

FIVE YEAR INTEGRATED RISK MANAGEMENT PLAN 2010/11 - 2015/16



Action Plan 2013/14



**ROYAL BERKSHIRE
FIRE AUTHORITY**



Consultation Document



PREVENTING PROTECTING RESPONDING

Front page shows a selection of Royal Berkshire Fire and Rescue Service appliances

Annual Action Plan: 2013/14

Contents:

Chairman's Foreword	4
Introduction	5
Royal Berkshire Fire and Rescue Service	6
Our Performance	7
What we have done in 2012	12
Updated Timeline	14-15
Action Plan 2013/14 - What we are going to do this year	17
Do you want to become a Retained Duty System Firefighter?	21
Contact us	22
Confidential Monitoring	25-26

यदि आप यह जानकारी हिन्दी में चाहते हैं तो कृपया हमारा संपर्क करें
જો તમને આ માહિતી ગુજરાતી માં જોઈતી હોય તો મહેરબાની કરી અમારો સંપર્ક કરો
Jeśli wymagasz tej informacji po POLSKU, proszę się z nami skontaktować
ਜੇਕਰ ਤੁਸੀਂ ਇਹ ਜਾਣਕਾਰੀ ਪੰਜਾਬੀ ਭਾਸ਼ਾ ਵਿਚ ਲੈਣਾ ਚਾਹੁੰਦੇ ਹੋ ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਸੰਪਰਕ ਕਰੋ
اگر آپ کو یہ معلومات اردو میں درکار ہوں، تو ہم سے رابطہ کیجئے

Chairman's Foreword



In common with the rest of the United Kingdom's public sector, Royal Berkshire Fire and Rescue Service is subject to increasing financial pressures. The Integrated Risk Management Planning (IRMP) process is the means by which we match our resources against risk levels to best meet the needs of the public we serve. As part of this process we produce an IRMP action plan every year.

This year's action plan contains several proposals that would change the way in which we keep Berkshire safe. The proposals are centred on public and firefighter safety but look at delivering our objectives in a more flexible way.

We are keen to hear your views on the proposals and are also consulting with our staff in Royal Berkshire Fire and Rescue Service. The elected Members of Royal Berkshire Fire Authority take their responsibilities very seriously and make their decisions only after considering the fullest available information.

IRMP is about balancing resources against risk. Members and Officers have worked very hard to research and develop these proposals. We believe they provide the best options for Berkshire, with the funding that is available to us.

Please do let us have your comments.



Councillor Colin Dudley
Fire Authority Chairman



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www.rbfrs.co.uk

Introduction

Welcome to the Royal Berkshire Fire and Rescue Service Integrated Risk Management Annual Action Plan for 2013/14. It sets out what we intend to do over the coming years and includes updates on previous plans. We review the action plan continually to address emerging challenges and opportunities.

This Integrated Risk Management Action Plan is part of the Service's five year 2010/11 - 2015/16 Integrated Risk Management Plan available at www.rbfrs.co.uk

The aim of the Service's Integrated Risk Management Plan is to deliver the **Right Resources** at the **Right Time**, in the **Right Place**.

The Integrated Risk Management Planning process includes how we:

- Reduce the occurrence of fires and other emergency incidents
- Reduce loss of life in fires and accidents
- Reduce the number and severity of injuries in fires and other emergency incidents
- Reduce the commercial, economic and social impact of fires and other emergencies
- Safeguard our environment and heritage
- Provide value for money

The Comprehensive Spending Review, announced by HM Treasury in October 2010, included a 25% reduction in central funding, for fire and rescue services. The reductions extend over a four year period, from 2011/12 to 2014/15. Some of the savings made by the Service to date are shown in the 'What We Have Done' section.

Government policy has confirmed the requirement for ongoing financial efficiencies over the next two years, during which time we will continue to deliver the high standards of service to the communities of Berkshire.

Consultation on the Annual Action Plan was previously undertaken between October and December to fit in with the budget planning timetable. Government has indicated that fire and rescue services will not be notified of their allocated funding for 2013/14 and subsequent years, until December 2012. Because of this and to enable us to plan and implement our savings programme, we are consulting on the Action Plan earlier than usual.

As some of the proposals may take some time to implement and require negotiation with the workforce, officers will commence preparatory work now to ensure that once any necessary reviews have been completed, we will be able to deliver savings from the start of the next financial year. The consultation period for this action plan will therefore run from 23 July until 22 October 2012.

