

Weekly Update – At a Glance

- Avian influenza
- New wheel skates to go on all Enhanced Rescue Units
- World Autism Acceptance Month
- Internal opportunity: Fire Service Station Manager – Operational Assurance
- Green book leave year
- New Family Leave Policy
- New salary sacrifice car lease scheme – coming soon!
- Firefighters' Pensions Schemes Bulletin – out now
- Digital Champions Network
- Estates team officially transitions to OPFCC

**** 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

Avian influenza

This correspondence is to inform personnel that highly pathogenic avian influenza (HPAI) H5N1 (otherwise known as Bird Flu) was confirmed in poultry at a premises near Lazonby, Westmorland and Furness, Cumbria.

HPAI is the more serious type and is often fatal in birds.

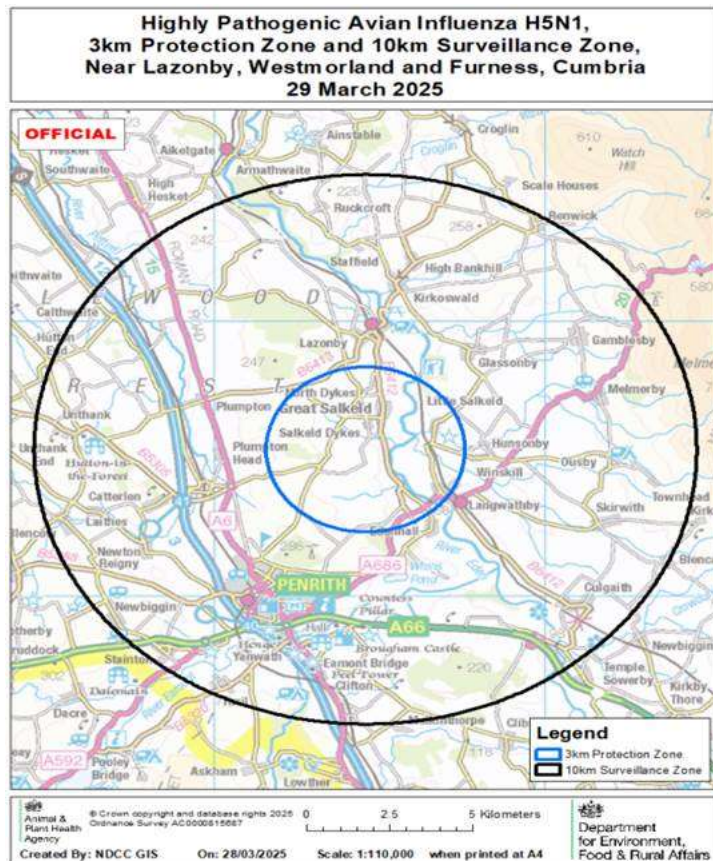
However, the risk to public health remains very low.

A 3km protection zone and 10km surveillance zone have been declared around the premises.

The zones restrict access to locations where birds are kept and impose restrictions on the movement of birds.

They do not limit access to residents or business owners.

All affected birds on the premises will be humanely culled as a result of the outbreak.



Crews should be aware that the hazards, risks and control measures for dealing with incidents involving biohazards are detailed in SOP 5.4 *Incidents Involving Biological Hazmats*.

If you come across any dead or sick birds, **DO NOT** touch or pick them up.

Report them via the DEFRA helpline: 03459 33 55 77.

Paul Dean

Station Manager, Operational Planning

New wheel skates to go on all Enhanced Rescue Units

An outcome from CFRS Emerging Technology Working Group is that the service has agreed to purchase wheel skates (otherwise referred to as Go-Jacks) to go on all Enhanced Rescue Units (ERU) at Carlisle, Workington, Penrith, Kendal and Barrow.

Wheel skates (Go-Jacks) are typically used to lift and move vehicles.

Within a fire service remit, they can be used to move electric vehicles (EV) that have not gone into thermal runaway, or internal combustion engine vehicles (ICEV) to a place of safety, e.g., away from other vehicles in a car park, onto the hard shoulder on a motorway, etc.

With regards to EV fires, if the fire is too severe to move the vehicle itself, they can be used to move other cars either side of the burning EV to reduce any additional fuel load.

Other applications include:

- Moving a vehicle on a driveway, that is not fully involved in fire, away from a house
- Removing a car, that is not fully involved in fire, from a garage
- Following discussion with the police, moving vehicles involved at an RTC, etc.





