



Safest People, Safest Places

Combined Fire Authority

20 June 2023

Community Risk Management Plan 2023 Consultation Results

Report of the Chief Fire Officer

Purpose of Report

1. To provide Members with information regarding the results of the Community Risk Management Plan (CRMP) Consultation which began on 17 February 2023 and ended on 11 May 2023.

Background

2. The Fire and Rescue Service National Framework document places a legal responsibility on all fire and rescue authorities to produce and consult on their CRMP. These documents direct fire and rescue authorities to:
 - be accountable to communities for the service they provide;
 - identify and assess the full range of foreseeable fire and rescue related risks their areas face;
 - make appropriate provision for fire prevention and protection activities and the response to fire and rescue related incidents;
 - develop and maintain a workforce that is professional, resilient, skilled, flexible and diverse;
 - collaborate with emergency services and other local and national partners to increase the efficiency and effectiveness of the service they provide.

Promotion

3. The CRMP document and an explanatory booklet have been published on our website together with the Community Risk Profile (CRP). Accessible versions of these documents have also been published.
4. In order to ensure that a wide range of views were gathered, links to an online survey were made available via the website and promoted throughout the Service and beyond.
5. The information regarding the Consultation and survey was sent to a range of partner organisations in sectors including Councils, Police, Health, Voluntary and Community, Education, Business, Faith and Housing. Colleagues shared the information to encourage participation.
6. The Consultation was presented at various community meetings both in person and online, these include Area Action Partnerships (AAPs), and AAP Co-ordinators promoted the survey link to their contacts and on their Facebook pages where possible. We also presented to local MPs and Durham County Council Cabinet, to the Police and Crime Commissioner, to Darlington Borough Council Leader, and to the Durham County Council's Safer and Stronger Communities Overview and Scrutiny Committee. We also consulted with the Senior Command teams of our neighbouring Fire and Rescue Services (FRS).
7. The consultation was promoted extensively on social media. We posted about the CRMP Consultation 9 times on Facebook with an average reach of 3,000 people per post. On Twitter our tweets over the period averaged over 2,000 views per tweet. There have also been three Instagram story reels posted with an average of 400 views per reel.

Results

Number of responses: 328

8. Question 1

We propose to crew all of our Wholetime fire engines with four firefighters. Do you agree with this proposal?

Yes 68%
No 32%

9. Question 2

We propose to review the Risk Based Inspection Programme (RBIP) for business premises to ensure our proactive protection and enforcement activities are aligned to identified risks, to maintain the reduction of non-domestic fires and ensure the continued safety, from fire, of employees and visitors to these premises.

Do you agree with this proposal?

Yes 96%

No 4%

10. Question 3 – Respondents’ comments

10.1 Do you have any overall comments about our Community Risk Management Plan and approach to allocating our resources?

The full set of responses received through our survey can be found at Appendix A.

10.2 In addition to receiving comments via our survey, organisations were invited to provide their views in writing, as a result we received letters from the Chief Fire Officer (CFO) of Tyne and Wear FRS and the Durham and Darlington Police and Crime Commissioner (PCC). Their comments are the first two listed in Appendix A. We also received a response from Durham County Council’s Safer and Stronger Communities Overview and Scrutiny Committee which can be seen at Appendix B.

10.3 We also received a response from the Fire Brigades Union (FBU), see Appendix C. Following the receipt of the FBU’s submission, the Director of Emergency Response met with Andy Murray the Brigade Secretary to discuss in detail the specific areas raised. The main focus of the FBU response centred around the safety implications of riding with a crew of 4 and the FBU national position which opposes this notion.

10.4 In response, the Service provided the FBU with information including the ‘task analyses’ for all incidents types when responding with a crew of 4, along with discussing operational staff accidents, injuries, near miss and cause for concerns reporting and the number of occasions when crews have worked outside of normal practices guidance therefore instigating operational discretion to resolve an incident.

