

Details on the Consultation Undertaken

Consultation: Internal Communications with staff

	Date	Service	Audience	What	Detail
21 JULY CONSULTATION START DATE					
AUG	Fri 1 Aug 14	Dorset	Staff	Internal Comms	Notification of start of consultation
	Wed 13 Aug 14	Dorset	Staff	Internal Comms	email to all staff - reminder on consultation protocol
	Thu 21 Aug 14	Dorset	Staff	Internal Comms	Consultation reminder
	Thu 4 Sep 14	Dorset	Staff	Internal Comms	e-mail to all staff - information on consultation
	Thu 28 Aug 14	Dorset	Staff	Internal comms	e-mail to all staff - consultation reminder
SEP	Fri 26 Sep 14	Dorset	Staff	Payslips	Consultation reminder
OCT	Thu 2 Oct	Dorset	Staff	Internal Comms	e-mail to Managers - contacts for business/voluntary groups
	Fri 3 Oct	Dorset	Staff	Internal Comms	Consultation ending reminder
	Wed 8 Oct	Dorset	Staff	Internal Comms	Consultation reminder
	Fri 17 Oct	Dorset	Staff	Internal Comms	e-mail to staff - consultation ending reminder
20 OCTOBER CONSULTATION END DATE					

Internal Consultation: Representative Bodies

	Date	Service	Audience	What	Detail	Where
21 JULY CONSULTATION START DATE						
AUG	Tue 05 Aug 14	Joint	Rep Bodies	Briefing	Unison, RFU, FOA	Gillingham Fire Station
	Tue 26 Aug 14	Joint	Rep Bodies	Meeting		Mere Fire Station
20 OCTOBER CONSULTATION END DATE						

Internal Consultation: Staff Briefings

	Date	Audience	Where
21 JULY CONSULTATION START DATE			
AUG	Fri 08 Aug 14	For officers delivering input	Dorset FRS HQ
	Fri 29 Aug 14	For officers delivering input	Dorset FRS HQ
SEPT	Tue 02 Sep 14	Bournemouth & Poole station briefing (white)	Springbourne Fire Station
	Tue 02 Sep 14	Blandford station briefing	Blandford Fire Station
	Tue 02 Sep 14	Bere Regis & Wareham station briefing	Wareham Fire Station
	Wed 03 Sep 14	Maiden Newton station briefing	Dorchester Fire Station
	Thu 04 Sep 14	Bournemouth & Poole station briefing (blue)	Springbourne Fire Station
	Thu 04 Sep 14	Weymouth RDS station briefing	Weymouth Fire Station
	Fri 05 Sep 14	Bournemouth & Poole station briefing (green)	Springbourne Fire Station
	Mon 08 Sep 14	Weymouth WT briefing (Red)	Weymouth Fire Station
	Mon 08 Sep 14	Bournemouth & Poole station briefing (red)	Springbourne Fire Station
	Mon 08 Sep 14	Lyme Regis & Charmouth station briefing	Lyme Regis Fire Station
	Mon 08 Sep 14	Beamminster station briefing	Beamminster Fire Station
	Tue 09 Sep 14	All staff	Joint Emergency Services Building, Poole
	Tue 09 Sep 14	All staff	Dorset FRS HQ
	Tue 09 Sep 14	Swanage station briefing	Swanage Fire Station
	Wed 10 Sep 14	Weymouth WT briefing (white)	Weymouth Fire Station
	Thu 11 Sep 14	Weymouth WT briefing (Blue)	Weymouth Fire Station
	Thu 11 Sep 14	Portland station briefing	Portland Fire Station
	Tue 16 Sep 14	Springbourne station briefing	Springbourne Fire Station
	Wed 17 Sep 14	Sherborne station briefing	Sherborne Fire Station
	Wed 17 Sep 14	Ferndown station briefing	Ferndown Fire Station
	Fri 19 Sep 14	Control (Blue)	Dorset FRS Control
	Mon 22 Sep 14	Control (Green)	Dorset FRS Control
	Mon 22 Sep 14	Bridport station briefing	Bridport Fire Station
	Mon 22 Sep 14	Sturminster Newton station briefing	Sturminster Newton Fire Station
	Tue 23 Sep 14	Control, Red Watch	Dorset FRS Control
	Tue 23 Sep 14	Wimborne station briefing	Wimborne Fire Station
	Thu 25 Sep 14	Control, White Watch	Dorset FRS Control
	Thu 25 Sep 14	Hamworthy & Poole station briefing	Poole Fire Station
	Mon 29 Sep 14	Weymouth WT briefing (Green)	Weymouth Fire Station
	Mon 29 Sep 14	Gillingham station briefing	Gillingham Fire Station
	Mon 29 Sep 14	Shaftesbury station briefing	Shaftesbury Fire Station
Mon 29 Sep 14	Dorchester station briefing	Dorchester Fire Station	
Tue 30 Sep 14	Cranborne & Verwood station briefing	Verwood Fire Station	
Thu 02 Oct 14	Christchurch station briefing	Christchurch Fire Station	
20 OCTOBER CONSULTATION END DATE			

