

Weekly Update – At a Glance

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- Volunteer for career and STEAM events

**** Please note that the above information should be shared with all staff on parade.**

Detailed information for each of these headlines can be found below.

Risk Critical / Operational

Fleet Services changes from 1st April 2025

From the Tuesday 1st April 2025, Westmorland & Furness Council will become our sole provider of our vehicle repairs and maintenance requirements across the whole of CFRS fleet.

Cumberland Council will no longer be a provider of any fleet services.

This is part of our review of the Fleet Service Level Agreements put in place two years ago when we left Cumbria County Council.

The administration, record keeping, and managing appliance defects will move to the Technical Services and Fleet Services team at Fire HQ.

The same team will also be responsible for maintaining all equipment and defects on each vehicle, including: ladders; PPV fans; LPPs; cutting equipment; airbag and ancillary, etc.

Something that hasn't been in-house for a number of years.

The process for accessing an 'out-of-hours' mechanic will not change in the short term, and managers will have access to an 'out-of-hours' provision across the county on a 24/7/365 basis.

We will also be recruiting for an Asset Management Assistant during April as part of our continued re-investment into the service to improve the standard of our vehicles and equipment.

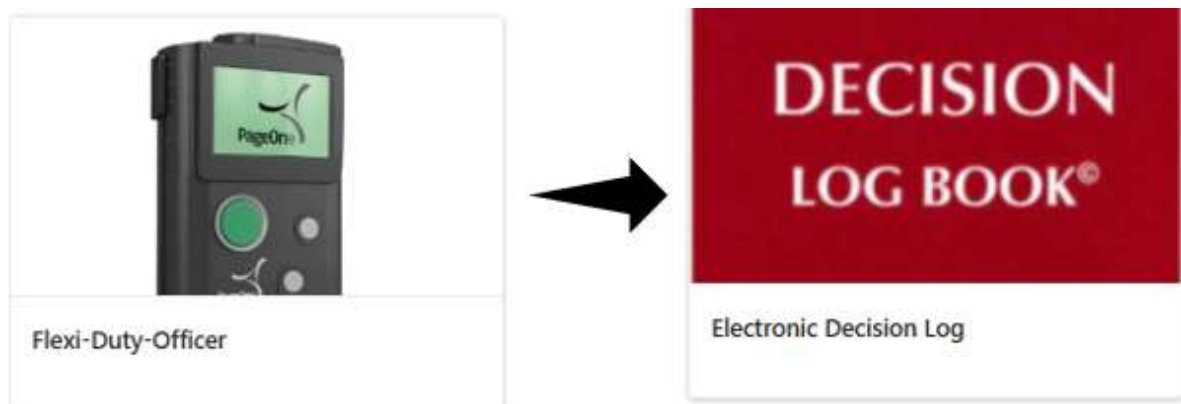
Please log all defects referring to fleet as usual through the fire request portal, and refer all other fleet issues to our internal team so they can access the right support to resolve your query.

Do not contact workshops in Cumberland as they no longer deal with CFRS.

The email address for the Fleet Services Team is CFRSFleet@cumbriafire.gov.uk

New electronic decision logs

Electronic decision logs are now available for all Station Managers and above. These can be accessed through the *Flexi Duty Officer* tab on the *Operational Planning* SharePoint Page.



The electronic decision log will allow you to record decision from incidents, meetings, and other situations where you are not located on the incident ground.

The decisions will be recorded securely in your own individual decision log file.

You will also be able to view previous recorded decisions through the application.

For instances such as CIT, where there may be multiple people making decisions at the same time, or the decision or the decision log will need to be passed on to another person, please utilise the *Collective Decision Log* button.

From here, once the incident number has been entered you will be able to view all other decision from the same incident.

The image shows a two-part screenshot of a web application. The top part is a red-themed header titled "Electronic Decision Log". It features a dropdown menu for "Name" with "Robson, Felicity" selected. Below this are three buttons: "New Decision Log", "Previous Logs", and "Collective Decision Log". A fire service crest is visible in the bottom right corner of this section.

