

Tayside Fire and Rescue

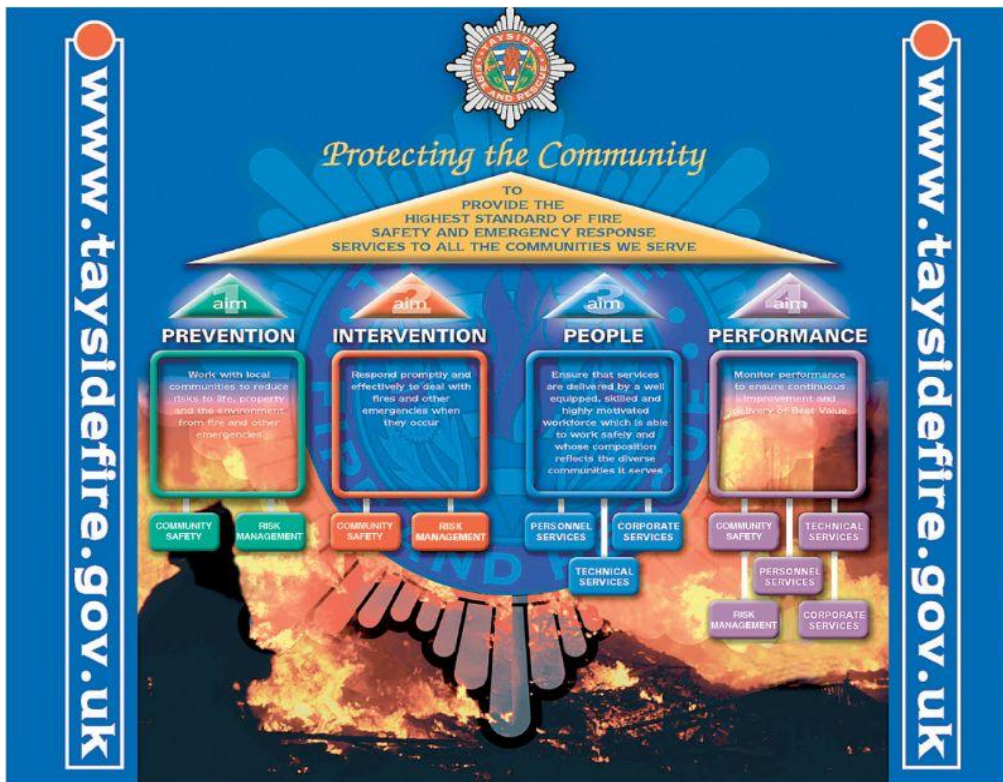
# Tayside Fire and Rescue Balmossie Fire Station

Station Plan 2011-12



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# INTRODUCTION

The presentation of this Station Plan for Balmossie Community Fire Station is intended not only to meet the needs of the communities we serve, but to also underpin the Community Safety Departmental Plan. The overarching aims of these plans are to link with Tayside Fire and Rescue's (TFR) Towards a Safer Tayside Integrated Risk Management Plan and its mission of ***“providing the highest standard of community safety and emergency response services to all the communities we serve”***.

As members of TFR, we therefore have a duty to support this mission by ensuring that all of our activities contribute towards one or more of TFR's 8 Strategic Objectives.

Station personnel have a key role in delivering the strategic objectives and mission of TFR; so this Station Plan details how station personnel will contribute towards these strategic priorities and provides them with the basis for their work during 2010/11.

This Station Plan also takes cognisance of the key drivers influencing TFR's activities, such as:

- The Fire (Scotland) Act 2005
- The Fire and Rescue Framework for Scotland
- The Scottish Reform Agenda
- The Local Government (Scotland) Act 2003
- The development of Single Outcome Agreements

- SO1 - Improve safety and promote social cohesion.**
- SO2 - Protect our environment and heritage both built and natural.**
- SO3 - Provide the appropriate response founded on risk based evidence.**
- SO4 - Respond promptly and effectively to resolve local, regional and national emergencies.**
- SO5 - Recruit, retain and develop a highly skilled workforce which supports equality and diversity.**
- SO6 - Ensure the health, safety and wellbeing of the workforce.**
- SO7 - Demonstrate best practice and innovation.**
- SO8 - Ensure continuous improvement in all our activities.**

Most of these drivers require TFR to collaborate with the wider community to reduce risk and improve community safety; so wherever possible, the initiatives undertaken to support this Station Plan will be underpinned by partnership working.