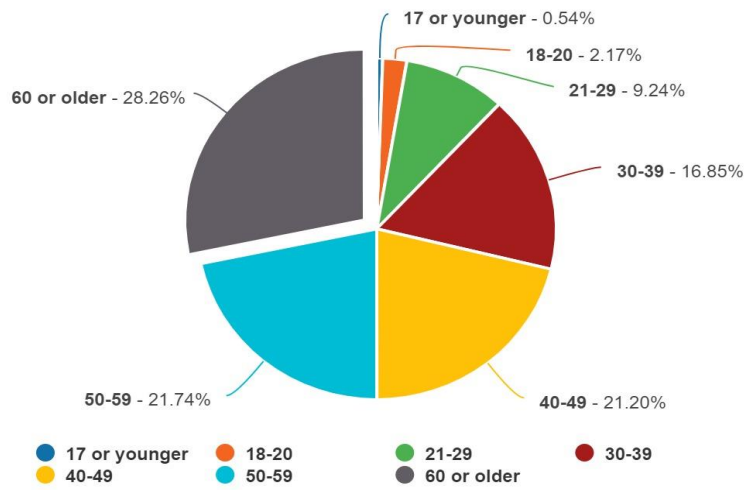
11. Question 4

What best describes your gender? (Please self describe)

Male	60%
Female	39%
Non-Binary	1%

12. **Question 5 – What age group are you in?**

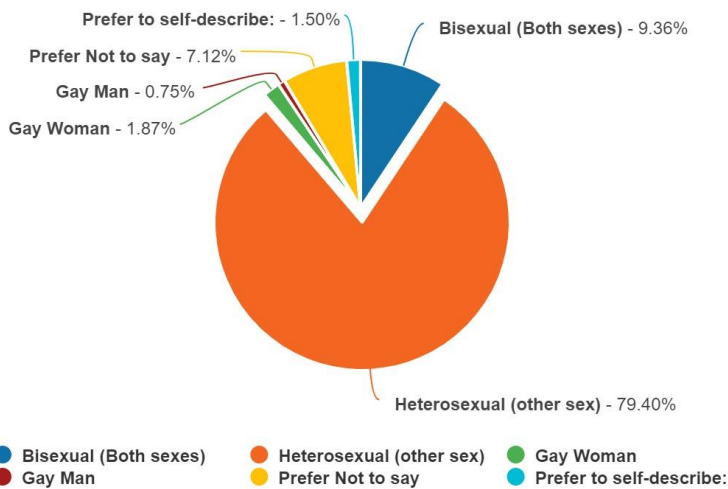
What age group are you in?



Age Group	%
17 or younger	0.54%
18-20	2.17%
21-29	9.24%
30-39	16.85%
40-49	21.20%
50-59	21.74%
60 or older	28.26%

13. **Question 6 – what is your sexual orientation?**

What is your sexual orientation?



Sexual Orientation	%
Heterosexual (other sex)	79.40%
Bisexual (Both sexes)	9.36%
Prefer Not to say	7.12%
Prefer to self-describe:	1.50%
Gay Woman	1.87%
Gay Man	0.75%