The bottom part of the screenshot shows a form titled "Cumbria Fire & Rescue Service" with a sub-header "Electronic Decision Log". The form contains several input fields: "Incident Number / Exercise Name", "Date" (set to 15/03/2025), "Time" (set to 11:00), "State" (set to Derby), and "Location" (set to Select). There are two large text areas labeled "Decision" and "Rationale". At the bottom right of the form are "Submit" and "Close" buttons.

Cumbria Fire & Rescue Service | Robson Decisions

Incident Number / Exercise Name	Date	Role	Location	Decision
4000400404	3/24/2025 9:00 AM			
7430102403	3/25/2025 11:30 AM	OT	OT	
7430103403	3/25/2025 11:30 AM			
8235623	3/25/2025 9:30 AM			

Incident Details:
 Incident Number / Exercise Name: 4000400404
 Date: 3/24/2025 9:00 AM
 Role: OT
 Location: OT
 Decision:
 Your success notification:
 National:
 fire national success notification:

Home

Cumbria Fire & Rescue Service | Robson Decisions Log

Decision Made By: Robson, Felicity

Incident Number / Exercise Name: 4000400404

Date: 25/03/2025 | Time: 11:30 AM

Location: OT

Decision Made By: Robson, Felicity | Role: OT

Decision:
 Add Decision 1

National:
 Add National 1

Incident Number / Exercise Name: 823562404
 Date: 3/25/2025 11:30 AM | Location: OT
 Decision Made By: Robson, Felicity | Role: OT

Submit **Close**

Please let me know if you have any issues using the system.

Felicity Robson

Station Manager, Operational Assurance

New Exercise Planning Portal

A new Service Exercise Planning Portal is now available for exercises starting from Tuesday 1st April 2025.

Please use this portal to record all future exercises.

You can access the portal via the Fire Hub homepage on SharePoint.

Service Exercise Planning Portal

Exercise Calendar April 2025 onwards

It replaces the previous Form 680 (Exercise Planning Document), which is no longer required.

When completing the exercise planner, please provide as much detail as possible.

Additionally, a Form 420 (Risk Assessment) must still be completed and attached to the planner.

For exercises requiring the involvement of North West Fire Control, a request must be made a minimum of four weeks prior to the exercise **but the sooner the better**.

The request will be made through the Exercise Planning Form.

When selecting '*Action Required by NWFC*' on the exercise planning form, the Operational Planning department will receive a copy of the request.

They will then confirm with NWFC if they are able to participate and respond to the exercise organiser.

CFRS Exercise Planner

Exercise Name
[Text Input Field]

Exercise Date & Start Time
[Date Picker] [Time: 00] [Time: 00]

Exercise Type
[Find Items]

Practical / Tabletop
[Find Items]

Exercise Location
[Text Input Field]

Expected Finish Time
[Text Input Field]

Is this a multi-agency exercise? Is this a National Resilience Exercise

Is this a cross boarder exercise? Is this an LRF exercise Is this a REPPIR or COMAH exercise

[Find Items]

Felicity Robson

Station Manager, Operational Assurance

Equality, Diversity and Inclusion

Knowing Our Communities workshops

Following on from a successful roll out of the *Knowing Our Communities* training session to all watches on every wholetime station, on-call stations will receive this training in next quarter's MOS and I would like to invite all corporate staff and functional department staff to attend one of the following sessions:

- Penrith HQ on Monday 31st March 2025 at 10:00am–12:00pm
- Keswick Fire Station on Thursday 24th April 2025 at 10:00am–12:00pm

The aim of the session is to develop a knowledge and understanding of equality, diversity and inclusion.

Please book on to a session via PDRpro.

If you cannot attend any of the above dates/locations, please still get in touch and I can look to deliver further sessions if required.

For more information, or if you have issues booking onto a session, please contact kelly.drury@cumbriafire.gov.uk

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Mother's Day

Mother's Day is a special occasion dedicated to honouring and celebrating the incredible contributions of mothers everywhere.

At Cumbria Fire & Rescue Service we extend our heartfelt gratitude to all the mothers who serve with unwavering dedication and courage.

