











I.R.M.P. ACTION PLAN 2004/05 SECOND QUARTER REVIEW



This document is reviewed and re-evaluated on a quarterly basis and the results reported to CLT and to the Authority.
All dates in the "Progress" column refer to 2004 unless otherwise stated.





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1.	Continue to offer Home Fire Risk Assessments and, where necessary, fit smoke alarms to all households in Merseyside as part of a completely free service.	DCFO	Director of Community Fire Safety	High	2004/05		<p>The number of HFRA's for the second quarter has increased considerably to 7946 although this is still short of the quarterly target. HFRA's are now being generated by partnerships with Roy Castle fund and Radio Merseyside in addition to all the long standing projects.</p> <p>Consultation has commenced with regards to operational firefighters generating HFRA's by direct means i.e. "cold calling"</p>
2.	Increase the percentage of smoke alarms which operate in accidental dwelling fires.	DCFO	Director of Community Fire Safety	High	2004/05		<p>Analysis indicates that of accidental dwelling fires that occurred in the second quarter 2004/05, 49.5% had a working smoke alarm. This percentage is higher lower than the first quarter (43.2%) but is below the Service Plan target for 2004/05 (60%). Officers are currently devising a revisit programme to replace batteries which is the main cause of smoke alarms not operating. This will also include volunteers from the Fire Support Network as part of their Service Level Agreement with the Authority</p>




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3.	Promote residential sprinklers as the ultimate fire safety measure and work with Government, local authorities, the sprinkler industry, developers and designers of buildings and other interested bodies to promote low cost, self-contained 'first attack' systems, including partial property protection, to achieve a far wider use of this safety system. Continue to lobby the ODPM to influence the current review of the Building Regulations to include residential sprinklers.	DCFO	Director of Community Fire Safety	High	2004/05		Negotiations are in hand to have residential sprinklers installed in two new housing schemes for vulnerable people in New Heartlands areas. In partnership with Safer Merseyside Partnership, Barford Engineering & Aquamist, work is progressing on a low cost self-contained "first attack" system. Six domestic sprinkler demonstrations have been completed at the STC with 90+ attendees.
4.	Work with Local Education Authorities to promote school sprinklers as a cost effective risk reduction measure and to achieve a commitment to have sprinklers in the design of two new schools in 2004/05.	DCFO	Director of Community Fire Safety	High	2004/05		This action is complete in that sprinkler systems have been commissioned for St.Jerome's in Formby and a part installation at Deyes High School in Maghull. Additionally sprinklers are being installed in a rebuilt area of Rock Ferry High School, Birkenhead. Work is continuing with LEAs to promote further sprinkler installations.




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5.	Through local initiatives and partnership working, gain access to the most hard to reach and vulnerable in the community, in particular, the older residents and those with physical and behavioural challenges. We will create more fire safety 'advocates' from within local communities to deliver a more flexible customer focused home safety strategy. They will be representative of a 'target group' by virtue of ethnicity, gender, age or other characteristics.	DCFO	Director of Community Fire Safety	Very High	2004/05		On target. Status as at 30 th September, 2004. <ul style="list-style-type: none"> • 2 District Advocates • 5 Older Person Advocates • 2 Advocates for the Deaf Community This has been facilitated by a mixture of reducing the number of CFS firefighters, Community Innovation funding & revenue budgets
6.	Deliver and extend our youth programmes designed to develop self-esteem and community awareness. These will be expanded by the introduction of a Young Firefighter Scheme.	DCFO	Director of Community Fire Safety	Medium	2005/06		Princes Trust Volunteer (PTV) scheme now extended to Speke/Garston & Knowsley areas. Huyton fire station is being used in Knowsley & plans are in preparation for modifications to Speke fire station to allow a room here to be used for PTV. There are proposals to extend the scheme to Southport.
7.	Play an active role and set targets in the various local District and Merseyside partnerships where they are involved in community safety, including reducing incidences of fire and non-fire emergencies	DCFO	District Managers	Medium	2004/05		All CDRP's are currently undergoing an audit to identify priority areas for the development of the new Crime & Disorder Reduction Strategy scheduled to take effect from April, 2005. All District Managers have provided relevant data in order to influence the outcome of the audit. A draft document is to be circulated to the Partnership shortly.





