

# CUMBRIA FIRE & RESCUE SERVICE

## INFORMATION SHEET CENTRAL CREWING COORDINATOR

### About Cumbria Fire & Rescue Service

Cumbria Fire & Rescue Service is part of the Safer & Stronger Communities Directorate of Cumbria County Council, together with the Resilience Unit, Trading Standards, Safer Communities, Health & Safety, Risk Management and Business Continuity Management.

The Service is critical to delivery of the Council Plan theme: Creating Safe and Secure Communities. The Service is actively involved in local communities across the county driving down the number of deaths and injuries, not only from fire, but from a range of causes including road safety. The Service is playing a growing role in Crime & Disorder Reduction Partnerships through the Local Area Agreement and works closely with Cumbria Police and other partners. The Service, as part of the County Council, through its community leadership role and also its statutory duties is actively working with partners to ensure the creation of safe and secure communities across the whole of Cumbria

As the Chief Fire Officer is also a Corporate Director of the wider Council with cross directorate responsibilities, the Fire & Rescue Service is led on a day to day basis by the Deputy Chief Fire Officer/Head of Service.

The Service operates four geographical localities and these are Kendal, Workington, Carlisle and Barrow with our Headquarters based in Cockermouth and Learning and Development based in Penrith.

Our operational service is delivered through 38 fire stations, 4 Wholetime Duty System (WDS), 1 operating WDS 8am-8pm and Retained Duty System (RDS) at night and the other 33 stations crewed solely by RDS personnel. We employ nearly 850 staff of which approximately 250 are WDS firefighters, nearly 500 are RDS firefighters and 100 are professional, administrative and technical staff.

The priorities in the Service Delivery and Improvement Plan 2010-11 are:

- ■ To improve road safety
- ■ To reduce the impact of fire and other emergencies on communities
- ■ To work towards equality for all groups in Cumbria
- ■ To improve respect for others
- ■ To work towards continuous improvement

The Service is responsible for the promotion of community safety, all fire fighting, fire safety and attending many types of other emergency incidents in the County of Cumbria.

For more information about the Cumbria Fire & Rescue Service, please visit [www.cumbriafire.gov.uk](http://www.cumbriafire.gov.uk).

## Call Levels (2009/10)

There were a total of 5725 incidents broken down as follows:

All Fires (Primary, Secondary & Chimney)	2284
Made up of:	
• Primary 862	
• Secondary (small) 1162	
• Chimney 260	
Special service calls	918
Over the Border	15
All False Alarms	2508
Made up of:	
• False alarms apparatus 1654	
• False alarms good intent 566	
• False alarms malicious (attended) 70	
• False alarms malicious (not attended) 218	
Total	5725 incidents

## Intervention

Cumbria is the third worst county for road traffic accidents per 100,000 head of population and that is reflected in our workload. Urban deprivation is also reflected in our workload in terms of fires, arson and malicious calls, and it is one of the main areas of partnership working in order to improve community safety, drive down the number of incidents and work towards improved levels of social cohesion. In addition, we also have large pockets of elderly residents, many of whom have retired to the Lake District. National statistics show that they are amongst the most vulnerable to the effects of fire. Our own experience of fire deaths amongst the elderly in those isolated communities is in line with this.

In January 2005 and November 2009, Cumbria experienced unprecedented flooding. These incidents were dealt with on a multi agency basis which showed the benefits of the joint exercising that has recently been carried out and led by Cumbria Fire & Rescue Service in relation to Civil Contingencies. Regional Fire Service resources were also utilised to good effect and high volume pumping units provided by the Government as part of the New Dimensions programme were deployed for the first time in this country. We were one of the first services to develop a Vehicle Mounted Data System with a private sector company. We equipped all our pump rescue vehicles over a two year period. The majority of the funding for this came from private sponsorship from local industries who were shown the benefits to their premises of this information being available to firefighters.