MAKING BERKSHIRE SAFER

Royal Berkshire Fire And Rescue Service



Key to Reading Fire Stations

- 01 Caversham Road
- 02 Wokingham Road
- 03 Dee Road
- 20 Whitley Wood Road

Resources available to serve the community of Berkshire

- 18 Fire Stations
- 22 Fire Engines
- 15 Specialist vehicles
- 540 Firefighters
- Free Home Fire Safety Check Service for vulnerable people
- Fire Prevention Education Team
- Fire Safety Inspecting and Enforcement Officers

Our Performance

Several of the projects in this year's action plan are part of the Five Year Plan. You will find updates on the following pages and an updated timeline in the centre pages of this document.

Prevention

Following the restructure of the Prevention and Protection department in April 2011, the department's activities were reviewed. This resulted in the formation of four specialist teams, each focused on a key area of activity in Making Berkshire Safer.

Home Fire Safety Check Team

During 2011/12 the Service completed 5,929 Home Fire Safety Checks and installed 8,872 Smoke Detectors. Of these, 69% were targeted toward higher risk members of the community e.g. the elderly, people with disabilities and people referred by agencies such as Social Services. The remaining 31% were carried out in areas where dwelling fires had occurred.

Risk Reduction Team

This team works with all sections of the community to deliver safety messages in support of the Service's targets to reduce accidental and deliberate fires. Team members also work with groups, supporting people who have physical or learning disabilities and those with mobility problems.

Safer Communities Coordinators

Safer Communities Coordinators link the Prevention department with our fire stations and the six Berkshire Unitary Authorities. They provide each Fire Station Commander with a detailed profile that enables firefighters to focus on areas where prevention activity is needed most.

During 2011 the Safer Communities Coordinators delivered a six-week Electrical Safety Campaign which brought together public and private sector partners from across Berkshire. The campaign delivered safety messages and raised awareness about the dangers of electrical intake fires in residential and commercial buildings, emphasising how such fires can develop uncontrollably if flammable items are stored too closely to intake equipment.

Volunteers

In 2011/ 2012, volunteers working with the Service identified 583 households for Home Fire Safety Checks. They took part in 184 events and activities and contributed 783 hours of their time. Around 65% of the work undertaken by our volunteers is work that would not have been undertaken by Prevention staff due to high workloads.

In addition to identifying Home Fire Safety Checks, our volunteers are helping to deliver Young Firefighter and public information events. Work is now underway to train volunteers to take the Service's outreach vehicles into the community.

This year we have created a three year plan for delivering measured outcomes which focus on the high quality targeted Home Fire Safety Checks for wholetime stations. Targets have now been set for volunteers to deliver 96 of these checks per month.

Protection

The Protection department is responsible for ensuring that the Fire Authority's statutory fire safety duties are discharged effectively. It is an important factor in reducing the impact of fire in non-domestic premises. This year, the team has:

- Completed 2,413 risk based inspections
- Seen a 19% reduction in the number of fires in commercial premises
- Completed 96% of post-fire inspections (in commercial buildings) within two working days
- Completed 1,966 consultations (statutory and non statutory) within agreed national protocols
- Undertaken six prosecutions. These resulted in three guilty pleas, with the offenders paying fines and costs totalling £26,655



