A Critical Review of Literature on the Fire and Rescue Service in England and Wales

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BMFR400

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1. Introduction

This paper will discuss 3 different sources about the fire services in Wales and England and to show what happens in the fire services and to see if they are credible or not. In source one i will be talking about An Interview Study of the Experiences of Firefighters in Regard to Psychological Contract and Stressors. In source two it will be out about Unlearning and consent in the UK Fire and Rescue Service. And with the final source i speak about Fire and rescue operational effectiveness: the effect of alternative crewing patterns.

2. Source 1 Review

2.1 source title

An Interview Study of the Experiences of Firefighters in Regard to Psychological Contract and Stressors Duran, Woodhams, and Bishopp (2018)

2.2 Summary of the Source

2.3 Critical Evaluation of Credibility

This study explored the workplace stress and wellbeing of UK firefighters whilst employed within the fire and rescue service. The research utilised a qualitative research methodology consisting of interviews which revealed five key themes: 'Motives', 'Mutual obligations', 'Stressors and their effects', 'Moderators', and 'Retention factors'. The research found that austerity measures are intensifying job demands, reducing staff numbers and raising questions surrounding the organisation's ability to meet employee expectations. These findings are significant for human resource departments seeking to understand the impact of funding cuts on the psychological contract.

Apply the recommended criteria:

- **Authorship:**
  The journal was made by Fazeelat Duran
  - Their expertise or role?
    Fazeelat Duran is in the School of Psychology, University of Birmingham
- **Publication Type:**
  This is academic is a journal
- **Date of Publication:**
  - This journal was made in 2018 therefore its over 5 years but they have assess the laws within the fire service.
- **Purpose and Objectivity:**
  - The source is quantitative and qualitative as they interviewed 11 people over different stations and from that it is factual but as it isn't from a bigger perspective but from the data, she gained over the 11 people she interviewed it would be qualitative.
- **Use of Evidence:**

Some of these are opinion base as its coming from themselves but it also is factual as its coming from the fire service.

Finish with a short statement on how credible the source is *overall*.

- From the evidence given from the source it shows that it is factual but as it hasn't come from a bigger picture and only 11 people. So it has got a credible source but at a smaller picture.

3. Source 2 Review

3.1 source title

Unlearning and consent in the UK Fire and Rescue Service (Brooks, Grugulis and Cook, 2022)

3.2 Summary of the Source

This article shows the clean slate approach to unlearning, which shows that new knowledge requires discarding old knowledge. Based on the same study of the UK Fire and Rescue Service, it argues that firefighters retain prior knowledge to assess new practices. The trust and consent of these firefighters are vital for the successful implementation of innovations, highlighting their role as active agents in the change process.

3.3 Critical Evaluation of Credibility

- **Authorship:**
  - James Brooks, Irena Grugulis, and Hugh Cook
  - Their expertise or role?
  - The University of Leeds, Woodhouse Lane, Leeds LS2 9JT, UK.
- **Publication Type:**
- This is academic journal.
- **Date of Publication:**
- This was first published online June 24, 2021
- **Purpose and Objectivity:**

The purpose of this journal shows the learning and knowledge in the fire services

- **Use of Evidence:**
  Some of these are opinion base as its coming from themselves but it also is factual as its coming from the fire service.
    - From the evidence given from the source it shows that it is factual but as it hasn't come from a bigger picture and only 11 people. So it has got a credible source but at a smaller picture.

4. Source 3 Review

4.1 Full Harvard Reference

Fire and rescue operational effectiveness: the effect of alternative crewing patterns (Maher, Bateman, and Randall 2020)

4.2 Summary of the Source

The is a decreasing demand and reduced budgets that is driving changes to traditional crewing methods in the UK Fire and Rescue Service. operational data within a framework, this paper considers the impact of alternative crewing on operational effectiveness in the UK . A change in crewing patterns was implemented without an overall impact on operational effectiveness, but possibly at a risk to wider operational resilience. The Overall Effectiveness of Fire Operations assessment tool can inform FRS decision making in an authentic way that allows stakeholder confidence in the outcomes while being timely and not overly complex or costly to evaluate. The OEFO approach represents an important contribution to practice through its ability to assess public services at a time of challenging reform and demonstrates that alterations can be made to crewing patterns to better match demand, provided there is a potential wider impact.

4.3 Critical Evaluation of Credibility

- **Authorship:**
  The author of this journal is Taylor and Francis
  Their expertise or role?
  They both go to The University of Leeds, Woodhouse Lane, Leeds LS2 9JT, UK.
- **Publication Type:**
  This is academic journal.
- **Date of Publication:**
  This journal was published in 2020 and that makes it a credible source to gain information about the fire service.
- **Purpose and Objectivity**
  In this journal they speak about there has been a decrease in funding for the fire services and how that may affect them as them having less funding for tools and less people to work and by doing this they won't have enough people for a crew and they may affect timing of response to calls and can cause more risk to the public

- **Use of Evidence:**
  Some of these are opinion base as its coming from themselves but it also is factual as its coming from the fire service and the government cutting the budget
    - From the evidence given from the source it shows that it is factual sources as they are cutting the budget cost to the fire services.

5. Conclusion

This review has shown how each of the three sources brings a different perspective to the challenges and developments within the UK Fire and Rescue Service. Source 1, Duran et al. (2018), developed the theme of firefighter wellbeing and the psychological contract, using interview data to detail how austerity and organisational pressures impact on staff expectations and levels of stress. Source 2, Brooks et al. (2022), addressed learning and organisational change, showing how firefighters learn new things while balancing acquired knowledge and trust in the system. Source 3, Maher et al. (2020), took a more operational and data-led approach, examining alternative crewing patterns for their impact on effectiveness and resilience across the service.

In terms of credibility, Source 3 was the strongest since it relied on two years of operational data and a structured assessment tool, thus having a broader and more objective evidence base. Source 1 and Source 2 were credible academic studies, too, but each was heavily reliant on small interview samples in presenting their findings, hence becoming narrower viewpoints, albeit very valuable ones. Nevertheless, all three originated from reputable academic authors and were published in peer-reviewed journals, thus strengthening their trustworthiness.

Establishing credibility is important for both academic purposes and within the fire and rescue service. Academically, it will help establish well-supported and reliable arguments. Professionally, decisions based on poor or biased evidence directly affect the safety of members and the public, resource management, and public trust in an emergency service. Understanding the strengths and limitations of evidence helps avoid making inaccurate assumptions and allows for better decision-making.

This exercise will help support Level 4 study by developing critical thinking, information literacy, and the ability to judge the value of different types of research. These skills help learners engage more confidently with academic sources while strengthening their professional judgment, an important capability for individuals working in the fire and rescue sector.

6. Reference List

Duran, F., Woodhams, J. and Bishopp, D. (2018) 'An Interview Study of the Experiences of Firefighters in Regard to Psychological Contract and Stressors', *Employee Responsibilities & Rights Journal*, 30(3), pp. 203–226. doi:10.1007/s10672-018-9314-z.

Brooks, J., Grugulis, I. and Cook, H. (2022) 'Unlearning and consent in the UK Fire and Rescue Service', *Human Relations*, 75(12), pp. 2300–2317. doi:10.1177/00187267211031179.

Maher, K., Bateman, N. and Randall, R. (2020) 'Fire and rescue operational effectiveness: the effect of alternative crewing patterns', *Production Planning & Control*, 31(14), pp. 1195–1206. doi:10.1080/09537287.2019.1701232.