Your strength, resilience, and compassion inspire us every day.

We also want to thank the mothers of our firefighters and the mothers of their children for their endless support and sacrifices.

Your love and encouragement are the backbone of our community, and we are deeply grateful for everything you do.

Happy Mother's Day!



Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

International Transgender Day of Visibility

Monday 31st March 2025 is **International Transgender Day of Visibility**.

Cumbria Fire & Rescue Service proudly acknowledges the importance of this day in celebrating the achievements and contributions of transgender and non-binary individuals within our community and beyond.

We stand in solidarity with the transgender and non-binary community, recognising the challenges they face and the resilience they show.

In the UK, transgender and non-binary individuals face significant challenges.

Nearly half of trans people have experienced a hate crime in the past year, and 70 per cent report being impacted by transphobia when accessing general health services.

In rural areas like Cumbria, the isolation can be even more pronounced, with many trans and non-binary individuals feeling unsafe and unsupported.

We are committed to fostering an inclusive and supportive environment for all, where everyone can feel safe, respected, and valued.

Our service is dedicated to promoting equality and diversity, ensuring that our policies and practices reflect our unwavering support for the rights and dignity of transgender and non-binary people.

We also emphasise the importance of allyship in creating a more inclusive society.

By standing together and supporting one another, we can make meaningful progress towards acceptance and equality for all.

For further information on transgender support resources, being an ally, and a guide to pronouns, please follow the link to the SharePoint: [☐ Staff Networks](#)



Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

The Nat Broad Physiotherapy Over-35s Cup

The second-ever women's over-35s competition in Cumbria took place at Penrith AFC on Sunday 16th March, with almost 50 women involved in The Nat Broad Physiotherapy Over-35s Cup.

Almost two years in the making, the competition has been the next step for women aged 35 and over to play with and against players closer to their own age.

Often seen as the 'lost' generation to football, the over-35s turn-up-and-play sessions delivered across Cumberland since March 2023 have given more than 180 women an opportunity to try football for the first time, the first time in a long time, or to play in an all-female environment.

Cumbria Fire & Rescue Service entered a team, and although we didn't win the tournament, we all had a wonderful afternoon, with all games played in good spirits and with a friendly, competitive edge.

If any females (all ages) in the service are interested in playing in further matches or tournaments, please get in touch with kelly.drury@cumbriafire.go.uk



Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

TechHer for Government

I am excited to share that registration for the May cohort of *TechHer for Government*, an initiative dedicated to empowering women in the UK public sector, creating opportunities for them to learn and develop skills in technology, is now open.

This event, brought to you by Microsoft, is completely free of charge.

Delivered 90 minutes per week over four weeks via a Teams Webinar, these live and engaging sessions aspire to ignite interest in technology and build skills to a fundamental level.

For those that are interested in going further, extra resources will be available to support additional learning to work towards a Microsoft Fundamentals certification.

For more detailed information about *TechHer for Government* and to register, please refer to the attached flyer.

Kasey Grainger

Station Manager

Vacancies

Internal opportunities

We have the below internal opportunities available for our staff:

New Fire Service Station Manager – Operational Assurance

- Location: Penrith Service HQ
- Salary: SM Grey Book
- Job Type: Temporary Cover (initially 12 months) – 42 Hours per week.
- Eligibility: INTERNAL ONLY. This role is open to internal operational staff, from Watch to Station Manager.
- **Closing Date: Midday 10th April 2025**

- **Interview Date: 15th April 2025**

Key responsibilities:

- To lead the Operational Assurance Team / Gold Watch, Penrith
- To identify local learning and good practice through various activities and sources
- To process and contribute to national learning
- To record, manage and communicate outcomes from operational learning and good practice
- Represent Cumbria FRS at multi agency meetings

About you:

- You must be in role of Substantive Watch Manager or above to apply
- Applicants must have excellent knowledge of IT systems
- Willingness to work flexibly to facilitate operational debriefs
- Strong leadership and team management skills
- Excellent communication and interpersonal abilities
- Strong organisational skills

