are very incendiary and often difficult to put out.
- Flood plain erosion projection coordination. Smart motorway increase in workflow
- As more battery powered cars, bicycles, trains etc come into use, the fire risk due to these high flammable batteries could significantly increase.

#### Staff comments

- Staffing other on-call stations during the day
- Keeping the four fire engines that are being taken off on evenings and weekends available with the on-call crews that are already in place
- Water supplies for non-domestic premises (NDP). NDP's are being built and occupied without adequate water supplies being available.

- confining the residents of Stockton Heath and surrounding suburbs including Warrington to inefficient fire cover
- More specific action regarding wildfires.

#### Partner comments

- Instead of trying to follow other services and all the cuts to improve be innovative and stand up against government to get more money to improve services
- A suggestion that with the increase in usage of hotels as temporary accommodation for various cohorts e.g. homeless and asylum seekers - that these properties be identified and risk and response be considered.

#### Management of risk

Question: Are there any other activities or approaches which we should be considering to address the fire and rescue risks which we have identified?

#### Public comments

- more inter agency training
- Not specifically, though genuine integration of emergency services would further mitigate risks. Current proposal to "improve" integration is motherhood and apple pie and has been around for 20 years (at least in respect of healthcare)
- Heathland fires may require stronger links to other services, eg. for air/water support. On a recent visit to New York the strategy seemed to be to send excessive support (fire engines etc) to relatively small fires in high-rise towers to ensure minimal fire development into a full tower catastrophe.
- See above; some data on number of mutual aid deployments in the last year to each neighbour would be useful; also, any of their deployments to Cheshire incidents.
- If there is a major fire in industrial area and chemical site in Runcorn do we have sufficient resources to combat fire/chemical risk? How often some type of coordinated exercise is carried out and assessed?
- Not really. Maybe consideration could be given to online attacks to the IT system. What strategies could be put in place to minimise risk.
- Having sight of comparative data analysis based on current measurements would be far more open and inclusive
- Giving locals more of a say rather than it being from centralised government as this has been the case for too long the needs of the local people are not being met. Simple as that and people can see this in plain sight.
- Your modus operandi was to save money. This overarching ethos has imposed a bias on the risk analysis. This should be undertaken by an independent body.
- The draft proposal has been put together without sufficient input from local stakeholders. Meetings have been put off/ignored. Further, members of the Cheshire Fire and Rescue Service have made it clear they feel the changes will put lives at risk.
- Inculcating the same loyalty and pride as the RNLI
- Hold senior managers and fire authority members to account
- Poor management
- Depends on extending the definition of primary fires.
- same imponderable as above but this is NOT a criticism - just a fact

- Give realistic predictions for the future. When there are fires they require large turnouts eg Roberts factory.
- Employ younger people
- Additional cost
- Very comprehensive
- My knowledge in the area is limited but on reading the information sounds as if covered.
- You all do a great job
- Obviously, you need greater provision of 24/7 appliances and staff, but to do that you need more money! This seems to be a highly competent use of resource within the budget you have. I am surprised by the very low availability of part-time staff and equipment. You obviously need to understand the drivers around this very low availability.
- You shouldn't be looking at cutting firefighter numbers or availability
- Don't cut staff / resources
- Yes. Do not reduce the number of fire engines or firefighters . The risk is far greater than ever given the economic reliance on electrical vehicles, scooters and other appliances in the home. To reduce the emergency response capabilities with increased risk of fire is not an appropriate plan.
- Retaining or even increasing current staff and appliance capacity
- Keep same number of fire fighters and fire engines
- The aging population living in flood areas, the number of incidents /crashes on the roads in Cheshire over previous years. If reduction is due to budget cuts then consider asking business to make donations to keep the service going with more units.
- Do not remove or decrease the current service or available engines
- Increase fire cover to reduce attendance time.
- Increase staffing and not sharing appliances
- Senior managers trained in resilience and ready and able to crew the engines and special appliances
- Faster response time
- As long as the firemen/women feel confident, adequate fire engines available in their area (together with adequate numbers of firefighters)
- Evacuation of elderly and disabled from high rise property
- Proximity of emergency services
- You are failing to provide an adequate service to rural areas -aligning a goal of yours to the home office is not logical
- Have fire appliances in the community that can be rapidly deployed with sufficient staff
- There should be more firefighters which would enable more pumps to be available when required. To reduce the number of on-call firefighters just because you consider their availability to be have been reduced, shows that you have not considered the fact that there has been a lack of recruitment. Hence you have expected those minimal numbers to cover all shifts out of hours, alongside their mandatory full time jobs elsewhere which is totally inadequate.
- People's lives! I fail to understand how reducing the number of fire fighters will improve response times and save lives.
- Water incidents and flooding are not covered by a statutory duty



- Height and water rescues
- Flooding may become a bigger concern with climate change, cars ending up in rivers, skidding on surface water; people trapped in vehicles. Yet summers increase fire risks now the sun seems to be more intense, high temperatures.
- I understand that under your proposal there will be: 4 less fire engines every night and weekend. 75 posts made redundant, 55 trained firefighters up for redundancy. Northwich and Winsford to go from 4 fire engines to 2 fire engines.
- Explain about night time cover - especially in Northwich where we are losing that provision.
- Provide adequate cover for Northwich which means not losing the second fire engine based in the town
- Stats on call outs don't match general plans when looking at Northwich station - a second pump is vital
- Why not re-engage retired firefighters on limited contracts to boost day time availability of OC appliances in the short term
- More recruitment in the on-call with better pay and improved conditions. Speak to other local groups mountain rescue/life boats who manage to provide cover in these areas for very little reward.
- The wholtime stations mentioned where the on-call appliances would be staffed in the daytime and roaming around where cover is needed - surely this would be better to choose 4 on-call stations to convert to day crewed? Firstly, reducing the amount of time lost where the appliance is en-route to the station where cover is needed. Secondly, the on call staff at these stations already have a route to a whole time career at their own station. Surely it would be much better for the morale of on-call staff to have that chance to staff their own station and support their communities? On call morale is very low and this would have helped. There are already very few opportunities for career progression from on call, you have taken this away as well. Don't be surprised to lose a lot of staff over this move, I know a number of on call firefighters who are considering leaving because there is no chance to progress via migration or wholtime.
- Appropriately staffing the on call with fair pay
- Enhanced Community Roles supporting rural in call stations during office hours, why not train Prevention staff to drive appliances so they can increase On Call availability in areas such as Cheshire West during the day when working locally
- Reduced cover in areas at weekends risks increased deaths due to fire
- The fire engines are being got rid of and made day time only in the week, why not keep them on call at night?
- Firestorm don't know what time or day of the week it is. Switching focus to weekday working will be of detriment to northwich and wider mid cheshire region.
- Leave the engines where they are
- Seem to cover most areas at key times of the day (weekdays). overnight cover would be better but on limited budget appears to be best use of resources.
- I don't have the information about weekend/over-night risks - the plan seems to focus on weekday cover.
- Why are all the plans for increased firefighters in the week - what's going on at weekend. Surely it would be best that at some sites the full time fire fighter posts were Tuesday to Saturday and then at other sites Sunday to Thursday - so that there is cover into the weekends.

- Rural areas seem to be sparsely served especially evenings and weekends.
- Night cover.
- advice on new technologies and inventions to educate the public
- More visits to schools, primary and secondary, so that children can see the impact (age appropriate) of fires in the house and community.
- I worry about foreign electrical plugs etc. How can i have them tested?
- A lot of elderly people use mobile scooters. Suggest more talks given at retirement homes on the dangers of battery care.
- Explain how to activate smoke batteries.
- Education at junior school level about fire risk, plus for people known to be less mentally able to cope.
- Flyers to schools about the value of safety central visits
- More school visits to young children. Fire risk advertising to be increased if financially viable. e.g. batteries exploding, unsafe charging practices.
- Ongoing assessment of premises (business and private) to ensure there are no fire risks presented (or otherwise). Premises that are empty and derelict are a risk and some need to be demolished with liaison with the councils.
- I am not sure the risks from, and dangers faced, from lithium ion batteries in their various forms and uses is addressed strongly enough. This is an emerging issue but has the potential to be a serious risk and challenge to the F&RS.
- More awareness. Awareness meetings could be held in community halls, schools, libraries in most villages and towns. If tea and biscuits are provided people will turn up.
- Mainly education of the public regarding advice on using certain products and their storage and to recognise potential fire risks.
- To check fire alarms, regularly, for vulnerable people.
- Services for children and young people seem a bit disjointed. Will the review of prevention address this?
- Proximity of major motorways and RTAs.
- Risk posed by increased numbers of foreign HGV's on our motorways/roads and potential accidents - are they properly regulated like British drivers/vehicles?
- I think it important that the on-call firefighters renting houses should only be moved out if it is clear they have realistic accommodation alternatives (Stockton Heath). Is selling Authority houses at Stockton Heath really necessary?
- Retain cover in Stockton Heath
- Leave Stockton Heath manned
- Use the second fire engine at Penketh to do the cleanup over at Stockton Heath, and leave Birchwoods fire engine alone. This would give you a fire engine in every area of Warrington during the day - North, East, South and West.

#### Staff comments

- Not have stealth cuts removing fire appliances with ridiculous proposals regarding Stockton Heath, Birchwood & roving appliances during the day.
- Better recruiting for the on call firefighters to create more availability and a better resilience during spare conditions
- The process for ensuring adequate water supplies for all new NDP's requires a review, specifically in relation to the provision of hydrants and their addition to

Firecore. Liaison between building control and protection to be better to ensure that the required water supplies are actually provided.

- crewing for the 4 new day pumps will not be sustainable and all 4 will not be available all the time without the system being propped up by overtime staff

#### Partner comments

- Improve industrial relations, listen to firefighters ideas instead of begrudging them.
- Other premises that support vulnerable adults also to be registered with risk and response considered accordingly.

### **Lithium-ion batteries**

Question: Regarding lithium-ion battery products, would you like to receive safety information on any of the following issues?

#### Public comments

- I want to know how many fire engines would need to be deployed to a car lithium fire at a public building or block of flats.
- Garaging of electric cars
- Safety of electric cars involved in accidents
- Note : Most people are not aware of the dangers surrounding electric cars
- Care management of solar battery packs
- Solar panels connected to storage batteries
- Recycling
- E cigs
- Is this a Fire Authority's problem
- Drills
- How to safely store products with lithium-ion batteries.
- Where to buy safe replacement batteries.
- Not an expert but can understand the dangers

Staff and partner comments received all stated the respondent had no further comment to make.

### **Measuring and reporting our response time**

Question: Do you have any comments on this proposal that you would like us to consider?

#### Public comments

- Does it address the time to reach the more locations e.g. out in the countryside?
- None, if anything they need to drive faster if part of the time is used on the phone.
- Rank reasons for not meeting standards (suspect e.g. indiscriminate parking and consequences of over-development would rank highly)
- The ambulance service had target response times and couldn't stick to them, so be careful as you will be judged.
- This seems like it will make it much harder for all crews to respond to incidents within the 10 minute target time.

- Time for Runcorn to Tarporely / Delamere area will be slower
- The call handling time is critical, the resources at a shared control however do not lend themselves to quicker call handling times, bring the function back in-house
- It will be difficult to compare if your start times will be open to human error unless your notifications can be an automated initiation time alert.
- Consider being even more transparent by detailing time taken in Control as well as time taken from mobilisation to arrival ie break down the 10 minutes even further
- Just that bringing Cheshire into line with other authorities will enable comparisons.
- I think it is important to standardise how response times are measured and a good decision to align this with the Home Office's approach to enable accurate benchmarking.
- I was surprised that this was not in place now. good for the public that measure is standard used across the UK for comparisons on performance.
- Statistics can be manipulated however you process them. As long as they are consistent long term that's all that matters. Don't fudge the numbers.
- Comparing like for like is better than having to interpret differing methods of measurement. It will help in consistency for the future.
- It seems sensible to align with national practice in measuring and recording response times.
- This should be set nationally for the whole of the UK. It would be absurd if each F&RS developed its own, completely different systems. A Cheshire-only scheme, and different for all the 40+ services in the UK, would make any comparisons meaningless.
- The changes will enable better and consistent recording & monitoring of response times and for comparison with peer services
- Surely the Home Office must have some guidelines to maintain consistency across England, as to how response times should be recorded.
- Agree that following standards recommended by Home Office and followed by other forces makes sense
- Please clarify whether we are losing nighttime cover. On call staff will just not be fit for purpose
- Simple mathematics say that this can't work with an ever increasing population and the cutting of services.
- Getting in and out of Northwich is getting worse due to the increase in house building
- Any reduction in emergency cover is not acceptable.
- Do not reduce resources
- Madness to reduce northwich to a single engine
- Review that stats on Northwich station, your view is not in line with its requirements
- Not only do you propose to reduce the local cover , within a few years the need will be greater due to more electrical products in use like vehicle home charging . To reduce what we have is madness.
- Sharing appliances is not improving cover
- As with the police could there be a roving fire engine at the far ends of the district.
- An increase in fulltime cover during the day helps with motorway cover for any incidents that arise.
- The reasons why there is a low response availability need to be looked at. Is it low crew availability ? If so then a better recruitment campaign needs implementing and fast rather than chewing the fat.

- I am satisfied with the cover as it is.
- There should be increases in both full time and part time firefighters also more voluntary positions should be made. Towns and villages are increasing in size at a great rate, yet emergency services do not seem to be keeping up.
- The changing of the crews stationed at Stockton Heath
- Cutting your volunteer firefighters is a terrible plan all focused on cost cutting. They do vital work in the community that is needed for young people to understand the risks and dangers.
- Why do you want to change the way you measure and report the time it takes your firefighters to get to incidents?
- No I think the proposed are significant and relevant changes
- The review of response times is driven by cuts.... nothing else.
- Why is it monitored, just get there.
- Both current and proposed are pretty much the same, to me.
- Keep others safe
- I would have saved the money for the bags and survey and put it to the fire services.
- The fire service already do an amazing job
- Better to use smoke alarms
- Do you yourselves think the times are adequate
- Proximity to emergencies
- Greater cooperation with local councils over local parking. In towns like Macclesfield and Crewe, the town centre parking amongst rows of terraced houses surely slows response times greatly.
- Just to be safe
- I think you need to really enforce the fact that response times are crucial as it does sound a bit like you are not as bothered with them from the wording you have used.
- Cutting costs costs lives
- If you are changing other factors e.g. fire cover levels, changing how the response time is measured will make measurement of current to future state open to misinterpretation.
- Bring control back in house
- You do not seem to offer direct comparison data and this suggests a rather cynical manipulated presentation of the rationale
- I have concerns about response times overnight, weekends and holidays.
- Response times are vague, non-comittal. Loosely worded with no contract specifics with the public. I have memories of the Manchester arena explosions.,
- Again public safety. It's not logical in the slightest.
- Ridiculous idea, shame on you
- It's a good idea - time saves lives.
- Agree with proposals - anything that helps improve service levels has to be a good thing to support.
- Faster response time
- I go along completely with the proposals
- No, a good idea
- Good that emergency calls are monitored from the moment a 999 call is placed, rather than when you received it.
- I think 10 minutes is an outstanding arrival time to destination.

- Makes good sense - although we have not got any concern that the fire service will respond as quickly as is possible on all occasions
- The proposals do not feel like 'excuses' to avoid management and minimum service levels etc, they were well explained and seem credible.
- No - you seem to have covered most things.
- I'm sure these have been carefully considered and all avenues appear to have been taken into account.
- Seems logical.
- Tracking the times of primary fires is a good idea, but in your draft it almost suggests that you will stop tracking response times to life-risk incidents. I think tracking response times to both types of incidents are really important, and one shouldn't take precedence over the other. As a public service, and an emergency one especially, ensuring that you track as many data points as possible surely should be a priority for you, so that you can optimise your performance, i.e. the saving of lives, as much as you can. By not tracking one data point, you'll lose valuable data, which will only lead to you starting to track it again in the future. If it's your intention to track response times to both primary fires and life-risk incidents, then disregard the above.
- Why does it only apply to fires
- All incidents should be taken into account not just ones you cherry pick.
- Should extend to all life risks not just fire
- You are moving to only primary fires, so no measure on risk to life. Does this mean you expect response times to risk to life will go up?
- Sounds like you are de-prioritising threat to life incidents
- It seems to be a matter of semantics and play on words. Targets and response times should be didactic, not "woolly"
- I support improvement however: Original Statement: "Respond to life-risk incidents within 10 minutes on 80% of occasions." Revised Statement: "The average response time to primary fires in Cheshire will not exceed 10 minutes." Comparison: Clarity and Specificity: Original: The original statement explicitly mentions "life-risk incidents," providing a broader scope that encompasses various emergencies. Revised: The revised statement narrows the focus to "primary fires," which may be more specific but could potentially exclude certain life-risk incidents that don't involve fires. Measurement Metric: Original: Utilizes a percentage metric (80% of occasions) to quantify the target. Revised: Shifts to an average response time metric, which may simplify measurement but could be less intuitive for interpreting the overall effectiveness of responses. Flexibility: Original: Offers flexibility in achieving the target on a percentage basis, allowing for variations in incident types and circumstances. Revised: May be perceived as more rigid due to the average response time requirement, potentially allowing less flexibility for incidents that require more or less than 10 minutes. The first statement is more **specific** and **measurable** than the second one. It defines what kind of incidents are considered as life-risk, and what percentage of them should be responded to within 10 minutes. The second statement is more **general** and **ambiguous**. It does not specify what kind of fires are considered as primary, and what happens if the average response time exceeds 10 minutes. In my opinion, the new statement is **not** an improvement over the old one, because it **lowers** the standard of performance and **reduces** the accountability of the service. The old statement sets a clear and achievable goal, while the new statement leaves room for interpretation and excuses.

Consequently, I do not believe you will improve things with this new target statement, quite the opposite

- Average response times are very easily affected by extreme numbers. I see this being dropped and changed back very quickly when this is realised. Hitting 8/10 hires within 10 minutes is much easier than keeping the average wait time for these fire under 10 mins.
- I do not agree with moving to average response time as this is a dilution of the standard. By all means change to measure from point the phone call is received but retain the 80% within ten minutes element.
- You need to use an honest and realistic way of measuring response times instead of monopolising the results by changing the way you record the times
- Average allows too much leeway.
- report both average and % response times
- Time from start of 999 call is good but don't like the switch to an average time.
- While i understand the reasons for change (i.e. alignment with the Home Office reporting) the proposed change leaves more wriggle room and is less precise than the existing measure. Precise quantitative measures are far preferable to "average" measures, enabling better actions to be taken to improve things. Generally an "average" measure can hide many issues.
- While i strongly support the need to standardise the methodology for measuring call out times nationally, i am unconvinced by the arguments about preferring an "average" time measurement - the key time is how long it takes an appliance to be called and arrive at the fire/incident.
- You should already be measuring from when the call is received and you should keep the 80% not just primary fires
- The time calculated should be from the initial 999 call as that gives a truer measurement.
- Response times should be included as time from call. That is what matters to the public
- It sounds very good to measure times as experienced by the end users.
- Measuring correctly from start to finish
- Measuring true response times is good.
- Not at all. think the proposed changes give a clearer and fairer picture.

