



CFRS Weekly Update – 31/10/25

Weekly Update – At a Glance

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**** 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

Tyre blowouts at vehicle fires operational learning

On Thursday, 23 October 2025 at 3.48pm, crews from Workington, Whitehaven, and Frizington attended a Stagecoach double-decker bus fire on the A595 dual carriageway near Distington.

While extinguishing the fire, the OIC reminded BA crews of the potential danger of tyre explosions when exposed to extreme heat.

Only minutes later, a tyre failed violently, projecting debris several yards from the vehicle.



As seen in the picture, the intensity of the fire and extent of damage clearly highlight the risks involved.

Fortunately, all crews were positioned safely at the time, demonstrating excellent situational awareness and adherence to safe working distances.

This incident serves as an important reminder of the risks associated with tyre blowouts during vehicle fires.

Always maintain appropriate safety cordons, anticipate secondary hazards, and continually monitor vehicle components that may fail under heat.

Pete Kavanagh

Station Manager, LCU 6

Temporary changes to Penrith HQ access due to roadworks

Due to the ongoing road improvement works around the Kemplay Bank roundabout, access to Penrith HQ will temporarily change from Sunday, 9 November, with the disruption expected to last for 10 days.

- **Staff who are based at Penrith HQ** will continue to access the site via Carleton Avenue and the underpass. **However** on the hill up to HQ you will need to turn left and pass behind the Police Learning and Development Centre (seen in the picture below), then turn left again (second image below) before turning right through the gate into the usual staff car park. On-call firefighters will follow this route and continue past the gate to park on the left in the signposted area.



- **Visitors not usually based at Penrith HQ** will need to access the site via Kemplay Bank. Immediately after leaving the roundabout at the turn-off for Eamont Bridge, you should turn left onto the new hardstanding area (seen below) where you will be able to park and follow the signposted route by foot to the usual pedestrian entrance to the station. Please note when you exit the site by vehicle from this car park you will **only be able to turn left**.



Ordering resilience kit

Resilience kit ordering post-incident

PPE and water kit is available to order on request via the ticket system.

Resilience PPE can be ordered – where contaminated kit is required to go to Elis for laundry, this is done via the fire request portal:

Cumbria Fire and Rescue Service > Resilience PPE request > Complete the form attached with details and sent

This will be picked up each workday and sent via internal mail by 10am.

If PPE is required out of hours there is a store of resilience PPE at Penrith HQ – this is stored in the Emont room, the key for which can be collected from reception.

Resilience PPE ordering for courses

Resilience fire kit can be ordered for FBT/hot fire courses or water PPE for SRT courses – these will be put in the classroom in L&D for your collection unless stated otherwise on ticket.

Sizes must be stated on ticket and please allow seven days before your course.

Business Resource Request System

Request Type

Cumbria Fire and Rescue Service ▼

Request Type

Resilience PPE Request ▼

Subject

FIRE PPE

Instructions

The resilience PPE should be placed into the Orange Ellis laundry bag on the station after your personal PPE returns from Ellis. This will ensure everything stays organized and properly handled.

Please state size required

- Tunic Med / Tall
- Over-trousers Large / Reg
- Leather Fire Boot
- Fire hood

Request Detail

Personnel No.*

Authorised By*

Name of Personnel*

Station*

Please select Station ▼

Quantity*

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

Attachments

[Add File](#)

Location

Cumbria Fire and Rescue Service HQ, Kemplay Bank, Penrith

Save

Cancel

Following use of fire kit

All resilience fire PPE must be placed into the laundry basket to be washed and will be returned to stores.

All water kit must be clean and dry before returning to the stores highlighting any damage which has occurred.

Technical Services

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 the 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!  			
		YES	NO
	HIGH VOLTAGE SYSTEM ISOLATED	☐	☐
	BATTERY SYSTEMS ISOLATED	☐	☐
	VEHICLE KEY SAFE/SECURE	☐	☐
	IGNITION FULLY OFF	☐	☐
		TYPE:	
	PETROL	☐	
	DIESEL	☐	
	ELECTRIC	☐	
	OTHER		
		YES	NO
	UNDEPLOYED SRS SYSTEM	☐	☐
	BIOHAZARDS	☐	☐
(USER INFO=TICK APPROPRIATE BOX)			