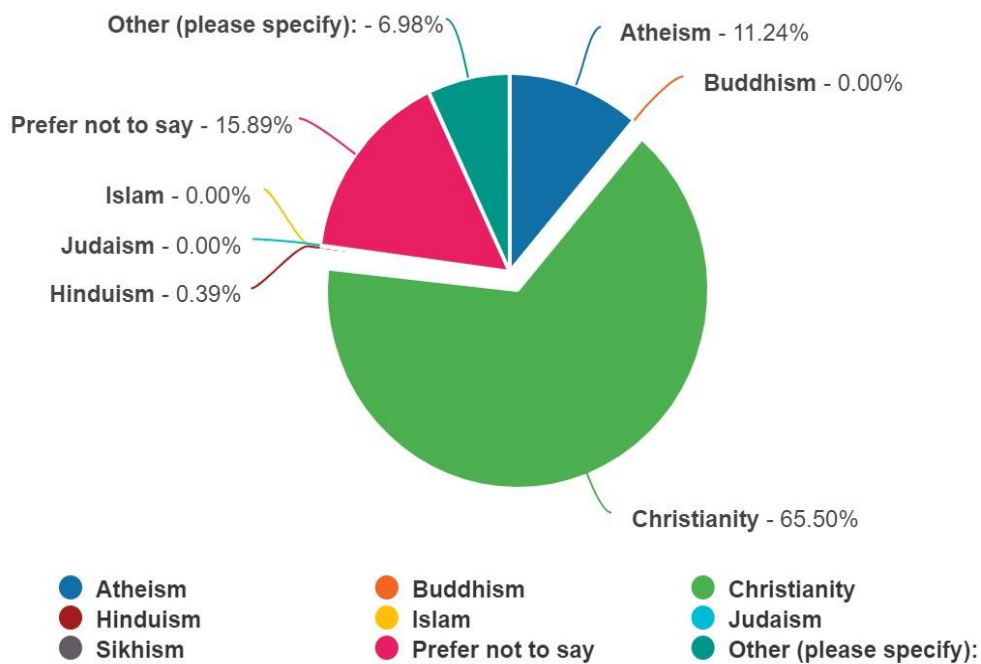
Heterosexual	79.4%
Gay Woman	1.87%
Gay Man	0.75%
Bisexual	9.36%
Prefer to self-describe	1.5%
Prefer Not to Say	7.12%

14. **Question 7 - Do you identify as Trans?**

Yes 0.76%
 No 90.91%
 Prefer not to say 8.33%

15. **Question 8 - Do you consider yourself to have a religion?**

Do you consider yourself to have a religion? If yes, please state



Religion	%
Atheism	11.24%
Christianity	65.50%
Hinduism	0.39%
Buddhism	0%
Judaism	0%
Islam	0%
Other (please specify)	6.98%
Prefer Not to Say	15.89%

16. **Question 9**

What is your ethnic background?

White	%
Welsh/English/Scottish/ Northern Irish/British	91%
Irish	0.4%
Gypsy or Irish Traveller	0
Any other white background	3.8%
Asian or Asian British	
Bangladeshi	0
Chinese	0.4%
Indian	0
Pakistani	0
Any other Asian background	0
Mixed	
Asian and White	2%
Black African and White	0
Black Caribbean and White	0
Any other mixed background	0
Black or Black British	
African	0
Caribbean	0.4%
Any other black background	0
Other Ethnic Group	
Arab	0
Any other Ethnic Group	2%
Prefer not to say	0

17. **Question 10**

Would you describe yourself as having a disability? (Please note: The Equality Act defines a disability as a physical or mental impairment which has a substantial long term adverse effect on a person's ability to carry out normal day to day activities. Cancer, HIV and Multiple Sclerosis are covered from point of diagnosis. People who have had a disability but no longer have one are covered by the Act).

Yes	7%
No	87%
Prefer not to say	6%

Next Steps

18. The Service will reflect on the results of the Equality and Diversity questions we asked in the survey, together with the Equality Impact Assessments we carried out on the CRMP document and consultation process and incorporate the learning from this into next year's consultation.
19. It is noted that 68% of the public who engaged in the consultation voted in favour of the plan to staff wholtime fire appliances with crews of 4, and 96% supported the review of the RBIP therefore the CRMP is in a position to be approved and published should Members agree.
20. The Draft CRMP document can be found at Appendix D.