Bruce Farquharson  
Station Manager

# OVERVIEW

## **Community Profile**

Balmossie Fire Station covers areas of both Dundee and Angus. This comprises Barnhill, Balgillo, Broughty Ferry, West Ferry and Monifieth & Sidlaw political wards with a combined population of approximately 22,000. The station area is comprised predominantly of domestic dwellings, with an even mixture of young and more mature residents. The populations of Broughty Ferry and Monifieth are boosted during the summer months due to the large number of tourists and holiday makers taking advantage of the excellent beaches and parks. On the landward side of the area there are many farms and agricultural premises providing gainful employment for a number of local and migrant workers.

## **Station Profile**

Opened on 14 December 1982, Balmossie Fire Station is located on North Balmossie Street at the border of Monifieth and Broughty Ferry.

The station is crewed by both Wholetime (WT) and Retained Duty System (RDS) firefighters. Emergency response services are currently provided by one Rescue Pump (RP) and one Water Tender Ladder (WrL), with the organisations Operational Support Unit (OSU) providing catering, shelter and welfare support at incidents throughout the Tayside area. Each WT watch (there are four) consists of six firefighters and one watch manager. The RDS watch consists of nine firefighters, two crew managers and one watch manager.

Station personnel undertake a wide range of community safety activities aimed at reducing risk in the local community and making it a safer place to live. These community safety activities include our free Home Fire Safety Visit (HFSV) Service, which raises awareness of the fire hazards that exist in the home.

The personnel also work closely with other emergency services, youth groups, schools and a variety of other partners to deliver national and local prevention initiatives including the national Don't Give Fire a Home Campaign and TFR's Young Firefighters Scheme, Fire College, Princes Trust and the Duke of Edinburgh Award.

When not attending emergencies and carrying out community safety initiatives, station personnel undertake routine training to ensure their practical skills and technical knowledge are maintained to a high standard and they are ready to respond to emergency incidents when necessary.

# STATION PLAN ROLES AND RESPONSIBILITIES

Each role at station level has key responsibilities to ensure that the Annual Station Plan is successful in achieving its objectives and desired outcomes.

## **Station Manager**

- Recognise the impact of station performance on service delivery.
- Produce the Annual Station Plan based on organisational priorities, departmental priorities, station priorities and incident data and in line with the Community Safety Planning Cycle.
- Ensure Annual Station Plans are communicated to a wide cross section of staff and community partners.
- Take the lead in developing action plans that will support the actions set out in the Annual Station Plan.
- Work in partnership with agencies that can support the actions set out in the Annual Station Plan.
- Provide support and guidance to Watch/Crew Managers.
- Meet set targets and monitor Watch/Crew Managers' performance.
- Report on progress of action against Station Objectives, Desired Outcomes and Key Performance Indicators set out in the Annual Station Plan.

## **Watch and Crew Managers**

- Understand the impact of performance management on service delivery.
- Ensure watch/station based personnel understand organisational, departmental and station priorities.
- Assist the Station Manager in the co-ordination and delivery of action plans that will support the actions set out in the Annual Station Plan.
- Work in partnership with other agencies.
- Regularly feed back to watch/station based personnel on performance.
- Monitor how well watch/station based personnel are performing against the Station Objectives, Desired Outcomes and Key Performance Indicators.
- Meet set targets as directed by the Station Manager.

## **Firefighters**

- Contribute to the delivery of activities that will support the action plans and therefore the actions set out in the Annual Station Plan.
- Understand how individual and team performance will support the station objectives, departmental priorities, organisational aims and strategic objectives.
- Feedback any issues.
- Communicate with line manager.

# STATION PERFORMANCE

The following Performance Indicators are used to measure the overall performance of the station against targets set by the Community Safety Department. A Traffic Light system (see key below) will then illustrate how well the station has been performing against the targets.

Station Performance Indicator (SPI)		2009-10 Actual	2010-11 Actual	2011-12 Target
SPI1	No. of Home Fire Safety Visits	1103	1209	+20% (1531)
SPI2	No. of Dwelling Fires	10	15	-5% (14)
SPI3	No. of Secondary Fires	14	35	-5% (33)
SPI4	No. of Other Fires	8	12	-5% (10)
SPI5	No. of Road Traffic Collisions (RTC)	6	6	-5% (5)
SPI6	No. of Other Emergency Special Service Calls	24	23	-5% (22)
SPI7	No. Of Unwanted Calls(Automatic Fire Alarms and Malicious)	112	147	-5% (140)
SPI8	No. Of Absences	247	351	-5% (333)
SPI9	No. Of Personal Injuries	0	6	4
SP10	No. Of Vehicle Accidents	2	0	0

Target Rating	Code
Greater than or equal to target	
Almost met target	
Below target	

Last year's target of 1,120 Home Fire Safety Visit (HFSV) has been achieved and has significantly reduced the risk from fire for those householders who took up our free offer. This year the organisation aim to carry out 15,000 HFSVs and personnel from Balmossie fire station will be carrying out their share of these potentially lifesaving visits.

