



# Isle of Man Fire and Rescue Service

Annual Action Plan

2009 - 2010



## Annual Action Plan Summary 2009 - 2010

The Isle of Man Fire and Rescue Service implemented its first Integrated Risk Management Plan (IRMP) for the Service in 2007. This overarching plan provides the foundation over the period 2007 - 2010 for the Strategic Aims and Objectives of the Service. The principle aim of the IRMP is the reduction of risk within the community by the efficient and effective use of the Fire and Rescue Service to meet the needs of the community it serves.

One outcome of the 2007 HMI Report was to identify the requirement for a more statistically and evidence based IRMP. As a result, an expert in the field of evidence based IRMP production was commissioned to undertake the necessary risk identification, quantification and modelling with the assistance of three personnel from within the Service. The risk modelling together with the associated interviews with stakeholders, development of mapping software and interaction with various other Government and Private Sector organisations has been a very large undertaking and to date has taken approximately ten months. The secondment of three personnel into the IRMP Team was a major factor in not fully achieving all of the proposals as set out in our 2008 / 2009 Action Plan. The findings of the strategic IRMP and the subsequent first year Action Plan are due at the end of April 2009.

In producing this Action Plan, Department Heads have had to be cognisant of changes that may become necessary, either through reorganisation or reprioritisation in order to implement the new IRMP.

The Action Plan has been divided into the following sections for ease of use:

**Operational Department** – Service Delivery and Operational Efficiency.

**Fire Safety Department** – Service Delivery and Operational Efficiency.

The numbering sequence of the action points reflects the priority status that each department attaches to them.

The action plan defines the following information:

- A description of the proposal.
- The reasons for making the proposal.
- The forecast benefits.
- The estimated costs.

The Annual Brigade Action Plan will be subject to implementation, monitoring, audit and review throughout the fiscal year. Each Department will endeavour to carry out the priorities and reach its goals contained within the Action Plan which in turn supports the aims of the Strategic IRMP. Regular reviews of the plan including progress reporting will be undertaken by the Brigade's Senior Management Team.

