



CFRS Weekly Update – 9/1/26

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

Group Manager promotions and Station Manager transfers

Following on from the Station Manager promotion process which concluded in December, the following appointments and transfers have been made.

- Scott Cameron, who is currently Temporary Group Manager of Prevention and Protection, has been substantively promoted to Group Manager and will continue in his role.
- Jamie Coward will be picking up the role of Station Manager for Operational Assurance permanently and has also been temporarily promoted to Group Manager Service Delivery for Westmorland and Furness.
- Kasey Grainger will be picking up the role of Station Manager for Operational Planning following Station Manager Paul Dean's retirement from the service later this month.

The further Station Manager appointments will be announced this month with post holders taking up their roles from 1 February.

2026 ICL1 Revalidation assessments

This is an important reminder to all personnel who hold an ICL1 skill which is due to expire in 2026.

Please check for the ICL1 skill revalidation date where you should already be nominated on PDRpro CMS calendar three months prior to your skill expiring.

The booking needs to be confirmed on PDRpro if that date and time is convenient.

If the allocated date is not convenient, the Learning and Development Incident Command team needs to be informed and the individual must look for an alternate date before their skill expires.

In the event there are no dates available before the expiry date, contact the L&D Incident Command team to ascertain if alternate arrangements can be made.

John Hogg

Incident Command Manager, Learning and Development

Whitehaven Fire Station Paxton System

As part of the refurbishment work at Whitehaven Fire Station, a Paxton System has been installed for the doors.

The system is due to go live in January 2026 – this will mean that you will only be able to access the station via your Cumbria Fire & Rescue Service ID badge.

If you have lost your ID badge or the expiry date has passed, please inform [**BusinessSupport@cumbriafire.gov.uk**](mailto:BusinessSupport@cumbriafire.gov.uk) who will issue you with a new ID card.

Joanne Cullen

Project Delivery Lead, Fire Transition team

Firefighter support needed for Fire Cadets units across Cumbria

If you have a passion for making a difference in our communities and supporting young people to raise their aspirations, we want you to help us run our Fire Cadets programme, which this year is expanding to be bigger and better than ever.

We are currently recruiting candidates to be cadets at four new units based at Barrow, Carlisle East, Millom, and Whitehaven fire stations, as well as the currently running Workington unit which will continue.

We are particularly in need of support from CFRS firefighters to help run the units at each of these stations. Units will meet once a week for three hours on an evening from March 2026.

To register your interest please fill in the form here: [Cumbria Fire Cadets – Volunteer Instructor expression of interest form – Fill out form](#)

Alternatively, for an informal chat to find out more about the role, requirements, and how you can support our cadets units, please contact Station Manager Andrew Lowes by calling 07464518667 or email andrew.lowes@cumbriafire.gov.uk. If you are not operational staff but would still like to contribute in some way, please contact Andrew to discuss opportunities.

Andrew Lowes

Station Manager



Equality, Diversity and Inclusion

Culture and Values Board meeting

The Culture and Values Board meets quarterly to provide support and leadership in fostering a positive, inclusive, and values-driven culture utilising the staff networks.

The board serves as a focal point for driving cultural change, ensuring that the values of the service are embedded in all aspects of the service, and support staff networks that promote diversity, equity, and inclusion.

The board provides staff networks with a recognised mechanism for raising issues relating to all areas of business and governance.

The attendees of the board support the development of inclusive policies, practices, and training programmes.

Everyone is welcome to attend these meetings!

The next meeting will be held in the Community Room at CFRS HQ Penrith on Wednesday 14 January 2026 from 10am–11.30am.

If you are unable to attend in person please join via the Teams link: [Join the meeting now](#)

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion



Vacancies

Supervisory Manager Promotion Process – open now!

If you are interested in applying for the role of Crew or Watch Manager, **the Supervisory Managers Promotion Process is now open.**

Two processes are currently open – a wholetime and on-call process, and a specific on-call only process.

The on-call only process is designed to be more accessible to on-call staff and is only open to current CFRS employees. Successful candidates in this process will only be eligible for on-call roles.

If you are currently in an ‘eligible permanent’ or ‘eligible substantive’ pool for a Supervisory Manager role having attended the last process, you will need to re-apply and be successful in this process.

