



PFCC
POLICE, FIRE AND CRIME
COMMISSIONER FOR ESSEX

**Essex Police, Fire and Crime Commissioner Fire and Rescue
Authority**

Decision Report

Please ensure all sections below are completed

Report reference number: 001-20 <i>(Please contact Office of the Police, Fire and Crime Commissioner for a reference number)</i>
Government security classification Not protectively marked
Title of report: Operational Training – Investment in training facilities
Area of county / stakeholders affected: All staff
Report by : Colette Black Date of report: 28 January 2020 Enquiries to: colette.black@essex-fire.gov.uk

1. Purpose of the report

The decision of the Strategic Board on 28th January 2020 (paper attached as appendix 1) was to invest £1,993,240 to refurbish our BA facilities and provide a fit for purpose Safe Working at Heights rig.

The purpose of this report is to seek the approval of the Police, Fire and Crime Commissioner (PFCC) to make a capital investment of £1,993,240. This is referred to in the Capital Budget 2020-21 as training facilities improvement works. The investment was originally planned to be utilised over a 4 year period but will be revised to cover an 18 month period.

2. Recommendations

The PFCC is asked to enact the recommendation of the Strategic Board by:

a) Investing a total of £1,993,240 to refurbish our BA facilities and provide a fit for purpose Safe Working at Heights rig,

b) Approving the use of £1,993,240 from the capital budget for an 18 month period commencing in April 2020.

3. **Benefits of the proposal**
Please refer to the benefits detailed in the attached Strategic Board paper.
4. **Background and proposal**
Please refer to the background and proposal detailed in the attached Strategic Board paper.
5. **Alternative options considered and rejected**
Please refer to the options considered and rejected in the attached Strategic Board paper.
6. **Strategic priorities**
Please refer to the strategic priorities detailed in the attached Strategic Board paper.
7. **Operational implications**
Please refer to the operational implications detailed in the attached Strategic Board paper.
8. **Financial implications**
Please refer to the implications described in the attached Strategic Board paper.
9. **Legal implications**
Please refer to the legal implications detailed in the attached Strategic Board paper.
10. **Staffing implications**
As part of delivering the refurbishment, property surveyors will be engaged to progress the plan.
11. **Equality and Diversity implications**
There are no direct equality implications with this paper.
12. **Risks**
It is an employer's duty to protect the health, safety and welfare of their employees and other people who might be affected by their business. We must do whatever is reasonably practicable to achieve this; this includes training.
13. **Governance Boards**
This proposal was discussed at Strategic Board.
14. **Background papers**
Attached as appendix 1.

Decision Process

Step 1A - Chief Fire Officer Comments

(The Chief Fire Officer is asked in their capacity as the Head of Paid Service to comment on the proposal.)

I am in agreement with the recommendations
of this Decision Sheet.

Sign: 

Date: 28.1.2020

Step 1B - Consultation with representative bodies

(The Chief Fire Officer is to set out the consultation that has been undertaken with the representative bodies)

FRJA / FBU have been consulted with.

Step 2 - Statutory Officer Review

The report will be reviewed by the Essex Police, Fire and Crime Commissioner Fire and Rescue Authority's ("the Commissioner's") Monitoring Officer and Chief Finance Officer prior to review and sign off by the Commissioner or their Deputy.

Monitoring Officer

Sign: 

Print: P. BEATTY-SHEWELL

Date: 2 MARCH 2020

Chief Finance Officer

Sign: 

Print: NEIL CROSS

Date: 28/1/20

Step 3 - Publication

Is the report for publication? YES/NO

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'none' if applicable)

N/A

Step 4 - Redaction

If the report is for publication, is redaction required:

1 Of Decision Sheet YES/NO

2 Of Appendix YES/NO

Step 5 - Decision by the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner

I agree the recommendations to this report:

Sign: (PFCC / DPFCC)

Print:

Date signed:

I do not agree the recommendations to this report because:

.....
.....