# Operational Department

## Service Delivery

Proposal	Why are we making this proposal	Forecast Benefit	Resources
<b>Ops/sd/01/09</b>			
Review of Succession Plan.	Evaluation of the retirement demographic within the Service has identified peak time frames in which significant numbers of personnel are eligible for retirement. This has the potential to leave the Service short of experienced and qualified officers in all areas of our service delivery.	<ol style="list-style-type: none"> <li>1. Ensuring that key roles can be maintained within the service.</li> <li>2. Ensure service delivery.</li> <li>3. Maintaining a balance of experience at operational incident to ensure our Health and Safety obligations are met in this risk critical area of our business.</li> <li>4. Maintaining the reputation of the Service by having suitably experienced and qualified personnel to carry out the response element of our strategic aims.</li> </ol>	Previously identified as approximately £320,000 p.a. over a ten year period.
Progress			
<b>Ops/sd/02/09</b>			
Complete the recommendations, contained within the review of the Fire Services alerting system and in particular, its resilience, at Douglas, Laxey, Kirk Michael and Port Erin Fire Stations.	A review of the alerting system and its resilience was undertaken in 2008. This identified the need to replace the aerial antennas and feeder cables at four of our Retained Stations.	<ol style="list-style-type: none"> <li>1. Maintenance of our ability to reliably summon operational personnel to respond to emergency incidents.</li> <li>2. Eliminate potential weaknesses in our mobilising network.</li> </ol>	£2,500 per station, based on the figures for works carried out at other Retained Stations.
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>Ops/sd/03/09</b>			
Address operating deficiencies in the Crystal Reporting system for information gathering relating to calls requiring an operational response.	Provide additional statistical analysis information in relation to Service performance and requirements. This information will be used to inform Prevention and Protection strategies.	<ol style="list-style-type: none"> <li>1. Identify improvements in Service Delivery.</li> <li>2. Implement change to enhance Service Delivery.</li> <li>3. Promote cost effectiveness of Service.</li> <li>4. Permit benchmarking of the Service against national standards.</li> <li>5. Help identify Community Safety action points.</li> <li>6. Enable the Service to produce BVPI's and KPI's for comparison with similar Fire and Rescue Services.</li> </ol>	Existing resources in place.
Progress			
<b>Ops/sd/04/09</b>			
Implement recommended changes to improve the availability, accuracy and report generating capacity of the Fire Station Depletion Monitoring System.	<p>Monitor the availability of Retained Firefighters in accord with their contracted hours.</p> <p>Individual access into the monitoring allowing personnel to readily see what effect they will have on the availability of appliances when they wish to book unavailable.</p>	<ol style="list-style-type: none"> <li>1. A real time display of who is available on any station.</li> <li>2. The ability to predict future availability.</li> <li>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.</li> <li>4. Ability to produce reports on individual availability.</li> </ol>	Existing resources in place
Progress			
<b>Ops/sd/05/09</b>			
Implement the reviewed First Aid training program for all operational staff.	This is a requirement under the duty of care to our employees and the needs and expectations of stakeholders in ensuring responding personnel have an appropriate level of first aid and life preservation skills.	<ol style="list-style-type: none"> <li>1. Improved Health Safety and Welfare personnel and public.</li> <li>2. Improved confidence in the delivery of trauma care.</li> <li>3. Tailored First Aid training which recognises the types of emergency incident we attend and the specialist equipment carried on fire appliances.</li> </ol>	Existing resources in place.
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>Ops/sd/06/09</b>			
Research best practice for the delivery of the Incident Command Training.	Competent Incident Commanders are vital to the successful conclusion of any operational incident. It is important that we continue to develop those officers who are responsible for making risk critical decision.	<ol style="list-style-type: none"> <li>1. Complement and further challenge officers to make more informed decisions which are risk and time critical.</li> <li>2. Any new delivery system would be evaluated to see if it could be used to improve our current promotional interview process.</li> </ol>	£1,000
Progress			
<b>Ops/sd/07/09</b>			
Conduct a training needs analysis of wholetime Watch based personnel.	The need to audit the training undertaken by Watch based personnel was identified in the recent HMI report. Completion of this action point will also assist the Strategic Management Team in the development and maintenance of the Services succession plan.	<ol style="list-style-type: none"> <li>1. The data collated can be used to review job descriptions and contracts of employment.</li> <li>2. To analyse and update the strategic training plan, which will enable a review of training cost effectiveness.</li> <li>3. Improved focus on training ensuring that appropriate training is given to officers, specific to their roles.</li> </ol>	£6,000
Progress			
<b>Ops/sd/08/09</b>			
Trial the implementation of defibrillators on 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.
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>Ops/sd/09/09</b>			
Complete and commission the mobile Water Bowser project.	This new resource has to be integrated into the Services strategy for wildfire firefighting.	<ol style="list-style-type: none"> <li>1. Enhanced provision of additional portable water supplies to remote incidents.</li> <li>1. Compliance with the Fire Services Act 1984.</li> <li>2. Reduction in time personnel are exposed to hazards associated with prolonged incidents on moor land.</li> <li>2. Potentially reduced costs as wildfires may be successfully concluded within a shorter timeframe.</li> </ol>	Existing resources in place.
Progress			
<b>Ops/sd/10/09</b>			
Replace the existing Emergency Tenders at Ramsey and Castletown with a Rescue Pump and enhance the Rescue Pump at Peel.	The vehicles to be replaced have reached the end of their operational life and are no longer considered as being efficiently equipped to provide a fire fighting and rescue platform in the 21 <sup>st</sup> century. Also reliability and running costs are beginning to show a marked down turn.	<ol style="list-style-type: none"> <li>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.</li> <li>2. To provide a more comprehensively equipped appliance with greater capabilities and flexibility.</li> <li>3. To improve road performance and reduce emissions.</li> <li>4. 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.</li> </ol>	Funding requirements agreed with the DHA from the vehicle replacement programme.
<b>Ops/sd/11/09</b>			
Develop and implement a 5 year training strategy for the ongoing CPD of Retained personnel.	To mirror the development program implemented for wholetime personnel and to action the results of a previous study.	<ol style="list-style-type: none"> <li>1. Structured CPD with clear aims and objectives.</li> <li>2. Improved training and preparation for Retained personnel.</li> <li>3. Audit process for continued employment.</li> </ol>	Existing resources in place.
Progress			