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8.	Work with partners to develop a pan Merseyside approach to reducing the risk from abandoned vehicles.	DCFO	Director of Community Fire Safety	High	2004/05		Liverpool & Knowsley both have fast tracked vehicle removal schemes. An equivalent scheme in Wirral should be on line shortly. Importantly, the Arson Task Force has secured Chief Executive approval for all Merseyside local authorities to develop fast track schemes.
9.	Develop the partnership with our Police colleagues to create a Fire/Police Arson and Fire Investigation Protocol and develop partnership working at Headquarters and area level and devise common recording methods.	DCFO	Director of Community Fire Safety	Medium	2004/05		The Fire/Police "Arson & Fire Investigation Protocol" was signed at a media launch at Fire Service HQ on 25 May. This protocol is a building block for future partnership working. A police officer has been working at Fire Service HQ since September 2003 & continues to be an integral part of the Arson Task Force located here. Local P.I.s are being developed & progressed through central JAG.
10.	Introduce, with partners, a pan Merseyside approach to the boarding up of unoccupied properties and the removal of combustible materials	DCFO	Director of Community Fire Safety	Medium	February 2005		Meetings have been held with the Registered Social Landlords to discuss issues of vulnerable properties left vacated & fire loading within those properties. The District Manager, Wirral is now an active partner on their "empty property working group".





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11.	Work closely with our Police colleagues on an area and Merseyside basis to predict patterns of arson, investigate them professionally and seek successful prosecutions where appropriate. Also identify those properties most vulnerable to an arson attack and, with the responsible person(s), carry out a joint arson risk assessment. Seek funding from Government and elsewhere to support the Authority's arson objective and work with other youth agencies/bodies to influence young people on the dangers of arson (these include Youth Offending Teams, Youth Inclusion Programmes, alternative referral from the Courts and The Prince's Trust Volunteers).	DCFO	Director of Community Fire Safety	High	2004/05		Four Arson Reduction Advocates, funded by the Arson Control Forum until April 2006, have now been employed. To assist in the professional investigation of fires, arson reduction and community safety, a fire investigation dog and dog handler are now attached to the Arson Task Force. See also Action 6 in respect of youth diversionary courses.
12.	Build upon our active involvement on Crime & Disorder Reduction Panels and strengthen the Merseyside Arson Task Force, including the employment of "arson interventionists" to work at District Council level reducing the incidence of arson. We will also look at arson reduction from a regional perspective.	DCFO	Director of Community Fire Safety	Medium	2004/05		Four Arson Reduction Advocates, funded by the Arson Control Forum until April 2006, have now been employed. The posts are primarily District based and the five Chief Executives have been contacted & welcome the addition to their Community Safety Team.





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13.	Offer those schools most at risk of an arson attack a specific arson risk assessment.	DCFO	Director of Community Fire Safety	Medium	2004/05		The newly appointed Arson Reduction Advocates will be undertaking future arson risk assessments as part of their primary role.
14.	Increase the number of volunteers who are acting as "Friends of Merseyside Fire Service" to promote fire safety awareness within all sections of the community and extend the range of issues Friends are able to help us with. This expansion will demand a new relationship with voluntary sector partners.	CFO	Stn. Manager Huyton	Low	2004/05		Three year SLA (April 2004 to March 2007) between the Authority & Fire Support Network approved by Community Safety Committee 22 April (CFO/60/04). The number of volunteers working with Fire Support Network has increased from 89 in April to 104 in September.
15.	Revise the role & duties of day related 'uniformed' staff in the light of the settlement of the recent national pay dispute. This will be in response to the need to be available when the community and the Service needs them the most. Any new system of work will be within the framework provided by the pay agreement and will include flexible working arrangements.	DCFO ACFO	Director of Community Fire Safety	High	2004/05		Consultation with FBU/FOA concluded 5 May 2004. No agreement. There is a possibility that this may be referred to TAP. The Director of Human Resources is to write to all day duty uniformed staff.
16.	Seek to introduce a third party accreditation scheme, for equipment, system installation and fire safety advice to support building owners and occupiers in meeting their fire safety responsibilities.	DCFO	Director of Community Fire Safety	Low	2004/05		Work on this Action is scheduled to start in the fourth quarter of 2004/05.