External Consultation: Local and national politician groups

	Date	Service	Audience	What	Detail	Where
21 JULY CONSULTATION START DATE						
JULY	Wed 23 Jul 14	Dorset	Local politicians	Briefing	Bournemouth Borough Council members.	Town Hall, Bournemouth
AUG	Wed 06 Aug 14	Dorset	Key stakeholders	Letter & leaflet pack	Including politicians, councillors, CEs and senior officers	
	Tue 12 Aug 14	Dorset	Local politicians	e-mail	Poole Councillors, signposting consultation portal	
	Wed 13 Aug 14	Dorset	Local politicians	e-mail	Bournemouth Councillors, signposting consultation portal	
	Mon 18 Aug 14	Dorset	MPs	e-mail	Message to Dorset MPs from Cllr Rebecca Knox, Chair of Dorset Fire Authority	
SEP	Thu 04 Sep 14	Joint	DCLG	Meeting		Home Office, London
	Wed 10 Sep 14	Dorset	Fire Minister	Letter	Penny Mordaunt re potential merger timetable	
	Wed 10 Sep 14	Dorset	Fire Minister	Letter	Merger timetable	
	Mon 15 Sep 14	Dorset	Other	Meeting	Dorset Association of Parish & Town Councils	Lubbecke Way, Dorchester
	Tue 23 Sep 14	Dorset	Local politicians	Briefing	Borough of Poole members	Civic Centre, Poole
	Wed 24 Sep 14	Dorset	Parish Councillors	e-mail	Signposting consultation	
OCT	Wed 08 Oct 14	Dorset	Fire Minister	Meeting	Oliver Letwin MP & DCLG officers	Westminster
	Wed 08 Oct 14	Dorset	Fire Minister	Letter	Recap of discussion & clarifying requirements	
	Thu 09 Oct 14	Dorset	Local politicians	Briefing	Dorset County Councillors	County Hall, Dorchester
	Tue 28 Oct 14	Joint	MPs	Briefing	Dorset, Wiltshire & Swindon MPs. Minister invited	Westminster
20 OCTOBER CONSULTATION END DATE						

External Consultation: Media

	Date	Audience	What	Detail
21 JULY CONSULTATION START DATE				
JUL	Thu 24 Jul 14	Media	Press release	44 Consultation starts into future of Fire & Rescue Service
SEP	Fri 05 Sep 14	Media	Press release	51 Your Fire and Rescue Service, your say
OCT	Fri 17 Oct 14	Media	Press release	Dorset and Wiltshire celebrate £5.54m funding support from government
20 OCTOBER CONSULTATION END DATE				

