



CFRS Weekly Update – 30/05/25

Weekly Update – At a Glance

- Furness Pride – and get involved with future events!
- Lead Trainer – Developing Resilience Programme (DRP) for Young People
- Funeral of the late firefighter Lorraine Parkinson
- People and Talent web pages and information
- Notification of a sickness absence for operational staff
- Salary sacrifice lease car scheme – now live!
- ICT assets survey
- Annie Mac's Wealth of Health: Practical approaches to managing seasonal allergies

**** 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.

Equality, diversity and inclusion

Furness Pride – and get involved with future events!

A big shout out to Barrow Red Watch for their enthusiastic participation at Furness Pride last Saturday.

Their presence was not only a highlight of the event but also a testament to their commitment to our community.

The crew's interactions with attendees were filled with warmth and genuine interest, fostering new connections that will undoubtedly strengthen community ties.

These new relationships are invaluable as they pave the way for enhanced prevention and protection efforts, ensuring that we are better equipped to serve and safeguard our community.

If anyone would like to be involved in the next PRIDE events, please get in touch with Kelly Drury.

The dates are:

- **Kendal Pride** on Saturday, 14 June
- **Ulverston Pride** on Saturday, 5 July
- **Pride by the Harbourside (Whitehaven)** on Saturday, 16 August
- **Cumbria Pride (Carlisle)** on Saturday, 20 September

There is also a LGBTQIA+ Staff Network group within Cumbria Fire & Rescue Service. Please get in touch if you want any further information or would like to be part of this group.

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Vacancies

Lead Trainer – Developing Resilience Programme (DRP) for Young People

Are you a competent firefighter or supervisory manager, ready to take the next step into leadership?

Cumbria Fire & Rescue Service is looking for an enthusiastic and inspiring individual to lead our Developing Resilience Programme (DRP) for young people aged 14 to 16.

This impactful programme of week-long courses uses fire service activities and StayWise educational packages to help young people build resilience, confidence, and life skills in a dynamic and supportive environment.

Role:

Lead and coordinate the DRP training team

- Deliver engaging, hands-on sessions that promote resilience and teamwork

- Inspire and mentor young people through structured fire service-based learning

Course dates (availability required):

- Week of 23 June – Carlisle East
- Week of 30 June – Ulverston

You'll receive full training and support from the current course lead, Andrew Millray, to ensure a smooth transition into the role.

Who should apply:

This is a fantastic opportunity for a firefighter or supervisory manager looking to grow into a supervisory or leadership role or develop their leadership ability, especially those passionate about youth development and community engagement.

Interested? Use the contact details below to find out more information or express your interest:

- Dean Readman Dean.Readman@cumbriafire.gov.uk
- Jason Ferguson Jason.Ferguson@cumbriafire.gov.uk

Andrew Lowes

Station Manager, Prevention (Water Safety and Working with Children and Young People Lead)

Other

Funeral of the late firefighter Lorraine Parkinson

It is with the deepest sadness that we announce the passing of our former colleague, firefighter Lorraine Parkinson, who passed on Sunday, 18 May following a short but incredibly brave battle with cancer.

Lorraine paved the way for female firefighters when she joined Windermere on 29 April 2009. With her courage, resilience, and humour she proved firefighting was well within her capabilities and encouraged many females to follow in her footsteps.

Lorraine worked alongside husband Shane at Windermere to be one of the first married firefighting couples serving at the same station.

Lorraine was a devoted wife to Shane and a loving mother to Bethany and Dillon.

She was the head of all family events, making everyone welcome and every occasion special.

A service will be held at Beetham crematorium on Thursday, 12 June at 11am, with a celebration of Lorraine's life at Windermere Rugby Club afterwards.

Shane has invited all ex and serving fire service personnel who knew or worked with Lorraine to attend.



Mark Nicholson

Group Manager – Service Delivery

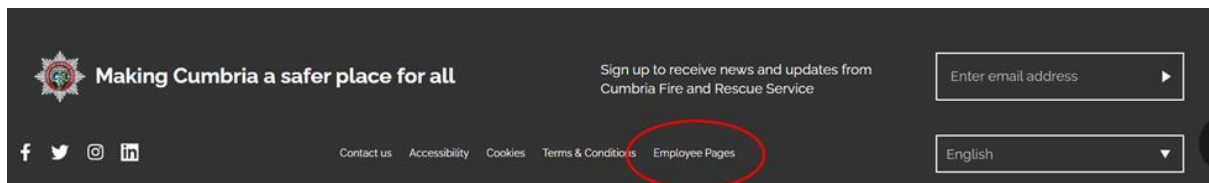
People and Talent web pages and information

The People and Talent department, which consists of HR, SDS, Resourcing, Fitness, and Pensions, no longer have their information on SharePoint.

Instead, all key policies, procedures, forms, etc., are on the external web pages, called the Employee Pages. They are linked here: [Employee Pages](#)

The People and Talent team have been working on these pages for the past few months, so please reach out and let us know if anything is missing, any links are broken, any information is needed – we appreciate any and all feedback.