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17.	In conjunction with the Universities in Liverpool, establish a contestable research fund of £25,000 with the aim of encouraging academic research into fire related matters in Merseyside.	DCFO	Director of Training & Development/ Director of Strategic Planning	Medium	2004/05		Meeting held with key players on 25 th August to determine appropriate areas for research. Report submitted to CLT on 21 st September. CLT agreed to accept expressions of interest from both within and outside the academic community, around this Action Plan. A draft "expression of interest" letter approved and to be issued during the third quarter with the deadline for receipts of submissions set as 30 th November, 2004.
18.	Continue to work closely with building owners and occupiers and with the fire alarm companies, to make sure fire alarms are correctly installed and maintained and to develop good building management practice to reduce the number of unwanted false alarms. Where this fails we will be prepared, where appropriate, to publicise the diversion of public resources and, where appropriate, take enforcement action to improve the management of their buildings.	DCFO	Director of Community Fire Safety	High	2004/05		Main parameters agreed. SOP issued. Station Commanders have all submitted action plans for the reduction of these unwanted calls which is being performance managed under PIMS. FPA keen to be involved. The policy being followed by the Authority is consistent with Government guidelines which have been adopted by the NW Regional Management Board. Letters have now been sent out to building managers/owners who are not making progress in managing their AFD systems
19.	Work more closely with call receiving centres to put in place some filtering and additional monitoring of AFA calls received in their centres.	ACFO	Director of Ops Planning	Medium	January, 2005		This will commence later in the year but is dependant upon workloads in MACC caused by changes to the mobilizing system etc.





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20.	<p>Respond to alarms with automatic equipment in line with the risks they present. This means that we propose:</p> <ul style="list-style-type: none"> - to make no change to the current arrangements for responding to calls for assistance in domestic properties where a smoke detector is sounding; - to mobilise two appliances under emergency conditions in response to all alarms from automatic equipment unless in an exceptional circumstance a risk assessment has indicated an enhanced initial attendance is required. <p>This is in accordance with the Authority's risk response standards and A.F.A. policy.</p>	DCFO	Director of Ops Planning	Very High	August 2004		Risk assessment complete, final audit taking place. Implementation expected shortly.
21.	Formalise our policy to challenge callers to our mobilising centre when there is reason to believe that the call may not be genuine.	ACFO	Director of Ops Planning	High	November 2004		Completed & operational as at the end of May.
22.	Introduce a protocol to respond to abandoned calls from public phone boxes, only where there is a good reason to believe they may be genuine.	ACFO	Director of Ops Planning	High	September 2004		Completed & operational as at the end of May.



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23.	Develop a protocol with Transco, referring all calls to attend gas leaks or carbon monoxide detectors to them to deal with.	ACFO	Director of Ops Planning	Low	February, 2005		Completed and operational on 14 June. This policy applies to all property & not just domestic property.
24.	Relocate the Authority's specialised vehicle/equipment capability at two operational resource centres. The locations for these centres will be Kirkdale and Birkenhead fire stations.	ACFO	Director of Ops Planning	Top Priority	May 2004		The prime movers and pods have been moved into Kirkdale & Birkenhead Fire Stations and the Operational Resource Centres are up and running. All outstanding training has now been completed. Expressions of interest are coming in for retained contracts which are to be issued to enable third and subsequent prime mover deployments.
25.	Site a foam unit and bulk water carrier at appropriate alternative location(s), staffed on a flexible basis.	ACFO	Director of Support Services	Medium	January, 2005		Capital funding for these vehicles is not available in 2004/05. It is hoped that sufficient resources can be allocated in 2005/06 so the scheme has been slipped to that year.
26.	Reduce the number of aerial appliances we maintain from 5 to 4. These pan Merseyside vehicles will be sited at Southport, City Centre, Eccleston and Birkenhead.	ACFO	Director of Support Services	Top Priority	November, 2004		Consultation concluded. Risk assessment completed. Croxteth aerial was removed from operational use wef 17 July, 2004. The vehicle will be retained as a spare and for training purposes.




