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This publication is accompanied by a set of data tables which are available from this link:

downloadable workbook
1. Main Points

1.1 Workforce

- There were 7,834 staff employed by Scottish Fire and Rescue Service (SFRS) at 31 March 2017. This figure is one per cent lower than in 2016.

- 13 per cent of the SFRS workforce are female, this is unchanged from the previous year. Wholetime firefighters in Scotland are 95 per cent male.

- Of the 7,834 members of SFRS staff, 64 per cent are aged 40 or older.

- At 31 March 2017, 46 per cent of SFRS staff ethnicity was not recorded. Less than one per cent of all staff were from an ethnic minority. This percentage is unchanged from last year.

1.2 Stations and Vehicles

- The number of fire stations in Scotland on 31st March 2017 was unchanged from 2016 at 356 stations.

- The profile of fire stations is also unchanged from 2016 with two thirds of all stations primarily RDS crewed (240 stations or 67 per cent), 21 per cent Wholetime (74 stations) and 12 per cent Volunteer (42 stations).

1.3 Attacks on Fire and Rescue Personnel

- In 2016-17, SFRS reported attacks at 77 incidents, a decrease of seven incidents from the previous year. Three injuries resulted from these attacks.

- There were eight occasions on which SFRS staff were attacked when not attending operational incidents. Three of these involved objects thrown at staff, three involved verbal abuse, and two physical abuse. There were no injuries recorded from attacks that were not at operational incidents.

1.4 Fire Safety - Home Fire Safety Visits (HFSVs)

- In 2016-17 the SFRS carried out 70,744 HFSVs, 1.3% lower than the previous year (71,743 visits).

- Of the 70,744, visits, 41% (28,987) were visits where alarms were installed. A total of 57,899 smoke alarms were installed in 2016-17.

- In 2016-17 almost two in every five HFSVs were to homes with an “above” or “well above” average risk level (25,880 visits or 37 per cent of the total).

1.5 Non-domestic Fire Safety

- In 2016-17 SFRS carried out 8,939 fire safety audits, 9 per cent lower than the total for the previous year (9,829 audits).

- The largest number of audits were in Houses of Multiple Occupancy (HMOs) - (2,667 audits, 30 per cent of all audits), with 1,720 (19 per cent) in care homes and 1,145 (13 per cent) in hotels.

- There were 24 enforcement notices completed in 2016-17, the same as the year before. 12 of these enforcement notices were issued to HMOs, and eight to hotels.

- There were 14 prohibition notices imposed by SFRS in 2016-17. Of these, five were issued to HMOs, four to hotels, three to licensed premises, and two to shops.
2. Commentary

2.1 Workforce (Tables 1a to 12a)

On 31st March 2017 there were 7,834 members of SFRS staff, a decrease of 1.2 per cent (99 staff) on the previous year (Table 1a).

Wholetime operational staff made up 46.5 per cent of the total staffing headcount, with Retained Duty System (RDS) staff making up another 36.6 per cent (Table 8). With the addition of the 4 per cent of staff who are volunteer firefighters, operational staff, those who can be called upon to attend incidents, make up 87 per cent of the SFRS staff.

Amongst the five staff types, the largest change in numbers between 2016 and 2017 was amongst wholetime operational staff, which reduced by 45 staff members (a one per cent reduction from the 2016 figure).

The largest percentage change was in the control staff category, which decreased by 19 per cent or 38 staff members from the previous year.

The number of volunteers reduced by 26 to 316 (8 per cent).

RDS staff totals were unchanged at 2,870.

Figure 1: Headcount of Fire and Rescue Service Staff as at 31st March 2011-2017
Gender (Tables 6 to 9)

Headcount figures at 31st March 2017 show that the gender split for SFRS staff is unchanged from 2016 at 87 per cent male and 13 per cent female. The gender split has been more or less constant for the seven years that the data has been published this way.

The gender split was not consistent across staffing types (see Figure 2). Around 95 per cent of wholetime operational and RDS staff were male (3,467 and 2,712 staff respectively). Similarly 85 per cent of volunteer staff were male (268).