You can find the employee pages on **any** CFRS web page by scrolling right to the bottom and selecting Employee Pages, please see image below. You can access these pages from your personal phone, work phone, or any device.



The People and Talent web pages are broken down into the following sections:

- **HR** – where you will find Absence, Leave, Workplace Complaints, Discipline, Performance Management, Managing Change and more
- **Pensions** – where you will find information on the Firefighters Pension Scheme, the Local Gov Pension Scheme, Salary Sacrifice AVCs, Ill-health Retirement, notes and actions from the Fire Pensions Board and more
- **Resourcing and Talent** – where you will find On-Call FF Recruitment, Promotion, Development, Appraisal, Corporate Recruitment and appointment, Onboarding and Probation, Leaving Employment, DBS, and more
- **Wellbeing, Fitness and Inclusion** – this is a newly developed area, but includes the Fitness Policy, Fitness Guidance, Menopause, Substance Misuse, Pronouns, Work-Life Balance, Veterans and Reservists, Neurodiversity and more
- **CFRS Wellbeing Hub** – a huge hub of information on Mental Health support, Stress Management, Trauma, Suicide, Financial Wellbeing and lots more

Reminder: If you have any previously saved policies, templates, forms, etc., please make sure these are updated with the newest versions, all published on these web pages.

This is especially important for formal processes, where the correct versions must be used.

If you have any queries or are looking for anything on these pages, please contact the relevant team below:

HR@cumbriafire.gov.uk

Fire.SDS@cumbriafire.gov.uk

Recruitment@cumbriafire.gov.uk

Wellbeing@cumbriafire.gov.uk

FirePensions@cumbriafire.gov.uk

Many thanks,

People and Talent

Notification of a sickness absence for operational staff

Following the updated absence and wellbeing policy being published earlier this year, we would like to remind supervisory managers that when operational staff notify them of an upcoming sickness absence while they are on their rest days, the absence won't formally start until their first rostered day that they are due to be in the workplace or the next availability period for on-call staff.

Managers need to ensure they are recording this accurately on iTrent to ensure absences are not unnecessarily being elongated and potentially triggering an absence management meeting.

It is also important to remember to carry out return to work meetings with each individual following sickness absence, the date of which needs to be updated onto their iTrent record.

We would also like to remind you that return to work meetings and wellbeing support meetings are two different things and should be carried out in line with the policy.

Please reach out to HR@cumbriafire.gov.uk if you need any support or guidance when it comes to absence management. You can view the [Absence and Wellbeing policy](#) on the [employee pages](#) of the CFRS website.

Emily Grey

HR Advisor

Salary sacrifice lease car scheme – now live!

HASSLE-FREE LET'S GET MOTORING!

Register your free, no obligation account
and get a quote for any car!



- ✓ NO credit checks
- ✓ NO added costs
- ✓ NO deposits



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Cumbria Fire & Rescue Service's new salary sacrifice lease car scheme is live!

Before placing an order, it is important you that read the scheme policy and brochure to fully understand how the scheme works and any personal financial implications:

[Salary Sacrifice Car Scheme Policy](#)

[CFRS NHS Fleet Solutions Brochure](#)

By clicking the below link you can access NHS Fleet Solutions website where you can browse some of the latest offers or order a vehicle of your choice:

[NHS Fleet Solutions](#)

The **VPD** numbers to use for the fire car scheme is:

- Fire Scheme VPD – **P20**

Lucy Taylor

Financial Accountant

ICT assets survey

We are working with ICT to capture an accurate record of all ICT assets that have been assigned to staff and stations.

We need to capture an accurate list which is as up-to-date as possible because we need to understand: what ICT equipment we have; who it has been assigned to; what risks there may be due to ageing equipment; and where this equipment is currently.

In some instances equipment has been reassigned or passed on but records have not been updated, or they have been ordered as part of a wider project and are assigned to the individual who lead the project rather than the staff they have then been issued to.

In the first instance, please can you capture all the equipment that has been assigned to you.

Computer mice, power cables and keyboards are not part of the survey – at this stage, we are mainly looking for assets assigned to individual staff such as laptops, phones and monitors.

What is an asset tag?

The asset tag is an identifying blue sticker with a barcode that ICT puts onto devices that are issued to staff.

On mobile phones this will be under the case or may be under the battery.

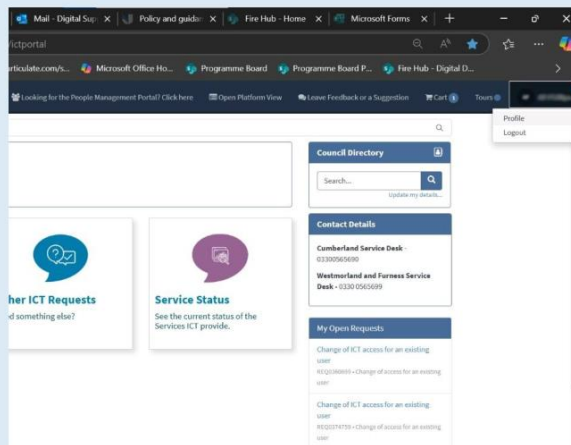
If you cannot find or there isn't an asset tag, please complete the form with as much information as you can.