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27.	Replace two of the four aerial appliances with combined pump platform appliances. These will form part of the Authority's aerial appliance capability.	ACFO	Director of Support Services	Medium	2005/06 & 2006/07		Strathclyde Fire Service are shortly to obtain a vehicle to a similar specification to that envisaged for Merseyside CPPs. It is proposed that we liaise with Strathclyde during the course of this year to ensure the vehicle is suitable for purpose & that it can be used successfully by a diverse workforce. If appropriate, orders for vehicles will be placed in 2005/06.
28.	Subject to the outcome of the public enquiry, relocate our City Centre Fire Station from its current location at Canning Place to a new site at St. Anne Street, Liverpool	ACFO	Director of Support Services	Medium	2005/06		Demolition of Canning Place is a pivotal part of Paradise Street Development Area (PSDA). Results of Public Inquiry on PSDA announced in May. St. Anne Street site acquired and the design of the station has progressed to tender stage. Build scheduled to start in January, 2005 with a 45 week build programme. The new station should be operational in February 2006. No net cost to the Authority.
29.	Establish with District Councils and Merseyside Police, a strategy for dealing with unsafe structures across Merseyside and review our role in attending such incidents.	ACFO	Director of Ops Planning	Low	2005/2006		Work on this will commence later this financial year.
30.	Enter a partnership with the Heart of Mersey organisation with the aim of reducing the effects of coronary heart disease in Merseyside, in line with Government targets.	ACFO	Director of Human Resources	Medium	2004/05		Initial meeting held with Heart of Mersey to consider options. Advice being sought from Occupational Health Group on partnership options.





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31.	Run a pilot scheme, at location(s) to be determined, in partnership with Mersey Regional Ambulance Service, where both services will co-respond to specified calls where someone is suspected of having a heart attack. Firefighters will be equipped with defibrillators and be trained in their use. After 12 months, the pilot scheme will be reviewed to consider its success and whether it should be continued and extended to other areas of Merseyside.	ACFO	Director of Ops Planning	Very High	October, 2004		The Special Rescue Team will trial the co-responders scheme with Mersey Regional Ambulance Service, utilising their home base of Croxteth and also operating the system whilst mobile in Merseyside. The team has received 30 hours of training free of charge from MRAS and this will allow them to respond to "priority A" calls. It will also allow them to administer advanced care when working in remote locations. The scheme will go live from 1 st November, 2004. <i>Although this comment was accurate as at the end of the second quarter, members will be aware that recent developments have significantly affected this Action.</i>
32.	Develop protocols with District Councils and all social housing providers to reduce the number of non-life threatening incidents we attend.	ACFO	Director of Ops Planning	Low	December, 2004		Work on this project is scheduled for the third quarter of 2004/05.
33.	Establish a dedicated rescue team to ensure the Authority meets the expanded role of the Service in respect of rescue from non-fire emergencies.	ACFO	Director of Ops Planning	Very High	January, 2005		The Special Rescue Team has been formed and will go live from 1 st November, 2004. Team to be located at Croxteth Fire Station.
34.	Establish response standards to life threatening non-fire emergencies, following analysis of relevant data.	CFO	Director of Strategic Planning	Medium	August, 2004		Data analysis is ongoing with particular emphasis on road traffic collisions and flooding. This will link to Year 2 Action.





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35.	Use the outcome of the risk assessment of the River Mersey to inform future response arrangements to the tidal River Mersey and use it to inform our response to other water rescue situations. Provide training to our personnel to allow them to work safely on or near water during emergencies.	ACFO	Director of Ops Planning	Medium	December, 2004		Work at present ongoing with report due December. Implications of this report to be assessed in fourth quarter 2004/05. As this is a Maritime coastguard agency lead project, the timeframe is determined by them.
36.	Expand our urban search and rescue capability.	ACFO	Director of Ops Planning	Medium	January, 2005		Specialist training completed on both phases of urban search & rescue courses at the Fire Service College. Capability now up and running
37.	Produce a new risk map of Merseyside with areas categorised as high, medium or low risk and set new attendance times for these areas.	CFO	Director of Strategic Planning	High	2004/05		New attendance times have been established for year 2 IRMP. We will continue with the interim times for now. Risk map is in development and will be implemented before January, 2005.
38.	Introduce a protocol to share relevant data with the Police & Ambulance Services (in respect of emergency incidents)	DCFO	Director of Strategic Planning	Medium	January, 2005		Work on this is due to commence in the third quarter 2004/05.
39.	Pending production of the new risk map of Merseyside, the Authority will send two fire engines to all property fires in areas classed as 'C' risk with the first engine arriving at the incident in 8 minutes and the second in 10 minutes. The Authority aims to achieve this attendance time on at least 85% of occasions.	ACFO	Director of Strategic Planning	High	May 2004		Risk assessment produced, final audit taking place. Implementation expected during the third quarter of 2004/05.