Sign: (PFCC / DPFCC)

Print:

Date signed:

**ESSEX POLICE, FIRE AND CRIME COMMISSIONER
FIRE & RESCUE AUTHORITY**
Essex County Fire & Rescue Service



Meeting	Strategic Board	Agenda Item	7
Meeting Date	3 January 2020	Report Number	
Report Author:	Assistant Chief Executive Officer - People, Values and Culture		
Presented By	Assistant Chief Executive Officer - People, Values and Culture		
Subject	Operational Training Strategy 2019-2022		
Type of Report:	Decision		

1. RECOMMENDATIONS

The Strategic Board is asked to approve:

- The Operational Training Strategy 2019-2022 (attached as appendix 1),
- The funding required (see section 5 of this paper) to deliver the Operational Training Strategy. In particular, the £1,993,240 to refurbish our BA facilities and provide a fit for purpose Safe Working at Heights rig.

The Strategic Board is asked to note:

- The variables identified in section 5.3. A high-level assessment that identifies the likely financial impact will be presented to the Strategic Board in March 2020.

2. BACKGROUND

We have developed the Operational Training Strategy (OTS) to ensure the Service has a competent operational workforce and that we can provide assurance of that competence. The Operational Training Strategy ensures that we have firefighters at all levels and across all recognised duty systems that are competent to deliver the priorities described in the Police, Fire and Crime Commissioners Fire and Rescue Plan.

3. OPTIONS AND ANALYSIS

3.1 The Strategy:

- Applies to all operational personnel across all recognised duty systems,
- Is a key component of the Service's People Strategy and is the responsibility of the Assistant Chief Executive - People, Values and Culture,

- Will be reviewed on an annual basis as part of the Authority's integrated risk management planning process,
- Describes the three pillars of our Operational Training: training, assessment and verification.
- Together with functions fulfilled by the Director of Operations and Operational Assurance colleagues, ensure that firefighters, at all levels, are competent.

3.2 The Strategy also describes:

- The Operational Training change, competence, assurance and verification that we want to see in 12, 24, 36 months' time
- How will we deliver it
- How will we measure it
- How we will know we have been successful

4. BENEFITS AND RISK IMPLICATIONS

The risk is that we do not have or cannot assure ourselves that we have adequately trained firefighters. Inadequately trained firefighters are a risk to themselves, their colleagues and the public.

This Strategy ensures that our service offering is aligned to the PFCC Fire Plan and in turn the IRMP 2020 and beyond.

5. FINANCIAL IMPLICATIONS

The ongoing financial implications are a split between:

- Utilisation of current investment,
- Investment in our property facilities infrastructure,

5.1 Utilisation of current investment

The Strategy continues to utilise the investment of £1,400,000 to deliver the transformation of the Operational Training service (see appendix 2 for forecast).

5.2 Property

There are two strands to the property investment:

- 5.2.1 The refurbishment of Breathing Apparatus Chambers and Safe Working at Height Rig (see appendix 3 for forecast),
- 5.2.2 The replacement of our Hot Fire training facility currently based at Wethersfield.

5.2.3 The total financial impact of refurbishing our BA facilities and providing a fit for purpose Safe Working at Heights rig is £1,993,240.00. Circa 10% of that is revenue cost (consultants/planning) with the rest being capital expenditure. This is an additional capital expenditure requirement. Whilst the first refurbishment is included the 2019/20 property budget, all other funding is an additional requirement. The programme is forecast to be delivered in an 18 month timeframe (see appendix 3 for detail).

5.2.4 The impact of replacing the hot fire training facility will not be known until feasibility studies are complete in quarter 4. We anticipate that there will be a need for significant capital expenditure. Feasibility studies are being carried out to replace the Hot Fire Training facility. Feasibility studies are looking at three options; collaboration with police colleagues and other fire services, outsourcing and building.

5.3 Training instructors beyond 2021

To maintain the strategy beyond 2021, we continue to require the additional key roles of:

- 4 x Group Trainers
- 1 x BA Instructor

It is possible that a portion of this revenue expenditure (c. £250,000 – see appendix 4) can be absorbed within the existing budget. However, two significant variables cannot be evaluated until mid-2020. These are;

- The outputs of the Core Skills Assurance Programme phase 2 and,
- Evaluation of the use of the Fire Service College.

In addition to this there are significant training requirements beginning to emerge because of:

- The Grenfell phase 1 report,
- The increasing likelihood of ECFRS requiring a response to marine incidents in larger ports.

A detailed update on these variables will be possible and provided by July 2020. A high-level evaluation with potential costs will be provided in March 2020.