External Consultation: Social Media

	Date	Service	What	Detail	
21 JULY CONSULTATION START DATE					
JULY	Thu 24 Jul 14	Dorset	Social media	Facebook & Twitter - public consultation into possible combination with Wiltshire FRS started on Monday. Have your say	
	Wed 30 Jul 14	Dorset	Social media	Twitter - have your say	
	Thu 31 Jul 14	Dorset	Social media	Consultation video about combination with Wiltshire FRS up-loaded onto YouTube	
	Sat 02 Aug 14	Dorset	Social media	Twitter - have your say	
	Sun 03 Aug 14	Dorset	Social media	Twitter - have your say	
	Tue 05 Aug 14	Dorset	Social media	Twitter - have your say	
	Tue 05 Aug 14	Dorset	Social media	CFO Twitter - meeting with unions to discuss consultation	
AUG	Wed 06 Aug 14	Dorset	CFO blog	Combination work up-date	
	Thu 07 Aug 14	Dorset	Social media	Twitter - have your say	
	Fri 08 Aug 14	Dorset	Social media	Twitter - have your say plus a RT from Wiltshire	
	Fri 08 Aug 14	Dorset	Social media	Twitter - have your say, plus re-tweet from Wiltshire	
	Sat 09 Aug 14	Dorset	Social media	Twitter - have your say	
	Fri 15 Aug 14	Dorset	Social media	Twitter - have your say	
	Mon 18 Aug 14	Dorset	Social media	Twitter - have your say	
	Wed 27 Aug 14	Dorset	Social media	Twitter - have your say	
	SEP	Sat 06 Sep 14	Dorset	Social media	Twitter - have your say
		Sun 07 Sep 14	Dorset	Social media	DG Twitter re meeting with Wiltshire FRS about collaboration/combination
Mon 08 Sep 14		Dorset	Social media	Re-tweet from Wiltshire FRS - have your say	
Wed 10 Sep 14		Dorset	Social media	Twitter - have your say	
Sat 13 Sep 14		Dorset	Social media	Twitter - have your say	
Mon 15 Sep 14		Dorset	CFO blog	Consultation reminder	
Tue 23 Sep 14		Dorset	Social media	Facebook - consultation reminder	
Thu 25 Sep 14		Dorset	Social media	Facebook - consultation reminder	
OCT	Thu 02 Oct 14	Dorset	CFO blog	Consultation reminder	
	Mon 20 Oct 14	Dorset	Social media	Twitter - Reminder of consultation closure	
20 OCTOBER CONSULTATION END DATE					

External Consultation: Public

	Date	Audience	What	Detail	Where
21 JULY CONSULTATION START DATE					
AUG	Wed 06 Aug 14	Public	Letter & leaflet packs	Posted to 6000 residents (randomly selected by ORS)	
	Wed 06 Aug 14	Public	Letter & leaflet packs	Left at fire stations, libraries and public buildings	
SEP	Thu 18 Sep 14	Public	Residents forum	Gillingham	Gillingham Town Council
	Mon 22 Sep 14	Public	Residents forum	Wimborne	Town Hall, Wimborne
	Tue 23 Sep 14	Public	Residents forum	Christchurch	Greystones Hall, Highcliffe
OCT	Wed 01 Oct 14	Public	Residents forum	Weymouth	Weymouth Safewise Centre
	Thu 02 Oct 14	Public	Residents forum	Bridport	Mountfield, Bridport
	Mon 06 Oct 14	Public	Residents forum	Wareham	Purbeck Comprehensive School, Wareham
	Tue 07 Oct 14	Public	Residents forum	Bournemouth	Bournemouth Learning Centre
	Wed 08 Oct 14	Public	Residents forum	Poole	Poole Fire Station
20 OCTOBER CONSULTATION END DATE					

External Consultation: Business Community and Voluntary Sector

	Date	Audience	What	Detail	Where
21 JULY CONSULTATION START DATE					
SEP	Sep 2014	Business Community	Letter & follow up telephone call	ORS invite to partake in forum	
	Sep 2014	Voluntary Sector	Letter & follow up telephone call	ORS invite to partake in forum	
	Wed 24 Sep 14	Voluntary Sector	e-mail	To voluntary groups signposting the consultation	
OCT	Tue 07 Oct 14	Business Community	Business forum	Bournemouth	Bournemouth Learning Centre
	Tue 07 Oct 14	Voluntary Sector	Voluntary sector forum	Bournemouth	Bournemouth Learning Centre
20 OCTOBER CONSULTATION END DATE					