#### Staff comments

- The proposal you are suggesting means that life risk incidents are no longer taken into account for the figures produced. Why can't you keep the way that you measure life-risk incidents the same, but use this new method for all other incidents?
- Measuring of response time should always be from receiving the call in control until time in attendance unlike Cheshires diabolical fudging of figures.
- It seems like it could add a delay to each call, resulting in your crews feeling they have to take further risks to respond quickly in order to meet targets
- I would like to see it being reported in hours rather than percentages.
- cheshire fire will struggle to meet 10 minute response times at times using this approach
- More reflective of true experiences of callers.

#### Partner comments

- We are supportive of the changes to Knutsford fire station.
- Instead of cherry picking so you can manipulate figures all incidents should be covered and reported.



## Changes to the provision of fire cover

Question: What do you consider to be the positive impacts of introducing the proposed changes to our provision of fire cover?

### Public comments

- More reliability with the increase in full-time firefighters.
- Guaranteed cover at certain times
- What you have outlined will definitely improve weekday coverage in regards to fire engines being available during the week, between the mentioned given times. It's certainly reassuring to know that there will be fire service coverage during these times. Other than that, I think your documents outline the benefits of your proposals adequately. However, in my opinion, it very much seems to miss certain points out, or at least doesn't emphasize the downsides to your proposals.
- More full time pumps
- Knutsford is a big hub in Cheshire and would give a good link in the network
- Better availability
- Cover will improve
- Increasing the number of fire engines from 17 to 21 is a positive and welcome step.
- Greater spread of coverage for the county
- Better availability of service
- The proposed changes would increase the geographical area of the county covered with guaranteed weekday provision.
- Keeping a reasonable cover of firefighters, within a restricting budget.
- Better service
- Better daytime/weektime cover by full time firefighters.
- Better cover and provision. More areas covered full time instead of on-call in areas where population is growing and so are road networks.
- Better cover for weekday fires
- Increased cover
- Providing cover at the right time in the right place is a good thing. Statistics help with this.
- More areas covered
- Adequate cover for more areas.
- More full time firefighters/engines
- Better daily availability for fire response and rescue in local communities is a positive change.
- More consistent availability
- Full-time cover returning to Knutsford
- More areas provided with cover, more of the time
- Higher availability of fire rescue day and night. Larger areas covered - larger population of Cheshire will feel safer.
- Having more wholtime fire engines.
- More cover, getting to fires within the parameters considered.
- Better provision of fire appliance availability and faster response times.
- Good to improve cover
- better spread of cover
- more crews during day

- Cover will be improved
- More cover will always be beneficial
- More cover available and quicker real time response times
- Stronger cover during the day when there is greater risk to life in work places.
- better cover for when it's needed
- More guaranteed cover for my neighbourhood
- Higher risk areas at peak times would have increased cover
- better coverage and response times
- Better daytime cover
- Providing guaranteed coverage to more of Cheshire is very important.
- More cover via extra staff
- Increasing the availability of full-time cover in the county and in this way countering partially the failures of staffing firemen "on-call"
- More immediate and more extensive cover.
- Better area availability, reduce risks
- a more evenly spread service in case of emergency.
- Would result in more fire cover in Frodsham
- More stations covered. No reductions of fire engines or closure of fire stations is great news.
- More available cover at high risk times.
- More responsive cover with daytime fire engines rather than relying on on-call fire engines.
- Better overall coverage.
- Providing part time day cover to full time day cover, which will enhance public safety.
- Full time cover during daytime when most incidents are likely to occur and response times across long distances slower due to traffic will be an improvement across the county
- More engines during the week.
- Increase guaranteed weekday daytime fire cover.
- Increase in week day availability is great.
- Full daytime cover.
- Better cover for Knutsford area which is increasing in domestic and business properties.
- Wider, more balanced and consistent cover.
- Better and safer cover
- Better and safer cover
- More day cover
- Better cover through the day at busiest times.
- It sounds like more engines will be available to the public
- Very good overall cover of the area
- More full time cover.
- Greater daytime coverage
- Positive impact to the amount of cover in Cheshire, however it will have a seriously negative impact to the morale of the staff who find a roaming appliance at their station.
- Better cover
- Wider coverage of the whole county.

- Better cover in rural areas.
- Increases the number of appliances available but it must be remembered fires happen at any time and these additional appliances shouldn't just be used to cover courses etc
- As a service provider I expect Cheshire Fire Authority to work out the best arrangements to meet their targets.
- Where are the mechanisms to evaluate the changes actual delivery to enable remedial action to be taken
- The change to response time if achievable would be possible. But I think it's not been thought through and will be dropped when you realise this.
- Centralisation creates more burn time and this is in areas that are directly under the flight paths of the UK third busiest airport. The roads in this area are very congested and with the rise in the projected population, are getting busier. The journey times from distant fire station are likely to be longer.
- I don't see the need to change them.
- Saving lives - imperative
- Is this saying you have poor management?
- Please see my answer to Q2
- Fire Blanket
- If the people doing the job feel it is the right thing to do then i support their point of view.
- Please see previous comments.
- Vulnerable people, single through no choice of their own.
- Lacks detail, no contract with the public.
- Won't know until possibly a year after their introduction. Impact not known at present
- Safer and cheaper to prevent rather than react.
- Don't know - far too complex for me!
- Less fires
- We'll be safer
- It will be an improvement
- Improvement for all the areas which is good, at the same time maintaining safety.
- I assume on limited budget this is best way forward.
- This seems like a step forward
- For the better
- Well constructed and presented document; in my view police and health services problems will likely impact achievements of the fire service in the area of integration
- I think that it is a very good proposal.
- More public support
- Greater confidence in what you do
- Call out time, full time staff and training
- If daytime is the prime area of usage, then the changes should be very positive.
- That fire will be under control quicker.
- It sounds very good to measure times as experienced by the end users.
- Sensible proposals.
- On Paper everything looks good hopefully it would work ok.
- Peace of mind. Less loss of life
- Saving people's lives.

- Living in a village and elderly (83) it gives me more confidence if I need to call you as Holmes Chapel, my nearest, is only part time.
- It would help people to feel safer knowing that if you ring 999 FIRE they will be there within ten minutes.
- Local populations re-assured. Other emergency services reassured as they often require the fire service's assistance.
- It's all for our safety
- Fit for purpose
- Just keep going
- Really happy with what the fire service do.
- Prevention - lowering the risk of fire.
- More professional staff
- I was surprised that Nantwich and the surrounding area doesn't have a dedicated fire engine, considering the size of the population and the fact that it is rural - and you might get more accidents on rural roads and farms needing heavy lifting gear.
- Look closely again at outlying areas such as Audlem.
- With a waste recycling centre in Middlewich amongst other industries it should have a more day crewed station
- No mention of Penketh area even though following demolition arranged for December 2023 and 800+ homes proposed to be built.
- All positive except for the plans for Warrington
- Addresses the clear need to have full time firefighters - there is obviously a problem recruiting and retaining on-call officers
- This removes a number of unacceptable anomalies. The fact that a station (Northwich) can have 1% on-call availability is a nonsense.....14.4 minutes per day.
- Swapping from volunteer staff to more employed staff.
- Less reliance on the sporadic On Call duty system
- More practical and realistic usage of resources and personnel with responsible redeployment policy.
- More flexibility and use resources where they are most needed. However, working with statistics is risky as no one knows the future
- It's a way of maintaining service in a time of scarcity of financial resources.
- Better use of finite resources, improved use of manpower, and better handling of emerging threats from new sources such as batteries.
- Improve efficiency. Improve manning. Improve coordination effectively.
- Feel safer, more efficient
- To be efficient
- Mainly improved efficiency and more effective use of resources that are available.
- To be efficient and keep costs down.
- Unable to see any positive impacts.
- Money
- None, although you get daytime in the week, there is less evening and weekends (I assume council tax will be reduced with these cuts?)
- Reorganisation sure to finding does not work. Reorganisation if more funding was coming in to the local authority would
- £ budget
- Not an all. Bat shit crazy
- What positives ?

- This is a pig in a dress you have dress up the changes that are a real time reduction in cover
- none, it appears to be less fire engines at large periods of the time
- Need to consider Stockton East and Birchwood which will not have enough cover. There will be less weekend and evening fire cover in general.
- Non. It's all cuts driven.
- Concerned that the overall number of appliances is reduced
- "you'll sell this a positive and it being cost neutral yet I can't see how this is possible.
- I agree with selling housing stock at fire stations that no longer require them."
- Very unclear how that improves the poor service in the south of cheshire
- Council saves money and residents get less service for their obligatory tax payments
- Financial at expense of safety
- There aren't any
- Hopefully reduce your maximum response times, without impacting average times. Possibly, there may be advantages in developing recommendations for fire risk in rural areas to minimise impact and spread of fire in deeply rural areas where response times will be higher. ""Park your farm machinery a good way from your fuel storage"" for instance. But this would have to be coordinated with law enforcement to prevent theft.
- Much better overall. Better response times if firefighters are full time and on-site.
- Better view of actual response times. Better availability of fire engines / crews.
- Improvement i response times
- Better response times
- Quicker response time
- Less part time and more full time people so should help to improve responses.
- If it shortens the time of response it will be good.
- Better overall response times. More accurate reporting/monitoring.
- response times
- A faster response time
- Quicker response times and more manpower and availability of engines means more life and buildings could be saved.
- Better response to emergencies. More full time jobs
- Improved TATs for responses.
- Quicker response times
- At least an attempt to improve response times.
- More consistency in day time fire crews, including quicker response times.
- If response times improve, then a positive impact is acheived.
- Shorter response times
- It should make the response time shorter leading to less loss of life and damage to property.
- Improved response times as well as prevention.
- Hopefully a speedier response time from full day time crewing
- Improving the response times can only benefit everyone.
- Better response times
- It would make a positive impact in the wa a fire is reported, the quicker you respond to the fire must be a better way.
- Average response time of 10 mins across the Service area.

- Faster response times.
- Response speed
- Quicker response times and to increase the number of fire engines available at any one time.
- Quicker response. Make firefighting a more attractive career to recruit high caliber talent.
- The ability to achieve the response times because crews are on station.

#### Staff comments

- There is a positive by bringing Knutsford fire station to a day crewing model.
- The down grading of Stations cannot possibly be described as a positive impact. What kind of delusionary world are you and the Fire Authority living in?
- Better cover for Knutsford, obviously.
- The daytime cover would improve
- improved fire cover during daytime hours
- The provision of flexible fire cover that is fluid and responsive to the ever changing risks of the Cheshire.
- better response times
- Having increased availability throughout cheshire is obviously paramount and something I agree with. Whichever way this is achieved has to be a positive for the safety of our communities.
- More fire engines available
- creation of 4 day pumps
- More guaranteed fire cover during weekdays is positive as is providing more capacity for community work.
- Increase in number of wholtime firefighters. Increase in available appliances improving response
- A guaranteed pump in an area is great
- Having more fire cover available when it is needed the most
- Better overall cover
- Knutsford changing to DC1 is a good move

#### Partner comments

- It would be better to have those stations whole-time 24/7
- Communication and consultation on the process is key.
- More availability

Question: What do you consider to be the negative impacts of introducing the proposed changes to our provision of fire cover?

#### Public comments

- On page 42/17 of the full/summary CRMP documents, you state that you wish to ""strengthen the on call system"". But this seems to be in conflict with proposals two and four, where you wish to dismantle the on call cover currently available to certain areas. Your fire cover focus seems to majorly be on weekdays, which may be better

for some business premises, but most people, despite the increase in people working from home, are more active at home during the weekends. Wouldn't this mean that people are more likely to cause fire related incidents during the weekend? At the same time, people are at home mostly in the evenings during the week, and yet your proposals suggest that there would be no evening cover in some areas such as Stockton Heath. As a home owner in Latchford, I'm concerned that if there were a fire incident nearby, especially if it were at a chemical works like Solvay Interlox that handles hydrogen peroxide, the response time to such an incident would be reduced. Adding to that, as you mention on your documents, Cheshire's population is aging, and that is especially true of West Latchford and Stockton Heath. If the elderly and young are the most affected and at risk from fire incidents, surely it would be a bad idea to remove on-call firefighters from their duty in Stockton Heath? Whilst I understand the need for increasing funding to ensure people are protected from fire incidents, and that selling the on-call accommodation that you have in Stockton Heath would provide such additional funding for you, I don't think that funding the future of the fire service in Warrington should put any of the general public at risk; that seems very counterintuitive to me. Wouldn't having fire engines that would be otherwise crewed by on call staff sitting empty be a waste of resource/funding also? Finally, your documents mention lots of data/figure, specifically on the availability of fire engines, but it lacks in an equal representation of data regarding when fire incidents actually occur. For example, on page 11 of your summary document, it states the following: ""We are proposing this change because the availability of the on-call fire engine at Runcorn in the day was on average 23% in 2022/23." That's all very well, but where is the data showing that the on call fire engine was actually needed during the day during daytime hours? Where is the data showing that on-call fire engines aren't needed at night? To me this lack of data suggests that I'm not seeing the entire picture, and so I'm sceptical as to whether your proposals are justified. Please ensure that you provide all the data needed to prove to the general public that your proposals are in our best interests.

- A slightly higher response time if the fire is in one of the three 'off' days.
- Sharing engines in the way you're suggesting could mean a shortage of cover if a big fire happened.
- Clearly there are issues about reducing some services especially at Birchwood and Stockton Heath (where the cuts could be construed as a way of releasing funds for Warrington's new fire station). In my opinion the idea of introducing full time cover 50% of the time in an 8 day cycle is a recipe for risking people's lives. Domestic fires can happen anytime in the week and equally when bad traffic prevents appliances from crossing the motorway or canal to cover.
- Stockton Heath needs more cover and should remain in a similar way as it is running.
- Lack of timely cover in Stockton Heath & Appleton
- Lower response times, lower cover for Stockton heath and surrounding areas
- The on call duty system does not guarantee 24hr fire cover. The decision to remove the on call establishment was taken due to poor availability of the Stockton heath appliance. Taken from Crmp 2024-2028: During 2022/23, Stockton Heath's on-call fire engine was available only 10% in the day and 67% at night. This has worsened to 4% in the day and 62% at night in the first five months of 2023/24. Replacing this on-call cover with full-time cover on 50% of days will be, on balance, more effective. For clarity, "full-time cover on 50% of days" in reality is :- 7am to 7pm, 3 days on 3

days off equates to 48hrs per week (7 days). Which is 48hrs out of 168hrs or 28% available per week.

- Birchwood and Lymm too far from Stockton heath and Appleton
- Warrington cover needs re-thinking. You need a fire engine in every part of warrington in the daytime, without relying on on on call cover.
- Reduced fire cover in Warrington
- Lack of detail in the call out rates and the types of incidents to allow informed comment in consultation
- I have already seen the negative impacts on my own street even prior to there proposed changes.
- This appears to redistribute where will have the most cover.
- All of it
- Will there sufficient full week cover
- Maybe more staff needed
- If a really big fire, not enough back up.
- Looks like we're going back to where we were a few years ago - deja vu all over again!
- i feel there shouldn't be any... otherwise why change?
- Fire Blanket
- Cover is being considered for short term plans. Looking at longer term new homes estates & the volume of people in areas would be more effective future proofing planning.
- Nobody knows the exact time an emergency will come in. From m experience of calling the fire service, the response time has been outstanding.
- One could argue the cover today is adequate.
- Union participation?
- Same as above
- may tie up a machine where it would have been available to arural locality
- Don't have the knowledge to answer this.
- Not my area...
- N/A - not sufficiently aware/knowledgeable.
- Seems focussed on high population ares rather than rural-whether you like it or not ,you have rural areas
- Stretching of night time cover, could lead to longer arrival times at night, thus increasing the potential for loss of life.
- there will be less fire engines evening and weekends.
- Lose of manned cover 24/7. Having a service which is on call only could result in a major increase in response time.
- Working a business model around fires know what time it is and what day of the week it is.
- Increased riosk at nighttime for loss of life and significant property damage
- Having less fire engines
- less cover and resilience at weekends
- Less engines overall at weekends and evenings
- Ensuring weekend cover especially for the Motorways and Chemical industry
- No improvement to evening, night and weekend cover.
- Evening and weekend cover appears to be reduced
- Think night cover change could comprise performance.

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Consultation Feedback: Additional Resources



- We would like 24/7 cover during day and night but it all comes down to finances.
- You are removing valuable on call services during the evening which are needed.
- Not so much cover at weekends and yet surely Saturday's could be very busy.
- Only in the week cover - think cover should be spread into the weekend - find it very strange there is no mention of weekends - does that mean its all covered on high overtime costs or are there different staff covering weekends
- Reduced cover
- longer response times in an evening due to oncall staffing.
- Reduced night cover
- Proposals focus on daytime cover. Overnight cover impact is insufficiently clear.
- Reduced night time cover
- Reductions through the night and weekend availability.
- Why only weekends? Surely most accidents i.e. motor accidents, leisure activity accidents happen at weekends.
- No overnight cover except emergencies.
- Still concern if there is a major incident occurring at out of hours and involves chemical release e.g. chlorine.
- Less cover at night (weekends)
- Possibly cover at "lower risk" times?
- Lack of cover out of hours. Fires don't just happen between 8-6, even if your past figures show an increase within those hours.
- Lack of availability at night and weekends
- Of course the parttime firefighters are also doing an outside job so it will have an impact on them moneywise.
- Possible loss of some current on-call fire personnel?
- Reduction of on-call firefighters (part-time) and their travelling from distance places when their rented accommodation is denied would become a operational hazard in case of severe emergency.
- Lack of availability on nights and weekends when more severe incidents are more likely to occur. Disenfranchisement of OC staff as they will see their jobs as low hanging fruit
- The part time firefighters have always been a valuable resource. I would hope that there would still be a role for volunteers in the future.
- Risk of redundancies?
- How are you going to encourage people to train and join the fire service to ensure enough staff?
- No arrangements to increase the number of current and/or proposed number of fire stations and/or fire engines? No mention of whether sufficient staff/firemen/firewomen are employed?
- Changeover of staff will cause disruption initially maybe
- Do you have enough man/woman power to achieve the extra areas or do you need to recruit?
- Perhaps the impact on the workforce - will they be stretched too much?
- Impacts on staff
- Loss of jobs for P/T firefighters
- Loss of jobs
- Cost. Potential part-time job losses
- None except possibly to some staff