A training video, training note, and risk assessment has been produced to inform personnel how to correctly use this equipment prior to them going on the run later this year.

Paul Dean

Station Manager, Operational Planning

Equality, Diversity and Inclusion

World Autism Acceptance Month

World Autism Acceptance Month is an opportunity for everyone to come together and raise awareness, foster acceptance, and create a society where autistic people are supported, understood, and empowered.

Whether you're at home, school, or work, your involvement can make a real difference.

It's about how you show up; whether you're supporting your autistic colleagues, students, or family members, your actions can help create an inclusive and accepting world.

For further information on autism and masking, please see the documents on SharePoint: [Disability and Neurodiversity](#)

Details of how you can support and help create a world that works for autistic people and their families can be found on the National Autistic Society [website](#).



Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Vacancies

Internal opportunities

We have the below internal opportunities available for our staff:

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](#)

Resourcing and Talent Team

Other

Green book leave year

The engagement period has now closed for the proposed change to green book leave year.

The final meeting will be held on Wednesday 16th April, which will confirm the changes and next steps.

The meeting will be held on Teams via the following link: [Join the meeting now](#)

FAQs have now been updated and are available on the website, along with the Statement of Change and the presentation that was discussed in the first meeting.

They can be found here: [Managing Change, Reshaping and Internal Consultations | Cumbria Fire & Rescue Service](#)

Should you have any questions, please email HR@cumbriafire.gov.uk

Toria Barnes

Senior HR Advisor

New Family Leave Policy

There has been some recent changes to the pay entitlements within the family leave policy.

We have also reviewed the layout and the language used throughout the policy to make this much more user friendly.

Please see the link to the updated policy which is now live on our website: [Family Leave Policy 2025.docx](#)

If you have any questions regarding any of the changes please contact the HR team via email to HR@cumbriafire.gov.uk

Janine Johnston

HR Assistant Advisor

New salary sacrifice car lease scheme – coming soon!

COMING SOON!

fleet
SOLUTIONS
proudly part of the **NHS**

**Lease via our salary sacrifice scheme and
access special offers exclusive for NHS
and public sector colleagues!**

Cumbria Fire & Rescue Service is working with NHS Solutions to launch an employee salary sacrifice car lease scheme later in April.

Look out for more information in the next few weeks.

The QR code on the attached promotional poster gives access to the public website and some special offers.

To see ALL of the cars that will be available through our scheme, please look out for more information coming soon.

Lucy Taylor

Financial Accountant

Firefighters' Pensions Schemes Bulletin – out now

Colleagues should be aware that the new Firefighters' Pensions Schemes Bulletin 91 – March 2025 [FPS Bulletin 91 - March 2025](#) has been issued by the Firefighters Pension Scheme Advisory.

Simon Long

Senior Pensions Advisor

Digital Champions Network

Would you like to be involved in improving our digital services and the technology we use?

Do you have ideas on how we could use digital, data and technology to improve how we work and the services we provide?

We want to set up a network of staff from across the service to help us as we develop and implement these improvements.

Members of the network will be involved in:

- testing and providing feedback on new applications, systems and tools that will then inform the decisions we make and how they are implemented
- research of new systems and tools to help shape what our requirements are
- sharing their experience and knowledge with other staff as improvements are rolled out
- discussing future priorities and opportunities for improvements to help develop our ongoing programme

Staff will be able to get involved in a number of ways including: volunteering to participate in pilots or specific projects as users; invites to demonstrations of specific systems and applications; and network days where we will explore specific topics such as the use of artificial intelligence.

Sessions will be run in person and virtually to ensure staff from across the service can get involved.

If you would are interested in being part of the network or have any questions, please email digitalsupport@cumbriafire.gov.uk



Jo Richardson

Programme Lead (Transition)

Estates team officially transitions to OPFCC

Cumbria Constabulary's Estates team has officially transferred over to the responsibility of the Office of the Police, Fire and Crime Commissioner as of Tuesday 1st April 2025.

This transition means that the Estates team will now be responsible for both Policing and Fire estates.

Over the upcoming weeks, members of the Estates team will be visiting four of the wholetime stations to meet with managers and crew informally to chat and to find out more about the service.

