



Safety. Teamwork. Respect. Innovation.



Doing more for Scotland

Transforming for the future

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The need to transform – changing risk

- SFRS is Scotland's insurance policy
- We will still do what we do today, but must adapt to meet new risks
- Continued reduction in fires, but increase in:



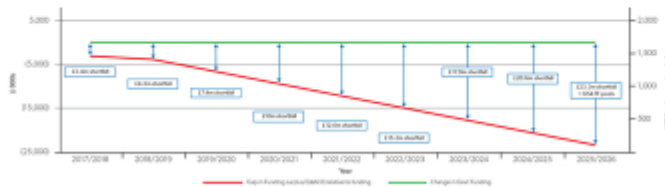
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The need to transform – financial imperative

- SFRS still making case for required funding
- Recognise fiscal challenges - no guarantee of extra money
- Transformation will release efficiencies to deliver more
- Current model unsustainable beyond 17/18

FLAT CASH, NO INFLATIONARY INCREASE FOR PAY OR OTHER COSTS



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Planned and safe

Our Transformation Strategy

OUR VALUES

- Safety
- Teamwork
- Respect
- Innovation

OUR VISION

To deliver a modern, flexible and efficient fire and rescue service to meet the changing risks in our communities

WE'LL DO THIS BY...

- Expanding the firefighter role
- Refining our skills toolkit
- Strengthening our retained service
- Improving workforce flexibility
- Introducing new emergency vehicles
- Utilising new technology

...AND WE'LL DELIVER:

- A more efficient and effective service
- Firefighters trained and equipped to meet new risks
- Safer ways of working
- A broader prevention role
- A service doing more for the people of Scotland

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The need to transform – delivery model

- Delivery model served us well, but designed for risks of 70 years ago
- Resources no longer aligned to fire incident profile
- Limitations on moving resource to where need is greatest
- Crews available at wrong time to conduct vital preventative work
- RDS requires a stronger delivery model
- Limited use of new technologies

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- More agile enabling services required to support frontline

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The future firefighter

Doing so much more to protect the people of Scotland

- Firefighting
- Wider prevention role
- Road traffic collisions
- Responding to acts of terrorism
- Road safety
- Rail/air transport incidents
- Chemical spillages
- Water rescue
- Severe weather response
- Rope rescue
- Urban search and rescue
- Out of hospital cardiac arrest
- Humanitarian rescue
- Safety in the home



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The future firefighter

- Not proposing a 'pay increase'
- Proposing new recognition package, in return for transforming Service and role
- Will negotiate with firefighters who will be asked to accept:
 - new T&Cs linked to significantly wider role and responsibilities
 - new duty patterns where appropriate, & more flexible working practices
 - adoption of new technologies
- Circa four year programme and recognition deal

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Failure to transform – real risk

- Model unsustainable beyond 17/18 – frontline service cuts
- Rural communities at risk from failure to strengthen RDS
- No coherent concept of response to terrorist attack
- Unable to extend life-saving emergency medical response
- No demand-reduction in health and social care
- Limitations on vital prevention, education and intervention role

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Listen and engage

- Extensive listening exercise with public, staff and stakeholders
- Full public consultation in the coming months
- Committed to delivering in partnership
- Views, ideas and insight will help shape delivery

Seeking your support for change

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Your Questions

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