Paul Dean

Station Manager, Operational Planning

Avian influenza

This correspondence is to inform personnel that highly pathogenic avian influenza (HPAI) H5N1 (otherwise known as Bird Flu) has been confirmed in commercial poultry at a premises near Penrith, Westmorland and Furness, Cumbria. Highly pathogenic avian influenza H5N1 has also been confirmed at a premises near Wetheral, Cumberland, Cumbria. **(Both shown on maps below)**

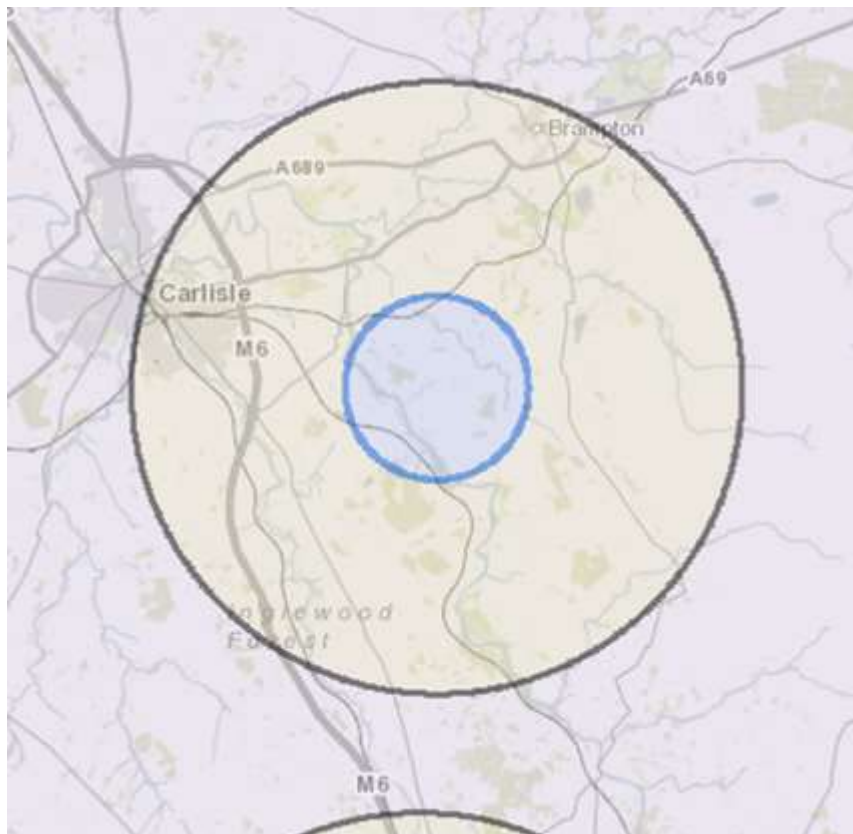
HPAI is the more serious type and is often fatal in birds. However, the risk to public health remains very low.

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

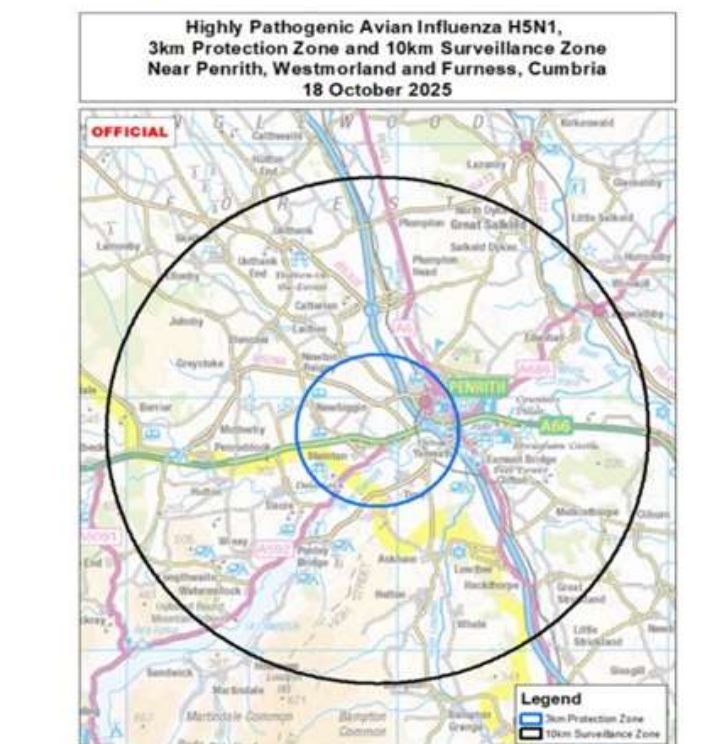
The zones restrict access to locations where birds are kept and impose restrictions on the movement of birds.