In other staffing types, 84 per cent of control staff were female (139 staff). In the support staff category (non-uniformed staff ranging from Service Manager through technical support and administration) the gender split for support staff was 56 per cent female and 44 per cent male (466 female staff and 362 males).

Of the 989 female staff, just under half (466 or 47 per cent) were employed as support staff. In contrast, of the 6,845 male staff, five per cent were employed as support staff and the largest proportion (51 per cent) were working as wholetime operational staff. These proportions have been broadly consistent over the last seven years.

In the category of wholetime operational staff, there were no females in the brigade manager or area manager roles. Three per cent of group managers and one per cent of station managers were female (two staff in each role out of 70 and 151 staff respectively).

In the support staff category, the service manager roles were 60 per cent male and 40 per cent female in 2017, much the same as in 2016. Female staff formed 94 per cent of the administrative level of support staff, and 74 per cent of the professional level.

![Gender composition chart](image-url)
**Age (Table 10)**

Table 10a shows the age range with the largest proportion of SFRS staff was the 45-49 year old category (23 per cent or 1,696 staff members). A further 16 per cent (1,212) were in the 40-44 age range.

The age profile of wholetime operational staff is influenced by retirement arrangements that result in retirements at a younger age than other staff types. As a consequence, there are fewer wholetime operational staff in the 55 and over age bands when compared to the other groups in figure 3 above.

For all staff types except control staff, the highest proportion of staff were in the 45–49 age band. For control staff the largest number were aged 50–54. For support staff, though the largest number of staff are also in the 45-49 age band, only slightly less staff are counted in the 50-54 and 55-59 age bands, proportionately more so relative to the overall age profile of each group than any other staff type.

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**Figure 3: Headcount of all staff by age band and type as at 31 March 2017**
**Ethnicity** (Table 11)

As of 31st March 2017 less than one per cent of all staff were recorded as belonging to an ethnic minority group, as has been the case in each of the seven years that these statistics have been produced. This is equivalent to a total of around 47 staff, or about one in every 166 staff members.

**Disability** (Table 12)

The percentage of staff whose disability status was not known on the extract from centralised SFRS staff records which informs this bulletin is just under 97%. This is such a high proportion that an accurate picture of the true disability status of SFRS staff cannot be gleaned from the currently-available data, which at 31st March 2017 records just 0.1 per cent of SFRS as having declared a disability, the same proportion as the previous year.
2.2 Fire Stations (Tables 13 to 13a)

On 31st March 2017 there were 356 SFRS fire stations in Scotland. This is unchanged from 2016. The profile of fire stations is also unchanged from 2016 with two thirds of all stations primarily RDS crewed (240), 21 per cent Wholetime (74 stations) and 12 per cent Volunteer (42 stations).

Stations by crewing type

Five local authorities have entirely whole time stations: Dundee City, East Dunbartonshire, East Renfrewshire, Glasgow City and Renfrewshire. The Orkney Islands, Shetland Islands, and Na h-Eileanan Siar local authorities have no wholetime stations. Almost two thirds of stations in the Argyll and Bute local authority area were Volunteer crewed (64 per cent or 25 stations), accounting for more than half of all Volunteer crewed stations across Scotland (25 out of a total 42).

Figure 4: Fire and Rescue Stations in Scotland by local authority and crewing type, as at 31 March 2017
2.3 Fire Appliances and Vehicles (Tables 14 to 14a)

The SFRS reported a total of 1,586 vehicles including fire appliances and boats as of 31 March 2017. Of these, 619 were classed as “operational” vehicles (37 per cent). Pumping appliances accounted for 68 per cent of operational vehicles (422 in total).

There were 967 “non-operational” fleet vehicles at 31 March 2017, 61 per cent of all vehicles. Vehicles such as cars and vans accounted for the majority of the SFRS’s non-operational fleet (70 per cent or 679 vehicles). In 2016-17 there were 65 reserve appliances and 42 training appliances recorded. This increased to 197 and 91 respectively at 31 March 2017.