This is your "Asset Tag" – it's the identifying number that ICT use to record all devices.
It may not be easily found on some devices

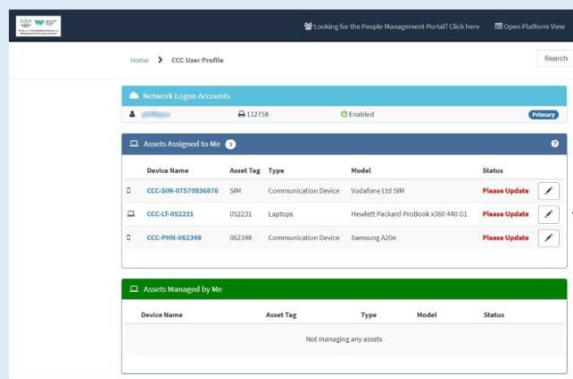


To find what has been assigned to you – you can also go to ICT Servicedesk and open your personal log from there.

FIRST:



Click here,
select "profile"



Edit any
errors here.

Please complete one form for each piece of equipment that you are recording:
<https://forms.office.com/e/LtyPwjGRkb>

If you have any questions regarding the survey, please email
digitalsupport@cumbriafire.gov.uk

Annie Mac's Wealth of Health: Practical approaches to managing seasonal allergies

Seasonal allergies affect millions of people across the UK, with symptoms ranging from mild irritation to severe disruption of daily life.

This article outlines practical approaches to managing seasonal allergies, with guidance from trusted UK organisations.

Understanding seasonal allergies

Seasonal allergies, also known as hay fever or allergic rhinitis, occur when your immune system overreacts to airborne substances like pollen. Common triggers in the UK include:

- Tree pollen (late March to mid-May)
- Grass pollen (mid-May to July)
- Weed pollen (June to September)
- Mould spores (often peak in autumn)

Recognising the symptoms

According to the NHS, common symptoms include:

- Sneezing and coughing
- Runny or blocked nose
- Itchy, red or watery eyes
- Itchy throat, mouth, nose and ears
- Headache or earache
- Loss of smell
- Facial pain or pressure
- Fatigue

Management strategies

Monitor pollen counts

The Met Office provides daily pollen forecasts. When counts are high:

- Stay indoors with windows closed when possible
- Wear wraparound sunglasses when outdoors
- Shower and change clothes after being outside
- Consider using a pollen filter in your car

Medication options

The NHS recommends several approaches:

1. **Antihistamines:** Available as tablets, liquids, nasal sprays or eye drops. They can help with sneezing, itching and watery eyes
2. **Corticosteroid nasal sprays and drops:** Reduce inflammation in your nose, addressing blocked or runny nose and sneezing
3. **Decongestants:** Can provide short-term relief for a blocked nose, but shouldn't be used long-term
4. **Combination treatments:** Some products combine antihistamines with decongestants or other medications

Always speak with a pharmacist or GP about the most appropriate treatments for your symptoms.

Home remedies

Asthma + Lung UK suggests several practical measures:

- Apply petroleum jelly around your nostrils to trap pollen
- Use a saline nasal rinse to clear pollen from your nasal passages
- Keep windows closed during high pollen counts
- Vacuum regularly and dust with a damp cloth
- Avoid drying clothes outside when pollen counts are high

When to seek medical help

The NHS advises consulting your GP if:

- Your symptoms are severe or persistent despite trying over-the-counter medications
- Your symptoms are interfering with daily activities or sleep
- You have other conditions such as asthma that may be worsened by hay fever

Long-term options

For severe cases, your GP might refer you to an allergy specialist who could recommend:

- **Immunotherapy:** Gradually introducing small amounts of allergen to build tolerance
- **Prescription medications:** Stronger versions of over-the-counter remedies

Special considerations

Seasonal allergies and asthma

Asthma + Lung UK highlights that pollen can trigger asthma symptoms. People with both conditions should:

- Ensure their asthma action plan is up to date
- Carry their reliever inhaler at all times
- Consider starting hay fever treatment before the pollen season begins
- Monitor their peak flow readings during allergy season

Children and Allergies

For children with hay fever, the NHS recommends:

- Speaking to a pharmacist about age-appropriate medications
- Keeping a symptom diary to identify patterns
- Working with schools to manage symptoms during school hours

While seasonal allergies cannot be cured, symptoms can be effectively managed with the right approach.

By combining preventative measures, appropriate medications, and lifestyle adjustments, most people can significantly reduce their symptoms and enjoy the changing seasons with minimal discomfort.

For more information, visit the NHS [website](#) or contact Asthma + Lung UK's helpline at 0300 222 5800.

Annie McInerney-Thompson

Recruitment, Fitness and Engagement Coordinator

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