They do not limit access to residents or business owners.





Annex 3 - Map showing the Protection Zone and the Surveillance Zone in England



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 Hazards*.

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

Overnight M6 closures

National Highways have informed us of the following overnight closures on the M6:

- Saturday, 8 November – M6 Northbound, Junction 39 to 40
- Sunday, 9 November – M6 Southbound, Junction 40 to 39

There will be a clearly signed diversion route in place via the A6 during the closures.

Ops Intel Team

Operational Planning

New fuel cards

Current fuel cards for all service vehicle are due to expire today and you should have received new cards which were distributed to all stations and managers in early October.

Unfortunately, we are still waiting to receive confirmation from a number of stations and managers to confirm they have been received.

Please can you complete the form which was sent with the new fuel card or email joanne.cullen@cumbriafire.gov.uk with the reg of the vehicle to confirm you have received it.

If you have not received a new fuel card, please let me know via email.

Joanne Cullen

Project Delivery Lead, Fire Transition Team

Outstanding teams and individuals celebrated at annual awards ceremony



Unsung heroes, inspirational leaders and outstanding teams were among those celebrated at our Annual Awards ceremony last Friday.

The ceremony, which took place at Hundith Hill Hotel in the picturesque Lorton Valley near Cockermouth, saw 10 awards presented to teams or individuals who had excelled in their service.

Paul Hancock, Chief Fire Officer at Cumbria Fire & Rescue Service, said: “It is vital that we recognise and celebrate the passion, dedication and commitment shown by all those who protect our communities.

"We have worked hard to build the 'Cumbria Vibe' and a culture of positivity, collaboration, care and mutual respect, and the opportunity to shine a light on some of our individuals and teams who go above and beyond only reinforces that."

Congratulations to all our nominees and winners!

You can read the full story here: [Outstanding teams and individuals celebrated at annual awards ceremony | Cumbria Fire & Rescue Service](#)

A gallery of pictures from the event can be viewed in SharePoint here: [!\[\]\(ad6ab0b77b86612fcbfecc8e2418b31e_img.jpg\) Annual Awards Ceremony](#)



Liam Waite

Communications Officer

Local firm's charity donation following Kirkby Lonsdale fire

Following the tragic fire in Kirkby Lonsdale nearly a year ago, contractors L&W Wilson were appointed to make the damaged buildings safe.

Their work involved demolishing some dangerous structures and stabilising and shoring up the remaining shop fronts to enable the reopening of the main street.

Throughout these challenging works, Kirkby Lonsdale firefighters played a vital supporting role, extinguishing recurring hotspots, preventing further outbreaks of fire and supplying water to large water butts used to weigh down scaffolding structures that were holding the listed building safely in place and preventing collapse onto the street.

As a gesture of appreciation to the service and the crew, Alan, Nadim and AJ from L&W Wilson have kindly donated an incredible £3,000 to the Firefighters Charity.



The cheque was formally presented to the station crew and Alan Firth representing the charity.

Station Manager Pete Kavanagh said: “This is an incredibly kind and generous gesture from Alan and the team at Wilsons.

“Their donation is greatly appreciated, as the Firefighters Charity relies entirely on public donations and fundraising events to continue its vital work supporting firefighters and their families – both physically and mentally – in times of need.”

Pete Kavanagh

Station Manager, LCU 6

47 years of committed service for Keswick stalwart



After 47 years devoted to serving his local community, on-call stalwart Pete Stephenson bid farewell to Keswick Fire Station this week ready to embark on his well-deserved retirement.

Thank you Pete for protecting our county with professionalism, integrity and skill over your remarkable career – the impressive turnout is a testament to the high regard you are held in by your community and colleagues.



Equality, Diversity and Inclusion

MoD visit supports service's armed forces commitment



Cumbria Fire & Rescue Service welcomed Kerryanne Wilde, Defence Relationship Manager for Cumbria and Lancashire at the Ministry of Defence, to Penrith HQ this week to thank her for her work supporting the service to achieve the Gold Defence Employer Recognition Scheme (ERS) Award.

