



CFRS Weekly Update – 19/09/25

Weekly Update – At a Glance

- IRS Plus: Completion of Incident Reports
- New vehicle warning stickers
- Young drivers road awareness resources
- August 2025 Organisational Learning Brief GMFRS
- Staveley firefighter hangs up his boots after 27 years
- Organisational Development Manager vacancy
- Resourcing, Talent and Wellbeing Lead vacancy
- Watch Manager, Incident Command Lead – Learning and Development vacancy
- Business Support Administrator vacancy
- Pension Awareness Week is here – and future you would like a word
- ABS – RSS presentation
- Planning for Retirement Course

**** 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

IRS Plus: Completion of Incident Reports

The Ops Planning department would like to reiterate the importance of IRS reports being completed **within seven days** as it is a requirement from the Home Office.

Incomplete reports create a workload for the Ops Intel Team and can hold up Fire/Incident Reports being produced for police, HM Coroner's Office and insurers.

Please can OICs ensure the prompt completion of reports and, when complete, mark as *Fully Recorded* on the system.

Anyone having any issues when filling out IRS reports should contact opsplanning@cumbriafire.gov.uk and we will happily assist.

Caroline Hodgson

Team Leader, Risk Management Technician

Ops Intel Team, Operational Planning Department

New vehicle warning stickers

This correspondence is to inform personnel that a new A5-size vehicle warning sticker, in collaboration with Cumbria Constabulary, will soon be arriving on stations.














These stickers are another outcome from Cumbria Fire & Rescue Service's Emerging Technologies Working Group.

They are to be used post-incident at RTCs/vehicle incidents and placed onto the vehicle windscreen/window where appropriate to warn of any residual dangers that may exist within the vehicle, or they can be completed and handed to the responsible person as part of the handover process.

Please note: If at a serious/fatal incident, the Police Forensic Collision Investigation Unit will be called too and the Police would prefer it is handed to the Lead

Investigating Officer rather than be stuck on where it may cause an issue with the evidence.

The stickers can be kept on appliances in the most suitable place as decided by station personnel. See sticker below:

WARNING! HAZARDS PRESENT			
 DANGER HIGH VOLTAGE SYSTEMS MAY BE LIVE!		 	
	HIGH VOLTAGE SYSTEM ISOLATED	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	BATTERY SYSTEMS ISOLATED	<input type="checkbox"/>	<input type="checkbox"/>
	VEHICLE KEY SAFE/SECURE	<input type="checkbox"/>	<input type="checkbox"/>
	IGNITION FULLY OFF	<input type="checkbox"/>	<input type="checkbox"/>
		TYPE:	
	PETROL	<input type="checkbox"/>	
	DIESEL	<input type="checkbox"/>	
	ELECTRIC	<input type="checkbox"/>	
	OTHER	<input type="text"/>	
	UNDEPLOYED SRS SYSTEM	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	BIOHAZARDS	<input type="checkbox"/>	<input type="checkbox"/>
<small>(USER INFO=TICK APPROPRIATE BOX)</small>			

Paul Dean

Station Manager, Operational Planning

Young drivers road awareness resources

Devon & Somerset Fire & Rescue Service's new campaign resources, developed with the National Fire Chiefs Council for the two-week young drivers campaign (22 September–5 October) can be found [here](#).

Any crews/stations delivering road awareness training, please get in touch should you require virtual reality equipment or road safety content/resources.

Steve Brockbank

Watch Manager, Prevention

August 2025 Organisational Learning Brief GMFRS

On behalf of GM Steve Jordan and the GMFRS Organisational Learning and Operational Information Team, please see below August's Organisational Learning Brief.

August 2025 Organisational Learning Brief GMFRS

The Organisational Learning Brief includes the following:

- **Debriefing and the Organisational Learning System** – Overview, debrief criteria, good examples of submissions
- **Risk Critical Learning** – Removal of BA Guidelines and Personal Lines in GMFRS, Ozone machines, and LPG fuel pump valves
- **Common Learning** – Increase in CCTV and doorbell video devices recording sensitive conversations at incidents, HFSAs and Fire Safety visits
- **Incidents of Note** – RTC Stockport and Major Incident, Longdon Road, Manchester

Kasey Grainger

Station Manager, Operational Assurance

Staveley firefighter hangs up his boots after 27 years

After an amazing 27 years of loyal service to the communities of Staveley and wider Cumbria, firefighter Anthony Bowness has taken the decision to hang up his boots and retire from the service.