The variation in the number of reserve and training vehicles may, in part, be due to the timing and categorisation of the snapshot of data. The categorisation of vehicles on the SFRS Fleet system has been reviewed since last year, and this may have led to some changes in the way reserve and training appliances have been counted.

In addition, when new vehicles are bought into the service they may not be included in the fleet numbers until they are fully commissioned and allocated to a station, when they become operational. Some such vehicles may be listed in the Reserve category as they are not yet deployed. Similarly, the categories for Reserve and Training appliances may include older vehicles which are still functional but have been removed from operational deployment pending future disposal.

As in previous years the local authority with the largest number of operational appliances was Highland, with 80 operational vehicles or 13 per cent of the Scotland total. This mirrors the situation with fire stations based there (17 per cent of the Scotland total) and is related to the geographic area of the Highland local authority.
2.4 Attacks on Fire and Rescue Personnel  
(Tables 15 to 16)

In 2016-17, SFRS reported attacks at 77 incidents, a decrease of seven incidents from the previous year. Three personnel were injured as a result of these attacks.

The percentage of incidents where attacks have occurred is similar to 2015-16 at 0.08 per cent.

‘Objects thrown at fire fighters and/or appliances’ was the most common type of attack in 2016-17 at 44 incidents (from 39 in 2015-16). Verbal abuse decreased to 21 incidents from 32 in 2016-17.

Figure 5 shows the trend in attacks at operational incidents since 2010-11. This shows that although reported attacks were at their lowest in 2013-14, in 2016-17 there were fewer than half the number of attacks reported in 2010-11.

There were eight attacks recorded on operational staff who were not attending operational incidents. No one was injured in attacks that were not at operational incidents.

Figure 5: Number of incidents where attacks occurred at operational incidents by type of attack, 2011 to 2017
2.5 Home Fire Safety Visits (HFSV)  
(Tables 17 to 19b)

In 2015-16 the SFRS carried out 70,744 HFSVs, a small reduction of 1.4 per cent on the previous year (71,743 visits in 2015-16) (Figure 6).

Of the 70,744 visits, 41% (28,987) were visits where alarms were installed. 57,899 smoke alarms were installed across Scotland in 2016-17.

More alarms were installed in both the new and replacement categories in 2016-17, with 41,545 new smoke alarms installed and 16,354 replacement alarms.

The rate of smoke alarms installed during each HFSV remains similar to previous years at 0.8 alarms fitted per visit overall.

As Figure 7 shows, the local authority where most HFSV were carried out was Fife (6,444), with the next nearest local authorities being Glasgow City (5,993) and City of Edinburgh (5,031), although when expressed as a rate per 1,000 dwellings (see Figure 8) the totals for Glasgow and Edinburgh are at the other end of the table.

Looking at the rate of HFSV per 1,000 dwellings allows comparison across local authorities (see Figure 8 on the next page). Considering the overall rate of HFSV carried out, the local authority with the highest rate was Dundee City where 53 HFSV per 1,000 dwellings were carried out. The next nearest local authority rate was Scottish Borders at 49 visits per 1,000 dwellings. The lowest rate was in Aberdeen City where 16.4 in every 1,000 dwellings received a HFSV.

In 2016-17 SFRS provided a HFSV to 27.5 in every 1,000 dwellings, similar to the previous year (28.1 per 1,000 dwellings).
Figure 7: HFSV by local authority, 2016-17

Figure 8: Rate of HFSV per 1,000 dwellings by local authority, 2016-17
2.6 Non-domestic Fire Safety
(Tables 20 to 22)

In 2016-17 SFRS carried out 8,939 fire safety audits. This is a decrease of 9 per cent (890) on the previous year.

The largest number of audits were carried out in houses of multiple occupation (HMO) with 2,667 audits, 30 per cent of all audits in non-domestic premises.

Of the 8,939 total audits, 8,385 (94 per cent) were type A audits (those which are deemed satisfactory or where deficiencies are minor and therefore required no further action). The remaining 554 audits were type B (deemed non-compliant and requiring further work). The proportion of type A to type B audits has remained almost the same as in 2015-16.