The number of dwelling fires has increased by around 30% from the previous year with the majority of these fires still occurring in the kitchen. Many of these fires were minor and required no equipment to be used. In response to this increase, we will target households through the delivery of free HFSVs and develop an action plan for addressing cooking related fires.

Although there was a 100% increase in secondary fires on last year's total, the total figure of 30 is still relatively small and the trend is still downward. However we will not become complacent and to address this we will continue to work with our community warden colleagues, waste management services, the police and local schools to drive down anti-social related fires. Historically these figures are affected by dry weather conditions which can see an increase in wild land fires during long dry spells. As such the figures for these types of incident can fluctuate. Station personnel will continue to strive to reduce these figures by visiting schools, warning of the dangers of fire and the negative impact on communities.

Approximately half of Balmossie's incident turnouts to are to unwanted fire calls, the majority of which are generated by automatic fire alarms (AFA). To address this, station personnel and our Legislative Fire Safety department will continue to work with occupiers, landlords and building maintenance companies to educate occupants and improve the functionality of alarm systems where appropriate.

## Performance

For an overview of how these targets link with the organisations overall performance, please visit PB Views by clicking [here](#).

# DEVELOPING AND MANAGING THE STATION PLAN

## **Developing the Station Plan**

The content of this Station Plan is influenced and guided by a variety of factors. Station personnel have a responsibility to ensure that the actions they undertake support TFR's Mission, Aims and Strategic Objectives and that we work towards the outcomes and objectives contained within the Community Safety Departmental Plan. The Station Plan is also shaped by the needs and views of the communities we serve and our key partners too. We recognise the need to engage all the skills, experience and abilities of our staff in meeting the stations priorities. We therefore seek the opinions of all station personnel on the actions contained within the plan. Also, we shape our Station Plan through Community Risk Analysis, which helps us to direct our resources towards the areas of greatest need. Finally, we have a responsibility to ensure that we give the public value for money in the services we provide and that we consistently operate to the principles of Best Value and Continuous Improvement. All of these factors are then synthesised into a series of actions, which outline the stations priorities for the year ahead.

## **Managing the Station Plan**

Key to supporting the actions that will achieve the desired outcomes and objectives contained within the Station Plan is sound planning, organising and performance monitoring. Action plans will detail the key stages and tasks that will underpin the actions set out in the station plan to achieve the station objectives and desired outcomes. In order for the Community Safety Department to monitor the performance of the station against targets and the desired outcomes and objectives, a Performance Reporting Process has been developed. This process integrates with the Community Safety Department's Monthly Performance Reporting Meeting as the formal setting for discussing and analysing the performance of stations. Furthermore, the Appraisal and Development Review (ADR) Process links individual work objectives to the actions set out in the Station Plan, thus contributing towards the success of the Plan. Finally, the management of the Station Plan is supported by a Policy and Procedures, which articulate the fundamental principles of operation and guidance for effective planning, organising and performance reporting.

The diagram overleaf gives an overview of how the Station Plan is developed and managed.