Proposal	Why are we making this proposal	Forecast Benefit	Resources
<b>Ops/sd/12/09</b>			
Introduce a revised recording system for structured training events.	A review of current practices identified weaknesses in the existing systems.	<ol style="list-style-type: none"> <li>1. Improved audit trail and accountability.</li> <li>2. Ownership of an individual's training responsibility.</li> </ol>	Triplicate copy books for reporting for all disciplines £2000.
Progress			
<b>Ops/sd/13/09</b>			
Development of role specific job descriptions for all instructional disciplines.	These important job descriptions were not updated as part of action point, <b>Ops/oe/15/08</b> . The Services short term retirement forecast has identified a number of instructional roles becoming vacant over the next 5 years. The skills base of instructional personnel is vital to the maintenance and delivery of high quality training.	Clear roles and responsibilities will be identified; this will prevent duplication of effort and promote clear lines of communication within the Training Department.	Existing resources in place.
Progress			

# Operational Department

## Operational Efficiency

Proposal	Why are we making this proposal	Forecast Benefit	Estimated Cost
<b>Ops/oe/01/09</b>			
To procure and implement 'In Cab Mobile Data Terminals' (MDT's) for use in emergency response appliances and 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"> <li>1. Availability of information allowing compliance with the Fire Services Act and H &amp; S legislation.</li> <li>2. Ability to streamline operational administration.</li> <li>3. Enhanced availability of plans, incident related information and generic guidance notes.</li> </ol>	Existing resources in place subject to technical sign off by Treasury's Information Systems Division.
Progress			
<b>Ops/oe/02/09</b>			
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 and maintenance.</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"> <li>1. Provide a whole life audit trail of all operational equipment above a £500 value threshold, or that which is life critical.</li> <li>2. Allows the standard test program on each Fire Station to be monitored, audited and reviewed.</li> <li>3. Enables the paper records to be replaced with electronic records thereby becoming more environmentally friendly, cost effective and resilient.</li> </ol>	To be fully determined when fixed package is agreed. Approximately £36k one off + £14k ongoing
Progress			

Proposal	Why are we making this proposal	Forecast Benefit	Estimated Cost
<b>Ops/oe/03/09</b>			
Provide an additional level of resilience within the personnel alerting system with the introduction of system operation over the IOM Government's Wide Area Network (WAN).	Should a major catastrophic failure occur within the ESJCR / TETRA framework, a third level of resilience within the FRS alerting system will provide additional business continuity.	<ol style="list-style-type: none"> <li>1. The entire alerting system will become more resilient to any single element failure.</li> <li>2. The Government WAN system will become the primary operating system; this system is faster than the current TETRA based system.</li> </ol>	£5,000
Progress			
<b>Ops/oe/04/09</b>			
Investigate the introduction of a formal examination based system which may be used to further develop deliver the knowledge acquisition that is a required to underpin the validity of the Integrated Personal Development System (IPDS).	<p>The UK Statutory Promotional Examinations were replaced through the introduction of IPDS. Essentially this uses workplace assessment to establish an Officer's competence in the role they currently perform. IPDS relies on three phases to provide continued professional development:</p> <ol style="list-style-type: none"> <li>1. Knowledge in acquisition.</li> <li>2. Knowledge in application.</li> <li>3. Maintenance of skills through time and experience.</li> </ol> <p>The introduction of an independently facilitated examination would provide the Service with greater assurance that Officers are receiving the 'knowledge in acquisition' required for performance of the command function of their role.</p>	<ol style="list-style-type: none"> <li>1. An improved base level of technical knowledge for officers who wish to gain promotion and take command of operational incidents.</li> <li>2. Increased safety for personnel within the Service and the public we serve.</li> <li>3. Prevention of loss of reputation and confidence in the FRS.</li> <li>4. Maintenance of Incident Commander competence will help to ensure that costs associated with, loss of resources, litigation, fines, injury &amp; sickness are kept at their current low levels.</li> </ol>	Dependant on take up; £5,500 in the first year and £3,500 per year thereafter.
Progress			