Hotels had the highest number of type B audits and were therefore most likely to require extra work to become compliant.

13 per cent of all audits in hotels were type B which is unchanged on the figure for last year.

There were 24 enforcement notices served by SFRS in 2016-17, which is the same as the previous year. The number of prohibition notices in 2016-17 has risen by 11 to 14. This figure is the highest since 2012-13. They were served across HMOs, hotels, licensed premises and shops.

SFRS spent 33,054 hours on fire safety audits in 2016-17.

The local authority in which the highest number of fire safety audits were carried out was Glasgow City, though without the total number of premises information, the rate of audits per premises cannot be calculated and so the figures are not comparable across local authorities.
Figure 9: Number of non-domestic premises audited by premises type in 2016-17

Figure 10: Number of non-domestic premises audited by local authority area
3. Notes on statistics used in this publication

3.1 Introduction

This publication presents information on the workforce, stations, appliances and fire safety activity of the Scottish Fire and Rescue Service (SFRS), including attacks on SFRS personnel.

The publication is accompanied by a set of data tables, published as a downloadable workbook. Information on workforce, stations and appliances is presented as a snapshot taken at 31st March each year whereas information on fire safety activity and attacks on SFRS personnel is presented in financial years, running from the 1st of April to 31st of March. All statistics in this publication are compiled from SFRS administrative systems.

Most of the administrative systems in SFRS that provide data for these statistics were redeveloped from legacy systems to provide Scotland-wide systems for the single service. Further information on the sources of data, methods and definitions used in this bulletin is provided in Section 3.

Because SFRS is not a producer of Official Statistics, these statistics no longer carry accreditation from the UK Statistics Authority. However, the statistics are presented to provide continuity with the previous data series and comply with the Code of Practice for Official Statistics as closely as possible.

The figures in this publication are subject to revision in line with the SFRS revisions policy (see section 3.4.1).

3.2 Background

The Police and Fire Reform (Scotland) Act 2012 established the Scottish Fire and Rescue Service on 1 April 2013. The SFRS replaced the eight former Fire and Rescue Services (FRSs) of Scotland.

Statistics from 2009-10 onwards are presented at Scotland level and since 2013-14, at local authority level. Provision of statistics at local authority level enables the user to combine the data into the various levels of SFRS organisation or, if required, to compare data retrospectively at former FRS level.

This publication presents information on six topics:
1. Workforce
2. Fire stations
3. Fire appliances and vehicles
4. Attacks on SFRS personnel
5. Community fire safety activity
6. Non-domestic fire safety activity

The current content is based on user consultations carried out by Scottish Government in 2009-10 and 2013-14 to establish data users’ views on the statistics.

3.2.1 SFRS Structure

On 1 April 2013, the Scottish Fire and Rescue Service was established as the national fire and rescue service for Scotland. The SFRS is responsible for fire and rescue services across Scotland and is governed by an appointed Board. Her Majesty’s Fire Service Inspectorate in Scotland exists to provide risk based and professional inspection of the service, independent of the SFRS and the Scottish Government.

The SFRS is organised into three Service Delivery Areas (SDAs); East, North and West. Each SDA has a number of Local Senior Officers (LSOs) responsible for managing the resources within their area, to provide engagement with the local authority and to deliver response and community safety strategies. There are 17 LSO areas across the three SDAs, each containing one or more of the 32 local authority areas. Table 24 in the tables to accompany this bulletin provides details of the local authorities in each LSO and SDA area, as well as former FRS areas for reference.

Staffing data is provided at each of the organisational levels shown in Figure 15, and other statistics are presented at local authority level.