External Consultation: Other Stakeholders

	Date	Service	Audience	What	Detail	Where
21 JULY CONSULTATION START DATE						
JULY	Wed 02 Jul 14	Dorset	LRF	Meeting		Dorset FRS HQ
	Thu 31 Jul 14	Joint	LRF	e-mail	Notification of start of consultation	
AUG	Thu 07 Aug 14	Joint	FRS	e-mail	Consultation starts	
SEP	Thu 18 Sep 14	Dorset	Other Dorset partners	Meeting	West Dorset Partnership meeting	Dorchester
	Tue 23 Sep 14	Joint	FRS	Meeting	SW Chief and Chairs meeting	Holiday Express Taunton
OCT	Thu 02 Oct 14	Joint	Auditors	Meeting	With SW Audit and SBC	Gillingham Fire Station - tbc
20 OCTOBER CONSULTATION END DATE						

Media Interest

	Date	Service	What	Media	Detail
21 JULY CONSULTATION START DATE					
JULY	Thu 24 Jul 14	Dorset	BBC Dorset on line	On-line	Fire Services merger considered for Dorset and Wiltshire
	Thu 24 Jul 14	Dorset	Dorset Echo	Press	Fire Services merger considered for Dorset and Wiltshire
	Thu 24 Jul 14	Dorset	Wiltshire & Gloucestershire Standard	On-line	
	Thu 24 Jul 14	National	BBC News England	Press - on-line	Wiltshire and Dorset fire service merger: Consultation begins
	Fri 25 Jul 14	Dorset	BBC Local breakfast show	Radio	Radio interview with Chris Devine & then Rebecca Knox
	Sun 27 Jul 14	Dorset	Wessex FM	Radio	Fire Services merger considered for Dorset and Wiltshire.
	Tue 29 Jul 14	Dorset	FIA	Press - on-line	Fire Services merger considered for Dorset and Wiltshire
AUG	Wed 06 Aug 14	Dorset	Western Gazette	Press on-line	Residents in Dorset and Wiltshire urged to have their say on the future of fire services
SEP	Wed 10 Sep 14	Dorset	Western Gazette	Press on-line	Before the consultation ends - Residents in Dorset and Wiltshire urged to have their say on the future of fire services
	Fri 26 Sep 14	Dorset	Wiltshire & Gloucestershire Standard	On-line	
20 OCTOBER CONSULTATION END DATE					

Written Submissions Received during the Consultation Period

	Date	Service	Who	What	Detail
21 JULY CONSULTATION START DATE					
AUG	13 Aug 14	Dorset	Leader of the Independents on Bournemouth Council	e-mail	We had a very good presentation from Darran Gunter a few weeks ago
	29 Aug 14	Dorset	Member of public	e-mail	Asked for total cost of consultation document
SEP	02 Sep 14	Dorset	MP	Letter from Richard Drax	In favour of option 3
	08 Sep 14	Dorset	Bournemouth Council	Letter from Cllr John Beesley (leader)	In favour of option 3 but require an assurance to have specific and regular discussions on the provision of service in Bournemouth
	25 Sep 14	Dorset	Glos FRS	Glos FRS response	CFO covering letter, plus questionnaire (Op 3 preferred)
OCT	01 Oct 14	Dorset	Member of public	e-mail from Mike Keatinge	Although papers say repeatedly no decisions have been taken it seems that a decision has in fact been taken that any merger would be with Wiltshire. Why Wiltshire? The view from Sherborne will recognise the long border of west Dorset with south Somerset and the nearest large town in Yeovil and that for the Bridport, Lyme Regis area Wiltshire is almost a foreign country. Would it not be as appropriate to merge with Devon and Somerset. We need to keep an eye on what alliances are being made by other areas of our life. Which way is Dorset looking for the future of health, social services, education and transport? Strongly advocate the development of a front office in each major town covering fire, police, local authority and ambulance services. Does not see the relevance of the 'about you' questions.
	01 Oct 14	Dorset	Stours Parish Council	e-mail	Parish Council has a concern over any withdrawal of local service. Does scenario 3 ensure a continued on-call service to be maintained without us having to worry whether the newest fire station is further away with a longer response time and whether they commit to keeping it open long term. It appears that a decision has all but been made in favour of scenario 3 despite what is actually stated. As this would allegedly yield the greatest saving because of amalgamation of back office services it ought to offer the best prospect of maintaining front line services.
	01 Oct 14	Dorset	Dorset Association of Parish and Town Council	Letter from Dorset Association of Parish and Town Councils	Did not find any of the arguments compelling. Strong support for following: Need to retain strong local accountability Continued strong community collaboration Continued fire prevention work Careful consideration to be given to the impact on Dorset CC support services
	07 Oct 14	Joint	SW NFU	e-mail.	Financial reductions should not negatively impact the ability of frontline staff or equipment to operate quickly and effectively in rural and/or remote areas Structural changes should not impact the ability of frontline staff or equipment to operate quickly and effectively in rural and/or remote areas regardless of if the two authorities remain independent or merge Response times to rural areas are notably longer than urban equivalents and much work has been done to ensure that the gap becomes smaller over recent years Changes to the financial and structural operation of the Authority must not increase rural response times Local knowledge of call centre staff should not be compromised as part of any financial or structural changes In Wiltshire and Swindon engagement with the farming community has been good to date, notably with regard to property information boxes Initiatives and engagement such as this should not be compromised and must be continued Consideration must also be given to the needs of vulnerable persons in rural farming communities We will be interested to view in-depth analysis of the impacts of each of the 3 proposed scenarios