These visits will take place at:

Station	Date	Time	Estates team members attending
Fire HQ in Penrith	Tuesday 22 nd April	11am–1pm	<ul style="list-style-type: none">• Head of Estates, Phil Robinson• Estates Maintenance Manager, Eggert Fruchtenicht• Norma Bradley, Estates Administrator• Clive Bissland, Decorating Trades Person• Katharine Simmons, OPFCC Administration Support Officer

			<ul style="list-style-type: none"> • Trade Staff
Barrow Fire Station	Thursday 24 th April	2pm–4pm	<ul style="list-style-type: none"> • Estates Maintenance Manager, Eggert Fruchtenicht • Facilities Manager, Vicky Mattinson • Estates, Strategy and Projects Manager, David Proctor • Trade Staff
Carlisle East Fire Station	Wednesday 30 th April	2pm–4pm	<ul style="list-style-type: none"> • Estates Maintenance Manager, Eggert Fruchtenicht • Facilities Manager, Vicky Mattinson • Simon Elworthy, Estates and Fleet Trades Supervisor • Katharine Simmons, OPFCC Administration Support Officer • Trade Staff
Workington Fire Station	Wednesday 4 th June	2pm–4pm	<ul style="list-style-type: none"> • Head of Estates, Phil Robinson • Estates Project Implementation Officer, Andrew Little • Simon Elworthy, Estates and Fleet Trades Supervisor • Katharine Simmons, OPFCC Administration Support Officer • Trade Staff

Any member of staff that wishes to attend these sessions is more than welcome.

How to report a fault on non-PFI buildings

To report a fault to the Estates team from Tuesday 1st April 2025, a SharePoint form has been set up.

The form can be found in three places:

1. On the SharePoint homepage as *Log a New Building Issue* down the right-hand side.
2. In the *Systems & Portals* section under *New Building Issue*.
3. On each individual station page under *New Building Issue* in the *Resources* section.

Once the form is open, you will be required to fill in the necessary information (see below):

New Building Issue (non PFI)

This form is to be used to raised new building issues at Fire Service sites. For PFI Stations Penrith, Carlisle East, Carlisle West, Workington and Patterdale please follow the process on site.

Hi Cullen, Joanne, when you submit this form, the owner will see your name and email address
Joanne.Cullen@cumbriafire.gov.uk

<input type="text" value="Title"/>	Insert a short description of the issue.
<input type="text" value="Date"/>	The date will automatically be populated.
<input type="text" value="Site - please select the appropriate site *"/>	Select the relevant site.
<input type="text" value="Building i.e tower, grounds, main building, appliance bay, drill yard *"/>	Where is the actual issue, tower, grounds etc.
<input type="text" value="Location - please provide room number if available or short description of where the issue is. *"/>	Provide room number or a short description of the location.
<input type="text" value="Reported by"/>	Type the name of the person who is reporting the issue.
<input type="text" value="Contact Number *"/>	Provide a contact number which the Estates Team can use if more information is required.
<input type="text" value="Fault Description"/>	Provide as much information as possible on the issue on site.
<input type="text" value="Attachments"/>	Option of attaching pictures of the issue.

Once you have submitted the form, a notification email will then be sent to the OPFCC Estates team to inform them of the new building issue. They will access the fault and arrange the relevant contractors if required.

If you would like to check the status of any building issues raised, go to your Station Page and under resources select *Status of Building Issue*; a page will display all jobs that have been raised for your station.

The process to report a fault on a PFI building (Penrith, Carlisle East, Carlisle West, Workington and Patterdale) will remain the same as it is currently.

What to report and when

All non-emergency faults should be reported via the SharePoint form. If there is an issue that needs immediate attention, contact the helpdesk on 0300 124 0113 ext. 60055 between Monday–Friday, 9am–5pm.

If there is an emergency with the estate outside of these hours, an out-of-hours contact is available on 07697007468. This should only be used for emergency situations when the fault affects the provision of emergency services to the public or is an immediate health and safety risk to members of staff.

Key contacts

If you have any questions or concerns around how the Fire estate will be cared for, please contact Head of Estates, Phil Robinson.

If you have a question regarding one of the teams within Estates, please contact the appropriate manager.

Head of Estates, Phil Robinson – phil.robinson@cumbria.police.uk

Estates Maintenance Manager, Eggert Fruchtenicht –
eggert.fruchtenicht@cumbria.police.uk

Estates, Strategy and Projects Manager, David Proctor –
david.proctor2@cumbria.police.uk

Facilities Manager, Vicky Mattinson – vicky.mattinson@cumbria.police.uk

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

