



Isle of Man Fire and Rescue Service

Annual Action Plan
Review

2008 - 2009

Operational Department

Service Delivery

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|---|---|---|
| Ops/sd/01/08 | | | |
| Develop and agree a Wholetime Personnel succession plan for the next 10 years. | It has been identified that a large percentage of senior officer retire within a short time frame in the years 2015 - 2018. | <ol style="list-style-type: none"> 1. Ensure the continued smooth running of this essential emergency service during a period of major internal disruption. 2. Early identification of personnel with potential to fill senior roles. 3. Identification of increased training and development costs in a timely manner. | To be fully evaluated including training course costs for the maintenance of competence and expertise |
| Action | A wholetime succession plan was formulated and presented to the Department of Home Affairs in a BEAR submission. This proposal was agreed by DHA and passed on to Treasury who declined the additional personnel implication of the plan. No further progress can currently be made on this matter until the completion and circulation of the Integrated Risk Management Plan at which time the situation will be reviewed. | | |
| Ops/sd/02/08 | | | |
| Carry out a full coverage review of the fire service alerting system and its resilience. | The current system was set up more than 20 years ago and is long overdue a review due to the expansion of residential developments in all our station areas. | <ol style="list-style-type: none"> 1. Ensure we can reliably summon operational personnel to respond to emergency incidents. 2. Identify any weaknesses in our mobilising network so that a business case can be made to undertake any remedial action needed. 3. Compliance with a recommendation to undertake this survey from the DHA Engineering Communication Division. | £15,000 |
| Action | Following consultation involving the Communication Division, Motorola, the FRS and other interested parties and on receipt of a predictive survey carried out by Motorola which demonstrated extensive coverage provided by the current alerting system in its present format, it was concluded that a "walk around" coverage survey was not required. The erection and commissioning of the monopole at Castletown Station (including antenna and feeder cables) combined with the renewal of the antenna and their feeder cables at Ramsey and Peel have improved the resilience of the system and this will be further enhanced when similar work is carried out at Douglas, Laxey, Kirk Michael and Port Erin Stations. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|--|---|------------------------------|
| Ops/sd/03/08 | | | |
| Address operating deficiencies in the Crystal Reporting system for information gathering relating to calls requiring an operational response. | Provide additional information for statistical analysis of the services performance and requirements, which may feed back to educate prevention and protection strategies. | <ol style="list-style-type: none"> 1. Identify areas where improvements can be made in Service Delivery. 2. Implement change to enhance Service Delivery. 3. Promote cost effectiveness of Service. 4. Permit benchmarking of the Service against national standards. 5. Help identify Community Safety action points. 6. Enable the Service to produce BVPI's and KPI's for comparison with similar Fire and Rescue Services. | Existing resources in place. |
| Action | The partnership between Intergraph Public Safety, the Communications Division and the FRS has worked collectively to enhance the Crystal Reporting functionality within ESJCR. At this stage and for proposal completion, further work is required in order to provide the necessary 'Station End' functionality within the system. This additional work is subject to the completion of a planned software upgrade within the Command and Control system within ESJCR. Once the upgrade, programmed for April / May 2009 is completed, the Station End Crystal Reporting enhancement will be completed. | | |
| Ops/sd/04/08 | | | |
| Review the personnel depletion monitoring system and implement any changes that are reasonably practicable to improve the availability, accuracy and report generating capacity of the system. | Provide management with a facility to monitor Retained Firefighters contracted hours. To allow all personnel access to the system to enable them to readily see what effect they will have on the availability of appliances when they wish to book unavailable. | <ol style="list-style-type: none"> 1. A real time display available to all personnel of who is available on any station. 2. The ability to predict future availability. 3. The ability of ESJCR staff to advise anyone booking unavailable of any adverse effect that this may have on appliance/station availability, thereby giving personnel responsibility and accountability for their actions. 4. Ability to produce report on individual availability. | Existing resources in place. |
| Action | Intergraph Public Safety was provided with a specification for changes to the depletion monitoring system. Intergraph Public Safety has carried out some of the required work which has led to an improvement in the ability of the Emergency Services Joint Control Room to monitor and administer depletion monitoring. However, as outlined in Ops/sd/04/08 above, additional software upgrades which are scheduled for April /May 2009 within ESJCR will be required prior to fully meeting the specification. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|---|--|--|
| Ops/sd/05/08 | | | |
| 999 Emergency Text Messaging Service. | To provide an Emergency Texting Service for deaf, hard of hearing and speech impaired persons. | Provide a resource that allows a greater proportion of our community to summon assistance in emergency situation. | £500.00 towards production of information leaflets |
| Action | The introduction of a 999 Emergency Text Messaging Service was completed in May 2008. | | |
| Ops/sd/06/08 | | | |
| Complete the training program for USAR skills, to wholetime personnel and develop collaborative working arrangements with other agencies and organisations. | To enhance the capability of the Service to deal with an increased diversity in the type of incidents we are expected to respond to and enable personnel to fully utilise the equipment that is available on appliances. | <ol style="list-style-type: none"> 1. Expansion of the ability to carry out Urban Search & Rescue (USAR) tasks. 2. To enhance the ability of the Service to carry out preliminary/preparatory work prior to the arrival of other Fire and Rescue Services when dealing with large scale USAR incidents (In accordance with memoranda of understanding). 3. In connection with the USAR training provision, senior officers will be given the opportunity to exercise their command and control at a protracted exercise, in which experiential learning is unusual. 4. Improve inter-governmental department and private sector working relationships. | Existing resources in place. |
| Action | Initial urban search and rescue (USAR) training for wholetime personnel was completed in May 2008 through partnerships with Strathclyde FRS and The Scottish Mines Rescue Service. Collaborative working relationships in support of USAR are continuing to evolve. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|--|---|---|
| Ops/sd/07/08 | | | |
| To specify and procure two new Compact Water Tender Ladders in accordance with the Services requirements. | The vehicles to be replaced have reached the end of the operational life and are no longer as efficiently equipped to provide a fire fighting and rescue platform in the 21 st century. Also reliability and running costs are beginning to show a marked down turn. | <ol style="list-style-type: none"> 1. To provide one specification, design, procurement and equipping programme spread over two vehicles to produce cost savings from multiple purchases and other accumulated benefits. 2. To provide more modern and efficient fire appliances more suited to the role of the Fire and Rescue Service in the 21st century. 3. To provide a more comprehensively equipped appliance with greater capabilities and flexibility. 4. To improve road performance and reduce emissions. 5. To improve on board crew safety and at incident operations by virtue of ergonomic design and built in safety features. 6. To improve visibility of appliance for the safety of crew and general public. 7. To improve at scene lighting to enhance safety of emergency service workers and casualties. 8. Provide engineered solutions to manual handling issues, noise regulations and other relevant Health and safety issues it would be impossible to meet with the existing vehicles. | Funding requirements agreed with the DHA from the Vehicle Replacement Programme |
| Action | Both of the compact water tender ladders were successfully procured with the first being put into active service at Castletown Station in September 2008. The second of these appliances was delivered to the Island on the 5 th March 2009 and has been fitted out as a Pump Rescue Ladder. This project is undergoing a process of consultation and evaluation with personnel at Ramsey, Peel and Castletown Stations. It is proposed that this concept will streamline the fleet and negate the need to replace the Pinzgauer Emergency Tenders on Castletown and Ramsey, thereby delivering considerable saving to the Department whilst enhancing operational resilience. (Note. Further to Volvo U.K. displaying the IOM vehicle, an order for 14 rescue pumps built to the same design specification as developed by IOMFRS personnel has been placed by West Midlands FRS). | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|---|---|------------------------------|
| Ops/sd/08/08 | | | |
| To review training packages with a view to developing schemes of work and lesson plans. | Some of the existing training packages lack clear and defined learning outcomes. | <ol style="list-style-type: none"> 1. Improvements in teaching and training delivery. 2. Control of the quality of delivery. 3. Definite aims, objectives and learning outcomes if the work is carried out. | £500 |
| Action | The Training Department initiated and commenced a review of the available training packages. However, this review has not been completed due to the secondment of a training officer to the Integrated Risk Management Project Team. The review will be continued and completed upon the return of the seconded employee. | | |
| Ops/sd/09/08 | | | |
| Research and develop a training course for Junior Officer drill / training management. | To achieve a common standard of training on all stations. | <ol style="list-style-type: none"> 1. Improved confidence in the use of Pumps Ladders and BA. 2. Quality assurance for training delivery. | Existing resources in place. |
| Action | Development of retained junior officers' roles and responsibilities took place throughout 2008 by a process of consultation with the relevant personnel and these roles and responsibilities were implemented in January 2009. A further period of feedback is nearing completion and will be used to develop a bespoke course meeting the needs highlighted by the Junior Officers. Revised job descriptions incorporating the roles and responsibilities have been made available on the intranet. Research has been carried out and a relevant course has been identified through the Institute of Leadership and Management (ILM) The course could be delivered either as an additional 3 day extension to our existing ILM3 or can be run as a stand alone course. | | |
| Ops/sd/10/08 | | | |
| Develop "Qwizdom" as a training tool to measure knowledge and understanding. | On completion of courses and development sessions we have not historically tested the theoretical knowledge acquisition of our students. | <ol style="list-style-type: none"> 1. Personnel will develop a better theoretical knowledge of fire service operations. 2. The organisation will have measurable evidence of individual and team performance. 3. Improved service delivery. 4. Misunderstandings can be identified and rectified during the course. | £2000 |
| Action | Qwizdom has been successfully used during Breathing Apparatus (BA) theoretical training to assess knowledge and understanding of the BA Technical Bulletin. Its use received positive feedback from both the retained personnel and the instructors. Further integration of Qwizdom into the training of personnel is ongoing and will develop in conjunction with the production of further training packages through the Training Department. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|--|--|---|
| Ops/sd/11/08 | | | |
| Assess the required skill level of the retained staff at Douglas Station with regard to RTC capabilities. | To investigate the need to upgrade operational skills of the Douglas Retained Personnel. | <ol style="list-style-type: none"> 1. Improvement to the levels of available RTC skilled personnel and therefore resilience. 2. Improved levels of motivation for Douglas retained personnel. | £4500 |
| Action | The assessment was carried out and a two day course would be required to bring Douglas Station Retained Personnel up to the required standard. A cost model is being produced; approval of which will enable course development for delivery in the second or third, financial, quarter of 2009. | | |
| Ops/sd/12/08 | | | |
| Identify personnel on Retained Stations equipped for an RTC and rescue response, devise and deliver a programme to address any shortfalls. | To enhance operational response and to ensure the availability of suitably skilled staff at rescue incidents. | <ol style="list-style-type: none"> 1. Increased efficiency in service delivery due to standardisation of workforce skill base, on the specific stations. 2. Improved levels of resilience and motivation. | Existing resources in place. |
| Action | The programme to deliver RTC training to those personnel on retained stations equipped with a rescue vehicle who had not previously attended the training course was completed in the final quarter of 2008. | | |
| Ops/sd/13/08 | | | |
| Trial the implementation of defibrillators onto the duty pump in Douglas with a view to expanding this throughout the Service. | To enhance our capabilities within a modern Fire and Rescue Service. | Within a high stress situation of an incident it is preferred to have equipment on hand to combat a coronary situation. This would provide a potentially life saving piece of apparatus for both the general public and members of the Emergency Services. | £1600.00 This would purchase 1 defibrillator, with a possibility of a further 9. |
| Action | A training provider has been identified and a single defibrillator acquired from the Ambulance Service. Training in the equipments use is scheduled to begin in April 2009. Once completed and following a trail period 'on the run' a review will be held to ascertain whether the provision of this equipment should be expanded throughout the Service. | | |