Firefighters attending a Road Traffic Collision

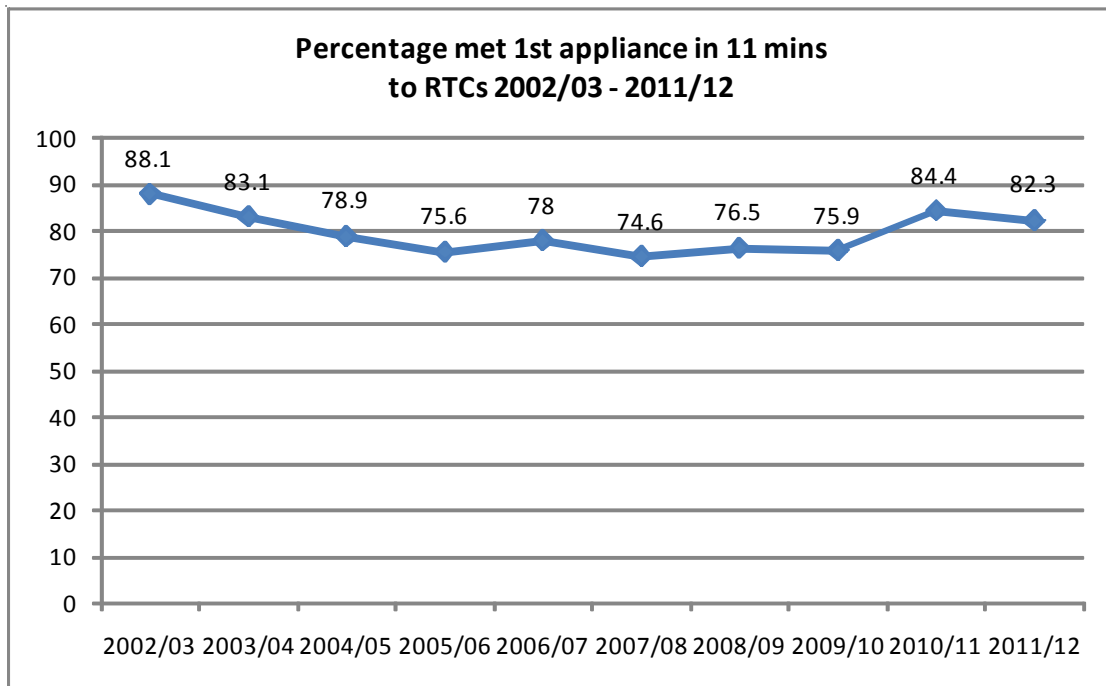
Emergency Response

The downward trend in numbers of emergency incidents attended by the Service continued in 2011/12, falling to an all time low of 7,558 compared with 14,232 in 2003/04. This is attributable to a number of issues but is certainly due in part to the successful prevention work carried out by firefighters in the community.

Response to Road Traffic Collisions

Despite the best efforts of the Service to reduce the number of road traffic collisions, through joint safety education programmes, they still happen. The Service has set the following response standard.

- To make an initial attendance to road traffic collisions, with the necessary resources to commence extrication of casualties, within 11 minutes.



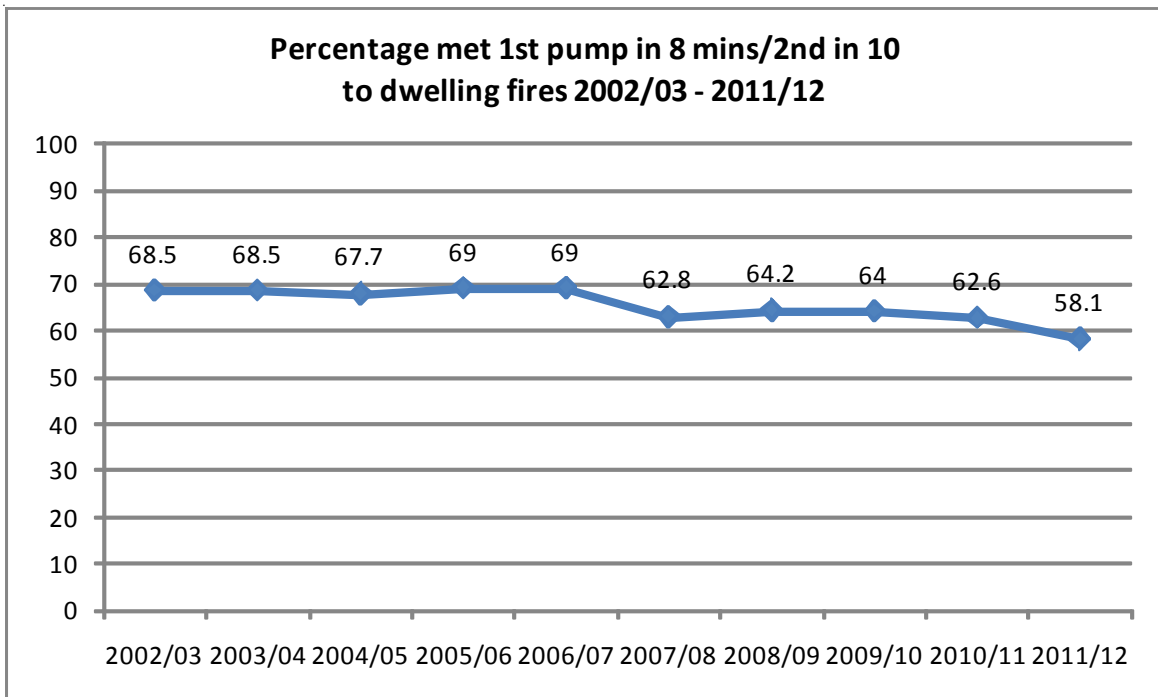
Royal Berkshire Fire and Rescue Service performance against the response standard for road traffic collisions (where people were trapped in vehicles and required assistance)

Last year's action plan identified a decrease in performance in this area so a trial of revised attendances was introduced to improve performance. This proved successful and was adopted as standard practice.