Recommendations

21. Members are requested to:
 - a) **note** the contents of the report.
 - b) **consider** the survey results as part of the decision-making process when assessing Service resources going forward.
 - c) **approve** the CRMP for 2023-2026

Appendix A

Survey Comments

Respondent Comment	Service Reply
<p>Letter received from CFO Chris Lowther Tyne and Wear FRS</p> <p>In support of your CRMP consultation: question 1, regarding the crewing of your appliances. You have clearly set out the considerations you have made in reaching this proposal, and stated the majority of your appliances are currently crewed by four firefighters with no compromise to your safety record.</p> <p>Tyne and Wear Fire and Rescue Service have safely operated with four firefighters crewing appliances since 2018, and therefore we are in support of this proposal as an efficient means of operational response.</p> <p>Regarding consultation question 2: the proposal to review your Risk Based Inspection Programme for business premises to ensure activities are aligned to risk. Any review of activities to ensure the most efficient and effective reduction of risk and vulnerability is to be supported.</p> <p>Reviewing your current model against national methodology is a proactive and timely proposal</p>	<p>Thank you for your letter.</p>

<p>Letter received from Durham Police and Crime Commissioner Joy Allen</p> <p>In relation to the two questions posed:</p> <p>We propose to crew all of our Wholetime fire engines with 4 firefighters. Do you agree with this proposal?</p> <p>I confirm that we agreed with this proposal.</p> <p>We propose to review the Risk Based Inspection Programme for business premises to ensure our proactive protection and enforcement activities are aligned to identified risks, to maintain the reduction of non-domestic fires and ensure the continued safety, from fire, of employees and visitors to these premises. Do you agree with this proposal?</p> <p>I confirm that we agreed with this proposal.</p> <p>Thank you for clarifying the questions asked by myself and my team regarding how you will lose the headcount, how you will keep the numbers at the Spennymoor station and if there will be a skill- mix on fire engines given that this is proposed to be reduced to 4. That assisted our understanding.</p> <p>I fully support your questions asked in consultation and look forward to our continued collaboration.</p>	<p>Thank you for your letter.</p>
<p>Comments from CRMP consultation 4 riders on a pump not good practice. 5 is proven to be safer</p>	<p>In reaching this proposal we have considered the following:</p> <ul style="list-style-type: none"> • Since 2019 the majority of our fire engines have been crewed and safely operated with four firefighters.

	<ul style="list-style-type: none"> • When we include our fire engines which are crewed by Retained Duty Firefighters during the day, 81% ride with four and during the night this increases to almost 88%. • The Service has experienced no health and safety related incidents or accidents as a result of crewing with 4 firefighters. • Furthermore, riding with a crew of 4 is included in the task analysis for operational incidents which ensure all incidents we are likely to respond to have been analysed. • Throughout the Covid pandemic all our fire engines were crewed by 4 firefighters. • Many FRS elsewhere in the country safely operate with four firefighters crewing fire engines. Our immediate neighbouring FRS within the North East all crew appliances with four firefighters.
Keep fire trucks at stations	This option will ensure the availability of the current number of fire engines within CDDFRS is maintained, 26 during the day and 24 during the night.
Do not agree with staffing 4 instead of 5. very difficult at incidents with limited personnel.	<p>In reaching this proposal we have considered the following:</p> <ul style="list-style-type: none"> • Since 2019 the majority of our fire engines have been crewed and safely operated with four firefighters. • When we include our fire engines which are crewed by Retained Duty Firefighters during the day, 81% ride with four and during the night this increases to almost 88%.

	<ul style="list-style-type: none"> • The Service has experienced no health and safety related incidents or accidents as a result of crewing with 4 firefighters. • Furthermore, riding with a crew of 4 is included in the task analysis for operational incidents which ensure all incidents we are likely to respond to have been analysed. • Throughout the Covid pandemic all our fire engines were crewed by 4 firefighters. • Many FRS elsewhere in the country safely operate with four firefighters crewing fire engines. Our immediate neighbouring FRS within the North East all crew appliances with four firefighters.
Well written document and sensibly balanced resources against risk within a tight financial envelope.	Thank you for your comment.
Place full time FF at retained stations	To ensure maximise appliance availability is achieved, on occasions, whole time firefighters are located on fire station which operate through the retained duty system.
Crewing all pumping appliances with 4 riders is a dangerous move both for wholetime firefighters and the general public	<p>In reaching this proposal we have considered the following:</p> <ul style="list-style-type: none"> • Since 2019 the majority of our fire engines have been crewed and safely operated with four firefighters. • When we include our fire engines which are crewed by Retained Duty Firefighters during the day, 81% ride with four and during the night this increases to almost 88%. • The Service has experienced no health and safety related incidents or accidents as a result of crewing with 4 firefighters.

