



Cheshire
Fire & Rescue Service

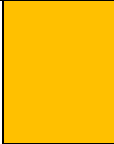





MEMBER DEVELOPMENT PROGRAMME 2021/22



MEMBER DEVELOPMENT PROGRAMME
2021/2022

DATE	EVENT	SUBJECT	OBJECTIVE	NOTES	LINKS TO CORE VALUES	
2021						
June / July	Induction Session	Initial welcome and induction session hosted by the CFO/CE: Welcome and overview of Cheshire Fire and Rescue Service Core functions of the Fire Authority and the Constitution	To provide an overview of Cheshire Fire and Rescue Service and introduce new Members to the Service Management Team. To provide an overview of the Fire Authority and the roles/responsibilities of new Members.	For new Members only		
1 st July	Induction/ Refresher training	External Audit Training	Grant Thornton representatives will provide training on the external audit processes within Cheshire Fire and Rescue Service as recommended by the HMICFRS.	All Member event		
9 th July	Planning Day	Medium Term Financial Plan Update IRMP Review Proposals PESTLO PCC Consultation	To engage with Members on the development of the future direction of the Service A tour and demonstration of the Incident Command Training Suite and new facilities	All Member event		

		Tour of the Training Centre				
3 rd September	Planning Day	Medium Term Financial Plan Update IRMP final feedback	To engage with Members on the development of the future direction of the Service			
20 th 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	All Member Event		
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	All Member event		
12 th November	Planning Day	Budget 2022/23	To provide an update on the IRMP Consultation and 2020/21 Budget	All Member event		
25 th November	Visit	A Day in the Life of a Firefighter	Members to visit the Training whilst it is fully operational. To provisionally include an overview of:- - Breathing apparatus set training - Road traffic collision demonstration - A fire house exercise - Incident Command training	All Member event		





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2022					
15 th January	Planning Day	MTFP Update and Treasury Management Scrutiny of Business Cases/ Budget Bids IRMP Consultation Staff Survey Results	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 Consultation.	All Member event	 
18 th February	Virtual Training	Internal Audit	To understand how the Service manages risk and the internal audit process.	All Member event	 
8 th April (TBC)	Planning Day	Update on the MTFP		All Member event	 

Other training and development sessions for 2021/22:

Tour of local fire stations – arranged on the rise of UPG meetings

North West Fire Control Tour – TBC

IT Training – Training for your laptops and Skype is available upon request. Various Microsoft courses are also ran throughout the year. The dates for these meetings are available upon request.

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

Training/Development from Personal Development Reviews :

To be included in the MD programme for 2021/22:

Visits – Fire Stations, North West Fire Control etc.

All postponed visits from 2020/21 have been rescheduled throughout 2021/22

Communications – Social Media training and handling the press

Officers are aiming to provide guidance by Winter 2021.

Overview of Human Resources

Overview of the People Strategy, Step 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

Performance and Overview Committee:

Briefings when required

Risk Management Training

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