- A lot depends on how existing personnel react to change. It may suit some to work as on-call personnel others may prefer the opportunity to work full-time. Retention and recruitment issues.
- Impact on staff
- Staff availability, illness
- The selling of the fire service houses for a lump sum contribution to new upgraded fire station in Warrington. The relative costs for maintaining these properties is unknown - to me - but the availability of a rental home to people working in this sector must be invaluable. If the workforce do not value this then selling could be a possibility. The housing is an asset that won't be replaced once sold.
- Position of all on-call firefighters.
- Loss of some part time roles
- Perhaps the loss of some on-call firefighters.
- I would strongly urge support to any current part time staff that may be displaced by the changes to some p/t stations particularly any who are in rented service accommodation
- The effect of current crew who may be at risk of having to change their current job or worse.
- Reduced staff
- Firefighters losing their homes?
- The loss of jobs.
- Staff redundancies.
- Displacing of families from their homes to achieve this.
- Further reducing morale and motivation to the crews at stations where a roaming appliance will be stationed.
- Reducing staff. Reducing appliances
- there will be costs to implementing these changes, especially when re-introducing day crewed fire stations instead of oncall where your oncall numbers at these stations is low. increase in staff means more costs.
- I would imagine the cost but it is a service that we need
- Probably an increased cost
- More cost for the council tax payer.
- There must be an increase in costs.
- Increased costs
- The extra funding needed will obviously come from an increase in household rates.
- Increased revenue through council tax
- Cost
- Increased cost. Achieving the target response time and being content with that. No mention of improving performance beyond that.
- None - except increased cost
- Costs, but it is necessary
- More costly & slower response times
- Not enough people to cover emergencies. Too focused on cost cutting
- Really concerned about reduced fire engines in the Northwich area
- Looking at the map on page 11, it is clear that Northwich and Macclesfield must have a whole time fire engine. However, this is not what you are proposing. Those towns have kept increasing their population and you are reducing the services

- Winsford and Northwich will be under supported. Response times for this area will not improve under your proposals
- I am concerned that Northwich is looking it's second engine and night time cover. The population in Northwich is growing. We are also close to the M56, M6, canal and rail lines - all which propose danger. I would have thought that more incidents occur at night time when people are back at home.
- Putting the lives of people in Northwich at greater risk should there be a major incident
- Reduced crew in my area of Northwich
- Winsford and northwich, 2 growing towns, dropping 50% of engines and serious crew reduction? Absolute madness.
- Massive risk, Northwich station covers a huge and growing population - going to one pump is ridiculous and without care to human survival in immediate emergencies that require prompt attendance
- Longer burn time for fires. Remember, Hartford has the highest concentration of schools in the UK. How many of these schools have sprinkler based systems? Secondly, with climate change, we can expect more flooding events and brush fires. Is this really the time to make cuts in response times for multiple pump stations?
- Removal of Northwich's second fire engine, with trained staff based in Northwich isn't an acceptable option.
- Northwich needs sufficient cover
- Losing the second fire engine from Northwich
- While i do understand and agree with the rationale, it still feels concerning to see one of Runcorn's fire engines be converted.
- Runcorn does not seem to be covered that much.
- Less cover for Northwich and longer response times for a second fire engine
- Less of a service doesn't compute to more service whichever way you spin it - less people, less vehicles - can't possibly equate to more safety
- Fewer engines available overall
- Cutting staff and resources (cutting staff = loose expertise / experience and numbers. Cheshire has many risks - motorway networks, over 50 COMAH sites, major train lines.... cutting staff and resources reduces an effective response to incidents in these areas alone never mind the residential and business premises
- The number of fire engines available is correct at the moment to reduce this number us reckless amd unacceptable
- Increased risk of electrical fires does not support diminished resources by reducing the number of fire engines and trained response people.
- There should be no reduction of fire engines, Cheshire is being overwhelmed with more housing
- Longer response times
- Reduced cover, greater fatigue on staff
- Less Firefighters, diluted fire cover, weaker response times.
- Still will not give the cover required at all times not just the days
- I hope existing measures are not too thinly spread having a negative impact on response times and subsequently staff morale.
- If the number of firefighting staff is reduced (only to save money)
- fewer immediate responders
- Still seems to be a net reduction in F/T firefighter posts

- Less ability to address fires, residents losing out
- Don't know, maybe deaths.
- Safety
- Cutting staff will lead to loss of life and further damage from fire spreading with longer wait times for crews to get to the station and get fire engines immobilised
- This WILL put lives at risk
- People will die
- Reduction in staffing and engines isn't safe
- Reduction of services loss of lives and jobs and a fearful elderly population who are vulnerable.
- Reducing the current fire engine cover will put lives at risk . As the local engineers are often sent elsewhere to cover over areas when in need .Which leaves us short locally.
- You are putting people at risk. As a local councillor and a litigation solicitor I feel you are at risk of a challenge if you go through with these changes.
- Lives can be lost
- Although the risk to life change is not favourable, this change is a measured balance.
- Risk to life in densely populated area
- Mainly it's too risky, response times will be slower equalling more injuries/deaths, what if there are several emergencies occurring simultaneously? I think a lot of the information you have provided is spin to suit your own agenda.
- Risk to life as you are cutting vital staff.

#### Staff comments

- The four fire engines that you propose to take from Northwich, Winsford, Macclesfield, and Runcorn will be sat empty at nights and at weekends with this proposal. Currently, with the limited number of on-call staff at these 4 stations, it is difficult to crew them during the day. This is why you want to re-deploy them to other areas of the county during busier times, However, these on-call fire engines are very regularly on the run at night times and weekends, so you are effectively reducing your night cover by four fire engines. This will mean an increase in reliance from neighbouring brigades for any major incidents that happen during the night time and weekend hours. I don't think it is acceptable for you to knowingly leave these fire appliances empty, when there are crews willing and able to work during these times. These roaming pumps will also start to affect your on-call firefighters in other parts of Cheshire. As you know, the wages of an on-call firefighter are very little. They rely on turning out to incidents to make their money. By having the roaming pumps in those areas, the wages for those on-call firefighters will start to decrease, (as the roaming pumps will pick up these incidents) and on-call staff will lose interest in doing the job. This will cripple the rest of your on-call availability. I feel like you are shooting yourself in the foot. The proposal to remove the on-call staff at Stockton Heath, and to have the station crewed for only half the week during day time hours is ridiculous. If you want to have the area covered for only half a week during the day, at least consider keeping the on-call staff at night time, in the same way that Birchwood is covered.
- The down grading of two stations, reduced fire cover of an evening
- No improvement to daytime cover in the areas where it's most needed
- The loss of the four oncall fire engines at night and weekends

- Day wholtime pumps go off duty during peak activity hours. Also loss of activity for on call appliances due to extra day appliances will result in on call personnel leaving the service. This then will reduce the number of appliances available overall and may lead to shortfall at weekends and in the evening , especially in spate conditions.
- Opposition by local communities fearing a degradation of their fire cover.
- will affect people especially those affected who are wholtime and oncall, this may have an effect on moral
- The obvious one being loss of jobs for those who wish not to become a WT firefighter, I myself would have been likely to choose not to have taken the role of a WT firefighter and therefore would have had to finish a job that I enjoy doing and of which had been an ambition from a young age.
- crewing shortages for the new day pumps, losing 5 pumps at night will impact on the services ability to handle larger incidents or spate fire call conditions
- A reduction in fire cover within the Birchwood area.
- Moving ropes to Knutsford putting public & firefighters at risk of injury or worse by reducing training & responding with a team that contradicts not only national rope rescue standards but also NFCC guidelines. By doing this, this clearly shows a lack of understanding that senior managers have of rope rescue. On-call firefighters losing their jobs & potentially receiving very poor redundancy pay for huge commitment over a number of years. Placing some On-call into financial hardship by forcing them out of houses. Reducing number of Appliances available at night putting public at risk & not being able to facilitate reliefs at jobs.
- less fire engines as a whole being staffed, more should be done to improve the on-call availability
- Cost implications and the effect on current staff
- With the changes, on call shouts will decrease, there should therefore be a change to minimum contract hours for crews as people will be less likely to give up 50 hours on their days off if there is even less check they'll turn out, it's becoming less attractive as a result and more migration opportunities should be available.
- Putting the rope rescue back onto a DC1 system is wrong. I believe that the service is looking at changing the way the Rope rescue team operates. This should be trialled at Lymm 1st. Its a negative move and leaving a multi million pound purpose built rope station with no rope capability does not make sense. I feel this will reflect badly in the public eye, it will also cause an issue with the future DC1 staff at Knutsford with the additional complex training running alongside an inconsistent shift pattern. Knutsford have the Animal rescue as a special already which WILL work with the DC model system. Putting ropes at Lymm will mean 2 x stations will need training at 2 different specials which will cost time, money and detachments which will have future impacts on staffing. There are also Specialist lead roles which will require training people up for, there are not enough experienced personnel to take this role on. It would be like asking a probationary FF to take on a Watch Manager role.

#### Partner comments

- Complacency from the on-call in that all testing, maintenance, cleaning of equipment, training and non availability near whole-time start times.
- Lack of engagement in the consultation process despite the efforts to communicate.

Question: Are there any alternative models of providing fire cover which you think we should consider?

#### Public comments

- Rural Cheshire looks as though there is not much response centres - perhaps one from Chester or one from Crewe is relocated.
- Your document mentions that there are currently 15 on call firefighter posts in Stockton Heath. 10 of these are currently filled, with 5 of them being full time fire fighters; which I assume means that full time fire fighters have chosen to be on call too. As an additional note, I admire their dedication. Considering that you are proposing selling all nine houses in Stockton Heath to gain additional funding for your capital programme, this suggests that none of the full time firefighters who are also on call live in these houses; is this correct? Would you ask fire fighters who are on full time duty to leave their homes? I'm unsure of this. If the full time fire fighters are not living in those houses, then only five of those nine houses, if the on call fire fighters do not house share, are currently occupied. This means that you could sell four of them without cutting the current on call crew, thus gaining you funding for improving and ensuring that night time coverage for the area stays the same. This only holds true if the above assumptions are correct though. The other obvious, but not so helpful, alternative would be to fund your capital programme in another way. I'm unsure of the fire service's ability, or legal restrictions, when it comes to crowdfunding or other methods of gathering income. Of course, I'm not suggesting that this would gain you anywhere near as many funds as selling nine properties would accomplish.
- close Stockton Heath FS fully, it's never available, closer wholtime firestations can be in the area quicker.
- Retain Stockton Heath instead of Lymm
- do understand changes to on call duty system need to happen and the service is under financial constraints but in my opinion, having a fully staffed 24/7 shift station near to Lymm truck stop surrounded by fields and leaving a fire station partially crewed in the middle of a residential area which has far better access to all suburbs around Stockton Heath and quick access into Warrington, this does not present efficient fire cover for the community of Stockton Heath or Warrington. With regard to the sale of fire service properties at Stockton Heath, the revenue from these will go into the capital budget to rebuild/ refurbishment of existing fire stations across Cheshire. Some of this revenue should be put toward the alteration of Stockton Heath community fire station into a 24/7 shift station and relocate the Lymm fire crews to Stockton Heath and the partial crewing arrangements implemented at Lymm instead of Stockton Heath.
- Leave Stockton Heath manned
- Use the the second fire engine from Penketh to provide the cover at Stockton Heath, and leave Birchwood fire engine in Birchwood. That way you'll have a fire engine located in all areas of Warrington in the daytime - north, south, east and west .
- Wholtime cover 2 appliances at Warrington
- I spent 40 years at sea in the merchant navy on tankers. I would say that automatic fire systems, especially in industrial buildings, but also in farms, would help. Outlay is high, but maintenance is affordable - sympathetic enforcement is key. I'm thinking more of initial water sprinkler course and hi-ex and hot foam cover of key assets and personnel areas.


- If you are going to focus on fire prevention. Keeping the existing on call staff/engines and then getting another one of day shift only for emergencies but also for outreach/prevention as set out in the draft
- Please continue education in fire prevention techniques in the community.
- Maybe every home should be required to have at least one fire extinguisher. The government are happy to waste billions on all sorts of things so they could easily provide this.
- Free fire safety checks
- Identify with any pensioners and vulnerable groups and more visit to check adequacy of fire prevention devices installed. If not adequate, offer to improve warning system e.g. smoke and fire detector/alarm.
- Improved public education on prevention in the home, outdoors and in the work place. With specific info with regard to use of dryers/dishwashers in the home. Charging equipment with lithium-ion batteries.
- Increase cover not reduce. we know where this led policing so if you want to end up with privatisation crack on.  
Don't let the politician cut down in public funding and services, We saw the results during Covid. More promotions about Fire fighter volunteering should be made. Germany is a good example.
- Don't cut staff.
- Make all stations whole time
- Increase staff levels
- Whole-time
- Is this just a way to get more manpower.
- all fire stations to be crewed 24/7
- Proper full time round the clock crewing throughout
- Leave well alone
- I wish I knew. It seems that people are taking it into their own hands. Speak to a local politician who cares about the local area and report that back to central government as I guess it is a funding issue that is causing this re structuring. You can't do nothing until this is addressed.
- Without knowing the driver and constraints e.g. funding - that is an unfair question !
- You have not sufficiently engaged with the local community and/or your workforce. There are alternate proposals which you have not listened to.
- Communication systems between teams and central control must be in excellent condition
- This is what the management are paid to do, without impacting on the service they provide.
- I hope the proposed changes are reevaluated in 18 months time and adjusted to fit purpose.
- Fire Blanket
- All seems ok, but will you change direction if residents/users give compelling reasons to do so? Also, I assume Holmes Chapel Fire Station continues unchanged?
- Should provide stats in report of when fires occur over full week, day & night & also what type of fires, house, business, vehicle etc
- Do what you are paid to do more efficiently

- Possibly a comparison with other areas seeing that the size of population in this area is increasing so fast that any data will be out of date by the time the proposals are implemented
- I imagine budget constraints limit what you can do. Better local government funding would help, but that's a wider political question.
- As long as your response time is the same then all good.
- May be that areas such as North Shropshire ,Nw Staffordshire and sth Cheshire should be an authority in themselves.I would question the County approach
- Council should be less wasteful
- Not sacking a lot of trained firefighters who choose to risk their own lives to help others
- Don't try and fix what isn't broken just to save money
- If you did they day time Monday to Friday fire engines, but kept them on call nights and weekends? If you are struggling to recruit people make it more desirable, I was told at an open day how little the on call are paid for how much they do
- Retaining night time and weekend cover in Northwich - whether it is through a second on-call engine, or just staffing the retained engine for longer.
- Further fulltime cover in new stations in the amber areas
- Consider asking wealthy businesses in the area to sponsor a unit for a year. That way the money doesn't come out of the budget.
- What about non emergency events on the a556
- Retain second engine
- Given the large industrial chemical plants, could they be asked to subsidise additional pump units through a tax write off?
- Leave the service as is .Do not reduce the engine cover we have .
- day crewing systems
- Re-employ retired firefighters to bolster OC during day shifts until a workable solution is found to the recruitment and retention of OC staff
- A single fire engine which is mobile at the periphery of the department. Home visits to the elderly to check their fire alarms.
- Maintain on call and build out the day crewe
- The issue Cheshire faces is that it is a large are made up of factories and farmland in northwich. The a556 is a busy road as well. I do not feel reduction is wise
- Revising the remuneration, sufficiently for on-call officers so that the work is attractive and secures a well trained and reliable workforce.
- local fire engines? Like the old days but you've already thought of this
- Is the on-call model valid now? 1% availability, and many not much higher, suggests it is not.
- Every station should have at least one fully paid full time member on site.
- Increase changes to include weekends.
- Possibly introduce a local system of where the public have a dedicated point of contact with their local station to report any concerns.
- Offer the day crewing to the stations where the cover is needed, not just where there is already a whole time and a "spare" on call fire engine.
- Perhaps encourage some form of initial private fire cover in large factory and industrial sites like Stanlow or Weston Point.
- Property fund the retained system to allow this less expensive option succeed



- Really don't think on-call is a modern way of providing a service. Communities don't look out for each other like they used to.
- Consider recruiting more on call firefighters to spread the shifts evenly and hence maintain a safe area for people to live.
- Return of 5th riders and second pumps at key locations including Warrington, Ellesmere Port and Widnes

#### Staff comments

- Place the 4 roaming pumps back at their original stations at night and on weekends to be crewed by on-call staff. Keep the on-call staff at Stockton Heath for night time cover. Adequately fund the On-Call firefighters for their dedication and time. Put money and resources into recruiting for On-call stations, instead of focussing on wholetime.
- On call system is broken and been poorly managed (yet the person responsible has been promoted to SLT level ) only in Cheshire! Increase the number of nucleus & DC1 stations and wholetime
- Change more stations to day crewed
- Better recruitment and rewards for the current oncall system creating better availability across the whole of the county
- From what I understand of the new movements for the 4 new roaming appliances and the possibility of housing one of the appliances potentially at our station, my concern is the reduction in incidents that we attend because of the length of time the appliance will be on station at the beginning and the end of their shifts. (for example this could possibly mean that throughout the day our on call appliance will not turn out to a one pump incident in our area whilst the appliance is sat on our station either waiting to start their daily duties or for when they return to the station in time for ending their shift (approximately 2 hours at the start and at the end of the day) - This then having a negative impact on station moral, reduction in pay and reduction in incidents attended with the potential for skill fade in specific areas.

I would like to suggest a couple of options for the housing and also the coverage of the 4 appliances, please see below:

#### Option 1:

Appliances currently at Runcorn, Northwich, Winsford and Macclesfield - House these appliances in their current stations and positions, this then not having any need for movement of appliances and any cause for concern to local residents being under the impression that ""their"" station is being reduced to 1 pump and effectively feeling like a loss of cover. These stations already being the base station for the roaming appliances, they will continue to co-inside and share the station with a whole time appliance rather than an on call appliance. - As this is their current stations, it is evident that there is ample space for a full crew to use all facilities rather than housing an appliance on an on call station with limited space already that by adding another crew of staff to a small station inevitably will be an enclosed cramped space for everyone rather than a good working environment. Each of the 4 appliances will then be detailed their daily duties and travel to and from their cover stations where they will provide additional cover as noted in the CRMP.

#### Option 2:

From reading and seeing the map on the CRMP, In my opinion, I feel the below as being an options for all areas:

Macclesfield Appliance (Weekday Fire Engine 3): I feel the way this option has been put forward already is the most sensible option and makes complete sense.

Runcorn Appliance (Week daytime Fire Engine 1): Housing Station: Chester Fire Station (There can be a space made available for this appliance, there is ample space for an additional crew and they have the facilities to cater for an increased number of staff). Station areas to cover: Frodsham/Tarporley/Malpas. The reason I would suggest this option for the Runcorn appliance is that by being housed at Chester station, this is central to all 3 station areas of Frodsham, Tarporley and Malpas, with easy access to all 3 areas within a reasonable time scale. The Runcorn appliance will then cover 3 areas rather than proposed 2 (Frodsham and Tarporley).

Northwich Appliance (Weekday Fire Engine 4): Housing Station: Alsager Fire Station (Space to house a second appliance securely in an appliance bay. New station with all available facilities and drill yard space.). Station areas to cover:

Alsager/Nantwich/Audlem. The reason I would suggest this option for the Northwich appliance is that by being housed at Alsager station, this is a newer station with full access to all facilities. There is a second appliance bay to house the roaming appliance securely. Close to a large risk area being close to the M6 motorway and have easy access to both Nantwich and Audlem areas within a reasonable time scale. The Northwich appliance will cover Alsager, Nantwich and Audlem instead of the proposal in the CRMP of Malpas, Nantwich and Audlem.