Proposal	Why are we making this proposal	Forecast Benefit	Estimated Cost
<b>Ops/oe/05/09</b>			
To evaluate replacement fire Tunics and Over-Trousers.	<p>The fire resistance and waterproof membranes of the materials used in the garments will deteriorate over a period of time. This deterioration is not only caused by use at active jobs, but also by wash cycles, sunlight, drying conditions and storage conditions etc.</p> <p>The recommended replacement requirement is 25 washes or ten years service, whichever is shorter.</p> <p>The change would allow us to purchase and supply to the higher EN 469 2005 standard instead of the superseded EN469 1995 that we currently conform to.</p>	<ol style="list-style-type: none"> <li>1. To maintain a standard of PPE that would protect personnel in extreme conditions.</li> <li>2. To improve the general appearance of personnel in fire kit (currently a large amount of kit is looking tired and shabby due to its age and wear)</li> <li>3. To upgrade to the new EN 469 2005 standard</li> </ol>	To replace all fire kit across the whole service would cost approximately £130,000.00
Progress			
<b>Ops/oe/06/09</b>			
Carry out a review of the Multitone alerting system and the maintenance programme of all associated equipment.	This equipment has been in service for more than 20 years. It is felt that it is now prudent to review this organisationally critical system.	<ol style="list-style-type: none"> <li>1. The entire alerting system will be audited to ensure it is resilient to any single element failure.</li> <li>2. Advice can be sort on any updates that may enhance the system.</li> <li>3. A business case can be prepared if any long term capital program is identified, before it becomes a reactive need.</li> </ol>	
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Estimated Cost</b>
<b>Ops/oe/07/09</b>			
Implement the review of Pre Determined Attendances that was completed in 2008.	Ensure operational attendance is appropriate to risk in order to minimise unnecessary mobilisation and maximise availability of resource, thereby providing a more efficient service.	<ol style="list-style-type: none"> <li>1. Savings on fuel and appliance wear and tear.</li> <li>2. Reduction in the likelihood of accidents involving responding appliances.</li> <li>3. Reduced impact on retained personnel with relation to their primary employment.</li> <li>4. Possible reduction in operational response costs.</li> </ol>	Existing resources in place.
Progress			
<b>Ops/oe/08/09</b>			
Review our COSHH register.	A continual review of the chemicals and hazardous materials stored and used within our service is a requirement under H&S legislation.	<ol style="list-style-type: none"> <li>1. Maintaining compliance with best practice.</li> <li>2. A review will ensure the hierarchy of control is monitored regarding hazardous materials.</li> </ol>	Existing resources in place.
Progress			

Proposal	Why are we making this proposal	Forecast Benefit	Estimated Cost
<b>Ops/oe/09/09</b>			
Further develop partnerships with other Government Departments and outside agencies where appropriate. See also FS/sd/10/09.	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"> <li>1. Completion of computerised hydrant mapping system incorporating a hydrant maintenance and fault reporting facility with the IoM Water Authority.</li> <li>2. Enhanced performance of Fire and Rescue Service at operational incidents due to understanding the procedures, capabilities and limitations of other Emergency Services.</li> <li>3. Provision of constructive feedback on performance leading to improvement both within the Fire and Rescue Service together with other Services and Departments.</li> <li>4. Reduction of risk to firefighters through prevention due to cooperative working rather than response.</li> <li>5. Actively embrace the ethos of 'joined up Government'.</li> <li>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.</li> </ol>	Existing resources in place.
Progress			