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<p>Don't reduce the number of firefighters any more, as this will put them at risk.</p>	<p>Over recent years the service has restructured all non-operational departments, reducing staff numbers, investing in technology to become more efficient and effective in order to balance the services budget.</p> <p>A significant amount of our budget is spent on staff costs, 80% of our overall budget is spent on those we employ with 80% of this on Firefighters.</p> <p>Currently, and for a number of years, the majority of our wholetime fire engines have been crewed by 4 firefighters. Throughout the Covid pandemic all of our fire engines were crewed by 4 firefighters.</p> <p>In reaching this proposal we have considered the following:</p> <ul style="list-style-type: none"> • Since 2019 the majority of our fire engines have been crewed and safely operated with four firefighters. • When we include our fire engines which are crewed by Retained Duty Firefighters during the day, 81% ride

	<p>with four and during the night this increases to almost 88%.</p> <ul style="list-style-type: none"> • The Service has experienced no health and safety related incidents or accidents as a result of crewing with 4 firefighters. • Furthermore, riding with a crew of 4 is included in the task analysis for operational incidents which ensure all incidents we are likely to respond to have been analysed. • Throughout the Covid pandemic all our fire engines were crewed by 4 firefighters. • Many FRS elsewhere in the country safely operate with four firefighters crewing fire engines. Our immediate neighbouring FRS within the North East all crew appliances with four firefighters.
<p>Return to 5 fire fighters on every fire appliance. Shelve plans to pay watch manager A's, B pay rates and invest that money into 3 permanent additional fire fighters.</p>	<p>This option will save £750,000 in order to meet the identified deficiencies contained within the MTFP, this can and will be achieved through the management of vacancies when they arise.</p> <p>Staffing every fire appliance with 5 personnel is unaffordable and doesn't represent an efficient and effective use of resources.</p> <p>It is unclear from the comment how the proposed investment in 3 additional permanent firefighters will support this CRMP proposal or contribute to the grading of Watch Managers.</p>
<p>Very comprehensive</p>	<p>Thank you for your comment.</p>

<p>The document is comprehensive and illustrates the challenge the Service has with funding and how it can manage its resources at a time of rising costs.</p>	<p>Thank you for your comment.</p>
<p>Your performance looks good so you must be doing something right? Really impressed with the low number of fires and injuries e.g only 22 house injuries and 176 non domestic fires. Great rates that you compare to the rest of Fire services</p>	<p>Thank you we are proud of our performance and the hard work of all of our staff and those in our communities who assist by keeping themselves safe.</p>
<p>Why ride with 4 firefighters, surely having 5 on each wholetime appliance would be better for the crews and community?</p>	<p>This option will save £750,000 in order to meet the identified deficiencies contained within the MTFP.</p>
<p>Not have fully equipped and man or woman or any other gender fire appliances delays response and risks lives.</p>	<p>The proposed option of a crew of 4 firefighters protects the current number of fire engines within CDDFRS and protects our fast response times.</p>
<p>So you want to reduce the safety of firefighters and the community they serve by reducing crews to 4, then what down to 3 and so on until 'oh here's a bike and a fire extinguisher, it's only a rubbish fire' then faced with something much larger and the nearest fire engine 15 - 20 minutes away. To review the inspection programs ? What does this mean exactly? I think a better non ambiguous explanation here is required. How do you expect the general public to understand such specific language. Obviously meant to lead to an apathetic attitude.</p>	<p>The CRMP proposal is not suggesting crewing fire engines with less than 4 firefighters.</p> <p>The CRMP consultation booklet provides a comprehensive overview of the rationale for reviewing the Risk Based Inspection Programme see below extract; We propose to review the Risk Based Inspection Programme (RBIP) for business premises to ensure our proactive protection and enforcement activities are aligned to identified risks, to maintain the reduction of non-domestic fires and ensure the continued safety, from fire, of employees and visitors to these premises.</p> <p>Following HMICFRS inspections across the fire sector it has been highlighted there should be a national risk model for defining what are high-risk premises for the purposes of fire protection.</p>