Written Submissions Received during the Consultation Period (continued)

	Date	Service	Who	What	Detail
	06-Oct-14	Dorset	Representative body	Letter	The view of the Fire Officers Association is that option 3 is the preferred of the three options. They agreed with the vision of a safe, string and sustainable fire and rescuer service, making our communities safe in the future, while protecting and strengthening front-line services. They recognised the detailed planning undertaken that had put the service in a good position to move forward. They expressed concern with regard to the pressure and workloads that delivering a new fire and rescue service would create while continuing to deliver everything that is currently expected. They raised concerns over the possibility of considerable opportunities for savings within flexible duty officers regarding uncertainty around a joint flexible duty rota and the contractual changes that this may require.
	09 Oct 14	Dorset	Member of public	e-mail from Ian Watson	Suggests 4th option - Wiltshire & Dorset merge their back office functions
	09 Oct 14	Dorset	Bridport Town Council	e-mail	Members commented that it was clear from the consultation document that the preferred option of the Dorset Fire Authority was that it mergers with Wiltshire & Swindon Fire Authority to create a single combined fire authority. Members emphasised that it was important to receive assurances that the level of service, response times and local resources in the Bridport area would not be adversely affected if the merger went ahead. Any service reductions should not be at the local level.
	10 Oct 14	Dorset	MP	Oliver Letwin letter - consultation response	In favour of option 3
Undated	Undated	Dorset	MP	Tobias Ellwood MP	Supporting option 3 but would like to see greater collaboration between all SW blue light services. Refers to his report 2013 Improving Efficiency, Inter-operability, and Resilience in our Bluelight Services
	11 Oct 14	Dorset	The Borough of Poole	Elaine Atkinson	Twitter response
	13 Oct 14	Dorset	Department of Communities and Local Government	Letter from Sir Bob Kerslake	Stated that the Government fully supports fire and rescue authority voluntary mergers where these are shown to deliver improved cost effectiveness and efficiencies but that it was important to recognise that it was a local decision. There was therefore no role for central government to comment or intervene in this locally-led matter
	17 Oct 14	Dorset	Police and Crime Commissioner	Police and Crime Commissioner	The Dorset Police and Crime Commissioner has responded to say that it is clear that option 3 appears to be the most practical option for maintaining services and making the required savings over the years ahead. He did raise the following issues: <ul style="list-style-type: none"> • It was not clear what potential mergers with other fire authorities were considered and why they were potentially ruled out and if potential partnerships such as the H3 Partnership in Hampshire were considered • He was unsure what the impact of the merger would mean in real terms? (structure, staff numbers, impact on estate). He was also concerned over the potential make- up of the combined fire authority • He requested reassurance that the proposed merger would not hinder further collaborative work with Dorset Police
	Undated	Dorset	Representative body	Letter	UNISON has responded that it acknowledges that a merger with Wiltshire & Swindon Fire Authority, to create a single combined fire authority, while also collaborating with other local authorities is the preferred option for support staff and that a fire to fire merger is the only way that significant savings can be made without implementing drastic cuts to both support staff and front line service delivery. They identified a significant concern about travel distances involved and that senior managers must have a realistic expectation of staff workloads. Unison opposes any compulsory redundancies amongst support staff as well as any erosion of current terms and conditions.
	17 Oct 14	Dorset	Langton Matravers Parish Council	Letter	Concerned that the leaflet and questionnaire did not necessarily represent the only possibilities. They supported option 2, but did so on the basis that it is the least unacceptable of the preferred options. Their preferred solution would be for the fire authority to remain independent but to share integrated HR, ICT and Finance back office as this would retain local democratic oversight while providing significantly greater savings than those offered in option 2
	20 Oct 14	Dorset	Representative body	Submission	No opinion was directly expressed in relation to the scenarios. The FBU have stated that they believe that local, as well as national, political decision-making have created the financial circumstances being faced by us. They believe that that the consultation approach was flawed in so far as the fire authority should have consulted the public over a greater fire-precept level to create a financially sound situation that is less reliant on the retained duty system and allows the age profile of the workforce to be rebalanced. They have expressed some concerns about the future democratic accountability of any new fire authority and sought assurances that there will be no reductions in fire stations, appliances or uniformed station based posts and that employment terms and conditions will be protected.
	20 Oct 14	Dorset	Swanage Town Council	Letter	Supported Option 2 with increased collaboration and integration while working with partners. They felt that local knowledge from local retained staff often proved invaluable in an emergency. They were concerned that merging into a single combined fire authority would not be beneficial for the Dorset service
	20 Oct 14	Dorset	MP	Robert Walter MP	Supporting Option 3but would like an assurance that DFRS would retain its local identity and connection to the local communities it serves and that Dorset residents would remain properly represented in any reformed governance structure. He welcomed the greater resilience, buying power and overall financial security that a combined fire authority has the potential to offer his constituents and the people of Dorset
20 OCTOBER CONSULTATION END DATE					