| Proposal | | Why are we making this proposal | Forecast Benefit | Resources |
|---|---|--|---|-----------|
| Ops/sd/14/08 | | | | |
| Evaluate the use of a replaced appliance as a water carrier. | Historically providing an adequate supply of water to remote locations has been problematical. | <ol style="list-style-type: none"> 1. Provide an enhanced water carrying capacity within the service. 2. Compliance with the Fire Services Act 1984. 3. Reduction in time personnel are exposed to hazards associated with prolonged incidents on moor land. 4. Potentially reduced costs as wildfires may be successfully concluded within a shorter timeframe. | Approx £10,000 for conversion work | |
| Action | An evaluation was carried out, an estimate for converting Castletown's 4 x 4 Water Tender was procured (£10,000) and approval was given to proceed with the conversion. The conversion work is progressing and is scheduled to be completed and commissioned in second quarter 2009 | | | |
| Ops/sd/15/08 | | | | |
| To procure additional operational equipment to more fully resource reserve appliances. | To provide adequate vehicle cover when appliances off the run (breakdown & maintenance). | <ol style="list-style-type: none"> 1. A more balanced replacement of vehicles taken off the run. 2. A quicker replacement of appliances when required with a reduction in overtime costs associated with transference of equipment. 3. A reserve of adequately equipped appliances. 4. To eradicate the need to transfer equipment from vehicles off the run. | £5000.00 | |
| Action | The full resourcing of the operational equipment inventory on reserve appliances was completed in August 2008. | | | |
| Ops/sd/16/08 | | | | |
| To identify and provide an adequate supply of equipment and materials for use in urban search & rescue (USAR) training. | <p>To attain the standards required for maintenance of competence within this new core role.</p> <p>To maintain competencies in the discipline of tool handling etc with regard to USAR.</p> | <ol style="list-style-type: none"> 1. Maintain confidence in the equipment being used. 2. Maintain a high standard in regard to tool handling. 3. Be adequately prepared for a USAR type incident. | £15k To cover timber for shoring and to maintain equipment that requires high maintenance and / or spare parts potentially likely to be damaged during use. | |
| Action | The equipment and materials that have been identified through a process of consultation with the USAR team leader, USAR trained personnel and the Training Department has been procured and supplied. This will be a continuous and evolving process. | | | |