# Fire Safety Department

## Service Delivery

Proposal	Why are we making this proposal	Forecast Benefit	Resources
<b>FS/sd/01/09</b>			
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"> <li>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.</li> <li>2. To reduce the number of emergency calls responded to by the Service.</li> </ol>	See Community Safety Action Plan.
Progress			
<b>FS/sd/02/09</b>			
To complete the Annual Inspection Programme as identified through 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"> <li>1. To ensure that the Isle of Man Fire and Rescue Service fulfils its statutory responsibility.</li> <li>2. To ascertain the level of fire safety contained with all designated premises and to enforce the requirements of The Fire Precautions Act 1975.</li> <li>3. To make the identified designated premises, safer for the general public who work, visit and stay therein.</li> </ol>	Existing resources in place.
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>FS/sd/03/09</b>			
To produce a revision to The Fire Precautions (Flats) Regulations 1996.	Through practical application, certain sections of the Regulations require revision and amendment. The Regulations in their current format do not allow for risk proportionate application.	<ol style="list-style-type: none"> <li>1. To assist the Fire Safety Flats Team with the enforcement of the Regulations.</li> <li>2. To assist the public of the Isle of Man with their understanding and areas of responsibilities contained within the Regulations.</li> <li>3. To remove ambiguity from certain sections of the current Regulations.</li> <li>4. To make the Regulations more risk proportionate in their application.</li> </ol>	Existing resources in place.
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>FS/sd/04/09</b>			
To introduce The Fire Precautions (Multi-Occupancy Dwellings) 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. Currently this use of premises is unregulated.	<ol style="list-style-type: none"> <li>1. To encompass this type of use of premises under a legislative enforcement regime.</li> <li>2. To ensure that the occupants of such premises are safely protected in the event of fire.</li> <li>3. The risk to Service personnel is reduced in the event of fire.</li> </ol>	Existing resources in place.
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>FS/sd/05/09</b>			
To actively promote the installation of sprinkler systems within buildings and premises through a program of information, education and demonstration.	To support the current requirements of the Building Regulations. To dispel the many misunderstandings of the effectiveness of a sprinkler system. Sprinklered buildings are fire safe buildings.	<ol style="list-style-type: none"> <li>1. To reduce the size and number of serious fires within properties on the Isle of Man.</li> <li>2. To reduce the risk and possible fire size that the Service may respond to.</li> <li>3. To reduce the number of injuries sustained by firefighters.</li> <li>4. To reduce the environmental impact of serious fires.</li> </ol>	Existing resources in place.
Progress			
<b>FS/sd/06/09</b>			
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. To introduce a policy to assist Fire Service personnel when dealing with these types of calls.	Current levels of operational responses to unwanted AFA's are unacceptable and require reduction. The responsible person for the property should be informed and educated as to the cause and effect of the activation of the fire alarm system. Fire Service personnel should have a consistent informed response when dealing with these types of calls.	<ol style="list-style-type: none"> <li>1. To reduce the number of fire calls responded to by the Service.</li> <li>2. The revenue budget costs will reduce within the particular expenditure code.</li> <li>3. A reduction in 'blue light' operational responses.</li> <li>4. Availability of personnel and appliances appropriately maintained.</li> <li>5. All personnel aware of policy and procedures.</li> <li>6. A consistent approach to advice and guidance is adopted throughout the Service.</li> </ol>	Existing resources in place.
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>FS/sd/07/09</b>			
To arrange Training Seminars for persons who have responsibility for premises which fall within the scope of The Fire Precautions Act 1975.	To educate, inform and remind all responsible persons of their duties as prescribed under current Fire Safety legislation.	<ol style="list-style-type: none"> <li>1. To enhance the fire safety procedures within premises by education and information for responsible persons.</li> <li>2. To commence the education of the 'responsible person' concept in premises.</li> <li>3. To raise peoples awareness of their responsibilities under the current legislation.</li> </ol>	Existing resources in place.
Progress			
<b>FS/sd/08/09</b>			
To further develop and expand the Fire Safety databases.	The current databases are used to provide analytical and statistical information for the day to day function of the Fire Safety Department, and require regular updating and maintenance.	<ol style="list-style-type: none"> <li>1. The databases have progressively developed and have provided more accurate and real time statistical information for the Service.</li> <li>2. The system if maintained and updated will provide key information as required to the Department of Home Affairs across a number of key areas of performance and statistical information.</li> </ol>	Existing resources in place.
Progress			
<b>FS/sd/09/09</b>			
In conjunction with the Operational Division of the Service to attend meetings and offer advice to the Isle of Man Events Safety Advisory Group in relation to public events.	To work with other Government agencies and public event organisers, to ensure that any large public event achieves satisfactory levels of Fire Safety.	<ol style="list-style-type: none"> <li>1. To ensure that all public events held on the Island are safe for the members of the public to attend.</li> <li>2. To work closely with other Government agencies, to promote the joined up Government approach.</li> <li>3. Provision of professional assistance and guidance to those persons or bodies holding Public Events.</li> </ol>	Existing resources in place.
Progress			