Response to Dwelling Fires

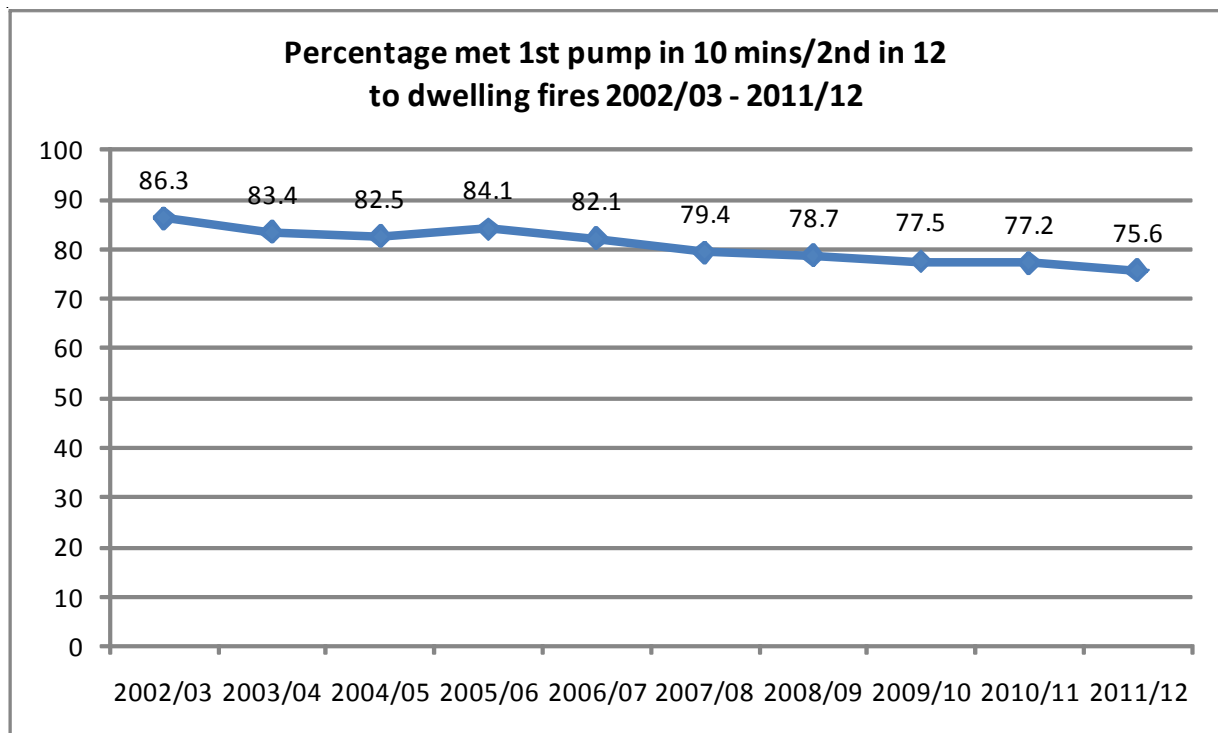
Despite our best efforts to reduce the number of dwelling fires, they still happen. The Service has set the following standards for attendance.

- An optimum response standard of 8 minutes for the first appliance and 10 minutes for the second appliance for dwelling fires.
- A standard response of 10 minutes for the first appliance and 12 minutes for the second appliance for dwelling fires.



Royal Berkshire Fire and Rescue Service performance against the optimum response standard for dwelling fires.





Royal Berkshire Fire and Rescue Service performance against the standard response for dwelling fires

The Service's performance in this area has decreased in comparison with the baseline year of 2002/03. This is because although the number of calls to dwelling fires has reduced significantly, those that occur in locations more remote from the nearest fire stations affect overall attendance figures.

Any failure to achieve attendance times is investigated in detail to identify the cause and to establish how performance could be improved.

What We Have Done In 2012

Specialist Rescue Vehicles

The new Heavy Rescue Unit will be relocated to Dee Road Fire Station in Reading, as soon as the crews at the fire station have been trained in its use. The Rescue Support Vehicle, currently located at Slough Fire Station will also be relocated to Dee Road Fire Station and used as a reserve appliance when the Heavy Rescue Unit is not available due to maintenance or other reasons.

The new vehicle will be based at a more central location within the county. This enables us to optimise response times to the specialist type of incidents that the vehicle is designed for, giving an enhanced capability and a higher standard of service.

Low Risk Call Attendance

After last year's Consultation, the Fire Authority directed that a six-month trial be conducted into the use of wholetime firefighters for lower risk (e.g. fence and bin fires) incidents on retained station grounds. The outcome of the trial was reported to the Fire Authority in June 2012. The results showed that the scheme would not deliver the financial savings anticipated. It was agreed that the trial would cease and we would revert to our previous practice of using the nearest available fire engine at all times.