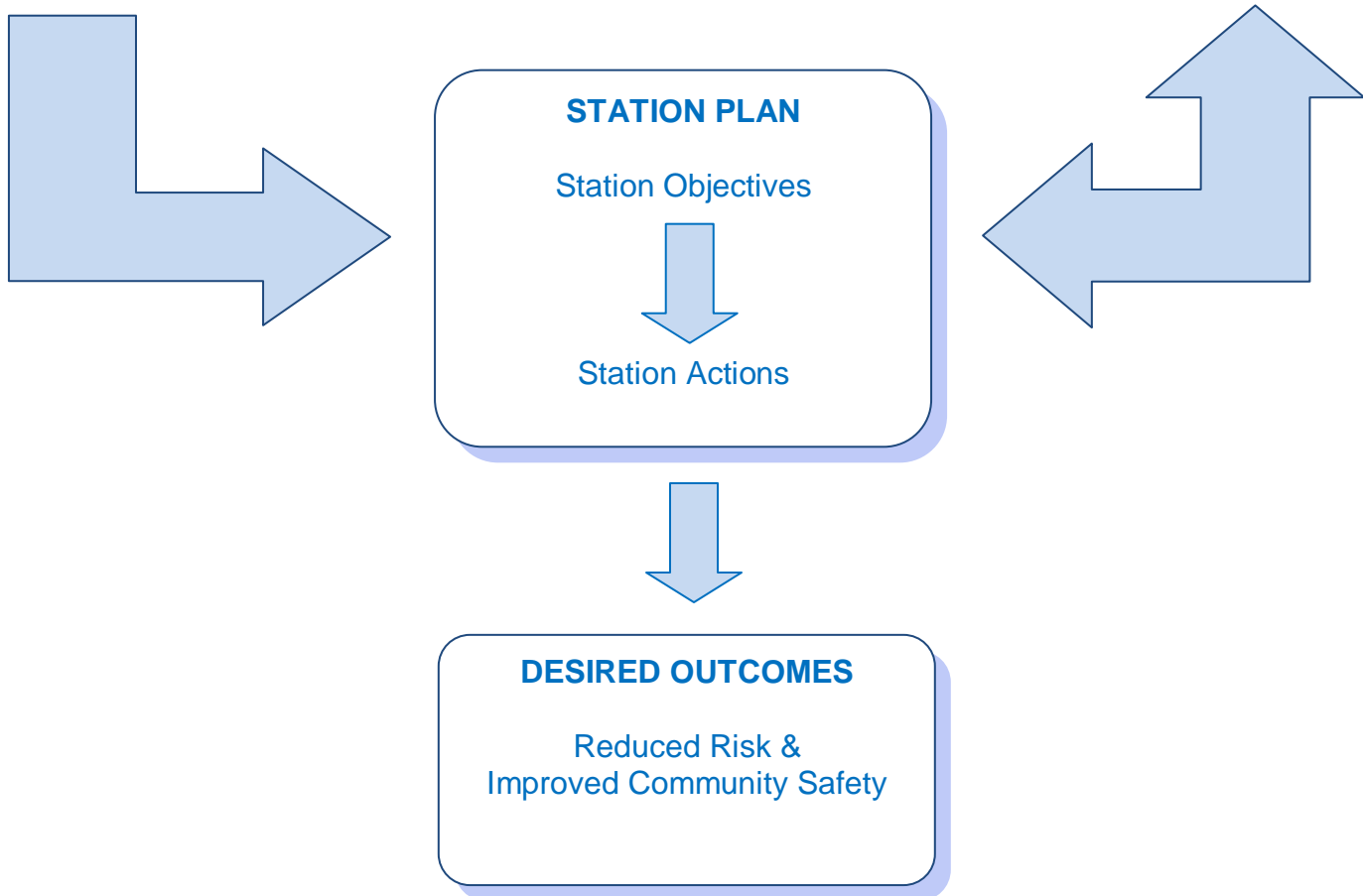
# DEVELOPING AND MANAGING THE STATION PLAN

## DEVELOPING THE STATION PLAN

- TFR's Mission, Aims and Strategic Objectives.
- Community Safety Departmental Priorities.
- Stakeholder consultation.
- Community Risk Analysis.
- Best Value and continuous improvement.

## MANAGING THE STATION PLAN

- Action Plans.
- Performance Management.
- The ADR Process.
- Station Plan Policy and Procedures.



# STATION OBJECTIVES

8 key objectives have been developed to ensure that the work undertaken by the station remains focused on supporting the departmental priorities and the organisation's mission, aims and strategic objectives, and the wider Community Planning Partnership priorities too. These 8 key objectives are categorised under one of Tayside Fire and Rescue's 4 Corporate Aims and will form the basis of the station's Prevention, Intervention, People and Performance (PIPP) Plan, which is outlined in the following section.

## **Prevention Aim**

- 1 Work with our partners to improve fire safety, make our roads safer and reduce the impact of other emergencies.
- 2 Work with our partners to reduce anti social behaviour incidents and fire related crime.
- 3 Work with our partners to reduce the number of unwanted calls (malicious calls and unwanted fire alarms).

## **Intervention Aim**

- 4 Maintain a high standard of emergency response.

## **People Aim**

- 5 Ensure our staff, partners and the community are well informed about what we are trying to achieve.
- 6 Maximise staff potential.
- 7 Promote effective health, safety and wellbeing and equality and fairness.

## **Performance Aim**

- 8 Be more efficient and effective in everything we do.

