



Cheshire
Fire & Rescue Service

MEMBER TRAINING AND DEVELOPMENT PROGRAMME 2020/21



MEMBERS DEVELOPMENT PROGRAMME
2020/2021

DATE	EVENT	SUBJECT	OBJECTIVE	NOTES	LINKS TO CORE VALUES				
2020									
June – July	Individual Skype Training	Testing the capabilities of Skype functions	To ensure Skype was functioning on Members' devices and train Members how to use their new equipment.	All Member event	<table border="1"> <tr> <td>Yellow</td> <td>White</td> </tr> <tr> <td>Blue</td> <td>Green</td> </tr> </table>	Yellow	White	Blue	Green
Yellow	White								
Blue	Green								
10 June	Planning Briefing	Inform Members of the remote meeting procedure	<p>To inform Members of the newly implemented remote meeting procedure.</p> <p>To provide an update for the IRMP.</p>	All Member event	<table border="1"> <tr> <td>Yellow</td> <td>White</td> </tr> <tr> <td>Blue</td> <td>Green</td> </tr> </table>	Yellow	White	Blue	Green
Yellow	White								
Blue	Green								
26 June	Induction Session	<p>Initial welcome and induction session hosted by the CFO/CE:</p> <p>Welcome and overview of Cheshire Fire and Rescue Service</p> <p>Core functions of the Fire Authority and the Constitution</p>	<p>To provide an overview of Cheshire Fire and Rescue Service and introduce new Members to the Service Management Team.</p> <p>To provide an overview of the Fire Authority and the roles/responsibilities of new Members.</p>	For new Members	<table border="1"> <tr> <td>Yellow</td> <td>Purple</td> </tr> <tr> <td>Blue</td> <td>Green</td> </tr> </table>	Yellow	Purple	Blue	Green
Yellow	Purple								
Blue	Green								
4 September	Planning Day	Overview of CFRS and the IRMP	To engage with Members on the development of the future direction of the Service	16 Members attended	<table border="1"> <tr> <td>Yellow</td> <td>Purple</td> </tr> <tr> <td>Blue</td> <td>Green</td> </tr> </table>	Yellow	Purple	Blue	Green
Yellow	Purple								
Blue	Green								

11 September	Visit	Safety Central	To visit the purpose built facility dedicated to public safety – to learn how to stay safe by experiencing a range of hazards in realistic learning zones that simulate the environments in which injury and harm are most likely to occur.	2 Members attended		
October - November	Induction Session/ Refresher	Equality and Diversity Training Sessions	To provide an overview of the Service's approach to promoting equality, diversity and inclusion.	11 Members attended		
20 November	Planning Day	IRMP Update	To engage with Members on the development of the future direction of the Service.	22 Members attended		
DATE	EVENT	SUBJECT	OBJECTIVE	NOTES	LINKS TO CORE VALUES	
2021						
15 January	Planning Day	Budget Update IRMP Update	Presentation on the Medium Term Financial Position including business cases and budget bids for growth and efficiency items. Draft Capital programme and reserve position and IRMP Update.	All Member event		
January (TBC)	Visit	A Day in the Life of a Firefighter	Members to visit the Training Centre whilst it is fully operational. To provisionally include an overview of:- - Breathing apparatus set training	All Member event		

			<ul style="list-style-type: none"> - Road traffic collision demonstration - A fire house exercise - Lunch with the trainee firefighters 			
January – February (TBC)	Visit / Virtual (TBC)	North West Fire Control	Visit to North West Fire Control including a presentation on the work undertaken, demonstration and tour of the building.	All Member event		
24 February (at the rise of the Performance & Overview Committee)	Risk Management and Internal Audit	Overview of the Service’s approach to managing risk and an introduction to MIAA.	To understand how the Service manages risk and the internal audit process.	All Member event		
TBC	Visit	Tour of the Training Centre and Workshops	To provisionally include: <ul style="list-style-type: none"> - A tour and demonstration of the Incident Command Training Suite and new facilities A tour of the workshops department and meet the team	All Member event		
April (TBC)	Planning Day	Update on the MTFP		All Member event		

KEY TO CORE VALUES			
	Be Inclusive		Act with Compassion
	Do the Right Thing		Make a Difference

Other training and development sessions to be arranged for 2020/21:

Information Management Briefing – Information leaflet provided

Training/Development from Personal Development Reviews :

To be included in the MD programme for 2020/21:

Communications – Social Media training and handling the press

Officers are aiming to provide guidance by Winter 2020.

Tour of Workshops

Included in the Programme for 2020/21 (see above).

Information Management guidance

Guidance was emailed to Members in November 2020.

Overview of Human Resources

Overview of the People Strategy, Steps Programme, Institute of Fire Engineering Examinations – date TBC.

Training/Development associated with Member Champion Roles

Included on the table of Member Champion Roles circulated to Members in June (ahead of the AGM).

Note: Democratic Services will liaise directly with individual Members regarding individual PDR training requests.

Training/Development associated with Committees

Dates to be arranged as part of the Committee timetable if required:-

Governance and Constitution Committee:

Briefings when required

29th July - Remoting Meeting Procedure Briefing

Performance and Overview Committee:

Briefings when required

TBC – Risk Management

Brigade Manager Pay and Performance Committee and Staffing Committee:

Briefings when required

Estates and Property Committee:

Briefings when required

Joint Consultative Committee:

Briefings when required