## Community Safety

The Service started home safety checks in 2000 and from the outset our emphasis was on delivering holistic community safety advice including healthy eating and smoking cessation, not merely installing smoke alarms. Around 7,000 home safety

checks are completed each year and to date over 35,000 home safety checks have been undertaken within the county. To identify groups of people who are most at risk of having a dwelling fire the Service works with many partners to ensure the maximum number of the most vulnerable individuals are visited.

As part of our work with young people visits are made to every primary school annually to deliver home fire safety education to key stage 1 and 2 children. In addition we work with Cumbria Healthy Schools and play our part in Passport to Activity and the Duke of Edinburgh Award scheme.

We have a well established Young Firefighter's Scheme which is run at a variety of regular and retained stations throughout the County. We also have dedicated community rooms at regular stations in the County, used by a wide range of groups from day nurseries to neighbourhood watch.

The Service believes it can play an important role in reducing the number of people killed and injured on our roads. As part of the 'Safer roads for Cumbria' partnership the Service delivers Road Awareness Training to year 11 and 12 pupils (the main risk group in the County).

## **Modernisation**

In common with all similar services, Cumbria Fire & Rescue Service is in the midst of a period of unprecedented change, as it responds to the Government's modernisation agenda. This means that much greater emphasis is being placed on the prevention of fires by educating the public about fire risks, rather than waiting for an incident to occur and then responding to it. We are able to tailor the service we provide to the particular needs of Cumbria rather than applying national rules which were established over 60 years ago. Increasingly we are working in partnership with other organisations in the county to improve our services.

Modernisation also means changing the terms and conditions of employment, methods of assessing employee performance and competence, recognising new skills and ways of developing them, so that we have a modern, effective and professional service.

## **Central Crewing Coordinator**

Cumbria Fire & Rescue Service operates a central crewing service which manages the day to day staffing of its firefighters and officers across the county. Based at Cockermouth, you will support service delivery by co-ordinating the central crewing function by ensuring adequate operational cover is available at the right time with the staff that have the right skills. Your main duties will include systems administration and liaising with managers and staff regarding rotas and crewing policies/procedures.

You will need to have good computer skills including experience of working with spreadsheets and have experience of work involving the interpretation and application of policies. With personal resilience you will have sound experience of dealing with people using strong verbal communication skills. In addition, you will need to have the ability analyse data and have a methodical approach to work.

## Conditions of Service

The evaluated salary for the post is Scale 4, **£17,161 - £19,126**

CCC is conducting a pay & grading review, the results of which may affect the grading of the post.

The post will be based in Cockermouth.

The post is based at Service Headquarters, Cockermouth however there are plans for Service Headquarters to move to Penrith in 2012.

The post will be subject to satisfactory references, pre-employment checks, medical clearance and is subject to a six months probation period.

The 'Pride' booklets sets out some of the provisions applicable to this post. In addition there is the following:-

- **Medical** – all posts are subject to satisfactory medical clearance.
- **Hours of work** - will be 37 hours over 5 days. Please note normal hours of work for the Fire & Rescue Service are Monday – Thursday, 0845-1715 hours and Friday, 0845-1645 hours. Flexible working hours are available to this post.
- **Uniform** – appropriate uniform will be provided after completion of the probationary period.

To apply online please see [www.cumbria.gov.uk/jobs](http://www.cumbria.gov.uk/jobs). Alternatively completed application forms are to be returned to: Human Resources, Cumbria Fire & Rescue Service, Station Road, Cockermouth, Cumbria, CA13 9PR. Please mark the envelope 'Private and Confidential'. If emailing a completed form, please send to [hr.fire@cumbriacc.gov.uk](mailto:hr.fire@cumbriacc.gov.uk)

The closing date for applications is 15 September 2010; late applications will not be accepted. Interviews for shortlisted candidates will be held on 30 September 2010. Applicants who have not received any correspondence by 15 October 2010 should deem their application unsuccessful.