Operational Department

Operational Efficiency

| Proposal | Why are we making this proposal | Forecast Benefit | Estimated Cost |
|--|---|---|---------------------------------|
| Ops/oe/01/08 | | | |
| Implement the reviewed and revised Incident Command System through the delivery of training to all personnel. | To ensure a smooth transition from the existing to the revised Incident Command System. | <ol style="list-style-type: none"> 1. Ensures the changes to the existing Incident Command System are understood. 2. Allows any required changes to be implemented in a managed process. 3. Enhances the health and safety of personnel at operational incidents through the implementation of a nationally recognised Fire service Incident Command System. | Existing resources in place. |
| Action | The planned implementation of the ICS was delayed due to the Incident Command System manual used in the UK FRS being reviewed and revised. Following the completion of the review and revision of the manual and having evaluated its impact on the ICS model used within the Isle of Man Fire and Rescue Service, the revised ICS was implemented and training was carried out with all operational personnel in the last quarter of 2008. Ongoing training is being used to confirm and enhance knowledge and understanding of the ICS. | | |
| Ops/oe/02/08 | | | |
| To procure and implement 'In Cab Mobile Data Terminals' (MDT) for use in emergency response appliances / vehicles. | To enhance the safety of all operational personnel responding to incidents and ensuring mission critical data is available. | <ol style="list-style-type: none"> 1. Availability of information allowing compliance with the Fire Services Act and H & S legislation. 2. Ability to streamline operational administration. Enhanced availability of plans, incident related information and generic guidance notes. | Subject to approval of finance. |
| Action | Significant progress has been made with all parties responsible for the design, specification and delivery of both the software, hardware and technical infrastructure required for implementation. Full costings have been obtained and the funding has been agreed by both the DHA and Treasury. A full Project Implementation Document has been completed and is currently subject to scrutiny and analysis pending approval from the Information Systems Division (ISD) within Treasury. Subject to approval, the project is now ready to commence. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Estimated Cost |
|--|---|--|---|
| Ops/oe/03/08 | | | |
| Identify and purchase an appropriate Asset Management System for the electronic recording and monitoring of standard test routines and outcomes. | <p>Standardisation in the application of standard tests.</p> <p>To provide whole life costs and replacement projections for PPE and Equipment.</p> <p>Compliance with The Provision and Use of Work Equipment Regulations.</p> | <ol style="list-style-type: none"> 1. Provides an audit trail for all our equipment above a £500 threshold, or that which is life critical. 2. Allows the standard test program on each station to be viewed. 3. Enables the paper records to be replaced with electronic records thereby becoming more environmentally friendly, cost effective and resilient. | To be fully determined when fixed package is agreed. Circa £36k one off + £14k ongoing |
| Action | A number of Asset Management System providers have been identified and researched through a consultative process involving the FRS and ISD. Selection of a package which both meets the needs of the Service and can be supported through ISD is ongoing and whilst the funding to progress this proposal has been secured, further work is required in order to identify other departments within IOM Government who may benefit from such a system. | | |
| Ops/oe/04/08 | | | |
| Review Pre Determined Attendances – particularly in relation to Automatic Fire Alarms. | Ensure attendance is appropriate to risk. | <ol style="list-style-type: none"> 1. Savings on fuel and appliance wear and tear. 2. Reduction in the likelihood of accidents involving responding appliances. 3. Reduced impact on retained personnel with relation to their primary employment. 4. Possible reduction in operational response costs. <p>It should be noted that a revision of the PDA's may increase the attending Fire Service resources.</p> | Existing resources in place. |
| Action | Working with the Emergency Services Joint Control Room and taking into consideration the Department of Communities and Local Government publication "Costs and benefits of alternative responses to Automatic Fire Alarms" and the Fire Safety risk matrix, the review was completed and has been circulated to all Senior Officers for comment. Once feedback has been received, implementation will be commenced first quarter 2009 / 2010. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Estimated Cost |
|---|--|--|--|
| Ops/oe/05/08 | | | |
| Develop and implement a Retained Junior Officer course incorporating responsibilities regarding admin duties, discipline, station routine fire safety matters and supervisory duties. | Establish standard of performance and to assist in the continuous personal and professional development of officers. | <ol style="list-style-type: none"> 1. Identification of responsibilities within role. 2. Standardisation of practices across Service. 3. Strengthening of communication and cooperation between Stations. 4. Sharing of experiential learning. | Resource implication to be determined when fixed package is agreed. |
| Action | Following the introduction of retained officers "roles and responsibilities" the decision has been made that the specific training needs of these officers will be met on an individual basis. This will be directly related to the feedback received on the "roles and responsibilities" rather than through the provision of a blanket course. | | |
| Ops/oe/06/08 | | | |
| Implement an additional level of resilience within our personnel alerting framework, through the introduction of an alternative WAN based operating system. | To enhance the ability of the Service to provide business continuity when mobilising the resources of the Service to time critical incidents through a third level of resilience within the fire service alerting system. | <ol style="list-style-type: none"> 1. The entire alerting system will become more resilient to any single element failure. 2. The WAN system will become the primary operating system; this system is faster than the current TETRA based system. | £2000 in personnel hours. £3,500 development costs with system supplier |
| Action | Difficulty has been experienced in progressing this proposal, due to the requirement for an engineering solution to be created by Multitone. When this has been fully accomplished it will need to be implemented by the Communication Division and Multitone. | | |
| Ops/oe/07/08 | | | |
| Review the probationary activities of new recruits and the reporting | There is a new development programme being trialled. | <ol style="list-style-type: none"> 1. Provision of a reporting system that can incorporate the new electronic training records and provide accurate feedback to the recruits as they progress through their probation period. | Existing resources in place |