Questions Received during the Consultation Period

Internal questions/points raised
What are we doing about cost savings from selective alerting and how is this money being re-allocated?
Presentation too biased towards options 6 & 7. It was felt that the other options were too negatively presented in the Powerpoint
Wage differentials likely to be identified during JE and job description re-writes - what is going to happen initially after 1 April 2016, how will this be addressed as there could be issues with staff in Wilts and Dorset doing the same of similar tasks but at different rates of pay?
Was income generation considered?
Why have Wilts come to a council tax D band level of £63 and we are at £66?
When the DFA and WFA meet to consider the consultation results - what will they do if the options selected by those responding to the consultation don't align with the wishes of either fire authority will they just override the public option and implement their preferred option?
Will there be wholesale redundancies post 1 April 2016 based on the new job descriptions and JE processes as this is often what occurs in the corporate environment when companies combine?
Are Wiltshire FRS staff signed up to this as DFRS?
Will we still need the same number of staff in support teams once the combination goes live?
Is there a contingency plan if this doesn't work out?
How will any combination or cost savings affect stations in the north of Dorset?
What is the cost per station/call out to compare the efficiency of each
How are the differences between Dorset & Wiltshire on call contracts and pay going to be resolved?
What alerting systems are used in Wiltshire?
There is some concern regarding the issue of new contracts of employment and what could be changed regarding the terms of their employment when this happens.
What happens if the combination doesn't go ahead?
Are we looking to share premises with the Police?
What happens if we do this combination work, then a few years down the line we have to make further significant cuts?
What other options have been considered?
How will the effects on mobilising between counties be handled?
What does having a new contract of employment mean in practice?
Have we explored all premises sharing options with partners?