Area Manager Stuart Hook attended Anthony's presentation in front of friends, family and colleagues.

Watch Manager Andrew Millray said: "Anthony was an excellent team member and always happy to help in any way he could.

"We wish Anthony all the best in retirement and for the next chapter in his life."



Andrew Millray

Watch Manager



Vacancies

Organisational Development Manager

Location: Flexible working, a mixture of home working and working from any of our stations, mainly HQ at Penrith

Salary: £51,356–£52,413

Job type: Permanent – 37 hours per week

Closing date: 11.59pm, Sunday 12 October 2025

Interview date: Thursday 23 October 2025

For more information please contact Recruitment@cumbriafire.gov.uk

To find out more and apply, click here: [CFRS0157 - Organisational Development Manager | Cumbria Fire & Rescue Service](#)

Katie Norman

Resourcing and Talent Advisor

Resourcing, Talent and Wellbeing Lead

Location: Flexible working, a mixture of home working and working from any of our stations

Salary: £45,091–£46,142

Job type: Fixed Term (12 months, maternity cover) – 37 hours per week

Closing date: 11.59pm, Sunday 12 October 2025

Interview date: Wednesday 22 October 2025

For more information please contact Recruitment@cumbriafire.gov.uk

To find out more and apply, click here: [CFRS0166 - Resourcing, Talent and Wellbeing Lead | Cumbria Fire & Rescue Service](#)

Katie Norman

Resourcing and Talent Advisor

Watch Manager, Incident Command Lead – Learning and Development

Location: CFRS HQ, Penrith – willingness to travel countywide and nationally where required for the development of Incident Command training and regional meetings

Salary: WM Grey Book (+10% L&D Allowance)

Job type: Temporary Cover (initially three months) – 42 hours per week

Eligibility: INTERNAL ONLY: Competent, permanent firefighter or above with an in-date ICL1 qualification

Closing date: Midnight, Sunday 21 September 2025

Shortlisting: Monday 22 September 2025

Interview date: w/c Monday 22 September 2025

For more information please contact Station Manager Tom Harding.

To find out more and apply, click here: [Internal Expressions of Interest | Cumbria Fire & Rescue Service](#)

Katie Norman

Resourcing and Talen Advisor

Business Support Administrator

Location: CFRS HQ, Penrith

Salary: £26,403–£26,824

Job type: Fixed Term (12 months) – 37 hours per week

Closing date: 11.59pm, Friday 26 September 2025

Interview date: w/c Monday 6 October 2025

For more information please contact Recruitment@cumbriafire.gov.uk

To find out more and apply, click here: [CFRS0164 - Business Support Admin | Cumbria Fire & Rescue Service](#)

Katie Norman

Resourcing and Talent Advisor



Other



Pension Awareness Week is here – and future you would like a word

Ever wondered what retirement might look like? Whether it's travelling the world, helping the grandkids, or just taking it easy, your pension plays a big part.

There's lots to consider and this week is all about making sure you're saving enough to enjoy your ideal retirement – and we have an easy way for you to start doing just that.

Find out more about the week and tailored financial education, support and services below:

[Home](#) | [For all your financial wellbeing needs](#) | [My Money Matters](#)

Bonus: Take the “Future You” quiz

It takes two minutes. It’s fun and (surprisingly!) helpful.

Find out your pension personality and get tips to match!

[Take the quiz](#)

Small actions now could lead to financial freedom later. This session is designed to help you make sense of your pension today, so you have more choice, control and confidence tomorrow.

Have a fantastic day!

A Pension is a long-term investment, the fund value may fluctuate and can go down. Your eventual income may depend upon the size of the fund at retirement, future interest rate and tax legislation.

The Shared Cost AVC scheme is available to active Local Government Pension Scheme (LGPS) members only.

You should consider your affordability before applying for a Shared Cost AVC plan.

A Shared Cost AVC PLAN cannot be accessed until age 55, rising to age 57 from 2028.

The Annual Benefit Statement – Remediable Service Statement

A reminder that there will be a presentation on **Monday 29 September 2025** at **10am** to support members with their Annual Benefit Statement – Remediable Service Statement.

If you wish to attend, please click the link or email

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.

Melissa Taggart

HR and Pensions Development Assistant

Planning for retirement course

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](#).

Vanessa Fidler

Pay, Reward & Pensions Advisor

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