Retained Support Unit

Following the Retained Duty System Review in 2010/11, two units of retained support officers, each consisting of six experienced staff, have been formed to support our retained fire stations. They do this by crewing fire appliances when necessary and by assisting with station administration and operational training. The units are located at Newbury and Ascot fire stations. Work continues to improve the recruitment and retention of retained firefighters to help in increasing the availability of our retained fire engines.

Officer Review

A revised officers' duty system came into force in February 2012. This has changed from a five-week emergency cover duty system to a four-week pattern that has also resulted in an overall reduction in officer establishment posts, from 45 to 36.

Review of Specialist Appliances

Last year's action plan included a review of the provision and use of some of our specialist fire appliances. This work has been completed and the following outcomes have been determined.

Water Rescue Unit and Boat

The rescue unit and boat are still fit for purpose so the detailed review of these units will take place in two years time. This will also link in with the expiry of the lease on the current rescue boat.

Operational Support Unit

The Service has two Operational Support Units which are curtain-sided vehicles that transport modular equipment pods for a range of different emergency incidents. One is due for replacement in 2013 and a project team will be formed to review the current provision to ensure it is fit for purpose and continues to offer value for money.

Aerial Ladder Platform (high reach appliance) at Slough

There are two appliances with this capability within the Berkshire area, one at Whitley Wood in Reading, the other at Slough Fire Station. With the advent of better fire precautions in buildings and early fire detection, the emergency use of these vehicles has decreased over time, although they are occasionally required during operational incidents. The continued provision and use of these appliances will be reviewed.

Thames Valley Fire Control Service

This project, formerly known as the Control Collaboration Project, is making excellent progress towards achieving a single joint Control Room for Oxfordshire Fire and Rescue Service and Royal Berkshire Fire and Rescue Service. Grant funding totalling £3,600,000 has been received from central Government and the joint service project team continues to develop the partnership.

Replacement for Dee Road Fire Station

In last year's plan, we said we would review the location of the fire station in Dee Road Reading. This work is progressing well with locations in Theale and Calcot having been identified as possible sites for the new fire station.

We are working with West Berkshire Council and professional property advisors to identify a final option. In addition, as a result of last year's training review, we have decided to look at the provision of a new dedicated rescue training facility on the same site, to minimise additional costs.

Windsor Fire Station

Since October 2011, Windsor Fire Station has been crewed by wholetime staff between the hours of 08.00 and 20.00 hours, seven days a week. Night-time cover arrangements are provided by two firefighters from Slough and an additional two staff from other fire stations, using the fire engine at Windsor. This has resulted in the station being crewed 24 hrs a day with only two exceptions since last October.

Officers from the Service and the Royal Borough of Windsor and Maidenhead continue to work towards a relocation of the Windsor crew to a new fire station in the Dedworth area of Windsor. The progress of this project is dependent upon the provision of a new fire station facility by the Royal Borough.

Road Traffic Collisions

As reported in the 2011/12 Action Plan, Royal Berkshire Fire and Rescue Service won the world championship road traffic collision competition. The skills acquired by the team have been passed on to operational team leaders to improve the capability of the crews they command at emergency incidents. Further work will be undertaken to disseminate the team's skills across the Service.