| | | | |
|---|--|---|--|
| procedure. | | 2. Improved motivation for staff. | |
| Action | A review of the firefighter recruit probationary reporting system was concluded in June 2008 and resulted in the production of a new probationary report form which has been issued to all new Wholetime and Retained recruits. | | |
| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
| Ops/oe/08/08 | | | |
| <p>Implement the use of an electronic learning system (LearnPro) that is compatible with the training and recording system, to all retained personnel as part of a phased 3 year plan.</p> <p>Implement the use of an electronic learning system (LearnPro) that is compatible with the training and recording system; to all whole time watch based personnel.</p> | <p>To support the implementation of Integrated Personal Development System within the IoM FRS.</p> <p>The e-learning system provides nationally agreed Fire Service specific learning and reference material and incorporates a means to test knowledge and understanding.</p> | <ol style="list-style-type: none"> 1. Individual learning needs will be highlighted and achievements recognised. 2. Records will indicate whether an acceptable standard is achieved and will not just record training completed. 3. Provision of regularly updated electronic training packages to support attainment of National Occupational Standards. | <p>Packages purchased implementation needed.</p> |
| Action | LearnPro has been introduced to all wholetime personnel and its introduction to retained personnel will be accelerated by the return of the Training Department to its full establishment. | | |
| Ops/oe/09/08 | | | |
| Complete the modernisation of Ramsey retained station to provide dignified facilities for all. | Provide dignified washroom and changing facilities for persons working at and visiting Ramsey Fire Station. | <ol style="list-style-type: none"> 1. When members of the public are invited onto the station we will be able to provide satisfactory facilities for all members of our community. 2. Provision of improved and appropriate facilities on a station currently employing a female Firefighter. | £9,000 labour and materials |
| Action | The building works that were undertaken to modernise and provide dignified facilities within Ramsey Station were completed in October 2008. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|---|---|---|
| Ops/oe/10/08 | | | |
| Investigate means by which fuel usage within the service can be minimised. | Escalating fuel costs within a finite budget need to be continually reviewed. | <ol style="list-style-type: none"> 1. Reduce operating costs. 2. Reduced our carbon footprint. 3. Compliance with financial regulations. | Existing resources in place. Vehicle tracking system available at £365 per vehicle per annum. |
| Action | Close monitoring of fuel usage within the Service has shown that in the six month period from July to December 2008 (inclusive) fuel consumption for the Services fleet had reduced. A decision was reached that the introduction of current vehicle management technology, which has been evaluated, did not provide a clear cost benefit to the Service when considering the initial and continued expenditure associated with it. A strategic directive was given that economic fuel consumption statistics should be a main consideration when replacing any small vehicle in the Services fleet. | | |
| Ops/oe/11/08 | | | |
| Working with a Health and Safety consultant continue to deliver accredited courses in Strategic Health & Safety for the Fire and Rescue Service and risk assessment designed to meet the specific needs of the Isle of Man Fire and Rescue Service. Provide courses as outlined above to personnel in identified ranks or roles in a phased implementation in accordance with our five year plan. | To enhance the Health and Safety of all FRS personnel and other persons involved at operational incidents and to continue our H&S training strategy that develops as individuals are promoted or take on additional responsibilities. | <ol style="list-style-type: none"> 1. Heightened H&S awareness at incidents. 2. Improved awareness of H&S issues in general. 3. Reduction in accidents, injuries and potential impacts through sickness leave. 4. Provision of accredited H&S qualification. 5. Promote the ability of the Service to meet requirements placed upon it by the Management of Health and Safety at Work Regulations. | Existing resources in place. |
| Action | The provision of Health and Safety courses to personnel remains a priority and the Services 5 year plan remains on schedule. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|---|--|------------------------------|
| Ops/oe/12/08 | | | |
| Continuation of review and revision of operational orders, policies, technical bulletins and guidance notes. | To ensure that the information contained in these documents remains current and where possible encompasses what is acknowledged as best practice throughout U.K. Fire and Rescue Services. | <ol style="list-style-type: none"> 1. Personnel are provided with current information. 2. Where applicable this will mirror national practices promoting standardisation in procedures and techniques which will assist personnel attending operational courses and when involved in incidents where mutual aid has been provided. | Existing resources in place. |
| Action | This is a continuous process with a Standard Operating Procedure for Jurby Prison having been completed and Technical Bulletin 1/99 (BA) having been reviewed in the first quarter of this year.. | | |
| Ops/oe/13/08 | | | |
| Develop an in-house HR resource based on recognised qualifications. | To build upon HR capability within the service in order to support Officers currently undertaking these functions due to the lack of access to a dedicated HR professional under the direct control of the FRS. | <ol style="list-style-type: none"> 1. Compliance with current best practice. 2. Allow a review of procedures to ensure standardisation throughout the Service. | Existing resources in place. |
| Action | The human resource capacity of the Service has been further enhanced by the successful completion of the Certificate in Personnel Practice by two Senior Officers. | | |
| Ops/oe/14/08 | | | |
| Review our COSHH register. | A continual review of the chemicals stored and used within our service is a H&S requirement. | <ol style="list-style-type: none"> 1. Maintaining compliance with best practice. 2. A review will ensure the hierarchy of control is monitored regarding hazardous materials. | Existing resources in place. |
| Action | The Procurement Officer has prohibited the purchase of any COSHH materials and has gathered Material Safety Data Sheets for all products that are purchased by the Service in order that the COSHH register can be accurately reviewed. This process is now nearing completion. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|--|---|--|
| Ops/oe/15/08 | | | |
| In conjunction with the Fire Safety Department review the person specifications and job specification for all uniformed positions. | Due to a new post and promotions in the department and to ensure a fair distribution of the workload. | <ol style="list-style-type: none"> 1. Clearer responsibilities. 2. More efficient working. | Existing resources in place. |
| Action | The review of Job Descriptions and Person Specifications has been completed for uniformed positions within the Service up to and including the rank of Station Officer. | | |
| Ops/oe/16/08 | | | |
| Review and rationalise existing allocation of personal call signs. In particular, with relation to promotions and the interaction with the ESJCR. | To ensure all personnel are readily identifiable in line with IOMFRS Communications Procedures and to fit into the proposed Incident Command System in the Isle of Man. | <ol style="list-style-type: none"> 1. Reduced radio reprogramming requirements. 2. In the long term it will reduce confusion as previously an individual successful through promotion may have required a change of radio communications call sign. | Existing resources in place. |
| Action | It has been agreed not to proceed with the rationalisation of personal call signs within the Service, at this time due, to the substantial additional work it would impose within the FRS and Communication Division, to facilitate new call signs into the mobilising system. This will be subject to review. | | |
| Ops/oe/17/08 | | | |
| Continue to work towards the goals identified in our policy regarding levels of personnel qualified to drive fire appliances on each station. | Promote operational resilience and set minimum standard for which we can plan to maintain. | <ol style="list-style-type: none"> 1. Permit training department to plan for driving courses to meet targets specified in said policy. 2. Assist the training and transport departments to predict the fuel and other costs involved in the provision of driving courses and to better plan the availability of vehicles. | Resource implication to be determined when course scheduling has been completed. |
| Action | Qualification of personnel to drive fire appliances is continuously monitored and provision of training prioritised to meet operational requirements. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|---|--|---|
| Ops/oe/18/08 | | | |
| Further develop partnerships with other Government Departments and outside agencies where appropriate. | To adopt mutually beneficial practices and to promote efficiency, economy and effectiveness in service provision and to provide best value. | <ol style="list-style-type: none"> 1. Completion of computerised hydrant mapping system incorporating a hydrant maintenance and fault reporting facility with the IoM Water Authority. 2. Enhanced performance of Fire and Rescue Service at operational incidents due to understanding the procedures, capabilities and limitations of other Emergency Services. 3. Provision of constructive feedback on performance leading to improvement both within the Fire and Rescue Service together with other Services and Departments. 4. Reduction of risk to Firefighters through prevention due to cooperative working rather than response. 5. Actively embrace the ethos of 'joined up Government'. 6. Provision of specialist appliances and operators both by and to the Service to make best use of the equipment and resources at the disposal of Government Departments thereby maximising best value to all concerned. | Existing resources in place. |
| Action | The FRS continued to actively seek new partnerships and develop existing ones to enhance its ability to provide an efficient and effective service and promote the safety and welfare of all visitors and Island residents. | | |
| Ops/oe/19/08 | | | |
| Investigate options for an alternative Uniform Policy. | <p>To modernise the dress code and de-militarise the undress uniform.</p> <p>To reduce costs on purchase of underused uniform.</p> | <ol style="list-style-type: none"> 1. Taking a less militaristic approach towards uniform would bring us in line with recommendations made within the Home Office Report into Equality and Fairness in the Fire Service 1999 'A Thematic Review by HM Fire Service Inspectorate, p21-23'. 2. A more customer friendly uniform to be seen as more approachable. 3. Uniform revenue can be directed more appropriately to the maintenance of a high standard of PPE | £2000.00 to implement although this will be offset by the fact that 20 personnel were due to be fitted with undress uniform under the old system to a cost of £4000.00. |
| Action | Investigation and evaluation was completed and a new Uniform Policy was introduced into the Service in May 2008. | | |

