



## CFRS Weekly Update – 22/08/25

### Weekly Update – At a Glance

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- Separate Adverse Safety Event forms created
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- Annual Awards – time running out to submit nominations
- Fire Fighters Charity: Your perfect summer escape awaits
- Fleur Lombard Bursary: Updated application process and 2026 deadline

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

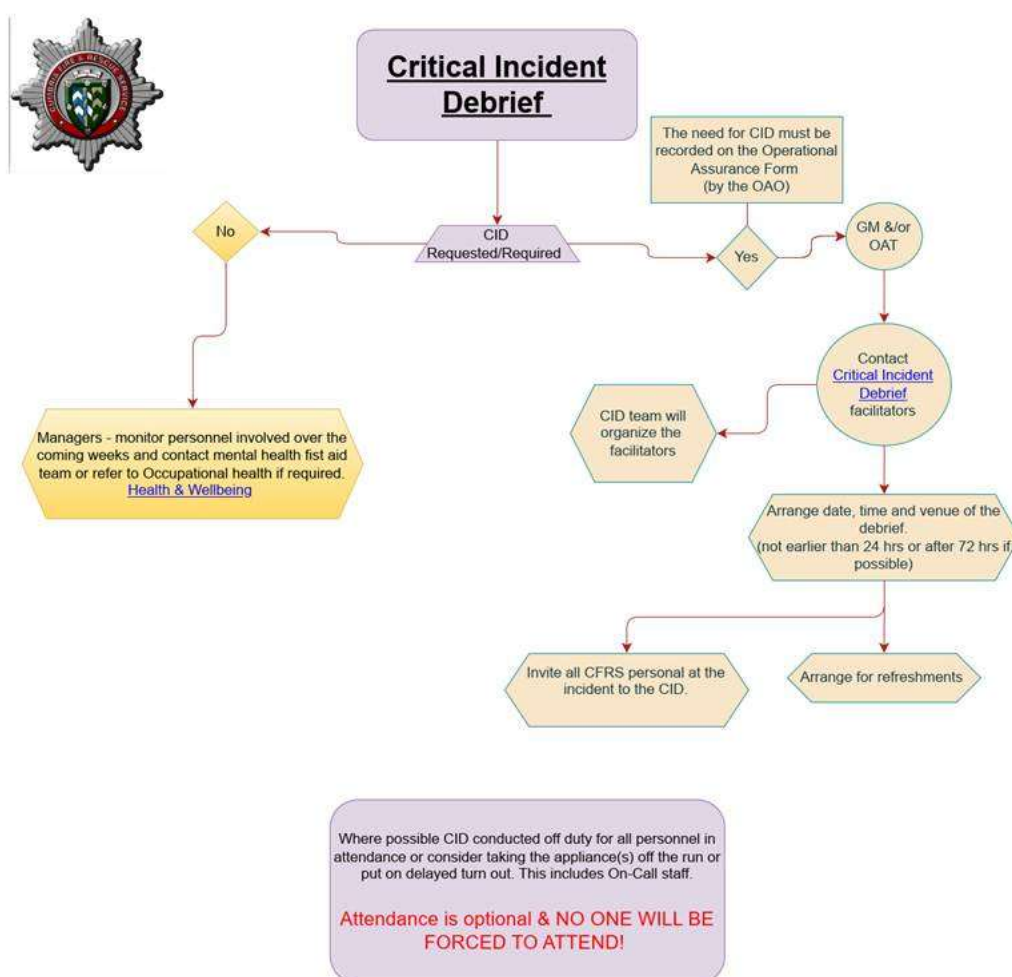
**Detailed information for each of these headlines can be found below.**



## Risk Critical / Operational

### Critical Incident Debrief process reminder – and we want your feedback!

Please see below an updated Critical Incident Debrief (CID) flow chart, which displays simple steps to follow when a CID may be required.



The CID team would like to invite all staff to complete the following feedback form using the link or QR code below: [CID feedback form](#)



By completing this form you will contribute to how and if the debriefs are adapted by providing anonymous and impartial feedback.

We welcome all positive and constructive information that is provided and this will enable the team to develop and grow.

### **Critical Incident Debrief team**

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### **Separate Adverse Safety Event forms created**

Separate Adverse Safety Event (ASE) forms have been created to replace the current one and to mirror the fields within FireWatch when it goes live early next year.

The forms are: *Personal Injury*; *Vehicle Accidents*; *Near Misses*; *Cause for Concern*; and *Equipment Failure*.

Please find the forms via this link – [\*\*Adverse Safety Events Forms\*\*](#) – and if you have any questions contact [\*\*luke.russell@cumbriafire.gov.uk\*\*](mailto:luke.russell@cumbriafire.gov.uk).