Winsford Appliance (Week daytime Fire Engine 2): Housing Station: Winsford Fire Station (Already based at this station and has been for a number of years. Obviously has the space to cater for an increased in staff levels. Space on the drill yard. Space to safely house the appliance in an appliance bay). Station areas to cover:

Middlewich/Holmes Chapel/Sandbach. My rational around this option is that instead of Winsford covering 4 areas which was proposed in the CRMP which was Middlewich, Sandbach, Holmes Chapel and Alsager, this option would mean that all roaming appliances with the exception of Macclesfields appliance (Weekday Fire Engine 3), each appliance will share 3 areas to provide cover rather than 1 covering 2 areas, 1 covering 3 areas and 1 covering 4 areas. - Winsford is within spitting distance of all 3 areas of Middlewich, Sandbach and Holmes Chapel with ease of access to these stations. I hope these options can be carefully considered.

- The services approach to ""fixing oncall system by creating oncall support crew managers and stn manager was expensive and failure. the failure of the service to focus on the recruitment of oncall personnel to raise oncall establishments to max 15 staff, the failure of oncall is down to lack of recruitment and shoddy recruitment drives and equipment. like WT stns, lack of staff equal pumps off the run
- Close Stockton Heath and release the capital to fund more of the capital rebuild. Remove the second at Penketh to increase the cover at Macclesfield to wholetime.
- Yes return Knutsford back to its former day crewing model then move rope rescue back. Yes it will cost more money but at what price to do we put on public & firefighter safety?
- More day crewing systems additional whole time stations strategic locations
- Leaving Animal rescue at Knutsford and The Rope Rescue at Lymm

#### Partner comments

- 24/7 whole-time cover is the only guaranteed available service.

## Strengthening the on-call system

Question: Do you have any comments that you would like us to consider when reviewing our on-call duty system to make it more effective and sustainable?

### Public comments

- Improving on call should not reduce engines in certain areas
- Possible loss of some current on-call fire personnel?
- Currently you have 5 locations in mid cheshire. Is it feasible to hit your response times with that number of locations?
- Please do not make cuts to the service
- "We have lots of rural areas around aswell as some very much populated.
- We need the current service to remain unchanged."
- Keep the full time allocated officers based in Northwich rather than relying on on call officers.
- The on-call system only works if the firefighters are near the fire engine. Your proposal looks to move the fire engines away from populated areas.
- You want to strengthen on call in one area and cut it in another very contradictory
- As I understand the present system, works? No justification for change, unless a contract of sear support is included.
- This model will make large numbers of people finically worse off in what is a difficult time for everyone. There are large numbers of dual-role employees who will lose income and additional pensions which have been payed into historically. The on-call system needs more investment, the answer seems to be to just offer those being made redundant a Wholetime job and if you already have one then that's just unfortunate. This deal has already been approved behind closed doors and will no doubt go ahead. Previous failed projects namely the Rapid Response Units also cast doubt onto this project being successful. All the above and making people homeless all for an extra 9% guaranteed cover doesn't sit right with me.
- firefighters routinely taking on multiple jobs in addition to their core employment. I'm not against it, but it should not impact alert call availability.
- Train them in animal rescues and country road accidents
- More punishment for those that do not keep their availabilities.
- If a rota is strictly adhered to, regardless of incidents/call-outs, part timers will feel more engaged/valued.
- Living or working 5 minutes from fire station is very restrictive - think should widen slightly to 6 or 7 minutes
- Please consider family / work life balance. In call is great until demand outweighs need and experience.
- Have more flexibility so people don't leave to main cover levels and experience. Also allow greater training for the on-call to be as effective in the day to day and some specialist calls
- Again - unfair question without the data as to what is driving your thought process
- More resources given the increased risk of electrical fires
- The biggest threats to sustainability are the duplication of services through a lack of centralisation of management and back office functions. This is where efficiency savings should be made in order to protect customers service

- I would ask why it is currently not as desired.
- Continuous measuring of performance and willingness to change structure quickly
- Hard to improve a system that is not invested in at government level
- Difficult to comment without knowing the reasons why there has been such a fall off in availability but almost a 50% rise in costs. Is this a result of Covid? Not enough data to tell us.
- Much higher on-call availability. What is the reason(s) for the very high on-call expenditure?
- I trust the people doing it to know what's best.
- To first try the new proposed system, for maybe a certain period of time to find the results.
- You are the experts and I am sure that you will continue to monitor changes to check that they are meeting the goals.
- I was impressed that call out staff live or are housed close to the fire stations.
- None that would be practical. Budget considerations.
- As long as the proposed HR changes don't exceed budget!
- Maybe some device could be useful for hoax calls
- Has the changing terrorist positions been taken into consideration? We seem to be in an increasingly violent time. What would happen if any major incidents were to take place especially weekends and night times?
- At least a proper exercise once a year to test out effectiveness of fire service when facing a major fire or release.
- The on-call firefighters will always be slower than permanently manned stations. Difficult to address if on-call is to stay as is.
- Please ensure that the call handlers know the area thoroughly. I had occasions to phone the police at Winsford and they did not know where the George's was, a large local parl (George 5th playing fields). This was outside their local area.
- Your relying more on part time firefighters.....what happens if none are available
- What is the availability of on call firefighters?
- Seems sound.
- I agree with strengthening the on call system
- agree
- Long overdue
- Happy with your proposals.
- Doing great work
- Great news
- Totally support intention but too little info on crucial performance to be as constructive as I would wish.
- Listen to your staff and unions.
- Please don't overdo the review and thinking and get on with trials to see what actually works.
- Listen to staff, the money wasted on the OC project over the last few years is ridiculous and has resulted in lower availability due to migration into the whole time without a plan to cover the lost hours
- Ensure you listen to the on-call firefighters as they will have valuable feedback to consider.
- Not being able to maintain/increase number of people prepared to be on-call is not something which the CFRS is experiencing. This endemic in all leisure occupations

i.e. choirs, volunteering for charity work and even going to church, this is throughout all walks of life and started after the first world war, governmental resources are a pointer to reversing this trend.

- Identify why the service is not appealing to the public ? There must be reasons and the lack of them suggests systemic barriers in management understanding which will not be resolved by avoiding the issue
- Make it more desirable to join, and don't get rid of as many fire engines
- Maybe open days and education days at the fire station? A greater leaflet drop on lithium batteries storage and disposal? maybe introducing fire extinguishers in cars with lithium batteries as standard?
- It needs better marketing for a bigger base of volunteers from a wider cross section of the community
- Need to encourage/reward new/young volunteers.
- Perhaps a higher profile with regards to recruiting, especially part time fire fighters. I wasn't even aware that the fire service had part time staff.
- Defo more reward and perhaps let the communities know who are their on-call firefighters so people can thank them for their service?
- You can't improve pay to improve service you need the numbers simple mathematics.
- I'm not very well informed about how this system works, but the fact you want to strengthen it is encouraging. In my mind though, as well as improving working conditions and wages for your on call staff, I'd also look into not reducing their number, as it puts the general public at a greater risk; especially when it reduces night time coverage.
- More flexibility and better pay.
- They deserve the increased pay and reward as they can have to deal with difficult and dangerous situations. Rapid response is needed especially in relation to farm incidents
- Clearly change in law to incentivise the model and investment into it
- Difficult to strike a balance with costs and maintaining availability. Improved morale and conditions can help.
- Would support improving reward for them
- Firefighting is both hazardous and scary and part time firefighters should be rewarded. Also immediate counselling made available if necessary (It possibly is)
- I support ensuring on-call firefighters are compensated appropriately for their working arrangement.
- Totally agree that all firefighters be properly and advantageously rewarded
- In my opinion your review seems to consider the level of the service. I have only good things to say about the Fire Service and fire personnel in general - I'm sure they are not paid enough and definitely don't receive enough support from central government.
- will you be stepping away from national pay awards to pay staff more? you've paid staff over the past few years to improve the oncall through the oncall programme with no success. The oncall role has changed significantly, parity in job description means more commitment in training. Consider downgrading the role to be a first response role until wholetime staff arrive.

- Make the on-call role more attractive to prospective candidates perhaps include things such as free gym memberships in addition to wages providing added value and incentive.
- Make it more appealing, offer a higher salary or other benefits
- Increase opportunities for career development to increase staff morale. Increase pay and performance-related incentives - currently (and I know this to be the case at a number of stations) the large majority of the regular work (ie, not incidents) is performed by a small number of staff. Recognition for the people putting the effort in would be a big help.
- A costly review has already taken place and vast sums have been spent instead of addressing the core issues of pay. A senior officer was brought in four years ago to address this but nothing has improved in fact it's got worse yet he's been promoted? Utterly ridiculous rewarding failure
- You need to retain an on-call system. Maybe look at how you can retain and recruit personnel, and change the distance they live from the station.
- Make it easier for people to become part time firefighters. Sometimes the health and safety aspect and form filling, box ticking discourages genuine willing candidates.
- Hopefully by making it more attractive you will attract more part time staff and get the numbers back to where they should be.
- The on-call system is obviously not fit for purpose and is unattractive to a post-covid workforce. It is not recruiting staff and reliability of attendance is very poor.
- As above, the positions of part-time and on-call firefighters needs to be attractive to fill the vacancies within the service.
- I am a paramedic that is based at Macclesfield. I currently live about 2/3 minutes from Congleton fire station. I would love to become an on-call firefighter. Recently on an incident, I was informed Congleton weren't recruiting. Is this correct? I will post my details on the opposite page.
- I know people who were interested but backed out when faced with wasting their time on diversity training & other unnecessary input
- Make it easier for people to apply to be an on call fire fighter and actually respond when they do apply. I've only ever seen an advert for on call fire fighters on Facebook, not everyone is on Facebook
- Better pay and more suitable recruitment
- If the current system works then happy to continue with it but it would be better to have eight hour shifts rather than part-time firefighters.
- Stations should be manned 24/7 rather than a on call service
- If there is a need for on call that means there should be a whole time pump support but need to recognise the changes in society mean this is less efficient or attractive as it once was
- Changing world of work and community means it should be replaced
- Why can't get more full time fire engines/firefighters
- Clearly it doesn't work satisfactorily
- Is this what you would do if money was not a restriction? I don't think so. Would all on-call be full-time employees if you had the money? Ask for more money.
- Full time well paid staff
- Employing more full time firefighters if the number of part time declines further.
- Be careful not to throw good public money after a bad ill conceived duty system that isn't fit for the modern work environment

- I would scrap it. It's outdated.

#### Staff comments

- Do and proper and complete review of how you recruit and retain on-call firefighters. It is unacceptable that it takes different amounts of time for people to join as an on-call firefighter. From over a year for a wholetime firefighter from another brigade, to a couple of months for a complete newbie. How does this happen? There is no consistency on how the recruitment is managed. People get bored of waiting in the system and leave. Do better.
- System broken, time to take ownership and admit the the present age on call doesn't work. Increase wholetime stations in rural areas covering a larger area
- As well as better pay for on-call firefighters, you should streamline the processes for both recruitment and qualification as competent. The current systems for both are too long winded and result in losing too many staff during the process.
- Doing this would create more availability of the four engines proposed to be changed. The engines being moved to these areas would take the more rural oncall stations shouts as they would be closer and mobile. So that would have the adverse effect and create a low moral that would end up with firefighters leaving their posts and creating less availability in those stations. That would probably end up creating a worse position of availability at day and nights
- improve speed of the recruitment process , has to be more incentive for people to join and be retained once in the service.
- Based on anecdotal evidence, on-call firefighters who are purely on-call should not feel put on or disadvantaged by fellow colleagues who may also be whole-time.
- I would like to see an increase in pay for the on call - however wouldnt every employee in every walk of life.
- recruitment so each station had the required number of staff to have a chance to run properly. pay and recognition needs to improve
- Need to pay more and maybe introduce a salary and have a weekly change cover banding to reflect the cover you actually did that week.
- Provide a more flexible approach than the standard 50hr week contract. Particularly for the training centre, there is a decent pool of staff who could staff a second fire engine at Winsford or as a resilience basis during weekday hours, but may not be able to fulfil 50hrs a week.
- You need to support the On-call more. You have promised to do this over the years but failed to do so if you had then the On-call would probably be in a better place. Due to that lack of commitment this has caused the On-call to feel neglected & see that the only concern was whether the appliance was available or not. The commitment shown by many of the On-call completing above their contracted hours with no numeration has been repaid with job losses
- In the Service we have several RRRU's that are not being used at on-call stations and most days the crewing isn't sufficient, but the crewing would be sufficient to crew the RRU. However the RRU's wont respond to fires and firefighters may not want to turn out to Red 1 calls. Kill two birds with one stone, train the on-call crews up to a more medical capacity and have them respond to Red 1 calls for NWAS in the RRRU's . Or have the RRRU's move to a wholetime station and provide an extra person to crew it, leaving sufficient fire cover across Cheshire.
- throwing money at them won't fix the problems. Review your over the border agreements, and only send OTB to life risks

Cheshire Fire Authority Draft 2024-2028 Community Risk Management Plan

Consultation Feedback: Additional Resources

- Increase pay and also recognition for the On Call personnel. There is a lot of facts which are negative (Which I understand has to happen) in the report and an awful lot of changes on the horizon for the On Call personnel. More thanks and recognition is required.

#### Partner comments

- Obviously it is impossible and unpractical to have whole-time at every station but on-call does not have the appeal it used to have. Worklife balance is highest priority and you do not care about that in any shift system. Listen to staff and stop the bullying tactics.
- Publicising to employers the advantages of having oncall firefighters expertise.

### Equalities considerations

Question: Do you have any comments or feedback on our equalities impact assessments, or are there any other equalities issues you believe we should be considering?

#### Public comments

- Whoever is physically fit, mentally alert, wishes to serve, capable of following orders, observing discipline and working as part of a team should be recruited, from any background or section of society.
- The best candidate for the job should be selected, as simple as that regardless of background etc.
- As the demographics of the county is changing (ageing) you need to consider that re: kit (mobility issues, confusion etc)
- think it will be a good idea to open a cadet program for 18 and above to give people with additional needs as I find come 18 barsices princes trust. Some people find difficult to in role with us program
- Better womens facilities
- Ageism is a huge issue and often overlooked especially in regards to frontline staff
- Surely everyone should be treated equally - this is a rural area, so don't just concentrate on Urban populations please.
- It is important that full equalities impact assessments are completed for any changes proposed
- Ensure continued assessment of the needs and wellbeing of all staff regardless of any differences.
- I would like to take this opportunity to say how grateful my Husband and I are (83 and 84) for the checks on the 3 smoke alarms in our bungalow and the friendliness of the Fire Officers.
- You need to ensure that all applicants can speak English fluently as officers may be dealing with people in a very heightened and frightening situation, not being able to understand the officer could impact on safety.
- I feel the on call is second best to the fire service
- Clearly the serious sexual harassment issues that have arisen in other brigades need to be considered to ensure that members of a diverse workforce are adequately protected by appropriate whistle-blowing policies being in place and implemented.



- There has been bad press regarding some fire stations, regarding the treatment of woman firefighters. Although equality laws are in place, they must be seen to be upheld at grassroots level.
- To challenge and show that the stereotypical view of the fire service in Cheshire is totally incorrect given the stories that have been published in the media about other fire services across the country. Encourage monitoring from external lay bodies to ensure the equalities impact assessments are being delivered.
- Sadly to see numbers if staffing being reduced is hard to accept, perhaps some consideration to using AI (artificial intelligence)
- This proposal is well written as well as the survey (I like the mention of the pages so we can directly and quickly read more information if required).
- This will massively effect them.
- Sounds correct to me.
- All sounds over the top
- Insufficient information to make a considered opinion.
- Have the firemen been asked and their involvement in the changes been listened to?
- I think everything has been covered.
- Would these changes be proposed for London? How many lives will have to be lost before it is changed back? As there appears to be demand for the service then why change / reduce what is not broken?
- I work for Warrington Borough Council as a carecall responder, hence I have seen how quickly the fire service respond to potential fires and also attend, to gain entry into properties when no key safe is available; for our team to enter a property, when a person has pressed their carecall pendant asking for help/assistance. And often just having a paramedic/firefighter on duty is just brilliant.
- Is there extra provision for safe Safe and Well visits in other areas e.g Congleton
- Well though out and again you have my support
- Very good proposals.
- I can't see how knowing our sexual orientation helps with fire safety. My religious beliefs have nothing to do with fighting fires.
- Spend less money on Vanity, virtue signalling documents and use it to maintain safe cover for the rate payers
- No. Everyone should be treated fairly and equally, without and need to spend money assessing this.
- waste of time, treat everyone fairly and your doing the right thing anyway.
- What does 'equality' have to do with safety?
- More woke rubbish
- You have considered more than enough. Emergency needs must come first despite the above.
- No - feel these factors are irrelevant to the provision of service and should not be allowed to compromise potentially maximum service provision.
- Woke BS, do not ever ask me any questions on conforming to madness
- Don't understand the question..equalities in what?
- Yes, leave Stonewall, stop all the E&D waste and simply go back to treating everyone as individuals rather than targets

Staff comments

- You can't even adhere to the Equality Act when running your internal promotion process maybe start there?
- Thorough consideration of impacts.

#### Partner comments

- Treat staff with respect instead of the presumption that all ffs are no good liars

#### Additional comments

Question: Finally, do you have any other comments on our draft CRMP that you would like us to consider?

#### Public comments

- Being a retired merchant navy officer i understand seconds not minutes make a big difference in the outcome of any event. The southern section of the area you cover is sparse on fully crewed stations. Consideration must be given to many more fully crewed stations. The workforce do an amazing job but numbers need to be increased.
- Demand predictions seem like a ""finger in the wind"" in the absence of any detail / justification (""sophisticated software"" means different things to different people!) Given drowning and RTAs exceed deaths from fire one can't help but think the title of Fire Service should be changed.
- Paramount importance: Fully trained firefighters; quick response times.
- information on attendance and role in road traffic accidents and consideration of how this could reduce availability to attend other call outs
- We would just like to thank all firefighters who attend fires, serious accidents and who risk their lives to help save ours.
- I would like to see more work being done on mitigating climate impacts and the CRMP response.
- I am in Birchwood. I may be biased.
- Please revise.
- Fireman should be given more powers to handle people who cause trouble etc whilst carrying their work.
- The summary booklet was verbose. ""Never use one word when ten will do". The proposals need to be concise, the reason why the change was necessary, the specific and measured success criteria to satisfy the proposal. For example Proposal 2 One and a half pages of summary, largely duplicated on the following two pages by referencing a numbered fire engine. Why not a brief overall introduction followed by a paragraph headed with the location of the specific fire station. This would contain the details of the proposed changes, the reasons for this, the result required and how this will be assessed and measured.
- You already know about the difficulties in providing enough and appropriate cover so it's up to you to make best efforts to improve.
- Welcome the chance to understand and comment on the proposals. Fortunately, I have never needed to call on the Service but i have great respect for the dedication of the fire service and firefighters.