Fire Safety Department

Service Delivery

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|--|---|-----------------------------------|
| FS/sd/01/08 | | | |
| To deliver the one year Community Safety Action Plan by all personnel. | Community Safety education requires to be further developed in the local community and through partnership working at every opportunity. | <ol style="list-style-type: none"> 1. To reduce the number of fires and other emergencies on the Isle of Man, therefore contributing to make the Island a safer place to live, work and visit. 2. To reduce the number of emergency calls responded to by the Service. | See Community Safety Action Plan. |
| Action | Refer to Community Safety Action Plan review 2008-2009. | | |
| FS/sd/02/08 | | | |
| To introduce The Fire Precautions (Houses in Multiple Occupancy) Regulations 2008. | Statistical analysis has identified this type and use of premises to be potentially a high risk to life in the event of fire. | <ol style="list-style-type: none"> 1. To ensure that the occupants of such premises are safely protected in the event of fire. 2. The risk to Service personnel is reduced in the event of fire. | Existing resources in place. |
| Action | Consultation has taken place with the Department of Home affairs and the Attorney Generals Office with a draft version of The Fire Precautions (Houses in Multiple Occupancy) Regulations 2008 currently under review and amendment. | | |
| FS/sd/03/08 | | | |
| To produce a revision to The Fire Precautions (Flats) Regulations 1996. | Through practical application, certain sections of the Regulations require revision and amendment. | <ol style="list-style-type: none"> 1. To assist the Fire Safety Flats Team with the enforcement of the Regulations. 2. To assist the public of the Isle of Man with their understanding and areas of responsibilities contained within the Regulations. 3. To remove ambiguity from certain sections of the current Regulations. | Existing resources in place. |
| Action | The proposed revision to The Fire Precautions (Flats) Regulations 1996 has not been completed due to staff secondment to the IRMP project team. Upon return of the seconded officer, the revision will be prioritised within the Department. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|--|---|------------------------------|
| FS/sd/04/08 | | | |
| To maintain a Corporate Governance approach in all areas of fire safety and community safety activity. | The Corporate Governance policy is now in force across the Isle of Man Government. | A balanced and inter agency approach to the various areas of our work will provide effectiveness and efficiency in service delivery. | Existing resources in place. |
| Action | The Fire Safety Department continues to function within the guidelines and ethos of the Governments Corporate Governance policy. | | |
| FS/sd/05/08 | | | |
| To inform and educate persons who design and construct the built environment of our Island about the effectiveness of sprinkler systems. | To support the current requirements of the Building Regulations. To dispel the many misunderstandings of the effectiveness of a sprinkler system. | <ol style="list-style-type: none"> 1. To reduce the size and number of fires within properties on the Isle of Man. 2. To reduce the risk and possible fire size that the Service may respond to. | Existing resources in place. |
| Action | Consultation and discussion continues to take place. Through partnership with Douglas Corporation it is proposed to have a 'live fire' demonstration of the effectiveness of domestic sprinkler systems. This will be held first quarter 2009- 2010. | | |
| FS/sd/06/08 | | | |
| To arrange training seminars for persons who have responsibility for premises which fall within the scope of The Fire Precautions Act 1975. | To educate and remind all persons of their duties and responsibilities as detailed in current fire safety legislation. | <ol style="list-style-type: none"> 1. To commence the education of the 'responsible person' concept in premises. 2. When the new Fire Safety Order is introduced into the Isle of Man, the public have a basic understanding of their responsibilities. | Existing resources in place. |
| Action | Proposals for timetables have been drawn-up and venues identified. Seminars are planned for first quarter 2009 -2010. | | |