Extra information:

- This is a fantastic opportunity to drive operational improvements and gain exposure to the operational assurance and operational planning function
- A supportive and collaborative work environment

TO APPLY – Go to the Internal Opportunities page to complete the short interest form: [Internal Opportunities | Cumbria Fire & Rescue Service](#)

We also have the below opportunities still open:

Fire Service Crew Manager – L&D Instructor

- Temp cover, initially 6 months
- Salary: CM Grey Book (+10% L&D Allowance)
- 42 hours per week
- Based at Penrith Headquarters
- **Closing date: Midday 31st March 2025**

Fire Service Watch Manager – L&D, BA Lead Instructor

- Temp cover, initially 6 months
- Salary: WM Grey Book (+10% L&D Allowance)
- 42 hours per week
- Based at Penrith Headquarters
- **Closing date: Midday 31st March 2025**

Resourcing and Talent Team

On-call recruitment

Last week we held our on-call physical selection tests at Barrow Fire Station and Workington Fire Station.

The days were well attended and resulted in 32 successful candidates progressing through to interviews.

We just wanted to say a massive thank you to all of the managers, crews and fitness team that assisted on the days.

We sent out a survey following the days and received some brilliant feedback from the candidates that attended, including:

- **4.83/5** overall rating for the day
- **100 per cent** of people extremely agreed that they felt welcome and comfortable on station
- **91.7 per cent** of people extremely agreed that every test was thoroughly explained and they understood what they needed to do to be successful
- **100 per cent** of people extremely agreed that they were provided with the correct PPE and precautions were taken so they felt safe undertaking the tests
- **83.3 per cent** of people extremely agreed that the day was well organised and ran smoothly
- **100 per cent** of people extremely agreed that CFRS staff were supportive and friendly
- **100 per cent** of people extremely agreed that, whether they were successful or unsuccessful, they felt the overall experience was positive

Quotes from the candidates included:

“Overall very enjoyable not much to improve on.”

“I don’t honestly think it could be improved more. Annie Mac is my hero. Pushed me with a very positive attitude.”

“Staff were extremely welcoming and friendly.”

“How supportive everyone was, from the staff running the day to the other applicants as well. A great team effort made my day a successful one. The day was very well organised and structured I really enjoyed the day.”

“Support off the staff was fantastic.”

“Loved the motivation by the staff on the harder physical tests.”

“Really supportive despite failing the grip- would never hesitate to go back and try again. Genuinely kind people.”

Thanks again all.



The Resourcing Team

Other

Mental Health First Aiders

In CFRS we have 17 Mental Health First Aiders based across Cumbria.

To find out who they are and their contact number, there is a dedicated page on SharePoint, linked here: [Mental Health First Aiders](#)

What are our Mental Health First Aiders trained to do?

- Assist and assess anyone going through a crisis
- Listen and support non-judgementally
- Give support and signpost to key information
- Encourage appropriate professional help
- Encourage all other support

Anyone can contact one of the Mental Health First Aiders during their working hours – we are here to help.

If you need support right now, the below services are available:

- **Call 111 and select the mental health option**
- **For those in Westmorland** – call the NHS Mental Health Crisis Line on 0800 953 0110
- **For those in Cumberland** – call the NHS Crisis team on 0303 123 1146
- **Fire Fighters Charity crisis line** – telephone 03003730896
- **Shout crisis text service for mental health support** – text ‘shout’ to 85258 or find out more information [here](#).

Mental Health First Aiders

Interim health and safety solution from 1st April 2025

From Tuesday 1st April 2025 we will no longer have access to eSafety to record Adverse Safety Events.

A SharePoint form has been created to replace the system on a temporary basis while we develop FireWatch.

The form is located in SharePoint > Systems & Portal > Adverse Safety Events.

If you have any problems, please contact luke.russell@cumbriafire.gov.uk

Luke Russell

Health and Safety Advisor

New Fitness Policy launching April

We are pleased to share that the new Operational Fitness Policy will be launching Tuesday 1st April.