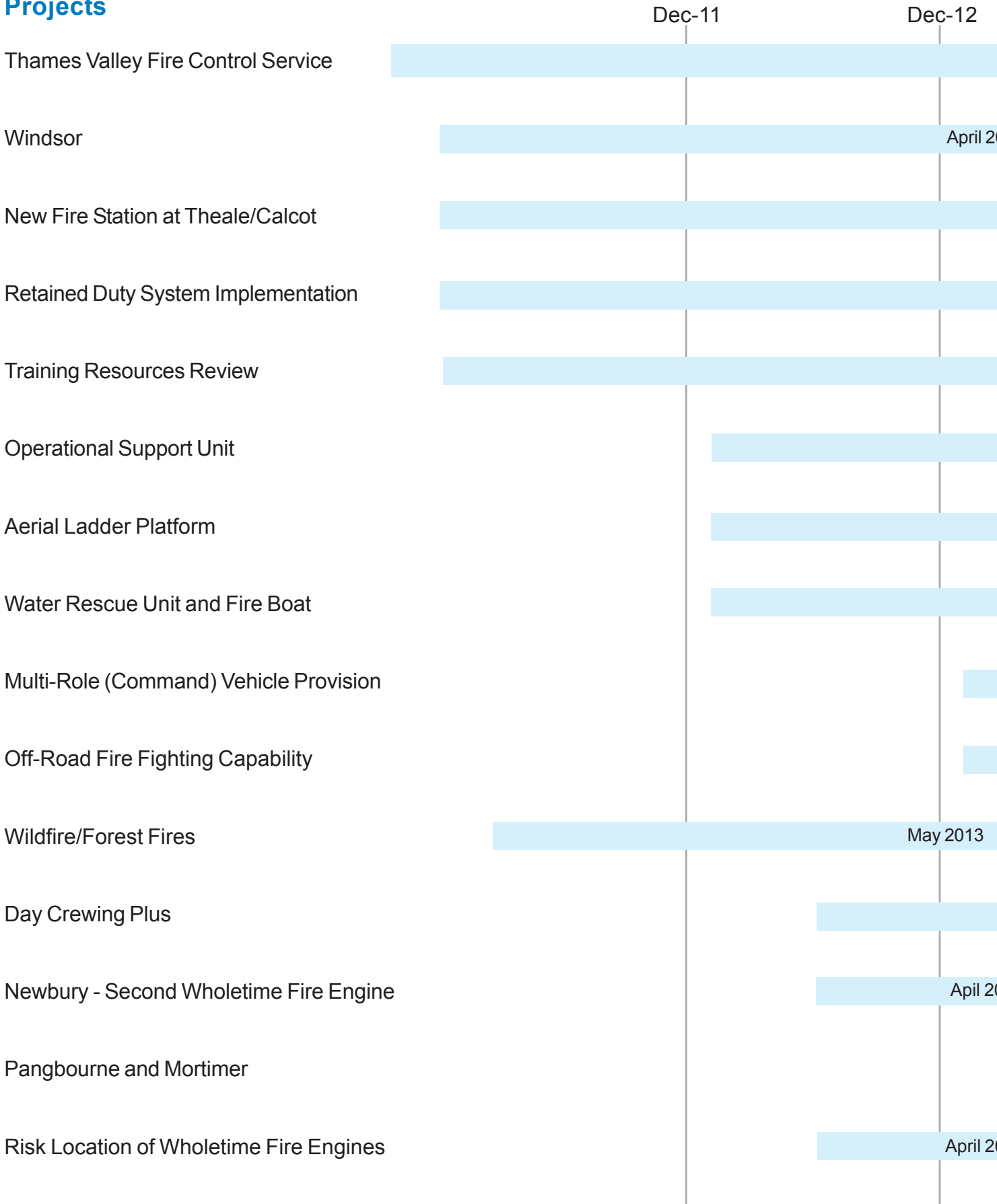
Training Review

The project was completed last year and work is now underway to implement the proposals. Key themes include the provision of a new dedicated Rescue Training facility at the new Fire Station in Theale/Calcot.

(continued on page 16)

Updated Timeline

Projects



Wildfire/Forest Fires

The report of the multi-agency debriefs carried out after the Swinley Forest fire has been completed and a project team has been formed to implement the required improvements. Completion is scheduled for May 2013.



Wildfire spread at Swinley Forest

Action Plan 2013/14 - What We Are Going To Do This Year

Emergency Cover Arrangements

Following previous work in this area and the need to reduce the impact of the financial cuts, we have decided to review the way we crew our fire engines at key locations throughout the county.

Two new areas are currently being considered namely, the provision of an additional wholetime fire engine in the Newbury area and a Day Crewing Plus shift system. Additionally as part of the crewing review it is possible to provide firefighters to crew the appliance at Windsor 24 hours a day.

The work will examine alternative approaches for the staffing of our fire engines that will enable us to continue to meet our response standards, whilst also offering options for generating cost savings.

Newbury and Windsor Fire Engine Crewing

An additional wholetime fire engine at Newbury Fire Station is being considered because the long-term future of the retained service in Berkshire is unclear. There are two primary reasons for this. Firstly, the uncertainty of the current proposals around the European legislation placing a threshold on working hours (retained staff usually have a full time job as well as being a retained firefighter) and secondly, the ability of the Service to recruit staff from the communities to be retained firefighters.

The Retained Review identified a need to provide an additional wholetime resource in the West of the county, should the crewing of retained appliances in the area become unviable.

Crewing of the Windsor fire engine has been the subject of several previous action plans and the following proposal has been reached, subject to the provision of a new fire station as referenced in this document.

It is proposed to disestablish the 14 firefighter posts at Windsor Fire Station and transfer eight of them to Slough, along with the Windsor fire engine. Following the removal of the Rescue Support Vehicle from Slough, a number of firefighter posts are available for other duties and these, in addition to the eight from Windsor, will be used to enable the Windsor fire engine to be crewed with at least four firefighters. At every shift the Windsor fire engine and crew will proceed from Slough to the proposed new fire station in Windsor, to undertake their duties and respond to emergency calls.