- Equal the rights for 'young white males'/females to join the fire service (same as any other applicants)
- just be honest about the costs as I believe these are not thought out correctly. what are the limitations of these new changes that you currently experience with the same shifts?
- Another issue: The home alarm system installed for my elderly dad is very good. The only thing is supplying some information/instructions to carers/family to make resetting easier and not waste your time if the toast should burn. I do appreciate that a simple no user setting system is best for the elderly themselves. Thanks for all that you do.
- No. The detail of the RM plan should be considered by those working in the industry, particularly those working at "ground level"
- Given the current state of the economy I would hope that this review will not lead to an increase in council tax. The proposals outlined should be cost neutral or make savings. Given the range of rescues that are undertaken by the service is the name still appropriate e.g. some areas are now fire and rescue service. I would also suggest that you are very clear on your areas of responsibility eg. which calls are responded to.
- What about Congleton Fire Station? I might have missed it but i couldn't see anything about it in the book?
- Only to re-state that the new arrangements will need proving, out in the real world.
- I think it is very difficult for the ordinary person to evaluate the proposals you put forward. Given the crucial nature of the subject it is surely up to those with the necessary expertise to ensure the service provided is absolutely fit for purpose and at the same time cost effective. People will orinarily concentrate on those proposals that affect the location nearest to them. Some therefore will perceive improvements whilst others will not. So long as the response times are improved or at least maintained at their current level that is all that matters.
- Considering that this was given with a free bag outside Tesco's i am sure i am not the only member of the public who cannot really get their heads round all this. However, saving money and selling houses does seem to be a big motivating factor.
- No but I would like to say thank you to the fire service.
- Appreciate the opportunity to have a say.
- Only just heard about this -needs to be more visible to the public before the consultation and any decision
- I'd like to reiterate how important it is to provide a full set of data when asking the general public to make an assessment of any proposal you make. If you don't, your proposals will seem biased, and could sway public opinion against what it might otherwise decide.
- Has there been a meeting with the impacted fire stations and the local MPs? I would expect that to happen as a minimum
- speaking to staff at a Christmas community event i was shocked to learn how rude, authoritarian, hostile and combative the new senior management team are to the rank and file and to the representative bodies - a recipe for disaster and totally unnecessary
- My friend from nursery is married to a fire fighter, she says the approach my the new senior management team to staff and the union is negative and aggressive, and that the language and behaviours or senior managers is a step backwards
- Hold fire authority members to account

- Speaking to my local neighbours who are fire fighters, i am concerned that the new senior management team appear to be anti trade union recognition - this will lead to disputes
- It would seem having spoken to a number of staff that industrial relations are at rock bottom with the new SLT reversing years of progress and goodwill between the Service and trade unions
- "I was left feeling this document was to support pre determined approaches and that some targets were little more than making it easier for the authority to claim success and senior management to claim added remuneration.
- I fully support all front line emergency staff,they do a great job and are in sufficiently rewarded or resourced."
- Loss of staff, locations and numbers of appliances will impact safety of the public and your staff. Do not do this due to cash.
- I understand this proposal and the survey have been months in the making. However, I have just found out on facebook on Northwich Life, someone hurrying people to participate to the survey because the deadline is soon weeks ago. Next time, do get in touch with all the parish councils, they will vehiculate the information and ensure most of the people are informed on time and in a more formal manner. Most villages have newsletters delivered by volunteers directly to people's mailboxes. I am sure you launched this
- Dont reduce the service it will cost lives.
- However you go forward, don't loose trained staff or engines. There seem to be so many more fires in our locality recently
- There should be more fire service personnel not less, more fire engines. Cheshire is growing with all the new housing estates how can a reduction of staff match these increases in possible fires?
- Please don't reduce engines and staffing covering of the Northwich area which has had massive development of extra housing in the area.
- I do not believe less firemen or fire engines gives us more cover or a safer Town . We need the current service of firemen 🚒 and engines yo stay as is . It's what we pay a precipice for. Fire service cover not a maybe service but a fire service
- Night time cover.
- Stockton Heath should not close
- Leave Stockton heath fire station maned
- Consider the optics of displacing families that have served Cheshire as On Call firefighters for years.
- What will happen to the fire engines at night when there's no cover? Just sit there when they could be saving lives?
- Cutting viral services such the second engine is very short sighted. The community needs them both. You are risking lives
- I think this idea is shameful and people will lose their lives because of it
- NO I think the CRMP is very comprehensive. Possibly too much for "Joe Soap" like me to digest in one go - so perhaps a focussed review by some specialist focussed group might be a beter way to get constructive feedback.
- No looks like a very comprehensive piece of work but you must take the workforce with you
- Overall I consider the proposals to be a fantastic realisation of what is needed to be sufficient and a good standard.

- I was impressed with the depth of the CRMP draft and the depth you have given to each area of the county and risk. Well done.
- We think you are doing a first class job in a difficult changing world and that the community risk plan will be a success, you know the job better than anyone so full trust in you. Thank you.
- I should say people like myself a 'pensioner', my peers and I place our trust in bodies like the police and fire and ambulance services. We are glad to see you in action.
- Keep up the good work!
- No - I am encouraged by what I have read.
- A well thought out and effective plan. Thank you to the Cheshire Fire Authority and Fire and Rescue Service for all your hard work and dedication.
- Very pleased with the proactive nature of your proposals.
- I would just like to take the opportunity to thank all people involved in the Cheshire Fire Authority for the work that they do. Especially to the firefighters who often put their lives on the line for others. May the Lord protect them and bless them for a job well done!
- I am too old to take all this in, but from what i can see all your proposals seem strong and sound. I hope you have enough resources to carry them all out, helping to keep Cheshire and all your men safe. I particularly like the Knutsford proposals. It will be reassuring to drive past and see it alive again. Can i thank you all for the wonderful job you do. We all know you and other emergency services are there, but we never get the opportunity to say thank you. So thank you, everyone.
- I think you deserve better support and it shames the country that you don't get it. The plan is ok as far as i can see, but your firefighting personnel should NEVER have to be disadvantaged just because the funding may not be ideal - the fact that they are willing to do the job should be enough.
- I appreciate that it is good, and often demanded, that plans like this go out for consultation. However, as an ordinary, educated Warrington citizen i have found it difficult to comment on an area in which i have no expertise. I have read and re-read the document. It all sounds very good and thorough but i really don't feel qualified enough to comment. I do wonder what this has cost to print and circulate! I would be surprised if you have had much feedback from the general population. I do feel i have to trust the fire service to do the best job they can within their financial constraints. I'm sorry I can't be of more help and wish you well.
- An excellent article, well thought out. I could not find any specific mention of training in Risk Assessment, for staff or operatives. I may have missed it.
- No it seems OK. The performance results at the end of a year should be analyzed and compared.
- I strongly support the effort of the Service to increase community awareness of safety issues both by home visits to check alarms and at their dedicated facility safety central. The latter is excellently thought out provision supported by an enthusiastic team. I just hope the facility is well supported by the community. Hopefully it will make a significant impact on reducing the numbers of callout incidents so that what resources are available are used efficiently and effectively.
- Within the realistic financial options, it is a good plan.
- Thanks for the information and consultation
- Very sound set of plans

- An impressive document. Glad to see no mention of a possible merger with the Police as has happened in neighbouring Staffordshire.
- Seems well thought out/sensible proposals.
- The proposal table shows an increase on every provision you plan to change. This is a definite positive move for Cheshire. It's nice to see no cut-backs.
- The report appears to be very inclusive and takes a strong proactive approach.
- Would like to thank you all for the work that you do.
- It seems balanced and written by the Fire Service so based on genuine experience and with best intentions (not cost contented)
- All you lads and girls do a great job in my opinion, you all do your utmost regardless.
- Nothing to add, it all seems very comprehensive and sensible.
- Firefighters do a superb job and are undervalued by government.
- Disgusted how retired members are not receiving all of the pension that they have earned during their career, especially through the immediate detriment process. Recognition by completing the process can only improve reputations of senior managers and politicians
- The unacceptable non payment of pensions in full to retired personnel. Cheshire could calculate and pay out pensions to already retired personnel, but choose not to. What happened to 'doing the right thing'....after all isn't this a Service core value...?
- think it will be a good idea to open a cadet program for 18 and above to give people with additional needs as I find come 18 barsices princes trust. Some people find difficult to in role with us program  
Car fires especially the new battery ones can be a cause for concern in the future. An ageing population, people getting trapped by falling. Climate change, wetter and higher temperatures. Pedestrians being knocked over by cars, getting trapped.
- If you have extra crew available maybe they could work together more with other emergency services on first responding more to cardiac arrests etc.
- Most people live in wooden timber houses/cottages. Good on safety check.
- Prevention is always better, cheaper and easier than complex reactive services.
- Would like to see more home visits where fire alarms are checked.
- Work with schools and community groups.
- Offer training (ideally free of charge if possible) in the correct selection and use of fire extinguishers in public premises. I support our local parish church and would appreciate access to this kind of training
- The Ellesmere Port fire station (and maybe others) is currently used by Wirral Heartbeat, for phase 4 cardiac rehabilitation, except that it's been mostly closed for the last couple of years. The CRMP doesn't address community uses of fire station facilities. Can this be considered as well, and in particular what will happen at Ellesmere Port?
- Build stations that are fit for purpose by involving staff at design phase not just once plans have been passed, all of the modern stations aren't fit for purpose and are more like poor office blocks with a garage space attached

#### Staff comments

- Start again. Make it simple. You have so many different types of crewing system. This is confusing and unnecessary.
- Provide Pensions that staff are entitled to once retired. Currently numerous staff retired without their full pension and CFRS have done nothing to solve this issue

- the fire cover provision for warrington is far too political rather than covering risk, why accept 10 + response time for Stockton Heath responding from a station surrounded by fields when there's a station in the middle of a residential area that will be crewed for 28% of the time..... madness
- Overall a positive package of proposals for Cheshire
- In the Service we have several RRRU's that are not being used at on-call stations and most days the crewing isn't sufficient, but the crewing would be sufficient to crew the RRU. However the RRU's wont respond to fires and firefighters may not want to turn out to Red 1 calls. Kill two birds with one stone, train the on-call crews up to a more medical capacity and have them respond to Red 1 calls for NWAS in the RRRU's . Or have the RRRU's move to a wholetime station and provide an extra person to crew it, leaving sufficient fire cover across Cheshire.

#### Partner comments

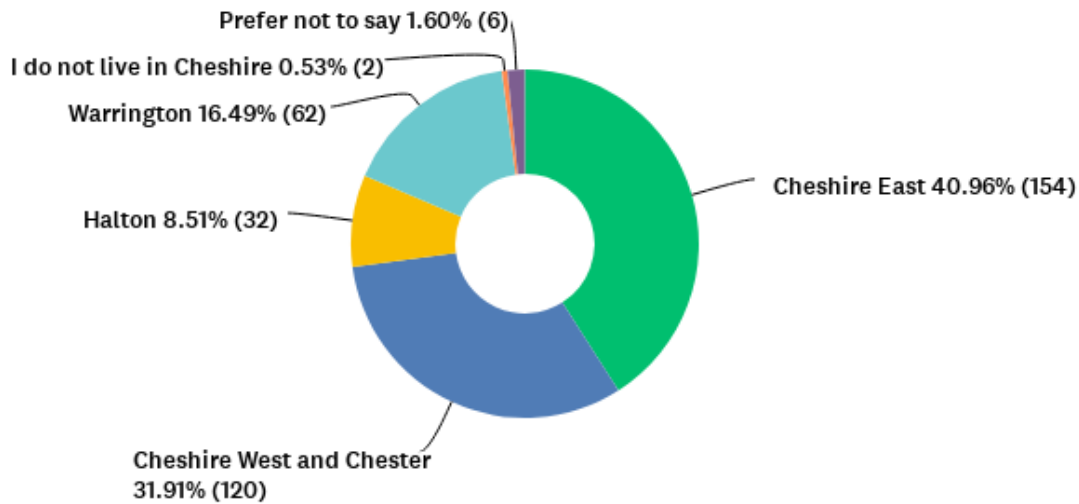
- Hold the senior managers and fire authority members more to account. Finally the highest priority in going forward is to publish and identify how councillors vote in all meetings. It is the right of every constituent to know how their councillors vote.
- More Prevention work in communities

## Profile of Survey Respondents

The following section provides a profile of survey respondents by a range of demographic characteristics. The section is split between public responses and staff responses. Please note that some respondents chose not to provide certain demographic details therefore the number of responses for each question may differ.

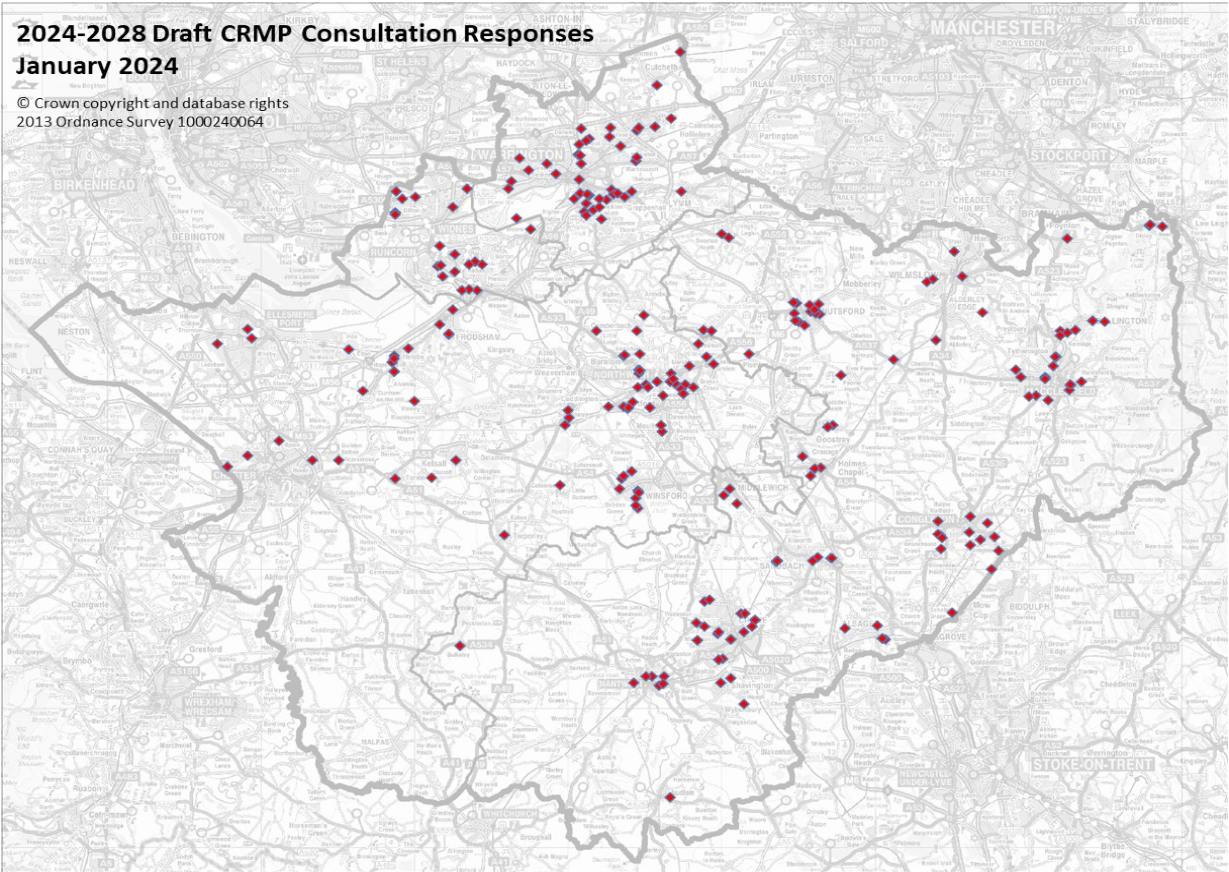
### Public respondents

#### Responses by unitary area (376 responses)



#### Responses by postcode (270 responses)





**Socio-economic profile of respondents**

The Authority uses a range of tools to analyse socio-demographic data, which is typically done to target its safety interventions to those most at risk. A socio-economic profile of respondents has been developed using Mosaic software, which classifies households into distinct socioeconomic groupings.

This has been done using the postcode provided by the respondent.

Mosaic Group	Number of survey respondents	Number of households in Cheshire	Index Score
A	0	0	0
B	43	67589	121
C	0	33006	127
D	28	11369	134
E	29	50627	120
F	35	45626	75
G	10	42672	178
H	30	52901	119
I	2	42874	75
J	3	36640	52
K	11	21563	53
L	14	31525	72
M	15	29541	64

N	9	4922	77
O	7	21065	54

The index score adjusts the number of respondents for the number of households to see relatively which mosaic groups have responded. The average index score is 100, so group G have 1.78x more respondents relative the overall numbers in Cheshire. Groups I, J, K and L are the most deprived mosaic groups.

**Description of MOSAIC groups (from Experian)**

**A - City Prosperity**

High status city dwellers living in central locations and pursuing careers with high rewards. City Prosperity are high-income residents who have expensive homes in desirable metropolitan locations. Households range in type from successful young professionals to wealthy families.

Their homes are located in upmarket city streets and are priced at a significant premium due to the quality of housing, the status of the neighbourhoods and the accessibility of the locations. Their properties include executive apartments and luxurious houses. Some people own their expensive homes, others pay high rents for the privilege of living there. They have all the benefits of the city at their fingertips, with career options, business opportunities, culture and entertainment either nearby or easily accessible via good public transport links.

**B - Prestige Positions**

Established families in large, detached homes living upmarket lifestyles. Prestige Positions are affluent families who live in spacious homes within sought-after neighbourhoods. Most householders are married couples – some are older and no longer have dependants, others have children or young adults to support. Many have lived in their high-status homes for many years.

They own large, detached homes that have a substantial market value situated in attractive streets. Four or five bedrooms are the norm and houses are surrounded by pleasant gardens. They are often located in suburbs at the outer edges of cities or in nearby small towns and villages that have good connections to cities.

**C - Country Living**

Well-off owners in rural locations enjoying the benefits of country life. Country Living are owners of rural homes who enjoy a comfortable lifestyle. Many are of an older generation, aged in their fifties or beyond, who appreciate the quiet atmosphere of the countryside. Some are families who have made an active choice to raise their children in a rural environment. Most are settled and have been living at their address for some time.

They own attractive homes that are priced well above the average and are situated in rural landscapes or within small villages. Many houses are detached and are often identified by names rather than street numbers. There is a mix of traditional properties and more modern buildings, and the accommodation is usually spacious with four or more bedrooms and gardens outside.

**D - Rural Reality**

Householders living in less expensive homes in village communities. Rural Reality are households who live in affordable properties in village and countryside settings. Some communities are within reach of larger centres, but most are situated a distance from towns and cities. Many residents are mature in age, but families with children are also included.

Those of working age are employed in the local economy in roles usually found close to home. Their intermediate and lower-level occupations earn below-average wages that don't leave a great deal to spare at the end of the month. Older residents are retired and rely on modest pension incomes.

They live in the more affordable properties within these rural locations, that are valued below the national average. Homes are a mix of building types including semi-detached, terraced and detached houses. These are less likely to be traditional cottages. Around two-thirds of residents own their homes and the others rent from either social or private landlords.

### **E - Senior Security**

Elderly people with assets who are enjoying a comfortable retirement. Senior Security are retired homeowners with good pension incomes who live in pleasant suburbs. Aged in their late sixties, seventies and eighties, some are married but many more now live alone. They have been settled in their current homes for many years.

With pension incomes in addition to the basic state provision, most have a comfortable financial situation that leaves some money available for extras. They also have a good amount of savings that they can draw on when necessary. These are invested in ISAs, Premium Bonds and sometimes in shares. These financially cautious elders always pay off credit card bills in full and are highly likely to have made a will. They usually run a sensible car purchased with savings.

