



HUMBERSIDE FIRE AND RESCUE SERVICE

Emergency Response

Safe to Ride Policy

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Responsible Person	Head of Emergency Response East Riding of Yorkshire
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What we must
do well



How we support our
communities



We value and support
the people we employ



We efficiently manage
the Service

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1. INTRODUCTION

This policy sets out the organisational position and parameters of when Humberside Fire and Rescue (HFRS) employees and non HFRS employees are permitted to attend operational incidents.

There are three categories which people fall into when attending incidents on fire engines, these include:

- Safe to ride contributing to the minimum crewing number.
- Safe to ride not contributing to the minimum crewing number.
- Safe to ride as an observer.

For a fire engine to be operationally available, a set number of employees are required, who must be adequately trained to be safe and effective at operational incidents. Within HFRS, the minimum crew number for a fire engine is four, with specific fire engines having a minimum crew number of five in business-as-usual conditions.

Core Code of Ethics

HFRS has adopted the Core Code of Ethics for Fire and Rescue Services. The Service is committed to the ethical principles of the Code and strives to apply them in all we do, therefore, those principles are reflected in this Policy.

National Guidance

Any National Guidance which has been adopted by HFRS, will be reflected in this Policy.

2. EQUALITY, DIVERSITY AND INCLUSION

HFRS has a legal responsibility under the Equality Act 2010, and a commitment, to ensure it does not discriminate either directly or indirectly in any of its functions and services or in its treatment of staff, in relation to race, sex, disability, sexual orientation, age, pregnancy and maternity, religion and belief, gender reassignment or marriage and civil partnership. It also has a duty to make reasonable adjustments for disabled applicants, employees and service users.

3. AIM AND OBJECTIVES

The aim of this policy is to provide a safe, effective and standardised approach towards riding on fire engines to operational incidents.

The objectives of this policy are to:

- Enhance employees' and others' awareness of operational incidents.
- Support operational employees in gaining real world exposure to operational incidents.
- Support neurodiverse employees by enabling them to view live incidents and

- put training elements into real world practice and on the job training.
- Maintain the competencies of trainee firefighters through the recruits training course.
- Reduce the burden on On-Call firefighters in taking extensive time off from their primary employment to complete the recruit firefighter training course before they are able to attend operational incidents.
- Maintain the interests of trainee firefighters whilst waiting for training courses to become available and continue to make them feel valued.
- Enhance the number of firefighters on the fireground who are able to contribute to incident operations, over and above the minimum number of firefighters.

4. ASSOCIATED DOCUMENTS

- [Equality Impact Assessment](#)
- [Incident Command Policy](#)
- L1 to L3 Framework
- Legal References
 - Health and Safety at Work Act 1974
 - Fire Service Act 2004
 - Civil Contingencies Act 2004
- National Guidance
There is no specific National Guidance relevant to this policy.

5. DEFINITIONS

Safe to ride contributing to crewing: when an operational employee has attained the minimum skills sets through the completion of specific elements of the recruit firefighter initial training course.

Safe to ride not contributing to crewing: when an operational employee is undergoing the recruit firefighter initial training course. They must have completed and passed specific elements, as outlined within this policy. They are permitted to ride the fire engine as an additional crew member over and above the minimum crew number for the specific fire engine.

Safe to ride as an observer: when either an employee of HFRS, or approved visitor, is permitted to attend operational incidents on a fire engine in an observational capacity only.

Examples include, but not limited to:

- Any employee to gain an understanding of operational response and activity
- A reporter making a documentary on HFRS to gain real footage of emergency response activities.

6. SAFE TO RIDE CONTRIBUTING TO CREWING

Operational employees are permitted to form part of the fire engine minimum crew number when they have completed and passed the following elements of the initial

training course:

- Service induction
- IOSH working safely
- Manual Handling
- Fire ground skills (pumps and ladders)
- Breathing Apparatus (BA)
- Working at Height (W@H) Level One
- Road Traffic Collision (RTC)

The following skills sets may then be completed thereafter:

- Immediate Emergency Care (IEC)
- Water Rescue Responder
- Hazardous Materials
- Any specialist skill set required depending on the Fire Station

7. SAFE TO RIDE NOT CONTRIBUTING TO CREWING

‘Safe to ride not contributing to crewing’ is beneficial to employees in respect of gaining a real world understanding of incidents, throughout their training course.

The concept is not limited within either duty system, however, by nature of how the On-Call duty system recruit course is structured, it will be more frequent for On-Call employees to ride a fire engine in the capacity of not contributing to the minimum crew number.