	<p>Through Phase 2 of NFCC's Definition of Risk project there will be a new model developed into the likelihood, consequence and risk of non-domestic fires. This work will support a national approach to fire safety and support fire and rescue service's RBIP.</p> <p>These products will be supported by a risk assessment methodology to facilitate consistent application of the strategic framework to risk management planning.</p> <p>Therefore, it is timely that we review our current model against this proposed national methodology. This will enable us to ensure we are focusing our resources on activities where they will have the greatest impact on reducing risk and vulnerability within their local communities.</p> <p>By reviewing our current approach, we will ensure we are delivering an evidence-based and consistent approach to determining 'level of risk' that also provides a national benchmarking capability.</p>
<p>I disagree with reducing staffing. At the moment, the fifth rider is often used to cover shortfalls in RDD crewing. By reducing staffing levels on WT stations and permanently crewing with only the bare minimum, takes away the flexibility of sending the fifth rider out when required. I really think this option requires a rethink.</p>	<p>This option will save £750,000 in order to meet the identified deficiencies contained within the MTFP.</p> <p>The service is reviewing the options available to support the staffing deficiencies for Retained Duty System fire engines when they occur.</p>

<p>Other services firefighters act as first responders in the community. The ambulance service is stretched whilst fire fighters often sleep at night and have second jobs a trades people. They could take up some of the pressure as first responders to respond to lower risk medical scenarios like falls etc.</p>	<p>The role of operational firefighters is constantly evolving and something we explore with partners.</p>
<p>Seems satisfactory.</p>	<p>Thank you for your comment.</p>
<p>How will the service justify a reduction in fire fighter posts whilst spending 100s of thousands on fuel, fitting smoke alarms and community fire safety visits</p>	<p>The Fire Service Act 2004, section 6 entitled Fire Safety states, A fire and Rescue Authority must make provision for the purpose of promoting fire safety in its area. CDDFRS similar to all FRS, within the UK offer fire safety advise within the home and provide, based on risk, information and equipment including smoke alarms to reduce risk and consequences of fire through accompanying educational input to occupants.</p> <p>CDDFRS Home Fire Safety Visit programme has reduced the number of fires within the home over recent years. The latest figures reveal that there have been 204 accidental house fires in the past year. This figure represents a substantial 20% reduction compared to a decade ago (2012/13), an 18% reduction compared to five years ago (2017/18), and a 3% reduction from last year's statistics.</p> <p>In addition to the decrease in accidental house fires, CDDFRS are also pleased to report a significant decline in injuries resulting from these incidents. The statistics reveal that there have been just 9 injuries from accidental house fires in the past year. This is a 72% reduction compared to a decade ago, a 55% reduction from five years ago, and a 47% reduction from last year's results.</p>

	<p>We review the vehicles we purchase to ensure they provide value for money and fuel efficiency.</p>
<p>four firefighters a dangerous move for all crews</p>	<p>In reaching this proposal we have considered the following:</p> <ul style="list-style-type: none"> • Since 2019 the majority of our fire engines have been crewed and safely operated with four firefighters. • When we include our fire engines which are crewed by Retained Duty Firefighters during the day, 81% ride with four and during the night this increases to almost 88%. • Many FRS elsewhere in the country safely operate with four firefighters crewing fire engines. Our immediate neighbouring FRS within the North East all crew appliances with four firefighters. • This option will save £750,000 in order to meet the identified deficiencies contained within the MTFP. • The Service has experienced no health and safety related incidents or accidents as a result of crewing with 4 firefighters. • Furthermore, riding with a crew of 4 is included in the task analysis for operational incidents which ensure all incidents we are likely to respond to have been analysed. • Throughout the Covid pandemic all of our fire engines were crewed by 4 firefighters.
<p>Having been to a meeting where a fire officer explained the background to the proposals I have complete confidence in the recommendations</p>	<p>Thank you for your comment.</p>