![Organisational structure of the SFRS](image)
3.2.2 Administrative Data Sources

All of the data except attacks on firefighters has been compiled using administrative data collected by SFRS as part of the normal business activity. The administrative sources providing data for the statistics in this bulletin are:

<table>
<thead>
<tr>
<th>Section in the statistics</th>
<th>System</th>
<th>Purpose</th>
<th>Table numbers in bulletin</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staffing</td>
<td>iTRENT</td>
<td>Integrated HR and Payroll system</td>
<td>Tables 1 to 12</td>
</tr>
<tr>
<td>Stations</td>
<td>Estates management</td>
<td>Estates management</td>
<td>Table 13</td>
</tr>
<tr>
<td>Vehicles – type, usage and location</td>
<td>Tranman</td>
<td>Fleet and Equipment management database</td>
<td>Table 14</td>
</tr>
<tr>
<td>Attacks at incidents</td>
<td>IRS (combined with RIVO data)</td>
<td>Incident Recording System</td>
<td>Tables 15 to 16</td>
</tr>
<tr>
<td>Attacks on SFRS personnel</td>
<td>RIVO (combined with IRS data)</td>
<td>Health and Safety database</td>
<td>Tables 15 to 16</td>
</tr>
<tr>
<td>Home Fire Safety Visits (HFSV) – type and location</td>
<td>CSET</td>
<td>Community safety engagement toolkit</td>
<td>Tables 17 to 19</td>
</tr>
<tr>
<td>Non-domestic fire safety audits – number and hours taken. Premises and location.</td>
<td>PPED</td>
<td>Prevention and Protection Enforcement database</td>
<td>Tables 20 to 23</td>
</tr>
<tr>
<td>Risk levels in HFSV and Non-domestic fire safety</td>
<td>FSEC</td>
<td>Fire Service Emergency Cover Toolkit providing underlying risk levels</td>
<td>Tables 20 to 23</td>
</tr>
</tbody>
</table>

Initial quality assurance is carried out by the service functions who own the data. Extracts were provided for statistical purposes and subjected to quality assurance checks against the previous year. Anything unusual or which requires further explanation is fed back to the relevant functional managers for their attention. Any amendments were carried out and the amended data was used to produce a set of data tables.

3.2.3 Staffing Statistical Issues

To minimise the risk of disclosure, tables showing the age, ethnicity and disability breakdown of SFRS staff have been provide at Scotland level only (Tables 11 and 12). Ethnicity and disability statistics have been provided only as percentages. The total number of SFRS personnel injured in attacks has only been reported nationally (Table 15).

The age of SFRS personnel was reported as of 31 March 2017. The age profile of different types of staff in SFRS (Table 10) will vary dependent on their pension arrangements.

While retirement age will vary depending on personal circumstances and the conditions of a member of staff’s pension scheme, retirement arrangements for operational staff are different to non-operational staff.

For wholetime operational and RDS staff who work in a fire-fighting capacity there are two main firefighters’ pension schemes in operation which have different retirement ages. Control staff and support staff are covered by UK legislation on retirement age.
Ethnicity and disability information has been extracted from the iTRENT database. However, for the purposes of these statistics, the iTRENT information has been presented as follows.

**Ethnicity Classification**

**White** – for this publication this includes the white ethnic groups of White – Scottish, White - Other British, White – Irish, White - other ethnic group, White – Polish.

**Ethnic Minority** - for this publication this includes African, Any Mixed or Multiple background, Asian – Indian, Asian – Other, Asian – Pakistani, Black, Other - Arab Other ethnic group.

**Ethnicity Not Stated** - for this publication this includes when a person’s ethnicity is Not recorded, Not Stated or has been marked as ‘Preferred not to say’.

**Disability Classification**

**Disability** - A person who has disclosed to the SFRS that they were disabled as per the definition provided in the *Equality Act 2010* (EA). The EA 2010 states that a person has a disability for the purposes of this Act if the person has a physical or mental impairment and the impairment has a substantial and long term effect on the person’s ability to carry out normal day-to-day activities.

### 3.3 Changes to this Publication

#### 3.3.1 Content changes

The contents of this bulleting have been reviewed against comparable bulletins published by the Home Office in England, which are of much simpler structure and are more straightforward for readers to navigate. As a consequence, the publication tables themselves are no longer copied into this version of the bulletin. All of the tables are available in a [downloadable workbook](#) alongside this publication on the SFRS statistics web page.