| Proposal | | Why are we making this proposal | Forecast Benefit | Resources |
|---|---|--|---|------------------------------|
| FS/sd/07/08 | | | | |
| To reduce the number of unwanted and nuisance automatic fire alarm calls to premises fitted with a fire alarm system. To target specific premises by offering advice and education. | | Current levels of operational responses to unwanted AFA's are unacceptable and require reduction. The responsible person for the property must to be informed and educated as to the cause and effect of the activation of the fire alarm system. | <ol style="list-style-type: none"> 1. To reduce the number of fire calls responded to by the Service. 2. The revenue budget costs will reduce within the particular expenditure code. 3. A reduction in 'blue light' operational responses. 4. Availability of personnel and appliances appropriately maintained. | Existing resources in place. |
| Action | Regular meetings have been held with representatives from the Department of Health and Social Security, Education and owners of private and commercial premises to work together to drive down the causes of unwanted and nuisance automatic fire alarm calls. A policy is to be formulated and implemented by the Service in 2009. | | | |
| FS/sd/08/08 | | | | |
| To further develop and expand the fire safety database and switchboard database. | | The current databases have been in existence for two years, and require regular updating and maintenance. | <ol style="list-style-type: none"> 1. As the databases develop, they will provide a more accurate and real time information system for the Service. 2. The system will provide key information as required by the Department of Home Affairs across a number of key areas of performance and statistical information. | Existing resources in place. |
| Action | Development has continued with a full and comprehensive audit of the database taking place in 2008. The audit and review process has facilitated the inclusion of additional information onto the database which will improve statistical information retrieval. | | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|--|---|------------------------------|
| FS/sd/09/08 | | | |
| To review and constantly expand the fire safety and community safety information contained on the <i>iomfire.com</i> website. | The internet is a highly effective and informative system for information dissemination and retrieval. | <ol style="list-style-type: none"> 1. Current events and relevant information can easily be placed on the two web sites. 2. The information can reach all parts of the Island's public in a short time frame and with minimal cost. | Existing resources in place. |
| Action | The <i>iomfire.com</i> website has continued to be used as an information and communications tool for the Services stake-holders by providing information about the Services structure, current news and Community Safety campaigns and initiatives. | | |
| FS/sd/10/08 | | | |
| To further develop the Service's new Intranet facility. | The previous information system was not fulfilling the requirements of the Service. | <ol style="list-style-type: none"> 1. The intranet facility will provide a current information system across the Service. 2. Internal communications will be enhanced with availability to all Service personnel. 3. It can be further developed as necessary to suit the needs of the Service. | Existing resources in place. |
| Action | The Services internal Intranet System has been continuously improved and expanded to include new items of news, information and job descriptions etc for all personnel to view. | | |
| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
| FS/sd/11/08 | | | |
| To complete the Annual Inspection programme as identified by the Fire Safety database. | To ensure that all premises designated under the Fire Precautions Act 1975 are inspected according to their risk rating and inspection frequency and to enforce the provisions of The Fire Precautions Act 1975. | <ol style="list-style-type: none"> 1. To ensure that the Isle of Man Fire and Rescue Service fulfils its statutory responsibility. 2. To ascertain the level of fire safety contained with all designated premises and to enforce the requirements of The Fire Precautions Act 1975. 3. To make the identified designated premises, safer for the general public who work, visit and stay therein. | Existing resources in place. |
| Action | The annual inspection program for 2008 has been completed by the Departments Inspecting Officers. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|--|--|------------------------------|
| To attend meetings and offer advice to the Isle of Man Events Safety Advisory Group. | To work with other Government agencies and public event organisers, to ensure that any large public event achieves a satisfactory levels of fire safety. | <ol style="list-style-type: none"> 1. To ensure that all public events held on the Island are safe for the members of the public to attend. 2. To work closely with other Government agencies, to promote the joined up Government approach. Provision of professional assistance and guidance to those persons or bodies holding Public Events. | Existing resources in place. |
| Action | Regular Isle of Man Events Safety Advisory Group meetings have been attended and advice has been given regarding safety at public events. | | |

Fire Safety Department

Operational Efficiency

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|---|--|--|
| FS/oe/01/08 | | | |
| To develop and further educate personnel in the Department with suitable and effective training courses. | The Fire Safety Department has personnel who currently require further development within their specific and respective roles. | <ol style="list-style-type: none"> 1. An increase in the current level of knowledge, expertise and professionalism. 2. To maintain and improve the level of service delivery and customer focus. | See current training budget. Certain resources are in place. |
| Action | Training courses have been selected, allocated and completed by personnel as part of their Continual Professional Development. | | |
| FS/oe/02/08 | | | |
| To investigate the prospect of regional training courses and local 'bespoke' courses. To investigate relevant courses offered locally by Public Service Training. To offer places on certain fire safety courses to other Government Departments. | To reduce the training costs for the Service. To permit a greater number of personnel to be trained locally and in larger groups rather than individually or in small numbers attending off Island courses. | <ol style="list-style-type: none"> 1. Local training courses will provide a consistent delivery of fire safety training to our personnel. 2. Larger numbers of personnel will be trained during a single course. 3. To create efficient work partnerships and an understanding of roles with other Government Departments. 4. Local courses are more 'family friendly' than off Island 5. Personnel resources remain operationally available to the Service here on the Island. | See current training budget. Consider training venues. Certain resources are in place. |
| Action | Personnel have attended and completed local bespoke courses in Residential Sprinklers and Legal Investigations. Other local courses have been arranged and completed in Child Protection, Islamic Awareness and Public Events Safety. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|--|--|------------------------------|
| FS/oe/03/08 | | | |
| To revise the current procedures that fire safety officers follow at the DOLGE (Planning Section). | The current practice and procedures require revising and modernising. | To increase the efficiency and effectiveness of the Fire Safety Department whilst attending and providing advice and guidance to the Government Planning Department. | Existing resources in place. |
| Action | A revised system of procedures has been introduced for Inspecting Officers attending the Planning Department at the Department of Local Government and the Environment; this system will increase the efficiency and effectiveness of our service. | | |
| FS/oe/04/08 | | | |
| To continue to monitor the implementation of the Regulatory Reform Order in the UK. To attend regional workshops as necessary. | Fire Safety Legislation on the Island requires modernisation. The DHA has programmed commencement of a new fire safety order within the legislative programme in the future. This will replace the Fire Precautions Act 1975. | <ol style="list-style-type: none"> 1. A modernisation of the existing fire safety legislation to suit the specific requirements of the Island. 2. The introduction of the risk based approach to fire safety management of a building. 3. The introduction of the responsible person concept. | Existing resources in place. |
| Action | The Department continues to monitor the progress and effectiveness of the Regulatory Reform (Fire Safety) Order in the UK. | | |
| FS/oe/05/08 | | | |
| To review and revise the departments policies, standard operating procedures, guidance notes and technical bulletins. | To ensure that the information within the documents is current. To encompass if possible what is acknowledged as best practice from throughout U.K. Fire and Rescue Services. | <ol style="list-style-type: none"> 1. All Service personnel will have current information available on the Service intranet. 2. A standardisation of service delivery throughout the department. 3. Information retrieval will become more effective and efficient. | Existing resources in place. |
| Action | The Department's policies, standard operating procedures, guidance notes and technical bulletins have been continually reviewed and revised as and were necessary. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|--|--|------------------------------|
| FS/oe/06/08 | | | |
| To carry out the formal Civil Service appraisals for the non-uniformed personnel based at Headquarters. | To ensure that personnel are aware of their respective roles and responsibilities and are able to carry out their work in a well supported and caring environment. | <ol style="list-style-type: none"> 1. Job related difficulties and problems are highlighted, investigated and where possible addressed accordingly. 2. Workloads and levels of responsibility are commensurate with job descriptions and roles. 3. Individual performance is reviewed and managed through provision of action or improvement plans as necessary 4. Personnel have an opportunity to discuss and produce personal development plans | Existing resources in place. |
| Action | The Civil Service staff appraisals have been completed for the year 2008 and the returns have been forwarded to the Department for collation. | | |

Key Objectives - Fire Safety Annual Action Plan for 2008 – 2009

The Objectives appended within this section of the plan identify those direct actions which we intend to carry out in conjunction with the proposals as outlined above.