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40.	Pending production of the new risk map of Merseyside, the Authority will send two fire engines to all property fires in areas classed as 'D' risk, with the first fire engine arriving at the incident in 10 minutes and the second in 12 minutes. The Authority aims to achieve this attendance time on at least 85% of occasions.	ACFO	Director of Ops Planning	High	May 2004		Risk assessment produced, final audit taking place. Implementation expected during the third quarter of 2004/05.
41.	Pending production of the new risk map of Merseyside in those areas currently classified as 'A' or 'B' risk, the attendance time to property fires for the first fire engine will be 5 minutes and the second within 8 minutes. The Authority aims to achieve this attendance time on at least 85% of occasions. Our policy will be to mobilise two pumps to current 'A' and 'B' risk.	ACFO	Director of Ops Planning	High	June 2004		Risk assessment produced, final audit taking place. Implementation expected during the third quarter of 2004/05.
42.	Where it is confirmed that people are still inside the property, we will send three fire engines to the incident.	ACFO	Director of Ops Planning	High	April 2004		Implemented w.e.f. 9 June.
43.	Develop our RAPID system to review appropriate response times.	CFO	Director of Strategic Planning	High	2004/05		RAPID system in place, copied to FBU and available on website. However, RAPID will continue to be updated as necessary as it is an evolving process.



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44.	Following the Authority's risk assessment, pilot a scheme to vary the number of appliances at any location, commensurate with such risk. The Authority will, however, maintain a rescue pump at all 26 fire stations, 24 hours a day, but the pilot will involve the relocation of support pumps.	CFO	Director of Strategic Planning	Very High	2004/05		A software company has been contracted to develop a simulated model of appliance disposition and this will be populated with incident data. Thereafter the model will be used to identify the potential to redeploy appliances.
45.	Change the staffing on the third pump at Southport fire station from wholetime to a flexible staffing system(s), an example of which is retained.	ACFO	Director of Training & Development	Top priority	March 2005		Following Policy & Finance Committee on 30 th September, 2004, the Service is running an awareness day for 24 members of the Southport community whose location and current application meets the criteria of providing a base within the catchment area. This will take place on 16 th October, 2004. There are 16 valid applications from wholetime members of the Service which are progressing towards wholetime retained contracts. Consultation with representative bodies is continuing with an expected start date of 1 st January, 2005

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46.	Where an aerial appliance is required at an incident the Authority aim, as an interim measure until the new risk map is finalised, for it to arrive within 10 minutes to high risk areas, within 15 minutes to commercial risk and within 20 minutes to other incidents. The Authority aim to achieve this attendance time on at least 85% of occasions.	ACFO	Director of Ops Planning	High	April 2004		Fortek were requested in early April to carry out necessary development work on the mobilising system to enable all attendance standards to be monitored. Work was completed in June & attendance standards are now being monitored.
47.	Pilot the use of a targeted response vehicle (TRV) to attend secondary and vehicle fires. We will obtain new four-wheel drive vehicles to provide a response in targeted areas at peak times. Vehicles will be staffed on an overtime basis initially from 1600 – 2200 hours each day, although these times may be subject to change.	ACFO	Director of Service Support	Very High	July 2004		Order placed for vehicle. Compressed Air Foam System to be used for firefighting and order placed. Letters have been sent to all uniformed employees seeking expressions of interest in working overtime. Vehicle scheduled to be on the run in December, 2004.
48.	Form an Incident Command & Continuity Team who will receive specific training in Incident Command. Members of this team will attend and support the Incident Command of any significant emergencies. This Team will also attend incidents to ensure officers managing emergency incidents have a clear framework in which to work.	ACFO	Director of Ops Planning	Very High	September 2004		The concept & working practices have been agreed. The vehicle has been delivered and training is due to commence on 8 th November, 2004. The Team will go live following completion of the training.

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49.	Complete incident investigations in accordance with Authority policies and produce reports of such investigations detailing underlying factors influencing fire ignition and spread (where these can be determined), including human behaviour, fire safety knowledge and exposure to fire safety messages.	DCFO	Director of Community Fire Safety	Medium	June, 2004		This is complete & has been included in the 2003/04 Fatal Fires Analysis document.
50.	Introduce additional vehicles and equipment to help the Authority perform roles in connection to resilience and as an integral part of capability to provide assistance at a whole range of emergencies.	ACFO	Director of Ops Planning	High	February, 2005		Urban Search & Rescue vehicle has arrived and is on the run. New chemical detection equipment will be provided to the Service in the third quarter of 2004/05. 12 Hazmat Officers have been trained at the Fire Service College in order to operate this equipment which is part of a limited roll-out (one of only 11 detection units in the country).
51.	Extend the successful use of non-uniformed technical officers in the Authority fire safety team which will open up opportunities for a wider group from the community to access careers in the Fire and Rescue Service, bringing with them the knowledge which will compliment the operational experience of uniformed fire officers.	DCFO	Director of Community Fire Safety	Medium	2004/05		The Authority has approved the employment of 4 Technical Officers on a one year contract. The selection process has commenced.
52.	Implement a review of rank structure to reflect the core roles identified in the IPDS in relation to risk management.	ACFO	Director of Training & Development	High	2004/05		A process of assimilation is in consultation with the representative bodies. Full details of the proposals will be reported to the Authority in November with full implementation by April 2005.