Their mid-range homes may be semi-detached or detached houses or bungalows and typically have three bedrooms. Many homeowners enjoy taking care of their gardens. The mortgage was paid off some years ago.

### **F - Suburban Stability**

Mature suburban owners living settled lives in mid-range housing. Suburban Stability are owners of traditional suburban houses. They are in the second half of their working lives, typically aged between forty-five and sixty-five. Many are married couples, some are single. Most parents have reached the stage where their children are adults, but a good number still provide them with a home.

Their homes are priced below the average and found in established residential suburbs. Most are semi-detached, some are detached or terraced, and they usually have gardens. These residents have been paying the mortgage for many years while the property has grown in value, and they are now likely to have a good amount of equity in the property.

### **G - Domestic Success**

Thriving families who are busy bringing up children and following careers. Domestic Success are householders in their middle years who have made progress in their careers and own comfortable family homes. Most are couples aged in their thirties and forties. These families usually have children who are moving through the stages of schooling. Other households consist of single people living alone in family-sized properties.

Their good-quality houses are detached or semi-detached and usually have three or four bedrooms. These often have an above-average market value, and many families have high mortgage payments to make each month.

### **H - Aspiring Homemakers**

Established families in large, detached homes living upmarket lifestyles. Aspiring Homemakers are young people in their twenties and thirties who are putting down roots in pleasant homes. Many have moved in recently; others have lived there for a few years and are beginning to settle. Households are a mix of young couples and single people. Around two-thirds have started families and have young children.

Most have bought homes that are attractive to younger buyers. They are sensibly priced below the national average, but mortgage payments still make a significant dent in these owners' monthly finances. A smaller number of residents rent from private landlords. Housing is modestly sized and a mix of styles, some modern and some dating from older eras.

### **I - Family Basics**

Families with limited resources who budget to make ends meet. Family Basics are households bringing up children, who have limited incomes and budget carefully. Most adults are aged in their twenties, thirties and forties. Many live as couples, others are single. Children are aged from pre-school years to adulthood.

Residents live in low-cost family homes that are terraced or semi-detached houses, typically with three or fewer bedrooms. Many of these affordable homes are rented from local authorities or housing associations; others have been purchased with a mortgage. Housing typically dates from the middle part of the twentieth century and is often found within estates of similar properties.

### **J - Transient Renters**

Single people renting low cost homes for the short term. Transient Renters are young single people in their twenties and thirties who rent affordable living spaces. Levels of movement are high, and most residents have only been living at their address for a few years or less. Some live alone while others share with housemates or partners. A minority of households include a young child.

Accommodation is rented in low-value properties, usually terraced houses or flats. They are often found in locations close to urban centres, while some are situated in inexpensive neighbourhoods around cities and towns. Most are rented from private landlords; smaller numbers are rented from local authorities or housing associations.

### **K - Municipal Tenants**

Urban residents renting high density housing from social landlords. Municipal Tenants are residents who rent inexpensive city homes in central locations. A relatively high proportion are in the latter half of their working lives, but people from all generations live in these budget housing options. Many live alone but some share their living space, and the group also includes some families with young or adult children.

These tenants rent high-density accommodation from local authorities or housing associations. Most homes are purpose-built flats located in blocks built during the middle part of the twentieth century. A minority are small houses. Living spaces are compact and often have one or two bedrooms. These properties usually have a very low market value, with the exception of those located in expensive regions. In both cases they represent some of the most affordable housing options for residents on a budget in the area.

### **L - Vintage Value**

Elderly people with limited pension income, mostly living alone. Vintage Value are retired people aged over sixty-five who live in accommodation that is modestly sized. The majority now live alone.

Some live in low-value houses that have been their homes for a long time. Others have moved in more recent years to compact flats or bungalows that are suited to the needs of later life. These properties are small and often have one or two bedrooms. Many rent their homes from local authorities or housing associations, and a smaller number own their homes outright.

### **M - Modest Traditions**

Mature homeowners of value homes enjoying stable lifestyles. Modest Traditions are older homeowners, often aged in their fifties and sixties, who own affordably priced houses. These households include couples whose children have left home, parents supporting adult children with

accommodation, and mature singles who are living alone. Most have been living in their homes for many years.

They live in suburban neighbourhoods where property prices offer value for money. Their terraced and semi-detached houses are older buildings that tend to have three bedrooms. These homes were bought many years ago and residents have now paid off the mortgage or have only a small amount outstanding.

### **N - Urban Cohesion**

Residents of settled urban communities with a strong sense of identity. Urban Cohesion are households living in residential city suburbs. These urban communities are comprised of people at different stages of life, including families and retired people. Many are settled in their homes and have lived there for many years. These neighbourhoods are often multinational in character.

House values in these accessible locations vary by city. Some properties are expensive for their size due to high regional prices, and others provide inexpensive accommodation. Around two-thirds of homes are owned, the others are usually rented from private landlords. Situated in high-density areas, these terraces, semi-detached houses and flats tend to be relatively small in size. Many were built before 1945.

### **O - Rental Hubs**

Educated young people privately renting in urban neighbourhoods. Rental Hubs are young people enjoying city lifestyles in accessible locations. Usually aged in their twenties and thirties, they moved to their current addresses relatively recently. Many live alone and others share with housemates or partners, but few are thinking about children yet.

Most are well educated and either have university degrees or are in the process of gaining them. Some are making an excellent start in their careers – these people often work in service industries earning good salaries and they enjoy having money to spare. Some haven't yet found their dream job and make do with interim roles that pay the bills. Others are full-time students who survive on limited funds. Most haven't yet earned enough to build up savings.

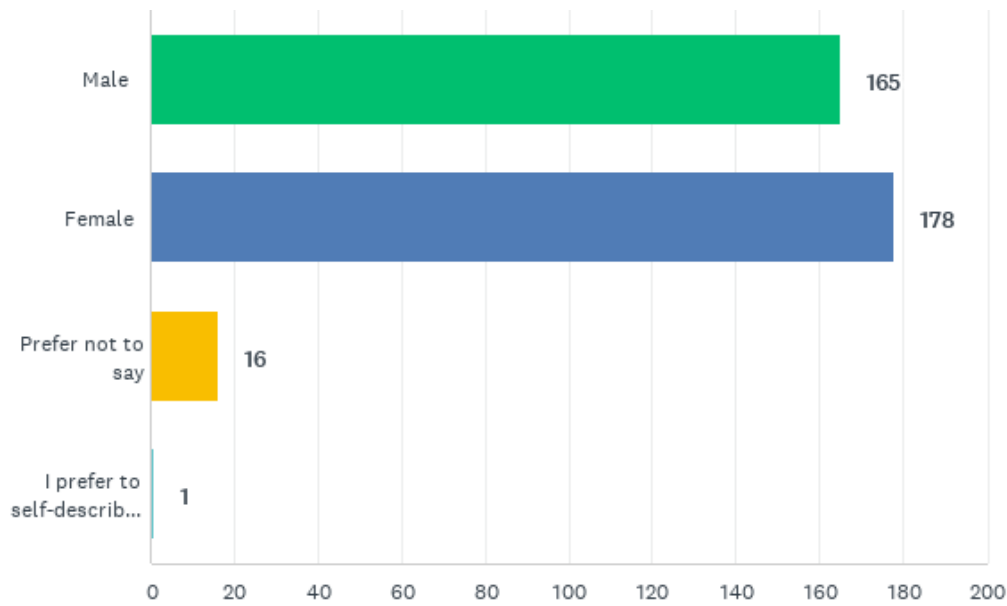
Accommodation is usually rented from private landlords. Homes are typically apartments, sometimes terraced houses, and they are often small in size with one or two bedrooms. Buildings tend to be either quite old or very modern. With excellent public transport services in the neighbourhood and few parking spaces, residents are less likely to own a car. They can walk to many destinations including local shops.

### **Responses by nearest fire station (286 responses)**

<b>Nearest Fire Station</b>	<b>Number of responses</b>	<b>Percentage of total</b>
<b>Alsager Fire Station</b>	9	3.15%
<b>Audlem Fire Station</b>	2	0.70%
<b>Birchwood Fire Station</b>	8	2.80%
<b>Bollington Fire Station</b>	5	1.75%
<b>Chester Fire Station</b>	9	3.15%
<b>Congleton Fire Station</b>	16	5.59%
<b>Crewe Fire Station</b>	21	7.34%
<b>Ellesmere Port Fire Station</b>	4	1.40%
<b>Frodsham Fire Station</b>	17	5.94%
<b>Holmes Chapel Fire Station</b>	6	2.10%
<b>Knutsford Fire Station</b>	15	5.24%
<b>Lymm Fire Station</b>	4	1.40%
<b>Macclesfield Fire Station</b>	16	5.59%

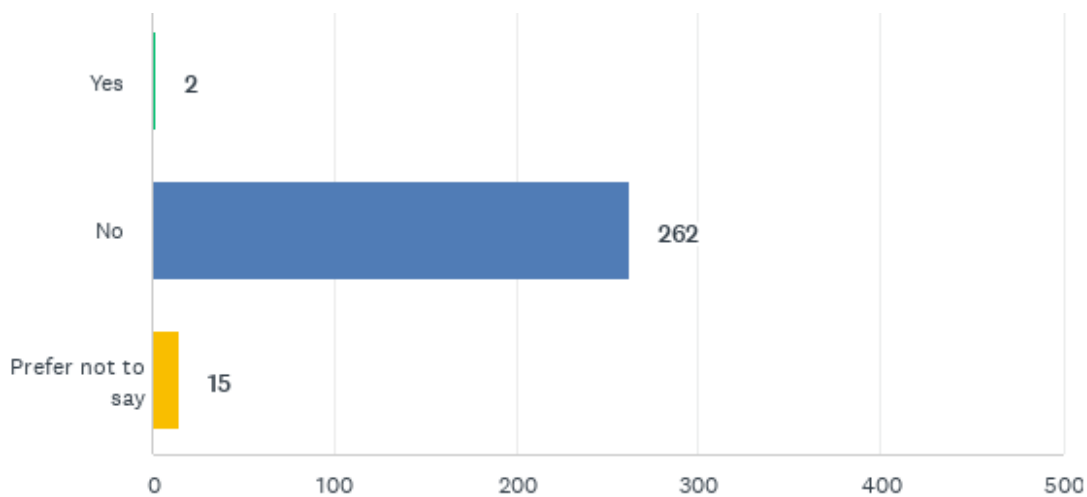
<b>Malpas Fire Station</b>	1	0.35%
<b>Middlewich Fire Station</b>	4	1.40%
<b>Nantwich Fire Station</b>	5	1.75%
<b>Northwich Fire Station</b>	55	19.23%
<b>Penketh Fire Station</b>	5	1.75%
<b>Powey Lane Fire Station</b>	0	0.00%
<b>Poynton Fire Station</b>	4	1.40%
<b>Runcorn Fire Station</b>	14	4.90%
<b>Sandbach Fire Station</b>	8	2.80%
<b>Stockton Heath Fire Station</b>	17	5.94%
<b>Tarporley Fire Station</b>	4	1.40%
<b>Warrington Fire Station</b>	13	4.55%
<b>Widnes Fire Station</b>	5	1.75%
<b>Wilmslow Fire Station</b>	6	2.10%
<b>Winsford Fire Station</b>	13	4.55%

### Responses by gender (360 responses)



Gender	Number of responses	Percentage of total
Male	165	45.83%
Female	178	49.44%
Prefer not to say	16	4.44%
Prefer to self-describe	1	0.28%

### Responses by whether respondent identifies as transgender (279 responses)



Transgender identity	Number of responses	Percentage of total
Yes	0	0.72%
No	7	93.91%
Prefer not to say	13	5.38%

### Responses by age (354 responses)

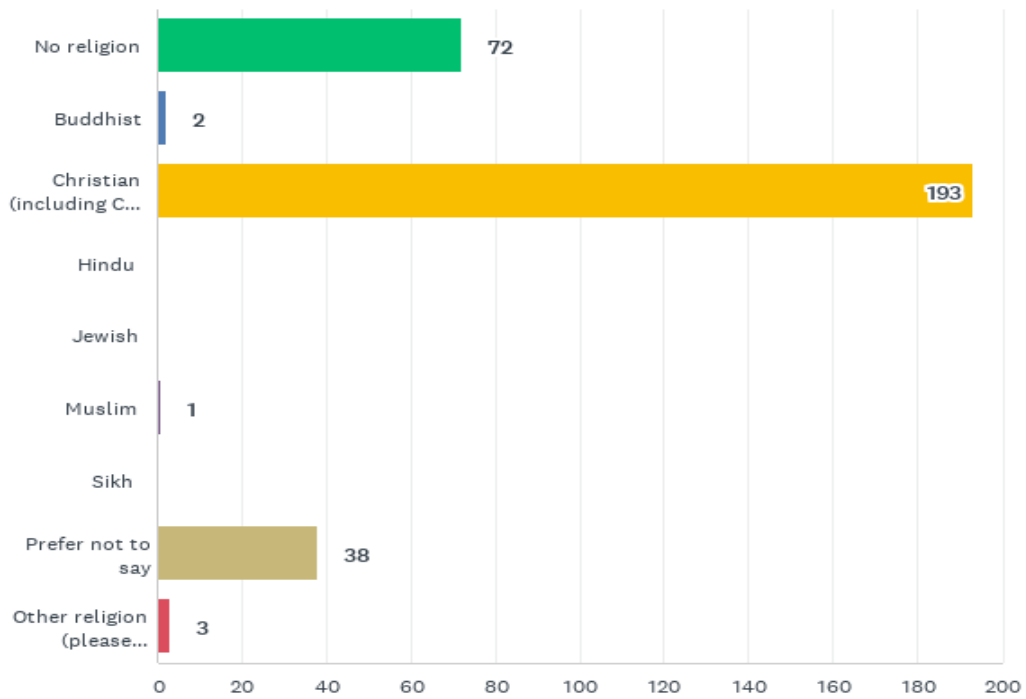
Age	Number of responses	Percentage of total
Under 18	0	0.00%
18-24	7	1.98%
25-34	13	3.67%
35-44	40	11.30%
45-54	41	11.58%
55-64	58	16.38%
65-74	111	31.36%
75 and over	74	20.90%
Prefer not to say	10	2.82%

### Responses by ethnicity (349 responses)

Ethnicity	Number of responses	Percentage of total
White British	319	91.40%
White Irish	5	1.43%
Gypsy or Irish Traveller	0	0.00%
Any other White background	2	0.57%
White and Black British	6	1.72%
White and Black African	0	0.00%
White and Black Caribbean	1	0.29%
White and Asian	0	0.00%
Any other mixed or multiple ethnic background	2	0.57%
Asian British	1	0.29%
Indian	3	0.86%
Pakistani	0	0.00%
Chinese	1	0.29%
Any other Asian background	0	0.00%
Black British	0	0.00%
Black African	0	0.00%
Black Caribbean	0	0.00%
Any other Black background	0	0.00%
Arab	0	0.00%
Any other ethnic group	0	0.00%
Prefer not to say	9	2.58%
Prefer to self-describe	0	0.00%

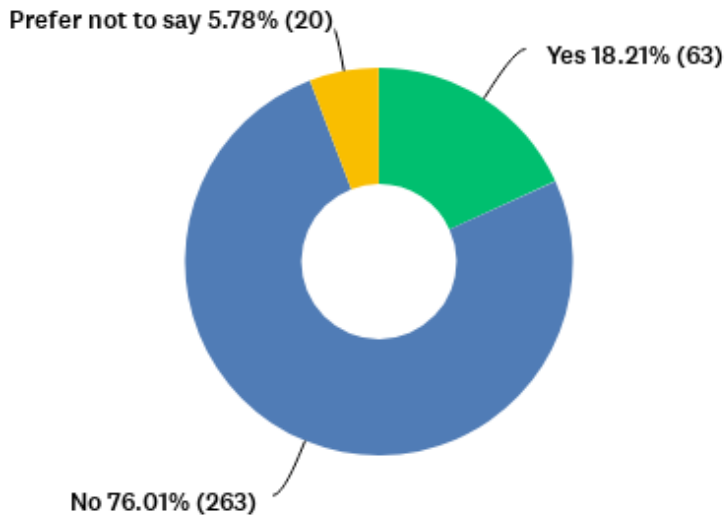


### Responses by religion (309 responses)

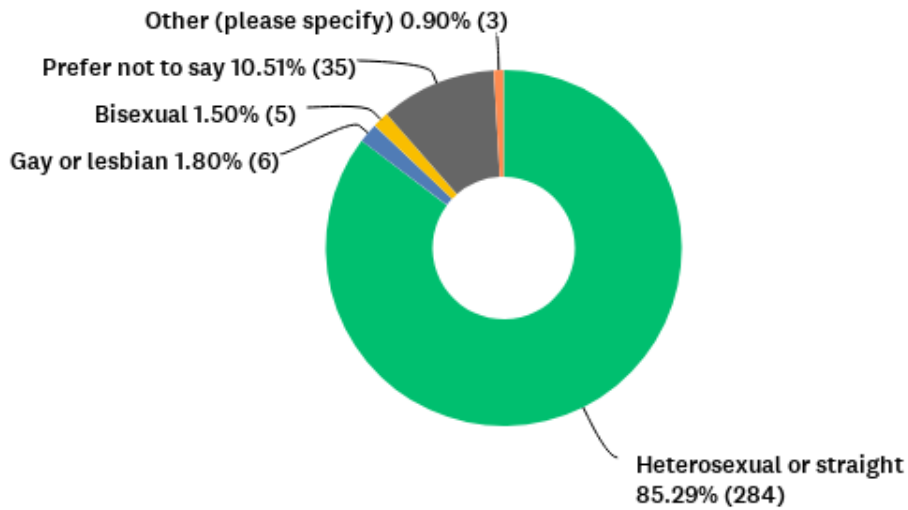


Religion	Number of responses	Percentage of total
No religion	72	23.30%
Buddhist	2	0.65%
Christian	193	62.46%
Hindu	0	0.00%
Jewish	0	0.00%
Muslim	1	0.32%
Sikh	0	0.00%
Prefer not to say	38	12.30%
Other	3	0.97%