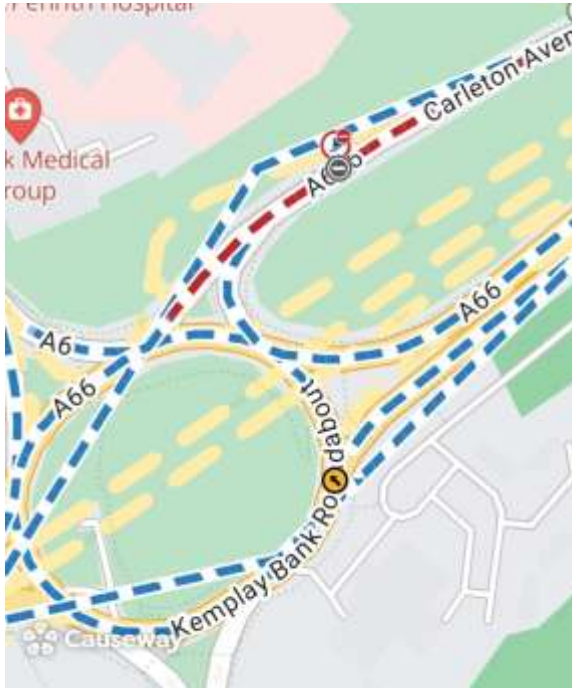
**Luke Russell**

Health and Safety Advisor

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### **A686 Closure Notice**

I have had notification from Kier Group that the A686 will have overnight closures in place from Tuesday 26 August to Saturday 30 August but could, if needed, last through until Saturday 20 September as per the closure notice. These will be in effect from 7pm–5am.



#### INFORMATION FOR ROAD USERS

-  Location  
Carleton Avenue
-  Traffic management  
Road closure
-  Date  
26 Aug 19:00 – 20 Sep 05:00

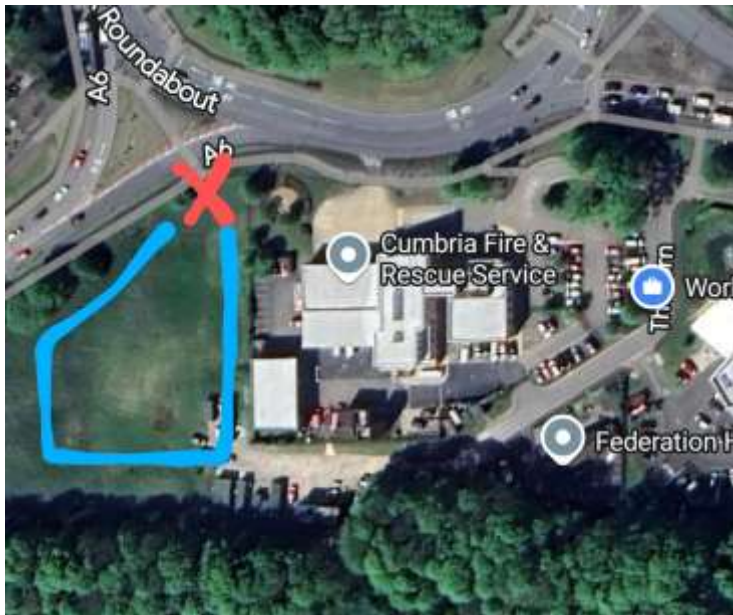
#### TRAFFIC RESTRICTIONS

-  26 Aug 19:00 – 20 Sep 05:00  
Carleton Avenue



This will not prevent access to the station from Carleton direction using the A66 underpass and will only affect the road leading from the underpass to Kemplay Bank roundabout in both directions.

During these hours, staff coming to station from M6 direction will either need to utilise the new hard standing area off Kemplay Bank heading onto A6 (staff can park within the new area), use the footpath to access the front of the station, or follow the road around the rear of the station to the car park. Alternatively, staff can follow the signposted diversion.



**Dean Readman**

Station Manager, Penrith and Prevention (Road Safety, Home Fire Safety)



### **Area Manager promotion board**

Applications are still open for the post of **Area Manager**. We are looking for individuals who are focused on demonstrating outstanding leadership, and who value compassion, honesty, and integrity.

**Applications close:** Wednesday 3 September 2025

**Possible initial assessments:** w/c Monday 8 September 2025

**Assessment Day:** Wednesday 17 September 2025

You can find out more about the role, eligibility and how to apply here: [Leadership Vacancies | Cumbria Fire & Rescue Service](#)

**Ollie Wright**

Resourcing, Talent and Wellbeing Lead

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### **Trainee Accounting Technician vacancy**

**Salaries:**

Entry Level – Finance Administrator – £26,403–£26,842

Final Level – Accounting Technician – £34,434–£35,412

**Hours:** For the career grade opportunity, this role is 37 hours and undertaking the qualification levels will be included in your working time. We offer flexible work options that can be discussed at interview.