<p>four firefighters on a wholetime pump not much use at a major incident when initial firefighting and rescue are paramount just drop it down to three riders and put the council tax payers at greater risk</p>	<p>The CRMP proposal is not suggesting crewing fire engines with less than 4 firefighters.</p>
<p>It is excellent. Well thought out and argued. The performance of the Service also as set out in the levels of service it has reached to date re-assures the community the decisions it has taken presently to go into the future are based on a confident assessment of its capabilities to deliver a continuing excellent service.</p>	<p>Thank you for your comment.</p>
<p>Keep doing what you are doing review regular, be proactive and always strive to improve.</p>	<p>Thank you for your comment.</p>
<p>CDDFRS is in good hands with excellent officers in charge and wonderful firefighters keeping us all safe. Thank you.</p>	<p>Thank you for your comment, we are extremely proud of our staff.</p>
<p>This is a poor and badly thought through plan produced and signed off by the previous CFO. It should be revisited and completely rewritten without the fingerprints of inadequacies by the old regime - new CFO to ensure CDDFRS can do a lot better. How can you have a finished CRMP when you don't know the outcome of the survey?</p>	<p>This option will save £750,000 in order to meet the identified deficiencies contained within the MTFP.</p>
<p>Front line staff should not be sacrificed in order to save money. Also Business owners should contribute more to health and safety initiatives and improvements.</p>	<p>The Combined Fire Authority has a statutory duty to balance the budget of CDDFRS. As outlined in the CRMP, CDDFRS have already made significant changes to the service in order to meet challenging financial circumstances without affecting the front line. This option will save the £750,000 and still protect the number of fire engines available today and the response times contained within the CRMP.</p> <p>Business owners have a duty to comply with the Fire Safety Order 2005, which ensures the building and those within it are protected from the risk and consequences of a fire.</p>

Looking at the efficiency plan CDDFRs are removing one water rescue vehicle from the fleet. With Durham having the highest risk of water deaths in the county this is not a good move. Riding with 4 on all appliances, will put crews at risk for BA incidents as this increase the rapid deployment of crews especially if stations are relying on on-call appliances

In reaching this proposal we have considered the following:

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- The Service has experienced no health and safety related incidents or accidents as a result of crewing with 4 firefighters.
- Furthermore, riding with a crew of 4 is included in the task analysis for operational incidents which ensure all incidents we are likely to respond to have been analysed.
- Throughout the Covid pandemic all our fire engines were crewed by 4 firefighters.
- Many FRS elsewhere in the country safely operate with four firefighters crewing fire engines. Our immediate neighbouring FRS within the North East all crew appliances with four firefighters.

The CRMP outlines the intention to purchase a new purpose-built water rescue vehicle which will accommodate the equipment and personnel from Bishop Fire Station.

Currently the crew at Bishop when required to respond to water related incidents operate using two vehicles.

	<p>The proposed investment will support CDDFRS ability to response to water related incidents, reduce associated costs by having one less vehicle to maintain and service.</p> <p>This intention does not impact on the current water rescue capability located at Durham Fire Station.</p>
<p>Although riding with four firefighters will save a considerable sum and happens across the country, this places a high workload on attending firefighters. The stations in some parts of Durham are more spread out than metropolitan or borough fire services which are able to mobilise more appliances to incidents quicker, thus reducing the impact rising with four has. In some parts of County Durham, it may well be 15-20 minutes before the second and third appliances arrive, whereas metropolitan boroughs with their closer stations and more condensed populations do not have as much of an impact.</p>	<p>Riding with crews of four is common practice across the UK, which include Fire and Rescue Services across all of the various categorisations i.e., metropolitan like Tyne and Wear FRS, predominately rural like County Durham and Darlington FRS along with urban and rural.</p> <p>Firefighters within County Durham and Darlington are trained to operate within safe systems of work.</p>
<p>From what I'm aware of, a reduction in crew numbers from 5 to 4 could prevent rapid intervention at serious incidents.</p>	<p>Safe systems of work are established and embedded to enable a crew of 4 to undertake rapid interventions at serious incident, to safe life or reduce the consequences of the risks faced.</p>
<p>Appears to be well informed and well structured</p>	<p>Thank you for your comment.</p>