# Fire Safety Department

## Operational Efficiency

Proposal	Why are we making this proposal	Forecast Benefit	Resources
<b>FS/oe/01/09</b>			
To investigate the provision of bespoke training courses in legislation specifically relating to the application of the Fire Precautions Act 1975.	The Fire Safety Department has personnel who currently require further development within their specific and respective roles. These courses would allow the Department to maintain operational efficiency in relation to the current legislative framework.	<ol style="list-style-type: none"> <li>1. To facilitate the maintenance of the existing Isle of Man Fire Precautions Act 1975.</li> <li>2. An increase in the current level of knowledge, expertise and professionalism.</li> <li>3. To maintain and improve the level of skill in application, service delivery and customer focus.</li> <li>4. To maintain individual officers continuous personal professional development.</li> </ol>	See current training budget. Certain resources are in place.
Progress			
<b>FS/oe/02/09</b>			
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. To allow for personal and career development of Fire Safety Department Officers.	<ol style="list-style-type: none"> <li>1. Local training courses will provide a consistent delivery of fire safety training to our personnel.</li> <li>2. Larger numbers of personnel will be trained during a single course.</li> <li>3. To create efficient work partnerships and an understanding of roles with other Government Departments.</li> <li>4. Local courses are more 'family friendly' than off Island</li> <li>5. Personnel resources remain operationally available to the Service here on the Island.</li> <li>6. To maintain individual officers continuous personal professional development.</li> </ol>	See current training budget. Consider training venues. Certain resources are in place.
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>FS/oe/03/09</b>			
To continue to monitor the implementation of the Regulatory Reform (Fire Safety) Order 2005 in the UK. To attend regional workshops and conferences 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 Isle of Man Fire Precautions Act 1975.	<ol style="list-style-type: none"> <li>1. A modernisation of the existing fire safety legislation to suit the specific requirements of the Island.</li> <li>2. The introduction of the risk based approach to fire safety management of a building.</li> <li>3. The introduction of the responsible person concept.</li> <li>4. Standardisation of training for officers with the UK equivalent courses.</li> </ol>	Existing resources in place.
Progress			
<b>FS/oe/04/09</b>			
To compile a suite of Workplace Risk Assessments for the Fire Safety Department.	To ensure that all personnel maintain and work within a suite of risk based systems of work.	<ol style="list-style-type: none"> <li>1. Personnel are informed of the risks and associated control measures within their workplace.</li> <li>2. The continued prevention of accidents, near misses and injuries for personnel.</li> </ol>	Existing resources in place.
Progress			
<b>FS/oe/05/09</b>			
To further develop the Service's Intranet facility.	The Services internal intranet facility is an important communications tool. It provides information to all personnel within the Service.	<ol style="list-style-type: none"> <li>1. The intranet facility will provide a current information system across the Service.</li> <li>2. Internal communications will be enhanced with availability to all Service personnel.</li> <li>3. It can be further developed as necessary to suit the needs of the Service.</li> </ol>	Existing resources in place.
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>FS/oe/06/09</b>			
To introduce a Workplace Audit Form to be used when inspecting places of work.	To record information during Fire Safety inspections and visits regarding places of work.	<ol style="list-style-type: none"> <li>1. To increase the information contained within the Departments Database.</li> <li>2. To prepare the database for any future change in legislation.</li> </ol>	Existing resources in place.
Progress			
<b>FS/sd/10/09</b>			
To continue and expand the system of secondment of wholetime watch personnel to the Fire Safety and Community Safety Departments.	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.	<ol style="list-style-type: none"> <li>1. All wholetime operational Junior Officers will understand the policies and procedures of the Fire Safety Department.</li> <li>2. Wholetime operational Junior Officers can disseminate their Fire Safety Knowledge to the watch personnel.</li> <li>3. Contributes to the personal professional development of Wholetime operational Junior Officers.</li> </ol>	Existing resources in place.
Progress			
<b>FS/oe/07/09</b>			
To investigate the feasibility of incorporating the information contained within the Fire Safety databases with the proposed Mobile Data System.	The database contains a large amount of valuable information relating to the building stock of the Isle of Man. This information if available via a mobile data would be of great assistance to operational crews attending emergency incidents.	<ol style="list-style-type: none"> <li>1. Information relating to specific properties is available to operational officers on site at incidents.</li> <li>2. Improved service delivery to stakeholders.</li> <li>3. Improved operational efficiency at incidents.</li> </ol>	Existing resources in place.
Progress			