The graphs and charts contained in the figures in this publication have been revised to a standard monochrome format and presentational style, following a review of the previous versions for clarity, use of colour and other visual cues, and consistency of approach.

#### 3.3.2 Attacks on SFRS Personnel

The statistics on attacks on SFRS personnel at incidents used to be taken from reports submitted to the Home Office (formerly to Department of Communities and Local Government) via the electronic Incident Recording System (IRS).

As from 2016 data about attacks on service personnel has been taken from the RIVO database which records accidents and injuries. This enables cross-checking against IRS data. The data provided from RIVO is ‘Acts of violence (AoV) on SFRS personnel’. This takes the reporting wider than the previous “Attacks on firefighters at an incident” which was restricted to reporting attacks at an incident.

AoV are reported as ‘Non-operational incident (including support staff)’ or ‘Operational incident’. The categories of attack are slightly different to previous reporting which was taken from the IRS, though largely very similar.

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The previous statistical categories were reported according to the IRS outputs:

- Objects thrown at firefighters/appliances
- Physical abuse
- Verbal abuse
- Harassment
- Other acts of aggression

While the RIVO categories are:

- Physical - By Person
- Physical – Missile
- Physical – Weapon
- Vandalism/ Equipment damage only
- Verbal only

These were mapped onto the reporting categories as shown in the table below.

<table>
<thead>
<tr>
<th>RIVO category</th>
<th>IRS category (used in the statistical reporting)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical - By Person</td>
<td>Physical abuse</td>
</tr>
<tr>
<td>Physical – Missile</td>
<td>Objects thrown at firefighters/appliances</td>
</tr>
<tr>
<td>Physical – Weapon</td>
<td>Physical abuse</td>
</tr>
<tr>
<td>Vandalism/ Equipment damage only</td>
<td>Harassment Other acts of aggression</td>
</tr>
<tr>
<td>Verbal only</td>
<td>Verbal abuse</td>
</tr>
</tbody>
</table>

3.3.3 Non-Domestic Fire Safety Data

In 2013-14, SFRS was not able to provide national, consistent data on non-domestic fire safety, which had been a topic in previous bulletins. The national implementation of the Prevention and Protection Enforcement Database (PPED) now provides sound audit data, and the topic was reinstated in the 2014-15 publication and onwards.

Fire Safety Enforcement statistics present data on audits in premises and consider them as a rate per premises. To achieve this it is necessary to know the total number of premises. Early statistics used the “known premises”, i.e. the number of premises that the service knows about. This is not ideal as it only records premises that the service has already considered for audit.

SFRS and Scottish Government have been in discussion about ways to improve the count of premises and premises types, testing various options to provide more complete data sources. None has been suitable and for the figures published in this bulletin is has not been possible to establish, for example, the percentage of premises that have been audited.

The relevant premises count was the subject of comment in the HMFSI report Performance Management Information Systems in the Scottish Fire and Rescue Service, which acknowledged that the SFRS is unlikely to have a precise count of relevant premises and should aim for a best estimate.

The premises type “Houses in Multiple Occupation” (HMOs) was originally included in the non-domestic fire safety data. However, because variations were identified across the former FRSs in the 2011-12 publication, they were removed from the main data and included as experimental statistics. Now that there is a single service, reporting on a single definition (as defined in the Housing (Scotland) Act 2006, part 5), the reporting is more consistent and the category has been reinstated. This is particularly important as they form such a significant portion of the audits. In order to provide data that is comparable with the previous statistics, total counts of audits have been provided both with and without HMO audits included.
3.3.4 Risk Data

**Background**

Both the community safety and non-domestic fire safety statistics use information about underlying risk. This information provides data users with context about the activities. For example, risk data helps to show whether HFSV and audits were focussed on the households and premises with the highest risk.