The remaining six firefighter posts will be transferred to Newbury Fire Station to crew the proposed second wholetime fire engine. Subject to this proposal being viable it is proposed to close the retained section at Newbury. As additional firefighters will be required to crew the second fire engine at Newbury, £198,000 will be used from the current under-spend in the retained firefighter budget to fund these posts.

PREVENTING PROTECTING RESPONDING

Day Crewing Plus

Day Crewing Plus is a duty system already in operation in a number of fire and rescue services throughout the country. As an example the system enables the total number of firefighters, on a single fire engine fire station, to be reduced from 28 to 14, effectively reducing the number of Watches (teams of firefighters) to two.

However the system maintains the same level of fire cover to the community, as separate rest areas are provided for staff, enabling them to work four duty shift days and four nights (on call) followed by four days off. The provision of rest areas enables staff to eat and have a break from the work place when they are available for duty.

The benefits arising from this duty system are: (i) the same level of emergency cover is maintained across the county area, (ii) annual savings in the region of £330,000 are made by the Service for each fire station where it is introduced and (iii) crews will receive an enhanced salary for providing the additional hours on call. We will consider the options for this duty system within the Service area.

Multi-Role (Command) Vehicle provision

The Multi-Role (Command) Vehicle is currently located at Dee Road Fire Station in Reading. With the relocation of the new Heavy Rescue Unit to Dee Road, we will review workloads for staff at this station along with the crewing and location of the vehicle.



The Multi-Role Vehicle

Off-road Firefighting Capability

Our current off-road firefighting capability consists of a number of 4 x 4 Land Rovers that can carry lightweight pumps and other equipment, a six wheel-drive vehicle and a 4 x 4 lightweight off road appliance. We are also introducing a number of 4 x 4 front line fire engines at key locations across the county. These vehicles will make the Service more adaptable in poor weather conditions as well as enhancing our off-road firefighting capability.

As some of these vehicles are quite old their use will be reviewed to establish potential future requirements, taking into account the growing risks of forest and heathland fires, flooding and other abnormal weather conditions.



The Pinzgauer six wheel-drive off-road pumping appliance

Theale Fire Station

Meetings with West Berkshire Council and detailed project work with professional property advisors will continue. Based upon current estimates, it is anticipated that the new fire station should be completed by April 2014.

Review of Fire Cover from Pangbourne and Mortimer Fire Stations

With the difficulty in providing a fire crew during certain times of the day at these fire stations, a review will be undertaken to establish the affect of the proposed fire station in Theale. Initial risk modelling indicates that a new fire station in Theale could provide an emergency response to Pangbourne and Mortimer from the new fire station, within the response standards set by the Fire Authority.

Risk Location of Wholetime Fire Engines

The locations of our wholetime fire stations currently provide optimum levels of emergency cover for the areas they serve. However, with the significant decrease in the number of emergency incidents we attend, it may be more effective to use flexible locations for our fire engines, for better emergency deployment at different times of the day/night. Risk modelling will be undertaken to establish where such alternative locations may be.

Thames Valley Fire Control Service

This project has been running since December 2010. Work is progressing well to develop a single, joint service Control Room with Oxfordshire Fire and Rescue Service. We have now completed the initial resilience phase of the project and it is expected that Stage 2, which will enable both Control Rooms to mobilise each other's resources, will be completed by October 2013.

Following approval by both Oxfordshire County Council Cabinet and Royal Berkshire Fire Authority the new joint Control Room will be located in Calcot Berkshire.

This programme has recently completed a dedicated consultation process and accordingly this is an information only item and does not form part of this Integrated Risk Management Plan consultation process.

It is anticipated that the project will be complete in Spring/Summer of 2014, when the new joint Control Room will become fully operational. It is then intended to offer the facility to other fire and rescue services and other partner agencies with call-handling requirements.

Windsor Fire Station

Officers from the Service and the Royal Borough of Windsor and Maidenhead continue to work towards enabling implementation of this proposal, which includes the provision of a new fire station in the Dedworth area of Windsor.

Revised proposals for the new fire station include the provision of a full-size fire engine with a dedicated 24-hour crew.

Training Resources Review

This project was completed last year and work is now underway to implement the proposals. Key themes include the provision of a new dedicated Rescue Training facility at the new fire station in Theale.

With the decline in numbers of emergency incidents, it is essential for firefighters to maintain their operational skills by undertaking realistic training.

Review of Prevention and Protection Departments

A comprehensive review of the resources and management of both departments was undertaken recently, which resulted in a significant reorganisation. However, the reduction in funding from central Government makes it necessary to undertake a further review of these departments.

Do You Want To Become A Retained Duty System Firefighter?

There is currently a shortage of part time firefighters at some fire stations in the Brigade. This is particularly true in our small towns and rural areas because nowadays there are fewer people who live and work in their local towns and villages. You might be just the person to fill the gap.

