

## Guidance on responses to consultation on Fire and Rescue Service

### Q3) Disagree Strongly

The plan does not identify how risks will be managed in any detail. Any Risk Management Plan must include this sort of information. This draft does not.

#### Proposal 1)

Agree

#### Proposal 2)

Agree

#### Proposal 3)

Strongly Disagree

This question is worded to pre-determine my response. This is asking me to agree to reduce the capability of the current fleet. If HFRS resources to risk - as repeatedly stated - then the alternative vehicles will be bought in addition to the existing fleet, not instead of.

#### Proposal 4)

Strongly Disagree

Reducing the number of fire fighters attending a scene places them at greater risk, and puts the public at greater risk. This is not efficient, this is dangerous. Recent reports have highlighted that the attendance of 5 firefighters was crucial in saving lives which may not have been achievable with 4 firefighters attending a scene. The draft IRMP highlights the rising population of Hertfordshire; therefore the only reasonable way not to reduce the risk of the public is by recruiting more firefighters, not staffing less on emergency response vehicles. This raises the risk to us all.

#### Proposal 5)

Strongly Disagree

This proposal will worsen the working conditions of firefighters put in place to protect us all - placing firefighters in a position of working well beyond the working time directive for long periods. The FBU is against the use of "Day Crew Plus" contracts for this very reason.

#### Proposal 6)

Agree

### Q13) Disagree

The FBU have withdrawn their support to this, as they were increasingly being asked to go beyond their contractual arrangements. The fire service already works in very close collaboration with other emergency services. The concerns of the workforce must be addressed before these trials are taken any further.

### Q14 (Any further comments):

This Draft IRMP does not address the future fire service in a way that reduces the risk to the public, or the firefighting staff. We reject entirely the move towards casualising the workforce, and lowering the capability of the service to respond to risks, which are increasing, with an increasing population. The service must urgently focus on getting all HMICFRS assessment categories to "Good" or better, which will be far easier to achieve through progressive recruitment and improving the working conditions of staff in the service. This Draft IRMP should be rejected in its current form in order to address the serious concerns outlined in Proposals 3, 4 and 5.