It was an opportunity to discuss with Kerryanne how we can continue to do more to uphold the Armed Forces Covenant and provide exceptional support to veterans, reservists, cadet force adult volunteers and military families in the workplace.



Vacancies

Station Manager – Promotion Board

For anyone interested in applying for the Station Managers Promotion Board, please click the link to see all details: cumbriafire.gov.uk/leadership-vacancies

How to apply

You will need to have at least held the post of competent Watch Manager and proof of competency will be required.

To apply for this process:

- Join one of our engagement sessions to learn more about the role and requirements. See details below.
- Apply via the application form linked on the webpage. ([**Station Manager Application Form 2025 – Fill out form**](#))
- Submit Supporting Information that demonstrates how you meet the **Essential Criteria** in the **Station Manager Role Profile**. If you do not submit the Supporting Information, we will be unable to shortlist you. All documents should be **named clearly with your full name** and then sent to: [**Recruitment@cumbriafire.gov.uk**](mailto:Recruitment@cumbriafire.gov.uk)

Engagement session

- **Thursday 6 November at 6pm**

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

Meeting ID: 333 654 888 519 5

Passcode: 6oj73vr2

Watch Manager, Learning and Development – Incident Command Lead

Location: The L&D team is based out of Penrith HQ but training is delivered all over the county. For any candidates concerned about travel or a different rota, please get in touch and we can discuss.

Salary: Watch Manager B Salary plus 10 per cent L&D Allowance

Hours: 42 hours

Contract: Fixed-term contract, initially three months

Eligibility: INTERNAL OPERATIONAL STAFF ONLY

Awareness session (an opportunity to meet directly with L&D to learn about the role and ask any queries): Tuesday, 11 November at 7pm

Closing date: Friday, 14 November 2025 at 9am

Shortlisting: Friday, 14 November 2025

Candidate assessment information will be issued by EOD Friday, 14 November 2025

Interviews: In-person w/c Monday, 17 November 2025 (All shortlisted candidates will have adequate prep time)

To find out more and apply, click here: [**CFRS0169 - Watch Manager L&D - Incident Command Lead | Cumbria Fire & Rescue Service**](#)

Watch Manager, Learning and Development – Recruits Lead

Location: The L&D team is based out of Penrith HQ but training is delivered all over the county. For any candidates concerned about travel or a different rota, please get in touch and we can discuss.

Salary: Watch Manager B Salary plus 10 per cent L&D Allowance

Hours: 42 hours

Contract: Fixed-term contract, initially six months

Eligibility: INTERNAL OPERATIONAL STAFF ONLY

Awareness session (an opportunity to meet directly with L&D to learn about the role and ask any queries): Tuesday, 11 November at 7pm

Closing date: Friday, 14 November 2025 at 9am

Shortlisting: Friday, 14 November 2025

Candidate assessment information will be issued by EOD Friday, 14 November 2025

Interviews: In-person w/c Monday, 17 November 2025 (All shortlisted candidates will have adequate prep time)

To find out more and apply, click here: [CFRS0168 - Watch Manager L&D - Recruits Lead | Cumbria Fire & Rescue Service](#)

Head of Finance

Location: Based at Carlisle East Fire Station, Penrith HQ, and home working

Salary: £65,873–£68,775

Hours: 37 hours per week, part-time working, job shares and other flexible options can be discussed at interview

Contract: Permanent

Closing date: Sunday, 16 November 2025 at midnight

Interviews: In-person w/c Monday, 24 November 2025. The location will be confirmed with successful candidates at invite.

To find out more and apply, click here: [CFRS0167 - Head Of Finance | Cumbria Fire & Rescue Service](#)

Fitness Instructor x2

Location: The two fitness instructors will be covering the Eden and South Lakes areas

Salary: 13.47 per hour

Hours: Zero-hour contract

Contract: Fixed term 12 months (INTERNAL ONLY)

Closing date: 11.59pm on Sunday, 2 November 2025

Interviews: Interviews will be held virtually on Thursday, 6 November 2025

To find out more and apply, click here: [CFRS0165 - Fitness Instructors | Cumbria Fire & Rescue Service](#)



Other

FireWatch: Ready for HR Module launch – 3 November!

We are delighted to announce that the FireWatch HR module will be live on **Monday, 3 November 2025**.