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53.	Consider development of local arrangements to make additional payments to recognise special skills which particular staff may develop.	ACFO	Director of Human Resources	Medium	2004/05		Details of Additional Responsibility agreed by CLT and payments policy now being implemented.
54.	Develop options for more flexible working patterns for some firefighters, looking in particular at opportunities for part-time working, reduced commitment for some staff for night-time working, more flexible call out arrangements and arrangements where some staff may not be based at a single fire station but may move to different parts of Merseyside to address the particular risks faced by different communities.	ACFO	Director of Human Resources	High	June 2004		Work life balance policy now agreed. Uniformed job share introduced along with part time working based on day related duties and weekend only working for operational staff. Wholetime retained contracts also introduced as well as secondary part time annualised hours contracts. Also progressing flexible working time for uniformed staff on day related duties.
55.	Develop and implement measures to secure a better work/life balance for our staff through family/friendly policies covering areas such as childcare, parental leave, job sharing, etc	ACFO	Director of Human Resources	Medium	2004/05		Final negotiations with FBU following ratification of the new Grey Book are currently concluding. The policy will shortly be placed on the intranet.
56.	After consultation with the trade unions, extend the Authority's existing arrangements for pre-arranged overtime to all firefighters, in appropriate circumstances, where this can help the Authority to improve services and reduce risk, in a cost effective way	ACFO	Attendance Management Manager	High	September, 2004		Completed. Consultation with FBU & FOA concluded. Pre-arranged overtime policy agreed by Policy & Finance Committee on 13 May (CFO/95/04). Pre-arranged overtime will be worked as part of the "Bonfire Blitz" in the third quarter.

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57.	Establish a Crew Level Maintenance team, with the aim of ensuring the overall watch staffing levels are maintained at a level required to enable an appropriate life-saving response on rescue pumps and on support pumps. On a single pump fire station this means five personnel on a rescue pump. On a multi pump fire station this means five on the rescue pump and four on the support pump, this to be achieved on 85% of occasions. The Authority's minimum level would be four and four. This approach conforms to guidance from the Health & Safety Executive.	ACFO	Attendance Management Manager	Very High	July 2004		Negotiations between CFO & FBU to take place in 2004/05 with regard to pay & conditions issues contained within the development of a flexible CLMT which will provide for staffing levels in the IRMP. Staffing model has been to CLT and staffing levels for CLMT will be presented with the staffing model to the Authority for consideration in November, 2004. Consultation will then be commenced with the FBU. CLMT will be formed following implementation of rank to role in April 2005.
58.	Pilot the use of closed circuit TV on our fire engines as part of an approach to placing the safety of personnel at the heart of the Authority's response. We will pursue strong action against any individual who acts in an aggressive manner to our personnel.	ACFO	Director of Service Support	Medium	July 2004		CCTV installed on appliance S8-2 at Old Swan. Draft SOP issued & equipment went live for a 6 month trial starting on 2 July. During the trial period, the CCTV will be used as appropriate. The results of the trial will be published and evaluated.
59.	Conduct and complete a review of fire cover and other cross border arrangements with neighbouring fire authorities.	CFO	Director of Strategic Planning	Medium	2004/05		Discussion at regional level at the CFOA North West Regional IRMP Liaison Group is ongoing.

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60	Pilot the role of Station Locality Manager for a period of 12 months to improve performance on stations and to forge partnerships with District Councils and other local agencies.	DCFO ACFO	Attendance Management Manager	Very High	2004/05		Station Locality Manager started in September 2004 and is now in place at Southport Fire Station.
61.	Create new arrangements with the voluntary sector.	DCFO	Partnerships Manager	Medium	2004/05		Action complete. New SLA formed with "Friends of the Fire Service" which has been relaunched as "Fire Support Network".