<p>Making sensible decisions with budget limits. Care to be taken however, that budget doesn't continue to be cut since able to deal well with less funds (as proven by the awards etc). Make sure staffing (both frontline and support) do not become overwhelmed work workload and leave service which could result in an experience deficit which could be detrimental to services and planning. Look at consultation and how done so cost of having printed, distributed and then analysed.</p>	<p>We recognise your concerns and work with staff to ensure they have the time and equipment to work effectively, CDDFRS is a great place to work and we have effective ways of engaging with staff to understand their issues.</p> <p>Regarding our approach to consultation, we used both an online version and a limited number of paper copies to ensure out consultation was effective and accessible to all.</p>
<p>Excellent vision for going forward</p>	<p>Thank you for your comment.</p>
<p>I hope that you continue to monitor the risk and wellbeing of firefighters when moving down to 4 in comparison to 5.</p>	<p>We will and we have well established system to do this.</p>
<p>Proposals seem fair</p>	<p>Thank you for your comment.</p>
<p>Risk Managed and data led approach that aligns service delivery to the budget envelope & not landscape/current context.</p>	<p>Thank you for your comment.</p>
<p>I agree with the plan.</p>	<p>Thank you for your comment.</p>
<p>No, if no loss in response or standards of service appears fine</p>	<p>Thank you for your comment.</p>
<p>Its good to hear that there are so few fires in our area and that you are investing in new technology.</p>	<p>Thank you for your comment we are pleased with the continued investment made by the Combined Fire Authority and the reduction in serious fires due to our approach to fire safety and prevention.</p>
<p>No views</p>	
<p>Clearly need more resources</p>	<p>We believe that we balance the risks across County Durham and Darlington with the resources and funding available.</p>
<p>Overall good, just hope it works</p>	<p>Thank you for your comment.</p>

I value the opportunity to take part in the annual community RMP, it is good that the consultation is offered via a number of channels (in person, at the AAP meetings, online etc.) The proposals for this year appear well considered, will save money (proposal one) without increasing risk to communities and will help businesses (proposal 2)	Thank you for your comment.
Main concern is the use of equipment. Can a crew of four put up the ladder, hook up to a hydrant, man the pump and speak to control? Is there a plan B in case of a strike?	<p>A crew of 4 are trained and can carry out the tasks you identify safely.</p> <p>Incidentally we use the terms staff, crew or operate the pump rather than man.</p> <p>We have a robust Business Continuity and Resilience plan in the event of strike action or significant staff shortages.</p>
Engagement is always very welcome	Thank you for your comment.
Very Comprehensive	Thank you for your comment.
Given the financial challenges faced I agree with the suggested approach set out in the plan.	Thank you for your comment.
I think everyone knows that the reason for so many cuts/savings is resources. Hopefully, one day we will have a government that values people over profit.	Thank you for your comment.
Four man crew - makes sense	Thank you for your comment but for reference we use the term Firefighters who crew our Fire Appliances.
Manning the appliances reductions seem to be a logical move considering savings that need to be made, the overall plan is well thought through.	Thank you for your comment, however we use the term staff or crew the appliances, rather than man or manning.

In an area with some significant issues around poverty & deprivation the plan is really important as it is proactive and will work on keeping the residents of Co Durham safe.	Thank you for your comment.
Easily Understood	Thank you for your comment.