# PREVENTION, INTERVENTION, PEOPLE AND PERFORMANCE (PIPP) PLAN

## PREVENTION

Station Objective 1		Desired Outcome	Station Lead			
Work with our partners to improve fire safety, make our roads safer and reduce the impact of other emergencies.		A sustained reduction in deaths and injuries in fire and road traffic collisions and an overall reduction of community risk.	Station Manager (SM) Farquharson			
Ref No	What action(s) will the station undertake to support this objective and desired outcome.	Action Lead	Target	Station Performance Indicator (SPI)	TFR Strategic Objective (SO)	National Outcome (NO)
A1.1	We will carry out free HFSVs, provide fire safety advice fitting smoke alarms where necessary. 90% of these HFSVs will be undertaken in the homes of members of the community who are most at risk from fire.	All Watch Managers	336 HFSVs per watch/187 HFSVs Retained	SPI1	<a href="#">SO1</a>	NO9
A1.2	Through analysis of operational activity, we will identify the most common causes of fire in the home. We will work with our local partners to reach, educate and improve the safety of those members of our community considered to be at a higher risk from such causes of fire.	All Watch Managers	5% Reduction	SPI2	<a href="#">SO1</a>	NO9
A1.3	We will work with local schools and other relevant agencies to ensure that young people and other vulnerable members of the community are fully aware of the hazards of fire and how to be safer in their homes.	All Watch Managers	5% Reduction	SPI2	<a href="#">SO1</a>	NO9
A1.4	We will attend community events, engage with members of the community and promote our fire safety campaigns.	SM Farquharson All Watch Managers	5% Reduction	SPI2	<a href="#">SO1</a>	NO9
A1.5	We will support the Safe Drive Stay Alive campaign through raising awareness of the event within the target groups and through the use of station resources and personnel.	SM Farquharson All Watch Managers	5% Reduction	SPI5	<a href="#">SO1</a>	NO9
A1.6	We will share local intelligence relating to potential vehicle accident black spots with other agencies such as the police to enable them to make informed decisions.	SM Farquharson All Watch Managers	5% Reduction	SPI5	<a href="#">SO1</a>	NO9
A1.7	We will attend community events and use them as opportunities to improve road safety awareness.	All Watch Managers	5% Reduction	SPI5	<a href="#">SO1</a>	NO9
A1.8	We will use national and local initiatives such as the Duke of Edinburgh Award and the Young Firefighters Programme to deliver relevant road safety information.	All Watch Managers	5% Reduction	SPI5	<a href="#">SO1</a>	NO9
A1.9	Utilising information from the analysis of operational activity and flood data, we will work with agencies such as SEPA to mitigate the impact of flooding on our communities.	SM Farquharson All Watch Managers	20% Reduction	SPI6	<a href="#">SO1, SO2</a>	NO9
A1.10	Through analysis of operational activity, we will identify other emergencies that may pose a risk to the community and work with the relevant agencies to reduce the risk.	SM Farquharson All Watch Managers	20% Reduction	SPI6	<a href="#">SO1, SO2</a>	NO9

# PREVENTION, INTERVENTION, PEOPLE AND PERFORMANCE (PIPP) PLAN

Station Objective 2		Desired Outcome	Station Lead			
Work with our partners to reduce anti social behaviour incidents and fire related crime.		A sustained reduction in the number of deliberate and anti social behaviour incidents, and a safer community with a reduced fear of anti social behaviour.	Station Manager (SM) Farquharson			
Ref No	What action(s) will the station undertake to support this objective and desired outcome.	Action Lead	Target	Station Performance Indicator (SPI)	TFR Strategic Objective (SO)	National Outcome (NO)
A2.1	Through analysis of operational activity, we will identify local hot spot areas for anti-social behaviour and fire related crime and work with the police and other agencies to tackle incidents in these areas.	SM Farquharson All Watch Managers	5% Reduction	SPI2, SPI3 SPI4	<a href="#">SO1</a>	NO9
A2.2	In conjunction with our local partners, we will work with local schools and other education providers to deliver youth engagement programmes aimed at increasing young people's understanding of anti-social behaviour and promoting good citizenship.	All Watch Managers	5% Reduction	SPI2, SPI3 SPI4	<a href="#">SO1</a>	NO4, NO9
A2.3	We will work with our local partners to address seasonal trends in anti-social behaviour and fire related crime such as school holidays and bonfire night.	SM Farquharson All Watch Managers	5% Reduction	SPI2, SPI3 SPI4	<a href="#">SO1</a>	NO9
A2.4	We will work closely with local housing stock owners and commercial/industrial property owners to ensure all known unoccupied and derelict properties are identified and made secure to reduce their risk of involvement in deliberate fire setting.	SM Farquharson All Watch Managers	5% Reduction	SPI2, SPI3 SPI4	<a href="#">SO1</a>	NO9
A2.5	We will carry out fire investigations in conjunction with the police and SPSA in cases where wilful fire raising is suspected.	SM Farquharson All Supervisory Managers	5% Reduction	SPI2, SPI3 SPI4	<a href="#">SO1</a>	NO9
A2.6	We will identify fire setting behaviour and deliver timely and effective referrals to TFR's Fire Setters Scheme.	All Station Personnel	5% Reduction	SPI2, SPI3 SPI4	<a href="#">SO1</a>	NO9
A2.7	We will identify discarded combustibles that pose a risk to the community and report them via the Waste Management Rapid Response Teams.	All Station Personnel	5% Reduction	SPI2, SPI3 SPI4	<a href="#">SO1</a>	NO9
A2.8						
A2.9						
A2.10						