In 2009, when Scottish Government statisticians started this data collection, the eight former FRSs together with Scottish Government, agreed to use the Fire Service Emergency Cover toolkit (FSEC) outputs as the common risk measure across Scotland.

In 2015 SFRS and other fire and rescue services in Great Britain ceased to use FSEC, and as a consequence no further updates have taken place to the risk levels for dwellings or to the risk categories used in reporting audits of non-domestic premises.

As the FSEC domestic fatality risk ratings were last updated more than three years ago the formerly-published breakdown of home fire safety visits by risk rating has been removed from this publication for the present, though the relevant tables (tables 18 and 18a) are still provided for reference purposes in the downloadable workbook published on the SFRS website.

Similarly, the risk categories used in the reporting of audits on non-domestic premises have not been reviewed in recent years. In view of this, the formerly-published breakdown of non-domestic premises audits by FSEC risk category has not been included in this bulletin, though for continuity the tables in which the FSEC risk categories are used (tables 23, 23a and 23b) continue to be published in the downloadable workbook associated with this bulletin.
3.4 Revisions and Corrections

3.4.1 Revisions Policy

Revisions will be handled according to the SFRS “Revisions Policy for Fire and Rescue Statistics in Scotland”, with the following clarifications:

i) Analysis of IRS data in this publication is based on provisional data for 2016-17 which was extracted from the system in July 2017. Figures in future editions of this publication will be revised to account for subsequent updates to the database. This only affects Tables 15 and 16.

6.3.2 Revisions as a Result of the CIPFA Statistics Data Exchange

From 2011-12 to 2013-14, Scottish Government and CIPFA statistics took part in a data exchange of the workforce, stations and appliances data found in this publication. The exchange was set up to reduce the data collection burden - avoiding the need for data on the same topics to be collected twice. For this publication, now produced by SFRS, some vehicle definitions and categories have been amalgamated to better reflect the SFRS naming conventions. The provision of headcount and FTE staffing data, introduced to be compliant with former CIPFA reporting, will continue.

Earlier revisions to workforce figures

Counting staff members
In 2013-14 Scottish Government adopted the CIPFA counting methodology for staff with more than one contract with SFRS. The most common example is where a wholetime operational staff member also holds a contract to work part-time as a member of Retained Duty System (RDS) staff. Prior to 2013-14, this person would only have been counted once in the figures (as wholetime staff). In contrast, CIPFA would have counted such a person twice in their figures. The change in the 2013-14 statistics mean that such staff are now counted twice within this publication. Full details of the comparison analysis carried out are contained in the 2013-14 publication.
4. Glossary of terms

4.1 Staffing

People and Organisational Development (POD) – the directorate responsible for the wellbeing and professional development of SFRS staff.

Staff types

Wholetime operational staff - A person whose main employment is as a firefighter, regardless of the role. These staff tend to be referred to as uniformed operational staff within the SFRS.

Retained duty system (RDS) staff – A person who is contracted by the SFRS to be available at agreed periods of time for fire-fighting duties. This person may have alternative full-time/part-time employment outwith the SFRS. Similarly, these staff tend to be referred to as uniformed operational staff within the SFRS.

Control staff – A person who is employed to work in the SFRS control centres primarily to answer emergency calls and deal with mobilising, communication and related activities. These staff tend to be referred to as uniformed control staff within the SFRS.

Support staff – A person who works in a non-uniformed capacity, employed within supporting roles within the SFRS. For the purposes of this data collection, this includes all posts that are not classified as uniformed.

Volunteer staff – A person who volunteers in a fire fighting capacity. A volunteer is generally not paid a retaining fee and they tend to be volunteers in small rural communities, where the number of incidents are low. For this publication, staff who are in community response units have been included under this category to aid with reporting.

FTE – Full Time Equivalent take into consideration individuals’ contracted working hours. A staff member’s FTE is based on the standard contract on which they are employed. For example, if a staff member is contracted to work half the number of hours of a standard contract, this is equivalent to 0.5 FTE. FTE data is not collected for volunteers and they are not included in the FTE analysis here.