What Do You Get Out Of It?

Apart from the excitement, the challenge and the satisfaction of a job well done, you learn to be more self-reliant and confident. After all, if you can cope in a real emergency, you are ready for anything else which life might throw at you. You will meet a lot of people in your local community and earn their confidence and respect. You will also get training in the use of equipment, and in other more general skills like first aid. Added to all this, you get paid! You get paid a basic retainer, plus a fee for call outs and another fee for going into action. You get paid for training and duties like equipment maintenance.

Where Do You Work?

First of all, you need to live or work near to a fire station because you have to be able to get there within a few minutes of a call. That's a few hundred yards on foot or a drive of up to one mile.

Secondly, because we can't predict when you'll be called out, you have to be flexible in your work. The chances are that you'll be working at home, self-employed or for a community-minded employer who can let you off from time to time.

Are You Fit For The Job?

To apply to join Royal Berkshire Fire and Rescue Service you don't need any paper qualifications. You must be at least 18, with good all-round fitness. You will be asked to take a straightforward physical test as part of the process, and just as important are qualities like common sense, commitment and enthusiasm.

How Often Will You Be Needed?

On average, you will be called out two or three times a week for a couple of hours. If you cannot be available all the time, that's not a problem. You can be paid for being "on call" for only part of the day or week. There is a particular shortage of people who are available during midweek working hours, so you could have evenings or weekends free if you need to, and still do a valuable and worthwhile job. If you really can't be on call - for example because of a holiday or a deadline at work - you can "sign off". You will also be required to attend training once a week for three hours on a Monday evening.

If you think you've got what it takes to join the team, contact your local fire station for further information, or check out our vacancies page at: <http://www.rbfrs.co.uk/vacancies.asp>

Contact Us

Royal Berkshire Fire and Rescue Service welcomes your comments on the Action Plan 2013/14 at any time during the consultation period **23 July - 22 October 2012**

Please take this opportunity to make your views known, as it will help to develop strategies and policies to meet local needs.

* **Please note:** further copies of this document can be downloaded from our website at www.rbfrs.co.uk/irmp_options.asp

How To Reply

You are invited to comment on our plans using any of the following methods:

- In writing, using the following **FREEPOST** address:
IRMP Consultation
Royal Berkshire Fire and Rescue Service
FREEPOST (RG2 669)
103 Dee Road
Reading
RG30 1BR
(Remember, no stamp is required)
- Email to: irmp@rbfrs.co.uk
- Visit our Website at: www.rbfrs.co.uk
- Telephone us on: 0118 938 4331
- Fax us on: 0118 959 0510

PREVENTING PROTECTING RESPONDING

Top tip



**Avoid open fires
in the countryside**



Royal Berkshire Fire and Rescue Service firefighters taking part in a school visit

Confidential Monitoring

Royal Berkshire Fire and Rescue Service is keen to ensure that its consultation with the public is effective and inclusive - so please answer the following questions and return these pages together with any comments you may wish to make to the FREEPOST address shown overleaf. In accordance with the Data Protection Act 1998, all personal information will be confidential to Royal Berkshire Fire and Rescue Service. It will be used for no purpose other than improving services.

Q1 Are you...? (Please cross **one** box only)

Male.....

Female.....

Q2 What was your age on your last birthday? (Please cross **one** box only)

16 to 24..... 35 to 44..... 55 or over.....

25 to 34..... 45 to 54.....

Q3 What is your ethnic group? (Please cross **one** box only)

White - British, Irish or any other White background.....

Mixed - White & Black Caribbean, White & Black African, White Asian or any other mixed background.....

Asian or Asian British - Indian, Pakistani, Bangladeshi or any other Asian background.....

Black or Black British - Caribbean, African or any other Black background.....

Chinese or Other ethnic group.....

Q4 What is your first language? (Please write in)

Q5 Do you consider yourself to be disabled? Yes..... No.....

Q6 How did you become aware of this consultation? (Please cross all boxes that apply)

Website..... Newspaper..... RBFRS employee....

Email..... Through the post...

Other (Please specify)



Q7 If applicable, in which Local Authority area is your main home in Berkshire?
(Please cross **one** box only)

Bracknell Forest
Borough Council.....

West Berkshire
Council.....

Wokingham Borough
Council.....

Reading Borough
Council.....

Royal Borough of
Windsor & Maidenhead..

Slough Borough
Council.....

Please return these pages together with any comments you may wish to make to:

IRMP Consultation
Royal Berkshire Fire and Rescue Service
FREEPOST (RG2 669)
103 Dee Road
Reading
RG30 1BR
(Remember, no stamp is required)



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