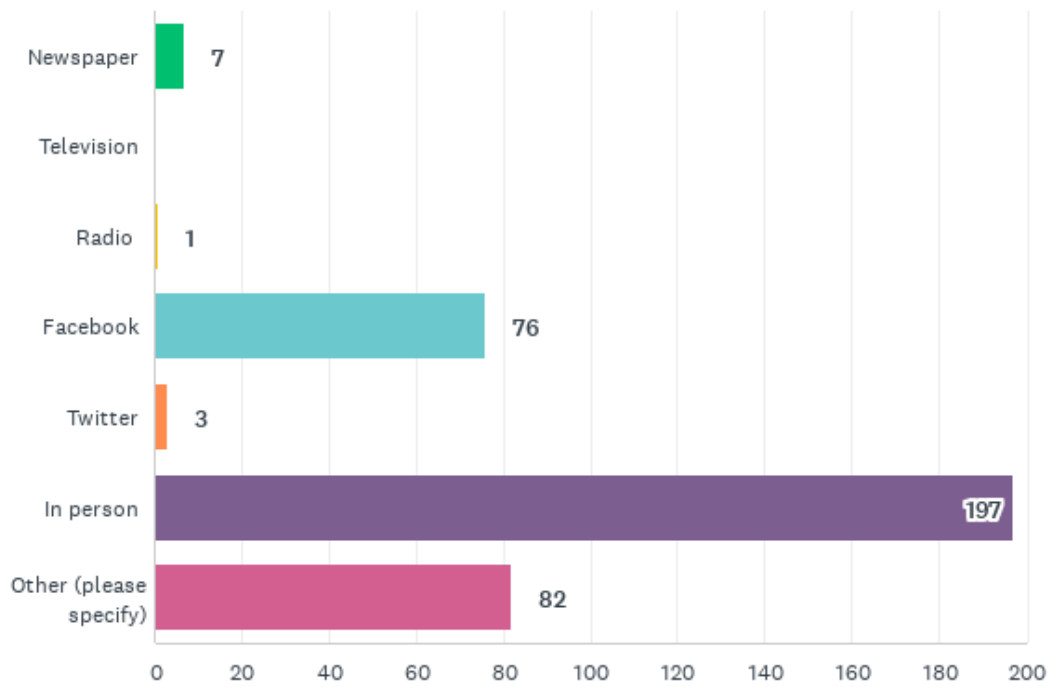
### Responses by disability status (346 responses)



**Responses by sexual orientation (333 responses)**



**Responses by method of engagement (358 responses)**

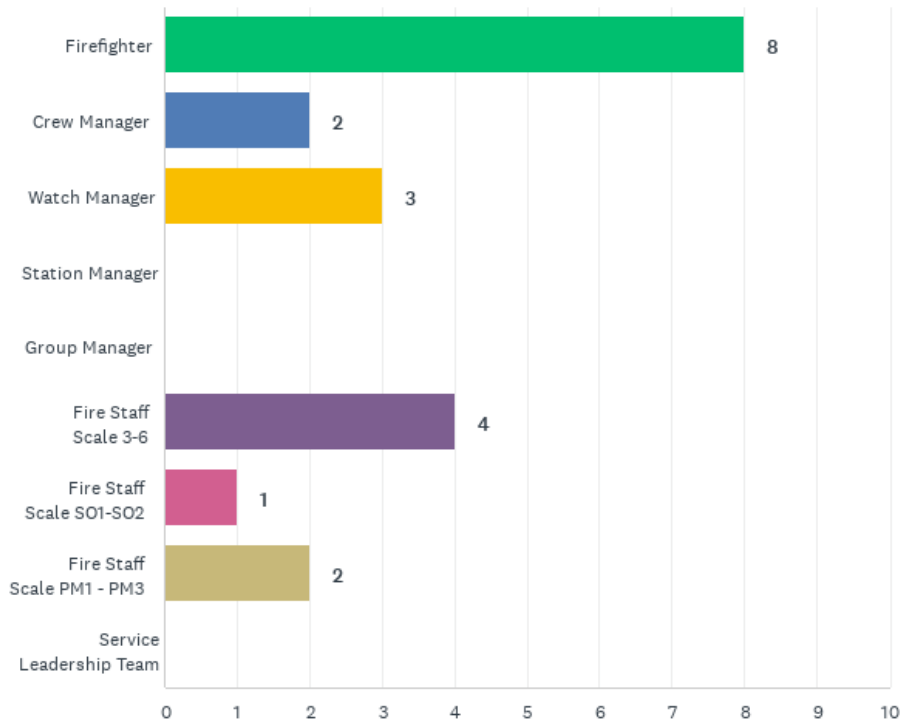


Method of engagement	Responses	Percentage
Newspaper	7	1.96%
Television	0	0.00%
Radio	1	0.28%
Facebook	76	21.23%
Twitter	3	0.84%
In person	197	55.03%
Other*	82	22.91%

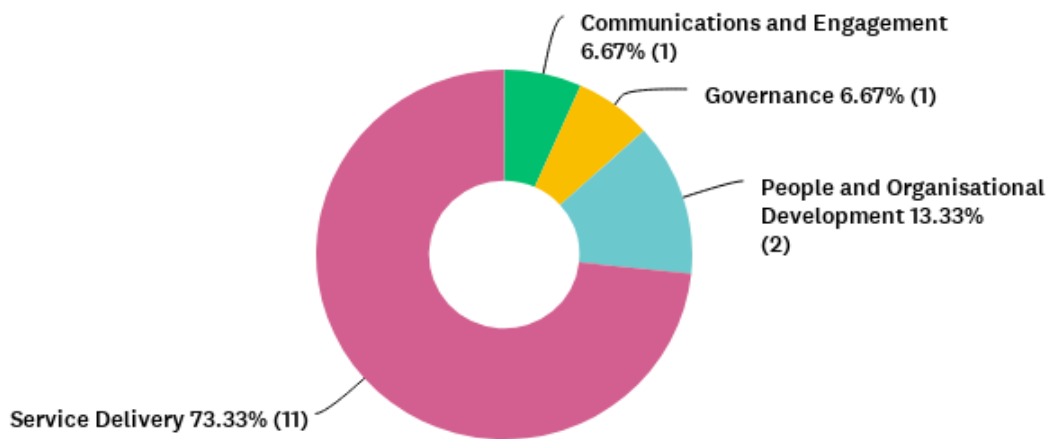
\* Main response channels via “Other” was through consultation roadshows (in person); Cheshire Fire and Rescue Service’s neighbourhood alert and through the consultation panels in Cheshire East and Cheshire West and Chester councils.

## Staff respondents

### Responses by role (20 responses)



**Responses by department (15 responses)**

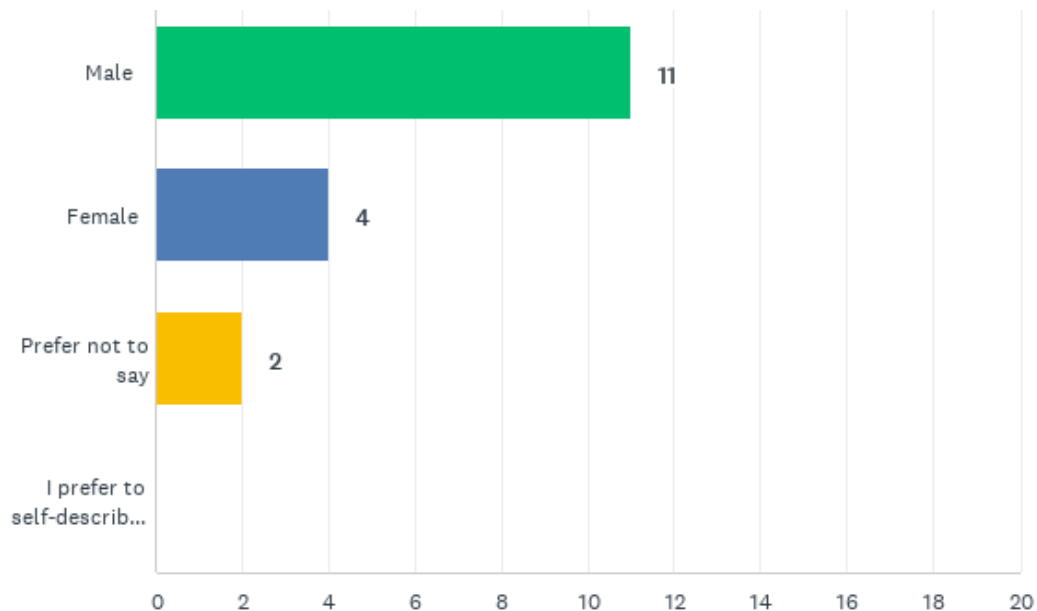


### Responses by primary workplace (11 responses)

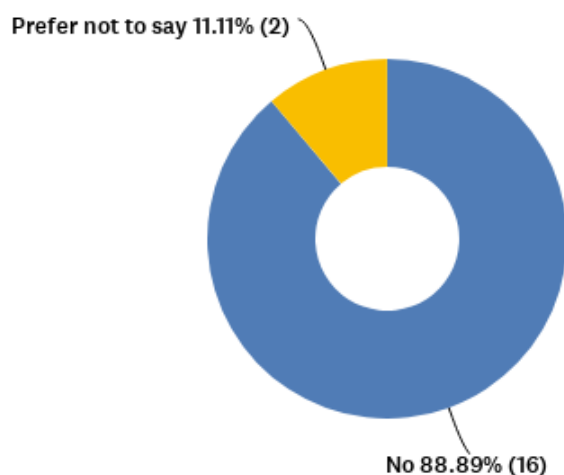
Please note that only workplaces which include a respondent have been listed.

Workplace	Number of responses	Percentage of total
Holmes Chapel Fire Station	1	9.09%
Nantwich Fire Station	1	9.09%
Powey Lane Fire Station	1	9.09%
Runcorn Fire Station	1	9.09%
Sadler Road	5	45.45%
Stockton Heath Fire Station	1	9.09%
Tarporley Fire Station	1	9.09%

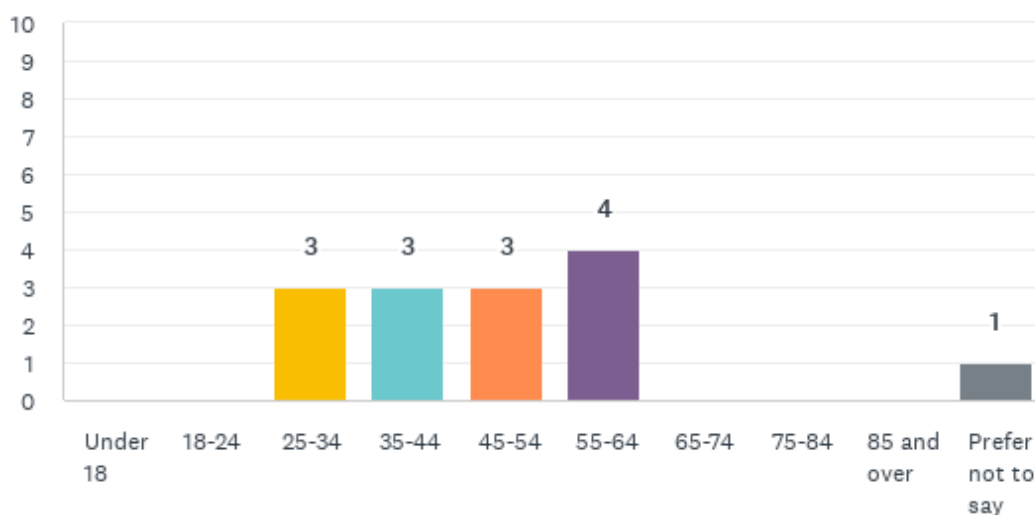
### Responses by gender (17 responses)



### Respondents by transgender identity (18 responses)



### Respondents by age (14 responses)

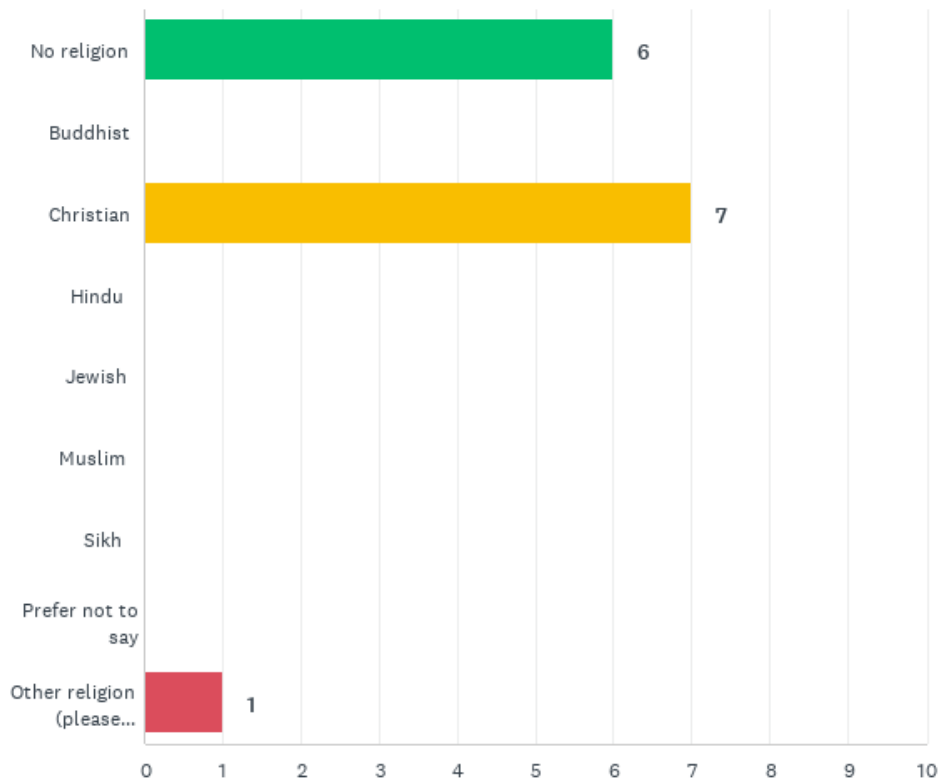


### Respondents by ethnicity (12 responses)

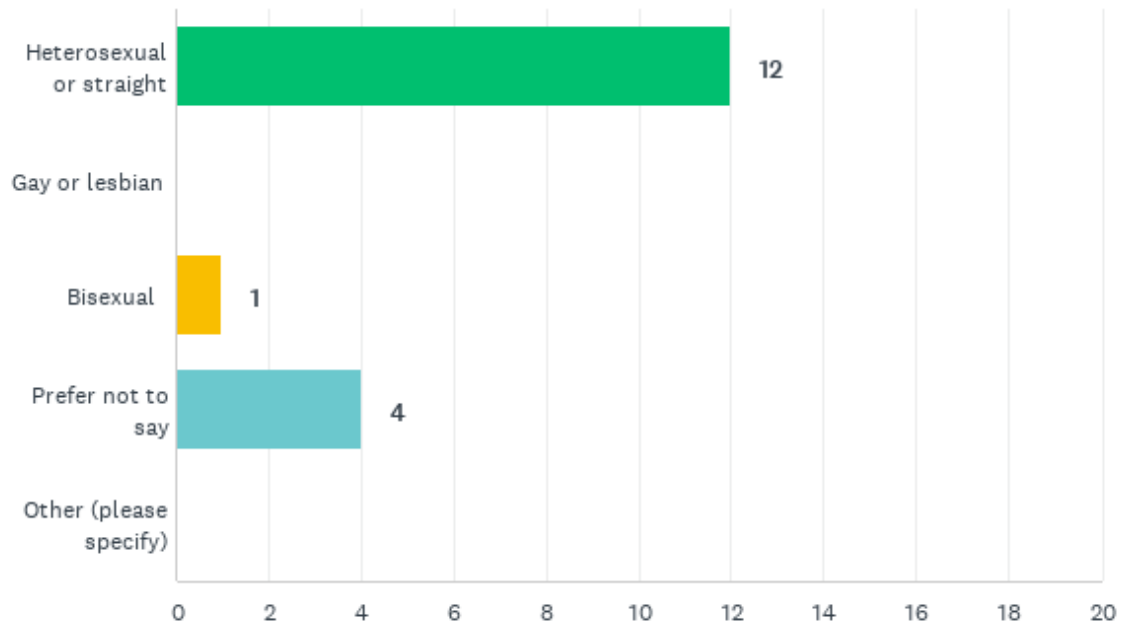
Ethnicity	Number of responses
White British	11
White Irish	0
Gypsy or Irish Traveller	0
Any other White background	0
White and Black British	0
White and Black African	0
White and Black Caribbean	0
White and Asian	0
Any other mixed or multiple ethnic background	0
Asian British	0
Indian	0
Pakistani	0
Chinese	0
Any other Asian background	0
Black British	0
Black African	0
Black Caribbean	0

<b>Any other Black background</b>	0
<b>Arab</b>	0
<b>Any other ethnic group</b>	0
<b>Prefer not to say</b>	1
<b>Prefer to self-describe</b>	0

### Respondents by religion (14 responses)

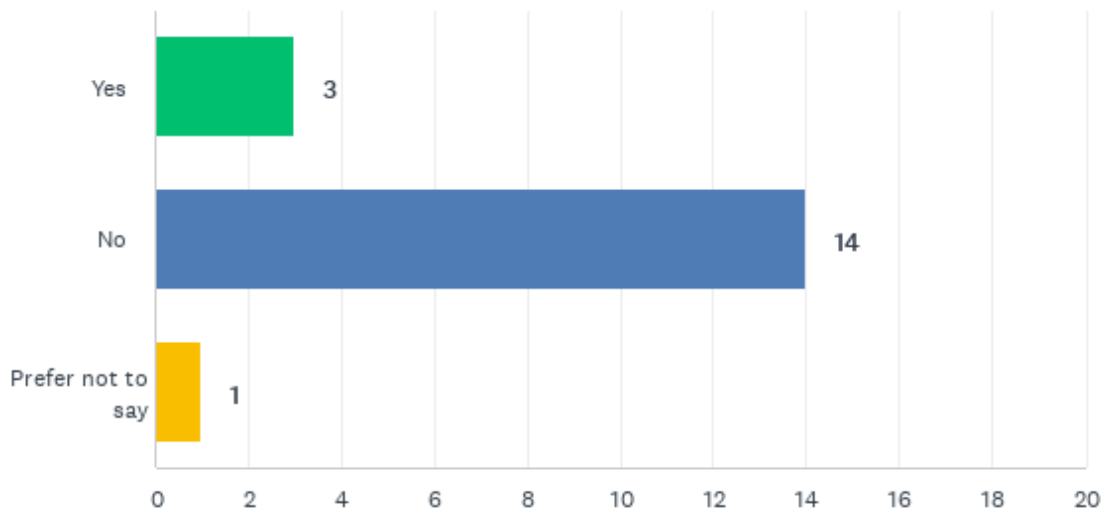


### Respondents by sexual orientation (17 responses)





### Respondents by disability status (18 responses)



## Public non-survey responses

### Email response (received 13 October 2023)

Hi

Overall, I thought that the document was reasoned and detailed. I am generally supportive of the proposals with two concerns.

Firstly, I was surprised that the summary of risks made no mention of tower blocks. The most significant fire in the UK in recent years was the Grenfell Tower disaster. While Cheshire has relatively few such blocks, there are some in Blacon and Warrington. What lessons have been drawn by Cheshire Fire Service from the public inquiry into Grenfell and what are the implications for the risks and responses of Cheshire Fire Authority?

Secondly, while I agree with the 'behind the scenes' proposals to change the way you measure and report performance, I think you need to report on more than the average (median? mean?) response times. Even the GCSE maths syllabus requires students to learn both measures of (1) central tendency and (2) spread. One technique for 'spread' that 80% of students are taught is the box and whisker plot. Or a sorted bar chart of response times could be a more visual option? There are other ways of showing 'spread' but the principle is important here, especially concerning outliers in (rural) areas.

Regards,

(Name and address supplied)

## **Partner responses**

The following section provides responses from partners which were received via email. The response from the Fire Brigades Union is provided as a separate appendix to this document due to the size and formatting of the document.