5.4 In summary:

- Utilisation of existing £1,400,000 investment – this will have been utilised at 31st March 2021 and will have funded all of the elements necessary for the fundamental redesign of the training function.
- Refurbishment of BA Chambers and SWAH – Additional capital expenditure of £1,993,240.00 will be required.
- Replacement of Wethersfield – We will understand the extent of likely capital expenditure in quarter 4 once feasibility studies are complete.
- Training instructors – We will continue to require Group Trainers and an additional BA Instructor. By March 2020 we will have completed a high-level evaluation of the variables and will understand whether the increased revenue can be absorbed in existing budget or whether there will be an additional revenue request.

EQUALITY AND DIVERSITY IMPLICATIONS

There are no direct equality implications with this paper. Any items such as new policies, or courses, will attract a requirement for an equality impact assessment in the normal way.

WORKFORCE ENGAGEMENT

Once agreed, a communications plan will be developed to raise awareness of our structure, governance arrangements, plans and offering. The above has been discussed with our representative body colleagues.

All L&D customers will continue to be surveyed for full course evaluation in line with our Quality assurance framework.

LEGAL IMPLICATIONS

The Fire Professional Framework (FPF) details nine core operational areas of competence, which are defined in Fire Service National Operational Standards (NOS). The competency areas are:

- Driving
- Command and Control
- Breathing Apparatus
- Hazardous Materials
- Working at Height
- Water Rescue
- Fire Service Pumps
- Extrication and Rescue
- Casualty Care

By ensuring and evidencing that our personnel are competent in each of these areas, we can deliver on our legal responsibilities as part of the Fire and Rescue Service Act 2004 and Civil Contingency Act 2004.

HEALTH AND SAFETY IMPLICATIONS

It is an employer's duty to protect the health, safety and welfare of their employees and other people who might be affected by their business. We must do whatever is reasonably practicable to achieve this; this includes training.

Appendix 2 – Utilisation of existing investment of £1,400,000

Overall Expenditure	Commentary	Actual Approved spend 19/20	Further Spend Planned 20/21
Ground Truth Casualty Care	First phase completes December 2020	£300,000	£168,000
4 x Group Trainers	12 months contracts to be extended to 31st March 2021	£200,000	£200,000
1 x Property Surveyor	Fixed term	£20,000	£20,000
1 BAI	12 months contracts to be extended to 31st March 2021	£50,000	£50,000
1 WM QA	Fixed term	£25,000	£15,500
1 x PM	12 months contracts to be extended to 31st March 2021	£50,000	£37,500
1 x L&D Admin	Fixed term to administer CSAP	£23,000	£9,000
FSC x 3 squads	18 recruits per squad; FSC net of levy plus 7 weeks at STC from existing headcount	£205,000	0
Coach Travel	Flag finders; 8800 x 3	£27,000	0
TOTAL		£900,000	£500,000

Appendix 3 - Breathing Apparatus Chambers – 18 month programme

Dates	Project	Budget
Nov '19 - Mar '20	Orsett TC - New Fire Room (funded by existing budget)	£ 113,400.00
Jan '20 - Jun '21	Financial Strategy - BA Workstream	£ 120,000.00
Jan '20 - Jun '21	Property Surveyor & P/T M&E Surveyor to manage 18 month programme	£ 144,520.00
Jan '20 - Mar '21	Evaluate Deep Lift Pits	£ 129,600.00
June '20 - Dec '20	SWAH Rig – Witham	£ 135,600.00
Jan '20 - June '21	Tranche 1 -BA Pilot Scheme - Grays, Southend & South Woodham Ferrers	£ 385,560.00
	Tranche 2 - Braintree, Brentwood & Chelmsford	£ 336,960.00
	Tranche 3 - Clacton, Harlow Central, Saffron Walden	£ 741,000.00
	Total	£ 1,993,240.00

Appendix 4 – Training Instructors beyond 2021

Overall Expenditure	Commentary	Further spend post 2021
4 x Group Trainers	Post 31st March 2021 we continue to require these key roles to maintain the strategy.	£200,000
1 x BAI	Post 31st March 2021 we continue to require this key role to maintain the strategy.	£50,000
	Total	£250,000