## Community Safety Department Service Delivery

Proposal	Why are we making this proposal	Forecast Benefit	Resources
<b>CS/sd/01/09</b>			
To continue & develop the 'Fire Safety in the Home' educational programme in harmony with the Department of Education's key stage 2 curriculum.	To educate and enhance the ability of pupils to recognise fire dangers within the home. To undertake basic fire prevention measures in the home and in the event of fire to take the appropriate actions.	<ol style="list-style-type: none"> <li>1. Increase the safety of members of the public, by educating tomorrow's adults.</li> <li>2. Students in the home environment educating other members of their family who have not had any significant input in the past.</li> <li>3. To enhance the perception of the Fire &amp; Rescue Service by young people.</li> </ol>	Existing resources in place.
Progress			
<b>CS/sd/02/09</b>			
Continue to deliver the Road Safety education program "Drive Safe - Live Long" to year 12 & other key groups and to 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. To work together with other agencies to promote the road safety message.	<ol style="list-style-type: none"> <li>1. To reduce the number of road deaths involving young people.</li> <li>2. To educate younger people in regards to the reality of a road traffic collision.</li> <li>3. To enhance the perception of the Fire &amp; Rescue Service within the youth community and work closer with young persons.</li> </ol>	Existing resources in place.
Progress			

Proposal	Why are we making this proposal	Forecast Benefit	Resources
<b>CS/sd/03/09</b>			
<p>To explore and develop community safety initiatives and campaigns based on issues &amp; incidents that present themselves throughout the year.</p> <p>To continue &amp; develop bi-monthly safety campaigns based on local issues identified through statistics.</p> <p>To promote seasonal safety campaigns in line with national guidelines.</p>	<p>To be reactive in regards to incidents and issues which are not covered by other key points, and to prevent re-occurrence.</p> <p>To promote the safety message across to the widest possible range of the community.</p> <p>To give the Community Safety Department the ability to target identified problems within the community more accurately.</p>	<ol style="list-style-type: none"> <li>1. Deal with local issues directly.</li> <li>2. To add value to the service offered by the Department.</li> <li>3. To enhance the perception of the Fire &amp; Rescue Service by our stakeholders &amp; customers.</li> <li>4. Reduce the number of injuries and deaths by fire.</li> <li>5. To increase the level of fire safety awareness and knowledge.</li> <li>6. Allow campaigns to be produced from robust statistics.</li> <li>7. Allow campaigns to be measured, to ascertain if campaigns have been effective.</li> </ol>	<p>Existing resources in place.</p>
Progress			
<b>CS/sd/04/09</b>			
<p>To provide Community Safety Surgeries around the Island, incorporating electric blanket testing, and to explore the possibility of working with other agencies.</p>	<p>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.</p>	<ol style="list-style-type: none"> <li>1. To educate and inform members of the public with regard to general safety issues.</li> <li>2. To work with other agencies to promote the safety message.</li> <li>3. Reduce the numbers of fires involving electric blankets.</li> <li>4. To reduce the number of dangerous and/or faulty electric blankets in circulation.</li> </ol>	<p>Approx. £3,000 (cost of expert engineer)</p>
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>CS/sd/05/09</b>			
To continue to develop and instigate multi agency partnerships across the full spectrum of Government, the private sector, industry and charitable organisations.	To provide a comprehensive service to our customers and stakeholders by working with other groups, agencies and organisations to make best use of available resources.	<ol style="list-style-type: none"> <li>1. Increase efficiencies between Government Departments with mutual cooperation initiatives.</li> <li>2. To assist other organisations in promoting a common safety message.</li> <li>3. To provide funding and support from business and other organisations.</li> </ol>	Dependant on the partnership
Progress			
<b>CS/sd/06/09</b>			
To continue to develop a land management educational programme and provide training for the those Officers conducting inspections.	To actively promote a 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"> <li>1. Improved land management will reduce the risk to both human and animal life with regards to wild fires.</li> <li>2. To reduce the risk of ecological damage to the environment.</li> <li>3. Improved service delivery and operational efficiency by suitably trained personnel.</li> </ol>	Existing resources in place.
Progress			
<b>CS/sd/07/09</b>			
To continue to develop the Home Safety Visits and Homestay inspection programmes and the improved targeting of minority and high risk groups.	<p>To drive down the number of fire deaths and injuries in the home each year on the Island.</p> <p>To raise awareness of those living, working and visiting the Island of fire safety issues within the home.</p> <p>To raise awareness of fire safety within the home of those persons providing home stay facilities to those visiting the Island.</p>	<ol style="list-style-type: none"> <li>1. Reduce the potential for fire deaths in domestic premises.</li> <li>2. Reduce the potential for injury in domestic premises.</li> <li>3. Increased the level of fire safety awareness within the community.</li> <li>4. Improve fire safety standards within private dwellings.</li> <li>5. To provide a high standard of fire safety for persons visiting the Island.</li> </ol>	Existing resources in place.
Progress			