# PREVENTION, INTERVENTION, PEOPLE AND PERFORMANCE (PIPP) PLAN

Station Objective 3		Desired Outcome	Station Lead			
Work with our partners to reduce the number of unwanted calls (malicious calls and Automatic Fire Alarms).		A reduction in the disruption unwanted calls bring to our emergency response and community safety activities and the local business community too.	Station Manager (SM) Farquharson			
Ref No	What action(s) will the station undertake to support this objective and desired outcome.	Action Lead	Target	Station Performance Indicator (SPI)	TFR Strategic Objective (SO)	National Outcome (NO)
A3.1	Through analysis of operational activity, we will identify the stations 'worst offender' premises for unwanted automatic fire alarms. We will then work with our District Enforcement Officers to ensure these premises are provided with support and advice on how to reduce the number of unwanted automatic fire alarms.	SM Farquharson All Watch Managers	5% Reduction	SPI7	<a href="#">SO3</a>	NO11
A3.2	In conjunction with our partners such as the police, we will work with local schools and other education providers to educate young people in the dangers of making hoax calls.	All Watch Managers	5% Reduction	SPI7	<a href="#">SO3</a>	NO4, NO9
A3.3						
A3.4						
A3.5						
A3.6						
A3.7						
A3.8						
A3.9						
A3.10						

# PREVENTION, INTERVENTION, PEOPLE AND PERFORMANCE (PIPP) PLAN

## INTERVENTION

Station Objective 4		Desired Outcome	Station Lead			
Maintain a high standard of emergency response.		A safe, effective and professional emergency response focused on the needs of the community and protecting the environment and our heritage.	Station Manager (SM) Farquharson			
Ref No	What action(s) will the station undertake to support this objective and desired outcome.	Action Lead	Target	Station Performance Indicator (SPI)	TFR Strategic Objective (SO)	National Outcome (NO)
A4.1	We will deliver watch based training and development as per the station 3-year training programme and ensure that all watch based personnel participate in the required practical and technical activities.	All Watch Managers	100% Completion	N/A	<a href="#">SO3</a>	NO3, NO9, NO15
A4.2	We will ensure that training and development activities are recorded using the PDRPro electronic recording system.	All Watch Managers	100% Completion	N/A	<a href="#">SO3</a>	NO9, NO15
A4.3	We will ensure that all station personnel are familiar with the operational risks prevalent in the station area by carrying out regular 9(2)(d) inspections and feed information back to our Operational Risk Information (ORI) Process.	All Watch Managers	12 9 (2) (d) Inspections Per Watch	N/A	<a href="#">SO3</a>	NO9, NO12, NO15
A4.4	We will ensure that all station personnel attend Risk Critical Core Skills Refresher Training within the specified timescales.	All Supervisory Managers	100% Completion	N/A	<a href="#">SO3</a>	NO3, NO9, NO15
A4.5	We will monitor operational incidents and exercises by carrying out operational incident audits to identify organisational, station and individual training and development needs and areas of best practice.	SM Farquharson	2 Audits Per Month	N/A	<a href="#">SO4</a>	NO15
A4.6	We will conduct post incident debriefs and use the outcomes as a platform for continual development of our skills and knowledge.	All Watch Managers	2 Debriefs Per Month, Per Watch	N/A	<a href="#">SO4</a>	NO15
A4.7						
A4.8						
A4.9						
A4.10						