**Working expectations:** As this is a trainee role, the successful candidate will predominately be office-based to ensure thorough training and support can be implemented.

**Contract:** Permanent

**Location:** The Finance department is based at Carlisle East Fire Station and Penrith HQ.

**Closing date:** Wednesday 3 September 2025, 11.59pm

**Interviews:** Interviews will be held in person at Carlisle East Fire Station during the week commencing Monday 8 September 2025.

You can find out more about the role, eligibility and how to apply here: [CGS0001 - Trainee Accounting Technician | Cumbria Fire & Rescue Service](#)

**Ollie Wright**

Resourcing, Talent and Wellbeing Lead



## Other

### **Penrith Fire Station Open Day Raffle Announcement**

**Open Day – Saturday 30 August 2025 (10am–11am SEN and families, 11am–3pm general entry)**



*Pre-release of opportunity for all CFRS personnel!*

We will only be releasing between 100–150 tickets for these prizes at £10 each so the odds of winning are very good.

We will release 50 per cent of these for presale to CFRS before we release them to the public on Friday evening – so get in quick!

Opportunity to win (two separate raffles)...



**2x adult weekend tickets**

**(Thursday–Sunday) for**



**Kendal Calling 2026**

and...

**Three-day glamping pod**

**holiday (with HOT TUB!)**

**at Crossgate Luxury Glamping site**

**in Hartsop: [Crossgate Luxury Glamping Lodges with Hot Tubs in the Lake District](#)**



Tickets will be sold until we close the open day at 3pm or until we reach the maximum threshold of 150 tickets. If we do not reach 100 tickets sold by that time the raffle will remain open until the minimum threshold is reached.

Tickets can be bought by contacting the Penrith crew directly or by donating through the following link [\*\*Penrith Fire Station is fundraising for Fire Fighters Charity\*\*](#) (FF Sam Smith) – but you still need to contact us and let us know so we can allocate your tickets.

Your 'ticket' is allocated on a spreadsheet and a random number generator used so it's all above board – bribery will not work!

We will also be holding our usual fantastic raffle with loads of amazing prizes including:

- **Centre Parcs day pass for four people**
- **Another Place meal voucher at Brackenrigg (two courses for two people, £60)**
- **North Lakes Spa voucher**
- **Lowther Castle day pass**
- **Granny Dowbekins afternoon tea**
- **Pallet of bark from Jenkinsons for all those gardeners out there**

...and much, much more!

Get your tickets and help raise money for the Fire Fighters Charity.

Good luck!

**Sarah Holton**

Watch Manager, Penrith Day Crew

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### **Annual leave calculator error identified**

Following the annual leave calculators being issued, we have identified an error with the calculation for public holidays (specifically the August 2025 public holiday date).

The HR team will amend the calculator for the affected people and reissue an amended calculator via email as soon as possible.

If you have any additional queries, please contact the HR mailbox [hr@cumbriafire.gov.uk](mailto:hr@cumbriafire.gov.uk)

**Helen Clark**

HR Manager

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### **Pension reminder**

If you are retiring, please can you email [FirePensions@cumbriafire.gov.uk](mailto:FirePensions@cumbriafire.gov.uk) and advise us of the date you are due to retire – this will ensure a smoother transition for you.

There is an online *Planning for Retirement* course dedicated to firefighters on **Wednesday 15 October 2025, 9.30am–12pm**.

To book, scan the QR code on the poster [here](#) or click this link: <https://affinityconnect.event-registration.co.uk/events/cumbria-fire-and-rescue-service/retirement/2-hour-30-minute-course-online>

**Melissa Taggart**

HR and Pensions Development Assistant

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### **Information for Firefighters' Pension Scheme Members – ABS-RSS 2024/25**

The Annual Benefit Statement – Remediable Service Statement (ABS-RSS) for the 2024/25 year will be released by **Sunday 31 August 2025**. Please take note of the following key updates and actions:

#### **1. Pension Portal Access**

Members of one of the occupational pension schemes at Cumbria Fire & Rescue Service 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.

Please use your personal email address when logging on.

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

## 2. Contribution Adjustment

Your ABS-RSS will include details of any **contribution adjustments** related to the remedy period.

### **For legacy FPS1992 or Modified Scheme Members:**

You are required to pay additional pension contributions for the remedy period to be treated as FPS1992/Modified on retirement. You can make this adjustment in one of two ways:

- **At retirement:** Contributions may be deducted from your lump sum
- **Within 12 Weeks of receiving your ABS-RSS:** This annual window opens when the ABS-RSS is released

**Important:** If you wish to make a contribution adjustment, you must act quickly. **Payment must be received within 12 weeks**, not just the election.

Note: You cannot make an election for contribution adjustment until you have received your ABS-RSS for 2024/25.