In acknowledging that each objective has a specific outcome, they are all linked into the Annual Action Plan - the corresponding proposal is identified under 'Yearly Plan Link'

| Objective | Why are we making the proposal | Yearly Plan Link |
|--|--|----------------------------|
| Introduce a revised Fire Certificate format. | To make the Fire Certificate application process more efficient and streamlined. An revised electronic system has been introduced. | FS/oe/05/08 |
| Introduce a suite of electrical and sprinkler systems forms for the web-site, <i>iomfire.com</i> | To standardise the available documentation required for the completion of the Fire Certificate. Problems encountered with copy write of proposed documents. | FS/oe/05/08 FS/sd/09/08 |
| Provide bespoke training to the Fire Safety staff and operational crews for the implementation of the Fire Precautions (Houses in Multiple Occupation) Regulations 2008. | To educate and inform the staff responsible for the enforcement of the Fire Precautions (House in Multiple Occupation) Regulations 2008, prior to their introduction. Not started as Regulations have not been finalised. | FS/sd/02/08 |
| To investigate the feasibility of a system of secondment for Watch Officers into the Fire Safety Department. | To promote the ethos of Community Safety within the Operational Department and to further educate Operational Watch Officers with regards to the current Fire Safety legislation. A System of secondments has been established for watch Sub/O for 2009, on a three month rota. | FS/oe/01/08 |

Community Safety Department

Service Delivery

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|---|---|---|
| CS/sd/01/08 | | | |
| To implement a 'fire safety in the home' educational programme in harmony with the Department of Education's key stage 2 syllabuses. | To educate & enhance the ability of pupils to recognise fire dangers within the home and in the event of a fire to self rescue | <ol style="list-style-type: none"> 1. Increase the safety of members of the public, by educating tomorrow's adults. 2. Students in the home environment educating other members of their family who have not had any significant input in the past. 3. To enhance the perception of the Fire & Rescue Service by young people. | Existing resources in place. |
| Action | All Primary Schools at Key Stage 2 level will have had the input for 2008-2009. | | |
| CS/sd/02/08 | | | |
| Delivery of Road Safety education to include, <ol style="list-style-type: none"> 1. To implement road safety input with year 12, key stage 5 students. 2. Support the Department of Transport's 'Year of the Young Driver 2008' 3. Further develop multi-agency 'Crash Reduction Road Shows'. | To counter the disproportionate number of road traffic collisions which occur on the Islands roads each year. | <ol style="list-style-type: none"> 1. To reduce the number of road deaths involving young people. 2. To educate younger people in regards to the reality of a road traffic collision. 3. To enhance the perception of the Fire & Rescue Service within the youth community and work closer with young persons. | Existing resources in place. We will include the dramatic media production "driven" once completed. |
| Action | All Department of Education Secondary Schools have received the input for 2008-2009; the team has also given input to the Drink Driver's Rehabilitation Scheme and inmates at the IOM Prison. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|--|--|---|
| CS/sd/03/08 | | | |
| To set up local partnerships with commercial and financial companies to enhance, publicise and deliver various safety messages and campaigns. | The additional resources and financial benefit provided by corporate organisations will allow the safety message to be more professionally promoted and will cover wider audiences and potentially hard to reach members of the community. | <ol style="list-style-type: none"> 1. Reduce incidents of accidental injury and death. 2. Provide locally produced professional materials targeted directly towards local safety issues 3. To provide a conduit between the Fire and Rescue Service and private industry to enhance our relationship with them. | Existing resources in place, Though we will seek to deliver improvements through initiatives with others. |
| Action | Specific local partnerships have been established with local companies to promote and deliver the Community Safety message to the public. | | |
| CS/sd/04/08 | | | |
| To provide community safety surgeries around the Island at Retained Fire Stations, incorporating electric blanket testing. | To improve safety generally through an interagency approach, and specifically reduce the number of fires each year caused by faulty and worn electric blankets. Provision of a 'one stop shop' type of road-show available locally throughout our community. | <ol style="list-style-type: none"> 1. To educate and inform members of the public with regard to general safety issues. 2. To work with other agencies to promote the safety message. 3. Reduce the numbers of fires involving electric blankets. 4. To reduce the number of dangerous and/or faulty electric blankets in circulation. | Existing resources in place. |
| Action | Electric blanket testing took place along with Fire Safety surgeries at Ramsey Port Erin & Douglas with a 49% failure rate of blankets, total blankets tested 321. | | |
| CS/sd/05/08 | | | |
| To continue to develop the Home Safety Visits, and target minority and high risk groups. | To drive down the number of fire deaths and injuries in the home each year on the Island. | <ol style="list-style-type: none"> 1. Reduce fire deaths in domestic premises. 2. Reduce injury in domestic premises. 3. Increased the level of fire safety awareness within the community. | Existing resources in place. |
| Action | The Home Safety Visit campaign has continued through 2008 with inspections being carried out by all sections of the Service. High risk and minority groups have been identified and target by the Service in conjunction with other organisations, including DASH, Home Carers, District Nurses, Children's Group Representatives, Social Carers and the Manx Disabled Foundation. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|--|---|------------------------------|
| CS/sd/06/08 | | | |
| Develop the land management education programme and source training for the officers carrying out land management inspections. | To promote a comprehensive land management programme and reduce the number of wild fires on the Island. The impact of global climate change has resulted in potentially more fire related incidents in the countryside. | <ol style="list-style-type: none"> 1. Improved land management will reduce the risk to both human and animal life with regards to wild fires. 2. To reduce the risk of ecological damage to the environment. | Existing resources in place. |
| Action | Specific wildfire training for two personnel has been completed with other courses and personnel identified for 2009. Once completed, it is anticipated that a seminar / workshop will be conducted for all interested parties in 2009. | | |
| CS/sd/07/08 | | | |
| To promote media safety campaigns, seasonal campaigns and shows. | To get the safety message across to the widest possible range of the community. | <ol style="list-style-type: none"> 1. Reduce the number of injuries and deaths by fire. 2. To increase the level of fire safety awareness and knowledge. | Existing resources in place. |
| Action | Various national and seasonal Community Safety campaigns have been run in 2008 and the team also attended the major shows and public events to promote the community safety ethos. | | |
| CS/sd/08/08 | | | |
| Further develop the programme for individuals identified for the Junior Fire Setters initiative. | To engage with the Island's youths and promote fire safety and the Fire and Rescue Service. | <ol style="list-style-type: none"> 1. Engagement with young persons promoting mutual respect. 2. Promotion of the Fire Safety message. 3. Promote an individuals ability to be a productive member of the community. 4. Promote teamwork. | Existing resources in place. |
| Action | Police Checks and Child Protection Courses have been completed, a bespoke course concerning Junior Fire Setters has been identified and is to be organised for 2009. The outcomes of the course will be delivered to all members of the Service. | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|--|--|--|--|
| CS/sd/09/08 | | | |
| Investigate the introduction of a LIFE Education Programme for identified young persons. | To engage with the Islands youths and promote fire safety, the Fire and Rescue Service and self discipline. | <ol style="list-style-type: none"> 1. Engagement with young persons promoting mutual respect. 2. Promote fire safety. 3. Promote an individuals ability to be a productive member of the community. 4. Promote teamwork. | Resource implications will be identified as part of feasibility study. |
| Action | This initiative was thoroughly investigated and found to be too resource intensive for the Service. | | |
| CS/sd/10/08 | | | |
| Carry out Home Stay inspections for the TT and MGP motorcycle festivals | To ensure that persons providing home stay facilities to visiting motorcyclists are educated and advised on the minimum standards of fire safety provision | <ol style="list-style-type: none"> 1. Improve fire safety standards within people homes 2. To provide a high standard of safety for visiting motorcyclists | Existing resources in place |
| Action | The requested inspections for 2008 were successfully carried out, and provisions are now being put in place for 2009. | | |
| CS/sd/11/08 | | | |
| Further develop and increase Local Authority partnerships | To promote the safety message as part of a proactive partnership. | <ol style="list-style-type: none"> 1. Reduce injuries and deaths. 2. Create a coherent policy across a wider remit. 3. To create mutual cooperation initiatives. 4. | Existing resources in place. |
| Action | New partnerships have been developed and existing partnerships have been maintained with regular meetings being attended by the Community Safety Team. | | |
| CS/sd/12/08 | | | |
| Develop partnerships with other Government Departments | To promote the safety message as part of a proactive partnership | <ol style="list-style-type: none"> 1. Reduce injuries and deaths 2. Create a coherent policy across a wider remit. 3. To create mutual cooperation initiatives | Existing resources in place. |
| Action | New partnerships have been sought over the year which have now been established and interagency working is carried out as and when requested or required | | |