It is not permitted to mobilise a fire engine to operational incidents without a minimum of four employees, who have completed the required training to form part of the crew numbers. With the exception of Incident Support Teams, as outlined within the Incident Support Team Policy.

Employees riding a fire engine in a ‘safe to ride not contributing to crewing’ capacity:

- Are permitted to undertake activities on the fire ground commensurate to the training which they have received.
- Must follow the direction of the OIC and/or operational crew members who are adequately trained to form part of the crew numbers.
- Will wear Personal Protective Equipment (PPE) commensurate to the type of incident and activity being performed, in accordance with the PPE equipment manual and OIC instructions.
- Will be identifiable as ‘safe to ride not contributing to crewing’.
- Are not permitted to form part of the minimum crew number until the training elements which are outlined in the ‘safe to ride contributing to crewing’ section are completed.
- Will highlight they are a ‘safe to ride’ employee to the OIC and/or other crew member if they are asked to perform a task they are not trained to do.
- Will be operationally fit (fitness test/medical in date).

Skills Sets

Those riding a fire engine in a 'safe to ride not contributing to crewing' capacity must have completed and passed the following elements of the recruit firefighter training course:

- HFRS induction
- IOSH working safely
- Manual Handling
- Fireground skills (pumps and ladders)

Throughout the recruit firefighter initial training course, the employee will progressively gain additional skill sets.

Pay

The employee will be classified as a trainee until they are 'safe to ride' contributing to the minimum crew numbers. As such, they will be paid at trainee rate.

On-Call employees will be paid for any disturbance, attendance and turnout they attend. However, they will not be paid a retaining fee until they are contractually obligated to provide a set amount of On-Call cover hours. This will be at the point where they can contribute to the minimum crew numbers.

Identification

Employees who are 'safe to ride not contributing to crewing' will be identifiable on the fireground by:

- A red helmet plate (the same as firefighters in development)
- A red rank marking on the front of the tunic
- A sticker on their helmet with the wording 'S2R'
- An orange tally with the additional wording of 'S2R' printed on the tally

Ability to assume a position on the engine

Full-Time firefighters: will be proactively planned to assume a position on the fire engine.

On-Call firefighters: will only be permitted to assume a position on the fire engine when there is a spare space. They will not be permitted to take the place of a firefighter who can contribute to crewing numbers.

Fire engine crewing numbers

Fire Control will be notified of the number of firefighters on each fire engine. The employee who is not contributing to the crewing number will be denoted as additional.

Worked example:

Callsign: crew of four plus one 'safe to ride'

On-Call Specific

The employee who is 'safe to ride not contributing to crewing' will:

- Be issued with a pager and permitted to attend the fire station upon pager activation.
- Not be declared as available or contributing to crewing numbers on the availability system.
- Only turn out on the fire engine if there is a spare place for them.
- Be paid for the disturbance, attendance or turnout.
- Not be permitted to complete any cover shifts at Full-Time or other On-Call fire stations, or ride fire engines at stations other than their home station.

8. SAFE TO RIDE AS AN OBSERVER

A Group Manager must authorise an observer to ride a fire engine or with a Flexi duty officer prior to doing so.

The observer will:

- Be a minimum age of 18 years.
- Undergo a safety brief.
- Always follow the instruction of the OIC and/or operational crew members.
- Be chaperoned at all times.
- Wear steel toe cap boots/safety shoes and when deemed appropriate by the fire engine officer in charge, a hard hat or other Personal Protective Equipment.
- Be shown how to mount and dismount the fire engine safely.

Depending on the incident, to safeguard the observer and to enable the operational crew to carry out critical tasks where there could be a physical or psychological risk to the observer, the OIC may request that the observer remains on the fire engine.

Any observer who is subject to a Critical Incident Stress Management (CISM) trigger incident, will be considered to take part in the CISM process, or other suitable intervention as determined by the CISM coordinator.

9. ADDITIONAL HEALTH AND SAFETY MEASURES

- Implement pre-deployment briefings for all employees, including observers and non-contributing crew, to outline specific risks and responsibilities.
- The OIC will conduct periodic dynamic risk assessments to evaluate the suitability of tasks for personnel, especially in complex or hazardous environments.
- Tasks must be based on training levels (e.g., only certified BA users can enter hazardous atmospheres).
- A buddy system should be introduced in high-risk environments such as

roadways, etc

- Mitigate the risk to Observers of psychological risks from exposure to traumatic incidents.
- Provide instructions on what to do in an emergency that leads to an evacuation or relocation to a safe area.
- Employees must have completed manual handling training.
- Unless trained to do so, employees should not be exposed to working in or near water, hazardous materials or at height.

If you require any further information in relation to this guidance, please contact Emergency Response East Riding of Yorkshire District