# PREVENTION, INTERVENTION, PEOPLE AND PERFORMANCE (PIPP) PLAN

## PEOPLE

Station Objective 5		Desired Outcome	Station Lead			
Ensure our staff, partners and the community are well informed about what we are trying to achieve.		Our staff, partners and communities will be more effective at delivering, supporting and understanding our priorities.	Station Manager (SM) Farquharson			
Ref No	What action(s) will the station undertake to support this objective and desired outcome.	Action Lead	Target	Station Performance Indicator (SPI)	TFR Strategic Objective (SO)	National Outcome (NO)
A5.1	We will consult with a cross section of staff on the content of the Station Plan and consider their views.	SM Farquharson	1 Record of Consulting With Staff	N/A	<a href="#">SO5</a>	NO11, NO15
A5.2	We will consult with our key community partners on the content of the Station Plan and consider their views.	SM Farquharson	4 Records of Consulting With Key Partners	N/A	<a href="#">SO1, SO7</a>	NO11, NO15
A5.3	We will conduct planned Station Management meetings, allowing managers to discuss and progress any station matters.	SM Farquharson	4 Meetings Per Year	N/A	<a href="#">SO5</a>	NO11, NO15
A5.4	We will conduct planned watch meetings, facilitating a two way exchange of information, ideas and developments.	SM Farquharson	2 Meetings Per Watch, Per Year	N/A	<a href="#">SO5</a>	NO11, NO15
A5.5	We will conduct Watch Work Plan meetings to agree and review the work carried out towards our objectives.	SM Farquharson	12 Meetings Per Watch, Per Year	N/A	<a href="#">SO5, SO8</a>	NO11, NO15
A5.6	We will make the best use of all available media channels such as the Quickfire Newsletter, local press, radio and TV in order to communicate relevant community safety messages and station achievements.	SM Farquharson All Watch Managers	N/A	N/A	<a href="#">SO7</a>	NO11, NO15
A5.7						
A5.8						
A5.9						
A5.10						

# PREVENTION, INTERVENTION, PEOPLE AND PERFORMANCE (PIPP) PLAN

Station Objective 6		Desired Outcome	Station Lead			
Maximise staff potential.		A workforce that is motivated, empowered, competent and highly skilled.	Station Manager (SM) Farquharson			
Ref No	What action(s) will the station undertake to support this objective and desired outcome.	Action Lead	Target	Station Performance Indicator (SPI)	TFR Strategic Objective (SO)	National Outcome (NO)
A6.1	We will conduct annual Appraisal and Development Reviews (ADR) for our personnel to support personal development and achievement of our organisational aims.	SM Farquharson All Supervisory Managers	100% Completion by 31 March 2011	N/A	<a href="#">SO5</a>	NO3, NO15
A6.2	We will continually monitor and review the progress of trainees undertaking the Level 3 SVQ.	SM Farquharson All A1 Assessors	SVQ Personal Development Reviews	N/A	<a href="#">SO5</a>	NO3
A6.3	We will continually monitor and review the PDRPro electronic recording system and address any identified training needs.	SM Farquharson All Watch Managers	N/A	N/A	N/A	NO3
A6.4						
A6.5						
A6.6						
A6.7						
A6.8						
A6.9						
A6.10						

# PREVENTION, INTERVENTION, PEOPLE AND PERFORMANCE (PIPP) PLAN

<b>Station Objective 7</b>		<b>Desired Outcome</b>	<b>Station Lead</b>			
Promote effective health, safety and wellbeing and equality and fairness.		A sustained reduction in accidents and injuries, improved crewing levels and compliance with legislation.	Station Manager (SM) Farquharson			
<b>Ref No</b>	<b>What action(s) will the station undertake to support this objective and desired outcome.</b>	<b>Action Lead</b>	<b>Target</b>	<b>Station Performance Indicator (SPI)</b>	<b>TFR Strategic Objective (SO)</b>	<b>National Outcome (NO)</b>
<b>A7.1</b>	We will manage attendance through the implementation of our Attendance Management Policy and Procedures.	SM Farquharson All Supervisory Managers	5% Reduction	SPI8	<a href="#">SO6</a>	NO6, NO7, NO9, NO15
<b>A7.2</b>	We will maintain a safe working environment through the reporting of accidents and near misses.	All Station Personnel	5% Reduction	SPI9 SPI10	<a href="#">SO6</a>	NO6, NO7, NO9, NO15
<b>A7.3</b>	When accidents, injuries or damage does occur, we will ensure that they are fully investigated to identify causes and avoid reoccurrence.	SM Farquharson All Supervisory Managers	100% Reduction	SPI9 SPI10	<a href="#">SO6</a>	NO6, NO7, NO9, NO15
<b>A7.4</b>	We will ensure that our facilities and equipment are maintained to a high standard and that any defects are reported promptly using the correct procedures.	All Station Personnel	N/A	SPI9 SPI10	<a href="#">SO6</a>	NO6, NO7, NO9, NO15
<b>A7.5</b>	We will ensure that all operational personnel are safe while attending emergencies by adhering to sound health and safety practices and procedures.	SM Farquharson All Supervisory Managers	5% Reduction	SPI9 SPI10	<a href="#">SO6</a>	NO6, NO7, NO9, NO15
<b>A7.6</b>	We will ensure that all station personnel are assisted in achieving, maintaining and improving their level of fitness and wellbeing by following our Fitness Policy.	All Station Personnel	N/A	SPI8	<a href="#">SO6</a>	NO6, NO7, NO9, NO15
<b>A7.7</b>	We will ensure that all station personnel continue to promote Equality and Diversity by understanding their responsibilities under our Equality and Diversity Policy.	All Station Personnel	N/A	N/A	<a href="#">SO5</a>	NO6, NO7, NO9, NO15
<b>A7.8</b>						
<b>A7.9</b>						
<b>A7.10</b>						