### **For legacy NFPS2006 Members:**

You may be eligible for a refund through a contribution adjustment election. This can be made any time up to retirement and is not bound by the 12-week window.

Forms are available on the LPPA website under: [Forms, documents and scheme information • Local Pensions Partnership Administration](#) under the drop down *Remedy Contribution Adjustment*.

### 3. RSS Presentation Sessions

To support members in understanding their ABS-RSS, **two presentation sessions** will be held on:

- Thursday 11 September 2025, 9.30am
- Monday 29 September 2025, 10.00am

If you wish to attend, please click the link or email [FirePensions@cumbriafire.gov.uk](mailto:FirePensions@cumbriafire.gov.uk)

#### [Join the meeting now](#)

Meeting ID: 359 160 712 932 1

Passcode: 8Kv7Y5gr

Note: The presentation content will be the same as last year. If you attended previously, you can view the presentation again on the **CFRS intranet**.

**Simon Long**

Senior Pensions Advisor

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### **Annual Awards – Time running out to submit nominations!**

You still have time submit your nominations for our Annual Awards celebrating the skill and dedication of our workforce – but the deadline is fast approaching on **Sunday 31 August!**

You can nominate a colleague or team by email to [media@cumbriafire.gov.uk](mailto:media@cumbriafire.gov.uk) –

please include your name, the name of the person/team you are nominating, the award you are nominating them for, and the reasons for the nomination (giving as much detail as possible).

We would love to encourage video nominations which can then be played at the awards ceremony for those who are shortlisted to be recognised – you can submit those by email to the same address.

This year's categories are:

- Community Contribution Award
- EDI Champion
- Unsung Hero Award
- Outstanding Achievement
- Inspirational Leader Award
- Team of the Year
- Community Ambassador of the Year
- Service Leadership Team's 'THACK' Values Award
- On-Call Champion
- Outstanding Contribution

**We are particularly keen for more nominations in the EDI Champion, Outstanding Achievement, Community Ambassador of the Year, and Outstanding Contribution categories.**

You can find more information about the categories and criteria here: <https://tinyurl.com/2h5kumen>

The winners will be revealed at a ceremony on Friday, 24 October 2025.

If you have any questions please contact Lauren Woodward, Orlanda Wright or Liam Waite.

**Lauren Woodward**

Assistant Chief Fire Officer

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## **Fire Fighters Charity: Your perfect summer escape awaits**

### **Dreaming of a refreshing weekend away?**

Whether you crave peaceful countryside views, fancy a few days of scenic rambles, or just want to make memories with your family in a new place, Fire Fighters Charity has got you covered.

This summer, the charity has limited availability in its self-catered accommodation at:

- **Harcombe House, Devon** – rolling hills and tranquil woodland
- **Marine Court, West Sussex** – sandy beaches and sea air
- **Jubilee House, Cumbria** – mountains, lakes, and beautiful countryside

Every booking helps fund its vital work, providing care and support for our fire services community, during and after service – so your holiday really is making a difference.

Book now to secure your dates via the button below – and if you have any questions, just drop the charity a line at [\*\*rentalbreaks@firefighterscharity.org.uk\*\*](mailto:rentalbreaks@firefighterscharity.org.uk).

[\*\*Learn more\*\*](#)

**Fire Fighters Charity**

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**Fleur Lombard Bursary: Updated application process and 2026 deadline**



Applications have re-opened for the **Fleur Lombard Bursary**, a fund created in memory of Firefighter Fleur Lombard QGM (*pictured*) who tragically lost her life in the line of duty in 1996.

Fleur was the first female firefighter to die in peacetime Britain, and her legacy lives on through the bravery, dedication and spirit she showed throughout her career.

The bursary was set up by her family and colleagues to support others in the fire and rescue service to learn, grow and make a difference, just like Fleur did.

The fund supports travel or study that helps improve how we work in fire and rescue. Your application should aim to address at least one of the following goals:

- Reduce fires
- Prevent death or injury from fire
- Protect property or the environment
- Improve firefighter safety
- Support your professional development

**Deadline to apply: 30 September 2025**

**Decisions will be made by: 1 November 2025**

Any junior member of the service is eligible to apply, including operational staff up to and including Watch Manager and support staff up to and including Hay 6 or equivalent.

You can download the application form here: [\*\*Fleur Lombard Bursary - Avon Fire and Rescue Service\*\*](#)

Once the application form is complete, please send it to  
[The.Clerk@Avonfire.gov.uk](mailto:The.Clerk@Avonfire.gov.uk) before the deadline.

## **Avon Fire and Rescue Service**

On behalf of the Fleur Lombard Bursary Trustees

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To have your news included in this section please email:  
[CFRS.update@cumbriafire.gov.uk](mailto:CFRS.update@cumbriafire.gov.uk)