| Proposal | Why are we making this proposal | Forecast Benefit | Resources |
|---|--|--|------------------------------|
| CS/sd/13/08 | | | |
| Develop and maintain an enhanced reporting system for Fire and RTC death and injury occurrence. | To give the Community Safety Department the ability to target identified problems within the community more accurately. | <ol style="list-style-type: none"> 1. Allow campaigns to be produced from robust statistics. 2. Allow campaigns to be measured, to ascertain if campaigns have been effective. | Existing resources in place. |
| Action | Once the work identified within Ops/sd/03/08 has been completed with enhancements to the Crystal Reporting System, the provision of automatic updates and reporting systems will be implemented. As an interim measure, a manual system of information recording has been developed. | | |
| CS/sd/14/08 | | | |
| To increase the Community Safety Department's involvement and use of the official website <i>iomfire.com</i> . | To make safety information more accessible to members of the public and to embrace the use of IT to promote community safety. | <ol style="list-style-type: none"> 1. Easy access to safety information for anyone with internet access. 2. A conduit for members of the public to contact the Community Safety Department. 3. Use of the website can be integrated with schools input. | Existing resources in place. |
| Action | The website has been utilised to promote Community Safety issues and campaigns during 2008 and it will continue to be developed with new initiatives and campaigns during 2009. | | |
| CS/sd/15/08 | | | |
| To further develop the corporate training delivered by Community Safety Department. | To improve the level of fire safety training and its administration within the community. | <ol style="list-style-type: none"> 1. Reduce the number of incidents and injuries within the workplace. 2. Use the input as an opportunity to enhance the home fire safety issue. 3. To enhance the professional image of the Fire and Rescue Service within the community. 4. Corporate compliance with the Management of Health and Safety at Work Regulations as applied to the IOM | Existing resources in place. |
| Action | The Fire Wardens Course has been refined during 2008 and it is now in a modular format, so that it can be adapted for the student's requirements. | | |

Key Objectives - Community Safety Annual Action Plan for 2008 - 2009

The Key Objectives contained within this section of the report show the direct actions which we intend to carry out with regard to the proposals outlined in the 2008 – 2009 Community Safety Department’s Action Plan.

Whilst the following points have specific outcomes, they all fall under the proposals contained within the Annual Plan, and have been cross referenced as such on the following pages.

Key Points - Fire Safety Annual Action Plan for 2008/2009.

| Proposal | Why are we making the proposal | Yearly Plan link |
|---|--|--------------------------|
| Develop the Home Safety Visits to include minorities and other social groups. | To protect and educate minority groups. Forms redesigned – crew involvement being developed, input for Oct 08. | Cs005 |
| Identify religious organisations to offer fire safety advice to target groups. | To widen our involvement with the community and improve safety. Ongoing an Islamic awareness course has been attended by Kinvig, Dooley & Killey. Different groups approached by D Dooley. | Cs005 |
| Target vulnerable people with the help of the drugs advisory organisation DASH. | To improve the safety of vulnerable members of society. Policy & procedures in place awaiting referrals. | Cs005 |
| All new campaigns to be intelligence based and statistically evaluated to ensure target groups are correctly identified | To assess the effectiveness of campaigns run by the service, and to provide statistical information. On going, Kitchen related campaign for Jan Feb 09 stats based. AFA campaign March April 09. | Cs014 |
| Promote general farm safety and clearly identify farm locations in case of an incident. | To improve safety on farms and to identify them more clearly in the event of an emergency by utilising the IOM Government GPS. – Ongoing this initiative is to be progressed as a joint scheme with other agencies. | Cs 005 Cs006 CS015 |
| Improve reporting of incidents by utilising the FDR system more effectively. | To assist the Department in targeting local safety issues more effectively and report back against solid statistics. Complete – stats provided by opp ADO | Cs014 |
| To continue to develop the L.I.F.E programme. | To engage with the Islands youths and promote fire safety, the Fire and Rescue and a culture of personal self discipline. Complete - This initiative was thoroughly investigated and found to be too resource intensive for the Service. | Cs009 |
| To further develop the child protection policy. | To protect and assist brigade personnel when interacting with children & young people – course attended by Kinvig Killey & Dooley. Brigade policy being managed by N Cain. Police check submitted. | Multiple |

| | | |
|---|---|----------------|
| Instigate training in regards to Fire Setters training. | To address the problem of fire setting in a professional manner Ongoing – Lancs. county approached, discussions ongoing. | Cs008 |
| Improve the fire demonstration vehicle. | To improve the internal layout of the vehicle, fit a towing hitch for the trailer board and to fit a reversing camera to improve safety. External redesign now complete, Stn/o Christian redeveloping interior of vehicle. New external lockers fitted. | Cs003 Cs007 |
| Develop the Fire Safety trailer to include new artwork in partnership with other Government Departments and commercial companies. | Raise fire safety awareness and promote the Fire Safety message in conjunction with commercial partnerships. – Feasibility of new changeable posters being explored. – Ongoing. | Cs013 Cs003 |
| Investigate the purchase of replica Fire kit for children to wear during school visits. | To add an interactive element to nursery, reception and year one educational input – Complete – Fire kit has now been ordered, awaiting purchase order information D Dooley. | Cs001 |
| Develop and make further use of the website <i>iomfire.com</i> . | To diversify the fire safety message and reach a wider community – Laptop purchased, time to be made available for continue development. - Ongoing | Cs015 |
| Provide free bespoke training for staff members at Nursing and Residential Homes | To train staff in a range of Fire Safety measures covering the three elements of prevention, protection and emergency response applicable to the care home environment. Not started will be included in the proposed seminars for 2009. | Cs016 |