# PREVENTION, INTERVENTION, PEOPLE AND PERFORMANCE (PIPP) PLAN

## PERFORMANCE

Station Objective 8		Desired Outcome	Station Lead			
Be more efficient and effective in everything we do.		A high performing station delivering best value and continuous improvement and promoting sustainability.	Station Manager (SM) Farquharson			
Ref No	What action(s) will the station undertake to support this objective and desired outcome.	Action Lead	Target	Station Performance Indicator (SPI)	TFR Strategic Objective (SO)	National Outcome (NO)
A8.1	Wherever possible, we will adopt a partnership approach to reduce risk and improve community safety.	SM Farquharson All Watch Managers	N/A	N/A	<a href="#">SO7</a>	NO3, NO15
A8.2	We will commit to reducing the impact on the environment by using our resources in a more efficient, effective and environmentally friendly manner.	Station Environmental Champions	N/A	N/A	<a href="#">SO7</a>	NO3, NO15
A8.3	We will monitor our performance monthly and act on information and feedback that will assist in improving our overall performance.	SM Farquharson	12 Performance Reviews Per Year	N/A	<a href="#">SO8</a>	NO3, NO15
A8.4						
A8.5						
A8.6						
A8.7						
A8.8						
A8.9						
A8.10						

## COMMENTS AND FEEDBACK

If you wish to comment on this plan, please contact the Station Manager, using the details below. Thank you.

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## GLOSSARY OF TERMS

The following definitions have been provided to enhance the understanding of the Station Plan.

<b>Aerial Rescue Pump</b>	A fire engine which provides the capabilities currently provided by two fire engines - a rescue pump and an aerial ladder platform.
<b>Automatic Fire Alarm (AFA)</b>	Apparatus that detects fire in a building and automatically notifies the fire and rescue service of a potential problem, often via a call centre.
<b>Best Value</b>	A government regime aimed at improving the quality of local government services by providing a framework for planning, delivery and continuous improvement.
<b>Community Risk Analysis</b>	The process of identifying and assessing community risks so that fire and rescue resources can be targeted at areas of greatest risk and then measuring the effectiveness of any community safety activities to address the risk.
<b>Dwelling Fire</b>	Fires that start in a house, flat and other places of residence.
<b>Home Fire Safety Visit</b>	A visit to a person's home by fire officers to give advice and assess the premises in relation to fire safety in the home.
<b>Integrated Risk Management Plan</b>	The management and planning of a risk assessment process ensuring the correct balance between prevention, protection and intervention. It tries to ensure that the right resources are in the right place at the right time.
<b>Mass Decontamination</b>	The decontamination of large numbers of people, in the event of accidental or intentional contamination by chemical, biological, radiological or nuclear (CBRN) agents.
<b>Other Emergency Special Service Calls</b>	Incidents that involve a special response including flooding, lift releases, animal rescues and chemical spills other than RTCs.
<b>Other Fires</b>	Fires that are not classified as Dwelling or Secondary Fires. Such fires include those that start in commercial and public buildings and structures including motor vehicles and ships.
<b>Rescue Pump</b>	A fire engine which provides firefighting and rescue capabilities.
<b>Road Traffic Collision (RTC)</b>	A collision involving one or more motor vehicles. An RTC is classified as an Emergency Special Service as it requires a special response.
<b>Secondary Fire</b>	Fires involving refuse, derelict buildings, abandoned motor vehicles and grassland.