### **Response from Holmes Chapel Parish Council (received 8 November 2023)**

Holmes Chapel Parish Council was very grateful to Neil Griffiths for attending our recent Parish Council meeting to talk through the consultation on the CRMP. It was a very helpful and clear presentation.

The Parish Council is supportive of the proposals and appreciate the additional benefit to our community at no extra budgetary cost.

Kind regards

Tina Cartlidge

Clerk to the Council

### **Response from Northwich Town Council (received 20 December 2023)**

Dear Sir/Madam,

Following the presentation from both Cheshire Fire and Rescue, Deputy Chief Officer, Lee Shears and Matt Bostock, Cheshire Fire and Rescue Firefighter and also by reading the data within the reports, we would like to raise the following concerns.

Residents and council members have serious concerns about the reduction in service, particularly during the night and weekends when most fatalities occur. Having another engine 20 minutes away is more likely to result in loss of life.

The loss of the second fire engine is likely increase the likelihood of fires causing more damage as there may be delays in waiting for the second engine to arrive. This will result in an increased likelihood of more severe damage to properties and disruption to businesses and travel as the scale of the damage will be greater.

It appears that the second engine is not manned due to ongoing recruitment freeze.

The changes are going to result in redundancies and the loss experienced, dedicated, trained firefighters who are only able to work on an on-call basis due to having other work commitments.

We are unable to offer our full support for the proposed changes, especially the withdrawal of the second engine in Northwich and the reduction in availability of services at nights and on weekends. We would hope that this aspect of the restructuring could be reconsidered.

As you will be aware Northwich has suffered from several major events in the last few years, which have heightened concerns for residents and local businesses.

- Roberts Bakery
- Winnington Hill (Sunday 17th December)

- Market (at night)
- In addition the work completed during the floods.

As locally elected representatives we hope that you can fully address the points that we have raised.

Yours sincerely

Cllr Jane Thomas

Northwich Town Mayor

### **Response from Bollington Town Council (received 21 December 2023)**

Bollington Town Council supports the Cheshire Fire Authority 2024-2028 Draft Community Risk Management Plan for the following reasons:

- Improved incident response for Bollington by virtue of the Macclesfield roving appliance being based in Bollington at times when the Bollington service is depleted.
- Better provision for community safety work in Bollington such as home fire safety assessments, fire protection visits and inspections of sites at risk such as larger businesses and hotels.

It is understood that an improvement to response times can only be assessed once the new plan is put in place but that the senior management team has conducted modelling and is confident that response times will improve. No doubt following implementation of these proposals the fire service will be monitoring performance and particularly response times, to verify the modelling. The Council would like to receive performance data on a regular basis, so that we can reassure the public of continued good service.

We understand from our local fire service team in Bollington that views have been sought from front line staff and that the consultation process was constructive and effective.

Bollington Town Council would like to take this opportunity to comment that the current availability of the Bollington appliance is recorded at 85%, with the fire station one of the highest performing in the country. This is testament to the dedication of the crew, who are balancing work and life commitments with providing an emergency service. The Council extends its gratitude to those men and women. Bollington residents really value the presence of the Fire Service in the local community.

Thank you.

### **Response from Birchwood Town Council (received 21 December 2023)**

Following a short presentation from Neil Griffiths, Assistant Chief Fire Officer, on the evening of 19th December 2023 at our Town Council Meeting, Birchwood Town Council would like to give its feedback to the main consultation of the Community Risk Management Plan (CRMP).

One of the proposals set out in the CRMP is to reorganise daytime fire cover in Warrington, and to relocate a full-time fire engine from Birchwood to be used in Stockton Heath for four out of eight days, given the level of resource available. We have been assured that response time is still anticipated to be within 10 minutes and that we would still have the support of Warrington, Lymm and Stockton Heath Fire Stations when a full-time engine is not available in Birchwood.

At the presentation, and in the CRMP document, it is highlighted that the proposed changes would see an increase in prevention and protection work such as 'Safe and Well Visits' and safety inspections. Birchwood Town Council see this as an added benefit to the local community.

Councillors would appreciate assurances that the additional prevention and protection work will be carried out in all areas, including Birchwood.

With all things noted above and Cheshire Fire and Rescue Service's operational constraints being considered, Birchwood Town Council does not have anything further to add.

Signed on behalf of Birchwood Town Council

#### **Response from Councillor Sam Naylor (received 28 December 2023)**

I write as a lifelong Northwich resident and in my capacity as the CWAC Councillor for Northwich Witton and also as a councillor on Northwich Town Council.

I have received presentations from the Deputy Chief Fire Officer; from a retained Fire Officer from Northwich and I have also had several conversations with a representative of the Cheshire FBU.

It is my view that the removal of the retained engine from Northwich could have a detrimental effect on both fire officers and the residents of Northwich, particularly at night and weekends and in a worst-case scenario could place lives at risk.

I understand the poor performance in availability of the retained engine but consider that this is a direct result of a failure to attract and recruit enough retained officers.

Please place on record my objection to the proposal to remove the second retained engine at Northwich Fire Station.

#### **Response from Warrington District Trades Union Council (received 31 December 2023)**

We represent trade unionists in Warrington and have concerns on proposals to change daytime cover at Birchwood and Stockton Heath.

Reducing Birchwood fulltime crews by 50% would have a significant risk not only for the local community but also for the wider area given the network of motorways, local industries and potential environmental issues.

The proposal to remove on call at Stockton Heath would be detrimental to the local community as they would have to wait for the arrival of the next available appliance.

The proposals don't appear to have taken into consideration a risk profile.

Accordingly we strongly believe that the current manning arrangements should remain.

Kind regards

Andy Warnock-Smith

Secretary

Warrington District Trades Union Council

### **Response from West Cheshire Trades Union Council (received 2 January 2024)**

I am writing on behalf of West Cheshire Trades Union Council (TUC) in response to your consultation on the Community Risk Management Plan (Cheshire) 2024 – 28.

As the local body of the TUC we are tasked with organising trade union members on a community basis, focusing on campaigns such as defending public services, combating discrimination and fighting for the Living Wage. As such we have responded in the past to some of your consultations. This Plan obviously represents one of the more significant changes to the organisation of the local Fire & Rescue Service for some time.

In the past we have been concerned about the reduction in the number of full-time fire-fighters and the reduction in cover, often facilitated by developing new stations (in the Green Belt) to enable a reduction in the number of engines available. We expressed concerns about the failure to record the time when 2nd and 3rd engines arrive at fires – noting the impact this can have on fire-fighters faced with tackling dangerous situations without adequate back-up. We have also high-lighted our concerns about the past emphasis on using retained fire fighters to replace full-time fire-fighters to (as we perceived it) reduce costs. We have urged a clear evaluation of that policy and its cost effectiveness.

#### **OUR RESPONSE**

The first point I would make, having read the Cheshire FBU Branch response to your proposals, is that we would want to endorse the fundamentals of that response, particularly those that relate to the potential direct impact on the service to the public. Their response contains some significant research and technical detail, which are beyond our remit – but we fully endorse the thrust of their case – which as with past responses is designed to maintain and improve the quality of the service provided by their members, while also safeguarding the interests of those members.

In terms of our own comments, building on past responses, we would indicate:

1. We generally welcome the proposal to increase the number of full-time fire-fighters, and to reduce to a degree the reliance on retained fire-fighters. That is not a criticism of the role of retained fire-fighters or the work they do, but rather recognition of your own research and analysis regarding the role they are effectively able to play given many societal changes. We would endorse the comments of the FBU that the retention of retained fire fighters and their effective role is at least partly about the remuneration on offer. We support the FBU comments about the inadequacy of the reward pack on offer to those that fulfil what continues to be an important role in their community.

2. We are largely agnostic about your proposed changes to the method of recording the time taken for the first fire engine to attend an incident, and thus how you calculate whether performance against a set target is "adequately" meet or exceeded. Neither your existing measure nor proposed measure seem to do more than give a comparison from year to year, which may or may not reflect on performance – given the other factors involved. As previously indicated, neither method records the time of arrival of a second or subsequent engines, which may be crucial factors in successfully and safely tackling a fire.

From our view point if average attendance time reaches some arbitrary target, or if the first engine arrives at a fire within a set time on 80% of occasions, this still tells the public very little – other than a crude comparison with the previous year or years. From our viewpoint the issue is the impact on individual events of attendance not meeting a required standard, or of a second or third engine not arriving in a timely manner. There can be no satisfaction in meeting an 80% target if the 20% where the target is not met are the incidents that lead to injury or loss of life. No doubt the Government insists on some easily comparable measure, but we would suggest the need for some narrative recording relating to any delayed attendance, or delayed attendance of subsequent engines, such that any adverse impact is recorded alongside any information relevant to why a delay occurred. This might give Members of the Fire Authority a better basis for oversight, and perhaps even an explanation of any variations in performance. Annual analysis of such (anonymised) information might facilitate learning any lessons and feed into future planning.

We support the position of the FBU that the time targets for responding to Primary Fires should be broadened to other life threatening incidents involving water and height.

3. We would add our support to other issues high-lighted by the FBU, including:

The need for each attending crew to consist of 5 fire-fighters in all but the most exceptional circumstances

The need for the overall remuneration package for Cheshire Fire-fighters, in relation to payments like Overtime, to reflect the commitment of staff and the quality of service provided by staff, and to match best practice nationally

The need for modern facilities in terms of rest and toilets in all Fire Stations, which meet the diverse needs of the workforce

The need for PPE that is tailored to the diverse needs of the workforce

Finally we note concerns expressed to us by the FBU about “facilities” arrangements for the union, including the apparent renegeing on a commitment to provide a secure and separate office for union officers, and also difficulties they have had in arranging to meet with their members on CF&RS premises.

We hope our representations will be given due consideration.

I would welcome an acknowledgement of receipt of this consultation response.

Sincerely

Ray McHale – Secretary

## **Response from Chester Retired Firefighters (received 2 January 2024)**

Dear Sirs,

Chester Retired Firefighters in responding to your Public consultation have decided to present an overview rather than follow the prescribed method of commenting. We hope that you find those points raised helpful, as we both try to move the service forward whilst retaining and enhancing core values and meeting statutory responsibilities.

Having read the complete document with it's various attachments and comments by both public and staff, it is worrying that the general public have many misconceptions as to the availability of Fire Cover.

Whilst we would all like to see a situation where everyone living in every area receives the same timely response in an emergency, it's just not possible, essentially due to budgetary constraints. Constraints which appear to go unchallenged Nationally by CFOs and CEOs who by and large are compliant toward whatever is handed down by Central/Devolved Government.

If only the UKs 49 or so CFOs would stand as one and send a strong message to those in Central Government, That Enough is Enough !

A Government that continually erode funding to FAs in the misguided belief they can still maintain an acceptable level of Fire Cover.

The undoubted intense effort that FRS put into preparing each CRMP is to be commended, yet trying to prove we can achieve more at a lesser cost is just not working ! Available Fire Cover is being constantly eroded.

To be fair, the On-Call system which once worked well, has been decimated by society/life style changes which FRS Nationally have not kept pace with. Whilst compounded by budgetary constraints, it's also directly effected the Services own Migration Policy.

I find it difficult to understand how the Migration process from PT to WT has not raised alarm bells before, given the obvious difficulty in PT recruitment. It's like robbing Peter to pay Paul.

Equally, a point raised by studying the Breach Report shows that Compensatory Leave was granted to a FF who performed On-call duties at a station close to where he lives, only for him to then be allowed to report for shift at his home Full Time Station, two hours later than normal, necessitating the Pump being off the run.

Clearly work patterns and life styles have changed drastically over the past 25 yrs or so.

To this end Recruits to the On Call System need to be attracted by improved incentives. I'm not sure, given the fact that the likes of Malpas and Tarporley, as examples, which are now "dormitory towns" where daytime availability is sparse, will ever regain the levels of part time cover once enjoyed. That said incentives must be sought as the more expensive alternative would be a WT station being established to cover a number of former PT stations.

The Breach Report, hitherto not generally available, makes disturbing reading. We understand that Service staffing levels should be around



50 WT Firefighters minimum at any one time, compared with 96/100 in 2006/7 and yet the service struggles to maintain the lower figure !

Clearly there are not enough FFs in the system and this, we understand, has been raised previously by HMICFRS.

A system that once ran on a ridership factor of 1.5:1 for each WT riding position with 5 riders on each first pump, Establishments were previously maintained at agreed levels.

The decision by the FBU to rescind the Shift Overtime Ban has had a detrimental effect on Establishment Levels, as whilst in place it forced Authorities to regularly recruit in order to maintain staffing levels. As much as some will take advantage of this situation we feel that a rethink by the FBU would help improve matters.

Equally disturbing, and again making reference to the Breach Report, are the number of occasions, that the second WT Pumps at Crewe and Chester are not available. You will be well aware that each were saved and successfully reinstated after much public campaigning which lasted

around 4 years. The cases and evidence put forward at the time were irrefutable and common sense eventually prevailed.

The unavailability of these second pumps is predominately due to staff shortages across the County and each appear to have become a general runabout plugging gaps elsewhere.

Equally, the Aerial Appliance at Chester, considered Primary since 1938, is rendered alternate with the Second and often the First Pump ! Where reverting to it's safe double crewing would ensure it's constant availability and avoid the reliance of a Support Pump when responding.

This in turn would enhance resilience.

Minimum riders on first pump should be 5. This should apply also to Crewe and Chester where the second pump currently appears to be the general runabout for the County. That said, there is a very good case for all pumps to ride 5 as minimum, as when these second pumps are standing by elsewhere, they are in fact the first on that station ground.

Obviously, if the overall establishment was increased to sensible levels then the regular movement of these second pumps would be lessened dramatically.

BROS and CAST assume a first crew of 5 riders with 9 to safely resolve a simply house fire.

At present it would appear CFRS often falls short of this requirement which is fundamental to safety.

This is important because when considering tasks, a crew of five arriving at a fire after 4 minutes might be assumed to be enough to bring the fire under control. However a crew of five arriving at a fire after 8 minutes will have more tasks to perform – that will take longer – and they might NOT be able to bring the much larger fire under control.

Politicians should be reminded of the " Avoidance of situations which could motivate or pressurise.....etc".

Again referring to The Breach Report it is disturbing to see reference to Pumps becoming an SIU and responding with just 3 riders. Not only does this raise H&S issues but further impacts on resilience due to the need of a properly crewed backup.

Due to the very real reduction in FF and Appliance numbers SOPS need to be reviewed to take this

into account. Not that this will become a permanent measure but one that is viewed as interim pending

return to proper staffing and Appliance availability.

Credit to the Service for the number of Safe and Well visits but reference to "Motivational Interviewing Techniques"

in preference to greater Operational Awareness and Intelligence is naive to say the least, particularly as the former has no direct H&S implications for the Operational Staff.

Centralised Training. Cheshire are to be applauded on creating such a wonderful facility which cannot help but enhance the skills of it's FFs. However the practice of taking Pumps effectively OTR in order to facilitate this is a backward step. Previously when Establishments were at sensible levels, Centralised Training would never be to the detriment of Fire Cover.

Lobby the FA as to why England is devoid of funding for Flood Risks and Water Rescue whilst our neighbours Wales, Scotland and NI received funding.

BA, again fundamental to safety and successful firefighting. Why has it's upgrading taken a back seat in recent times?

NW Fire Control. No Scrutiny ? Not withstanding it was a bad move in the first place then surely Scrutiny and Accountability should be a basic requirement. The proposal to include the call handling time within the Service Response Time is welcomed as a true indication of the level of service being delivered.

The Response Standard must apply to all categories of Life Risk and whilst you appear to be lauding the Blanket 10 min Attendance Standard it may be worth referring to some historical facts\*\* rather than adopting a Lowest Common Denominator across the County.

\*\*As an example; Chester City in 1973, the station received all 999 calls, AFAs and PWs. The Control Room operator or a Firefighter standing in had local knowledge. Once the first line of the address was written, the bells were dropped. This alarm was timed to sound for 45 secs. If each machine was not mobile before they stopped ringing questions were asked !

If riding the first Pump one could not even go for a toilet break unless you swapped with another FF riding the second or Special. Equally on drill, the first pump crew would never go up the tower. Attendance times for the City Centre were generally 3 minutes with any of the surrounding housing estates receiving a response within 5/6 exceptionally 7/8 minutes, with two machines and 8/9 FFs. All within Time of Call !

I've no doubt Warrington CB and many Cheshire Stations would have been equally proud having delivered the same standard.

Moving Rope Rescue back to Knutsford. Requires a 5 qualified crew members. Without the need to be supplemented from elsewhere which in turn reduces overall Fire Cover. This reinforces the need to upgrade all pumps to 5.

I'm sure we all welcome "The Clean Cab Policy" introduced to reduce cross contamination after much valuable research. We do however, wonder, how often a pump returning from an incident is rendered " Not Available" due to it's implementation. Don't think for one minute that this is criticism, moreover another reason to state the case for more pumps to maintain Resilience.

We fully support Regular Health Screening, the provision of Extra Duty Rig and the provision of Washing Machines on all Stations allowing Duty Rig along with Fire Kit to be washed on Station in order to avoid domestic contamination.

Also we fully support that All station Appliance Rooms should be fitted with Exhaust Gas Control Systems. Frankly, we're very surprised that this has not yet been implemented as a standard feature.

MTA Incidents. Clearly the disparity between Policies adopted ( or not adopted) by neighbouring Services when planning for dealing with incidents involving Marauding Terrorists needs to be addressed, with either the training of and suitably rewarding those Cheshire personnel who become qualified, OR striking a legally binding agreement with a neighbouring service ( notably GMFRS) who can then respond over the border. We must confess, that the current disparity is typical of each service "doing their own thing" following the erosion of National Standards.

Finally, it is with some concern that we note, a long standing agreement between the Service and the FBU which provided basic yet exclusive office accommodation, appears to have been withdrawn. This, along with the refusal to allow an FBU Meeting on Station premises being attended by a local MP unless a Senior Manager ( possibly Non FBU) was in attendance. Clearly such action is not conducive to good Industrial Relations, neither is it expected of a Labour lead Authority.

Sincerely.

Tony Jones.

Secretary.

Chester Retired Firefighters.

### **Response from Stockton Heath Parish Council (received 2 January 2024)**

Community Risk Management Plan (CRMP) 2024-2028 consultation

Thank you for recently visiting Stockton Heath Parish Council to present the proposed Cheshire Fire & Rescue Service Plan (CRMP) for April 2024 to April 2028.

The Council supports the Plan's objectives.

In particular, the Council welcomes the proposals to increase the number of fire engines available to respond to emergencies. It also welcomes the proposed increase in the number of 'safe and well' visits compared to the current Plan and is impressed by the

number (24,310) you plan to do. Preventing emergencies is far better than having to deal with them.

Specifically, in Stockton Heath, we understand the rationale to change the village fire station from on-call to full-time crews, to remedy the current poor response availability at this location, sharing response to emergencies with Birchwood. We recognise the difficulties in recruiting sufficient on-call fire fighters.

We were pleased that the Service understands the potential disruption to the individual lives of the current on-call employees and is committed to finding equitable solutions.

We are also pleased that the new proposed arrangements will allow for a better distribution of the 'safe and well' visits, so that more will be available in our village.