Ethnicity Classification

White – for this publication this includes the white ethnic groups of Scottish, English, Welsh, Northern Irish, British, Irish, Gypsy/Traveller, Polish and Other White.

Ethnic Minority - for this publication this includes Pakistani, Pakistani Scottish, Pakistani British, Indian, Indian Scottish, Indian British, Bangladeshi, Bangladeshi Scottish, Bangladeshi British, Chinese, Chinese Scottish, Chinese British, Asian other, African, African Scottish, African British, Caribbean, Caribbean Scottish, Caribbean British, Black, Black Scottish, Black British, Black other, Mixed or multiple ethnic groups, Arab and any other ethnic group.

Ethnicity Not Stated - for this publication this includes when a person’s ethnicity is unknown to the FRS or has been marked as ‘Preferred not to say’.

Disability Classification

Disability - A person who has disclosed to the SFRS that they are disabled as per the definition provided in the Equality Act 2010 (EA). The EA 2010 states that a person has a disability for the purposes of this Act if the person has a physical or mental impairment and the impairment has a substantial and long term effect on the person’s ability to carry out normal day-to-day activities.
4.2 Fire Safety

HFSV – Home Fire Safety Visit. members of SFRS deliver Home Fire Safety Visits where fire safety advice is given on a number of home fire safety risk areas; for example leaving cooking unattended, a fire escape plan and testing and maintain smoke detectors.

NDFS – Non-domestic fire safety - Legislation places a duty on those responsible for fire safety within relevant premises to carry out a fire risk assessment. These people are defined in the Fire (Scotland) Act 2005 as Duty Holders. For the majority of premises, the Scottish Fire and Rescue Service is the authority responsible for enforcing this legislation. The Service may visit certain premises to audit whether the fire precautions are being maintained to a satisfactory standard and that the requirements of the legislation are being met.

Dwelling - Buildings occupied by households, excluding hotels, hostels and residential institutions. Mobile homes are specifically included in the dwelling count. In 2000, the definition of a dwelling (for the purpose of reporting fires) was widened to include any non-permanent structures used solely as a dwelling, such as caravans, houseboats etc. (amounts to 0.3 per cent of the total number of UK dwelling fires). All analyses prior to 1998 relating to dwellings were retrospectively revised to include the new categories of dwelling. Caravans, boats etc. not used as a permanent dwelling are shown according to the type of property (caravan, vehicle etc.).

FSEC Risk Level (see Section 6.2.3) - The Fire Service Emergency Cover (FSEC) Toolkit was used to classify the risk level of each home and each premises audited into one of the following five categories:
- well above average
- above average
- average
- below average
- well below average

4.3 Fire Stations

Wholetime – where a station primarily houses vehicles which are crewed by wholetime staff - people whose main employment is as a fire-fighter.

Retained Duty System (RDS) – where a station primarily houses vehicles crewed by people who are contracted to be available at agreed periods of time for fire-fighting duties, if they are needed. Such staff could have alternative full-time employment.

Volunteer – where a station primarily houses vehicles crewed by people who volunteer in a fire-fighting capacity. They tend to be in small rural communities, where the number of incidents are low.

Day shift duty system (DSDS)$^2$ - where a station primarily houses vehicles crewed by wholetime employees during the day and the same employees, who are on call from their homes, outwith these times. Since 2013-14 there have been no stations which are primarily DSDS.

Stations are classified according to the staffing type of the primary vehicles they house. This means that if a station contains, for example, one vehicle crewed by Wholetime staff and another crewed by RDS staff, it will be reported here as Wholetime station.

4.4 Other

Symbols
The following symbols are used in the tables in this bulletin:
- = nil or less than half the final digit shown
* = disclosive
n/a – not applicable

The percentages and figures given in tables and charts have been independently rounded, so they may not always sum to the relevant sub-totals or totals.

$^2$This system has previously been recorded as "day crewed", only the naming has changed
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How to access background or source data
The data collected for this statistical bulletin may be made available on request, subject to consideration of legal and ethical factors. Please contact us using the email address above for further information.

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