<b>Proposal</b>	<b>Why are we making this proposal</b>	<b>Forecast Benefit</b>	<b>Resources</b>
<b>CS/sd/08/09</b>			
Further develop the programme for individuals identified within the Junior Fire Setters initiative.	To improve and enhance our youth engagement programme for the promotion of Fire Safety and the work of the Fire and Rescue Service.	<ol style="list-style-type: none"> <li>1. Engagement with young persons promoting mutual respect.</li> <li>2. Promotion of the Fire Safety message.</li> <li>3. Promote an individuals ability to be a productive member of the community.</li> <li>4. Promote teamwork.</li> </ol>	Existing resources in place.
Progress			
<b>CS/sd/09/09</b>			
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"> <li>1. Easy access to safety information for anyone with internet access.</li> <li>2. A conduit for members of the public to contact the Community Safety Department.</li> <li>3. Use of the website can be integrated with schools input.</li> <li>4. Current events and relevant information can easily be placed on the web site.</li> <li>5. The information can reach all parts of the Island's public in a short time frame and with minimal cost.</li> </ol>	Existing resources in place.
Progress			
<b>CS/sd/08/09</b>			
Promote general Farm Safety and clearly identify individual farm locations for operational response purposes.	To improve safety on farms and to be able to identify them more clearly in the event of an emergency by utilising the IOM Government GPS.	<ol style="list-style-type: none"> <li>1. Improved operational efficiency for operational response.</li> <li>2. Reduce fires and other incidents on farm premises.</li> </ol>	Existing resources in place.
Progress			

Proposal	Why are we making this proposal	Forecast Benefit	Resources
<b>CS/sd/09/09</b>			
Introduce a Community Safety 'Out of Hour's' phone facility and associated Department guidance policy.	To provide a more flexible service for both the members of the public and the IOM Fire Service.	<ol style="list-style-type: none"> <li>1. To provide an improved community safety service to our stakeholders and customers.</li> <li>2. The operational crews are provided with a more flexible service.</li> </ol>	Existing resources in place.
Progress			

This Action Plan has been prepared by the Isle of Man Fire and Rescue Services' Senior Management Team who are committed to ensuring the Island continues to become a safer place in which to Live, Work and Visit. Through engagement with the community we serve we believe the overarching ethos of 'Prevention being better than Cure' can drive down both the number and severity of the emergencies we attend.

As a Service, we will strive to maintain and where possible enhance our capabilities to protect members of the Island's public through the strong and determined delivery of our Prevention and Protection strategies and when emergencies do occur through the delivery of a timely and professional Emergency Response capability.

The Senior Management Team is made up of the following officers:

Chief Fire Officer	Brian Draper
Deputy Chief Fire Officer	Kevin Groom

Fire Safety	
Divisional Officer	Jeff Looker
Assistant Divisional Officer	John Murtagh

Operations	
Divisional Officer	Allen Bell
Assistant Divisional Officer	Geoff Quayle