

11. IRMP 2011/12 Update - Review of the Provision of Operational Training and Development

Purpose of report

1. To inform the Policy and Resources Committee of the outcomes of the Integrated Risk Management Plan (IRMP) 2011/12 Objective No. 6, the Review of Operational Training and Development.
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Recommendation

The Chief Fire Officer recommends that the report is noted.

Introduction and Background

2. As part of the IRMP process, the 2011/12 annual action plan set out priorities for that financial year.
3. Objective 6 of that plan states;

Provision of Operational Training and Development

“During 2011/12 we will consider our current operational training strategy and provision to identify any potential for improvement in both effectiveness and efficiency, and implement any appropriate changes.”

4. Between April 2011 and November 2011, a comprehensive internal review of operational training was undertaken. The review evaluated the effectiveness of existing training arrangements and identified areas for improvement where appropriate. As a result, 72 specific recommendations were put forward for consideration by the Senior Management Board (SMB) and subsequently accepted in December 2011. Firefighter safety was of primary importance to the review as this has been agreed as one of the top priorities for the Service by SMB. The review was informed by both locally determined training and development requirements and also national guidance and reports, which have made various recommendations for consideration by each Fire and Rescue Service (FRS) when determining their approach to training.
5. The Review examined five distinct areas of training provision including:
 1. Strategy, guidance and supporting documentation
 2. Competence Recording Systems (Training Records)
 3. Current training provision
 4. Existing training facilities
 5. Staffing and structure of Training and Development

6. The Review specifically incorporated outcomes from the Internal Audit into the HSE Consolidation report (January 2011) which outlined a number of areas where improvements could be made to training and development to further enhance Firefighter safety whilst carrying out their operational duties.
7. It also incorporated the learning outcomes from a number of high profile incidents the outcomes of which require the FRS to reflect on their own arrangements for ensuring employees are well trained and competent.
8. The Review has considered the functions of the Training and Development Centre (TDC) and the Approved Centre, as both these departments actively contribute towards training provision and the professional development of staff.
9. In line with the Chief Fire Officer's delegated responsibilities a number of recommendations have already been presented to the Service's Senior Management Board (SMB) for consideration and a final decision, as not to have done so would have unnecessarily delayed obvious areas for improvement. Examples include changes to Breathing Apparatus (BA) training, promotion processes, competency assessment and also the streamlining of training administration.
10. Where emerging outcomes have required early FRA engagement, these have been progressed through the Policy and Resources Committee. One key outcome which has been progressed in this manner has been the resource allocation for Strategic Training Facilities.

Review Outcome

11. As a result of the IRMP Review of Operational Training, a comprehensive three part report was considered by SMB in December 2011 and approved in full for implementation. The report identifies 72 specific recommendations which are designed to fundamentally change the way in which the Service delivers operational training in the future. The report provides a detailed and comprehensive evaluation of training provision within the Service. It has identified changes which will improve operational training, firefighter safety and provide necessary assurance for training provision for the future. (See Appendix 1).
12. Additionally, a key feature of the report is the requirement that a regular ongoing review of training effectiveness will occur as an annual process.

Financial Considerations

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are financial issues that require consideration	Yes	Part One Section 9 (Appendix 1)

Legal Considerations

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are legal issues e.g. contractual and procurement, reputational issues that require consideration	No	

Additional Considerations

13. The table below sets out any additional issues arising from the proposals contained in this report and identifies the relevant paragraphs in the report where such issues are addressed.

Consideration	Yes/No	Reference in Report i.e. paragraph no.
Resources (e.g. Assets, ICT, Human Resources, Training & Development, Sustainability).	No	
Strategic Policy Links (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact).	No	
Risk Management / Health & Safety (e.g. risk management and control measures, risk register score).	No	
Consultation with Representative Bodies	Complete	

Supporting Information

Appendix 1 – IRMP Recommendation 6 Report, Provision of Operational Training and Development (2011) Part 1

Background papers – IRMP Recommendation 6 Report, Provision of Operational Training and Development (2011) Parts 2 and 3

Contact Officer

John Hodges, Area Commander Community Risk
(01905 368248)

Email: jhodges@hwfire.org.uk