The Resourcing and Fitness team will be holding a number of virtual drop-in sessions across April for anyone to join – more information to come shortly.

The new policy will be available on our Employee webpages, which can be found here: [People and Talent | Cumbria Fire & Rescue Service](#)

If you have any initial queries, please contact Ollie Wright via email, Teams, or phone.

Ollie Wright

Resourcing, Talent and Wellbeing Lead

A new tax year, a new you

The new tax year is the perfect time to set financial goals and take advantage of tax-saving opportunities.

If you've been considering a Shared Cost AVC scheme, there's no better time to [start your plan](#) than right now.

- **More time to build your savings:** The earlier you start, the more you can contribute across the tax year, taking advantage of compound growth
- **Maximise tax savings from day one:** A Shared Cost AVC scheme is exempt from Income Tax and National Insurance contributions, meaning a £50 contribution only costs a basic rate taxpayer £36.08*

Join My Money Matters for an [insightful webinar](#) about how you can make smart tax savings with a Shared Cost AVC plan.

[A new tax year, a new you \(45 mins\)](#)

1st April 2025 at 10:30am

4th April 2025 at 12:30pm

8th April 2025 at 2:30pm

15th April 2025 at 2:30pm

25th April 2025 at 10:30am

30th April 2025 at 2:30pm

Plus, the [new learning library](#) unlocks relevant insights to help you plan smarter for the tax year ahead.

Don't miss your chance to start the new tax year on the right foot. [Reserve your spot today and discover how Shared Cost AVCs could help you build your pension pot](#) and plan ahead for a more comfortable retirement.

*Basic rate assumes an individual paying 20% Income Tax and 8% National Insurance contributions. The actual savings will depend on your personal circumstances and investment fund performance, which is invested by your Shared Cost AVC provider.

You should consider your affordability before making your Shared Cost AVC plan. Please speak to an independent financial adviser if you require financial advice. Shared Cost AVCs are available to active LGPS members only. You will need to consider what investment product is suitable for you.

A Pension is a long-term investment, the fund value may fluctuate and can go down. Your eventual income may depend upon the size of the fund at retirement, future interest rates and tax legislation.

Tax treatment is based on individual circumstances and may be subject to change in the future.

Information is based on our current understanding of taxation legislation and regulations. Any levels and bases of and reliefs from taxation are subject to change.

Helen Clark

HR Manager

PensionPoint

Members of one of the occupational pension schemes at Cumbria Fire are reminded that the Local Pension Partnership Association (LPPA) hosts a pension portal that members can use to access details on their pension.

Registering for the LPPA pension portal, *PensionPoint*, offers numerous benefits that make managing your pension easier and more efficient.

By registering, you gain 24/7 access to your personal pension information, allowing you to update your details and download and upload important documents.

The portal also provides a secure and convenient way to stay informed about your pension, providing you with factsheets, bitesize videos, and information on your pension.

You can register for the pension portal at: [PensionPoint - Log in to your LPPA online portal - Home](#)

Simon Long

Senior Pensions Advisor

Volunteer for career and STEAM events

We need your help to raise aspirations, broaden horizons, and bring careers to life for young learners!

The Primary Business Partnership (PBP) is hosting two exciting hands-on events, giving local primary school pupils the chance to explore careers and STEAM in a fun, interactive way.

STEAM Event – Thursday 24th April | Venue: Cockermouth School | Time: 9am–3pm

- For Year 5 pupils
- Hands-on, curriculum-linked STEAM activities (25 minutes each)
- Volunteers connect their job to real-world learning through interactive tasks

Career Carousel Event –Tuesday 29th April | Venue: Whitehaven Academy | Time: 9am–3pm

- For Year 5 and 6 pupils
- Small groups rotating through 8-10 career activities (10 minutes each)
- Volunteers share their career journey and lead a short, engaging activity

No prior experience is needed — just enthusiasm and a passion for inspiring young minds!

I've attached a flyer with a few more details on the collaborative events but if you require any further information please don't hesitate to get in touch.

Rachel Pettit

Office Administrator, Centre for Leadership Performance

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