You will find FireWatch listed on: *SharePoint > Systems & Portals > FireWatch HR Module*.

On first login you will be required to set your pin. To do this please follow this guide:

 [FireWatch How to set PIN first time only.docx](#)

All managers should now record sickness via FireWatch HR.

Please see links to training guides / videos: [Fire Hub - FireWatch HR Module - All Documents](#)

Corporate leave should continue to use the hard copy forms and leave will move across to FireWatch January 2026 – more information will follow. Operational leave will continue to use Gartan.

If you have any queries relating to this, please email hr@cumbriafire.gov.uk

- **Expenses – please still submit these via MyHR**
- **Payslips – can be accessed via MyHR**

If you have any queries relating to the FireWatch system please email firewatch@cumbriafire.gov.uk or if you have any HR queries please email hr@cumbriafire.gov.uk

Joanne Cullen

Project Delivery Lead, Fire Transition Team

Championing heroes in headsets for International Control Room Week



This International Control Room Week we are championing our heroes in headsets at North West Fire Control.

They answer the call day or night and are a calm, reassuring voice to both the public and our operational crews, steering incidents to a safe conclusion.

The service of these 'hidden angels' is unseen but no less vital to protecting our communities and ensuring we can respond quickly and effectively with the right resources in the right place to save lives.

Spooky station disco delights Barrow community



Barrow Fire Station held a free Halloween disco on Wednesday night for more than 50 local children.

The event was a great success – on entry adults got a free witch's hat and children a handful of sweets prior to taking a walk through our spooky station corridors.

On-call firefighter and resident DJ Dan Hayes provided the evening's entertainment in the appliance bay with music, games and all-round fun.

Every visitor got a free hotdog and hot or cold drink, and each child left with a free gift kindly donated by local businesses.

I would like to thank Barrow's watches for their support in preparation and decoration, with a special thanks to Dan Hayes and Blue Watch for their help with entertainment and culinary skills.

Our next event will be a Christmas Disco in mid-December.

Tom Wright

Station Manager, LCU 9

Share your experiences working with AI tools

Are you using Copilot in your day-to-day work? Interested in sharing your experiences and learning from others?

I'm setting up a working group to explore how we're using AI tools like Copilot across the organisation.

Whether you're a regular user or just getting started, this is a chance to discuss what's working, what's not, share useful prompts, and improve how we work – together.

If you'd like to be involved, please get in touch!

Justyna Zmuda

Senior Analyst

Information Security Month – Who's in your meeting?

To mark Information Security Month, an international initiative aimed at raising awareness about cyber security threats and educating individuals and organisations on how to protect themselves, five newsletters which will be shared with you during October.

The theme of this week's fifth and final newsletter is *Who's in your meeting?*

In this newsletter you'll learn:

- Being wary of AI bots which may join a Teams meeting with external participants such as Otter AI and Read AI bots
- What to do if you find yourself in this situation
- Teams meeting etiquette – recording and transcribing meetings
- Consider whether you want to use a lobby or prevent auto-forwarding of the meeting invite
- Good practice reminders

[Click here to read the fifth newsletter](#)

Fiona Little

Information Governance

Annual Benefit Statements reminder

Employees are reminded that Annual Benefit Statements have been uploaded to Pension Portal from August 2025.

Employees with Legacy benefits in FPS1992 and Modified can elect to pay additional contributions to make up the shortfall in contributions between 1.4.2015 and 31.3.2022.

Any payments must be received within three months of the ABS date.

The window to make contribution adjustments will open again at the next ABS date, or at retirement.

Employees with Legacy benefits in NFPS2006 can elect to receive a refund of contributions to make up the overpayment of contributions between 1.4.2015 and 31.3.2022.

This can be done at any point leading up to retirement.

The LGA have produced a factsheet that can be found [here](#).

Forms for contribution adjustments can be found on our administrator's website [here](#).

Simon Long

Senior Pensions Advisor

Talk Money Week 2025 (Corporate staff only)

Let's talk money! During Talk Money Week this November, MoneyHelper is encouraging everyone to start honest conversations about finances.

Our partner My Money Matters is here to help with free, accessible webinars with topics like budgeting, mortgages, estate planning, and more.

Visit my-money-matters.co.uk to learn more.

Jemma Taylor and **Helen Clark**

HR Managers

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