Eligibility

- To be eligible to apply for Crew Manager positions you will need to currently hold the post of competent Firefighter
- To be eligible to apply for Watch Manager positions you will need to currently hold the post of competent Crew Manager and hold a current Incident Command Level 1 skill

For all roles a proof of competency will be required.

How to apply

Join one of our engagement sessions to learn more about the role and requirements.

Apply via the correct role application form on the CFRS Vacancies webpage:

cumbriafire.gov.uk/leadership-vacancies

The application form will require you to give answers to four questions that are linked to the NFCC Leadership Framework – there is a 300-word limit for **EACH** question.

The wholetime and on-call application process will close at midnight on Sunday 11 January 2026.

The on-call only application process will close at midnight on Sunday 8 February 2026.

Engagement session

- Final engagement session for the on-call only process – Tuesday 20 January 2026, 6pm–7pm

For further information

Either speak to or email:

Katie Norman

Resourcing and Talent Advisor

katherine.norman@cumbriafire.gov.uk

07917 515892

Colin Wright

Group Manager

colin.wright@cumbriafire.gov.uk

07825 340313



Other

January pay information and sickness absence recording

- **Payroll cut-off date:** The payroll cut-off date has now passed, being the earlier date of Monday 5 January 2026. Any changes received after this date will not be processed until February salary.
- **January pay date:** Friday 23 January 2026, brought forward to compensate for an earlier pay date in December.

Sickness absence recording

Please be reminded that sickness absence needs to be recorded **both in iTrent and FireWatch**. We have noticed that absences are not being recorded in the FireWatch system. It is important to accurately record in both to support our employees, protect the organisation and enable effective absence management. Please continue to send GP certificates, self-certificates and absence documentation through to the HR team hr@cumbriafire.gov.uk however, please note it is the line manager's responsibility to enter the sickness absence into our HR systems.

Reminders will be issued at BCU meetings and the upcoming standardisation meeting – in the interim please don't hesitate to reach out to the team with any queries.

Jemma Taylor and Helen Clark

HR Managers

FireWatch: Health and Safety Module – Going live 12 January

We are delighted to confirm that the FireWatch Health and Safety Module will go live in CFRS on Monday 12 January

The Health and Safety Module provides a database for the gathering and storage of data concerning adverse safety events. It replaces the current Form 400 that is completed by investigators as part of the ASE investigation. The FireWatch module

provides an improved data analysis function on the old eSafety system, allowing for easier identification of trends.

In preparation for going live, a suite of training documents have been created to assist Investigating Officers with completing ASEs on the new system.

These are located on: *SharePoint > Help & Support > User Guides & Tutorials > FireWatch Health and Safety Module ASEs*

[FireWatch Health and Safety Module ASEs](#)

If you have any question re. the system please email firewatch@cumbriafire.gov.uk or for any health and safety queries please email healthandsafety@cumbriafire.gov.uk

Joanne Cullen

Project Delivery Lead, Fire Transition team

Green Book Annual Leave Record Sheet return reminder

This is a reminder to please return your completed Annual Leave Record Sheet as quickly as possible – the deadline for returning these was 23 December.

The team are working hard to input your annual leave entitlement for 2026 into FireWatch and unfortunately we are still waiting on a number of responses.

If you are having any issues, or need another copy of the Annual Leave Record Sheet, please email HR@cumbriafire.gov.uk

Melissa Taggart

HR and Pensions Development Assistant

UNISON members – Branch AGM invite 2026

Please see the letter [here](#) inviting you to our AGM which will be held on **Tuesday 3 March** at **Cumbria Constabulary HQ**.

You can also find a nomination form [here](#) should you be interested in joining the branch committee.

We look forward to receiving these back from you, as applicable, on or before the published dates.

Tracey Barber

Asst Branch Secretary and ULR, PIP Accredited Rep, Fire and Rescue Convenor
Cumbria Police, Fire and Rescue Branch, UNISON

PensionPoint

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**](#)

Simon Long

Senior Pensions Advisor

Firefighters' Pension Scheme Bulletin 98 available to view

Please be advised that the new issue of the Firefighters' Pension Scheme Bulletin 100 for December 2025 is available to view: [FPS Bulletin](#)

Melissa Taggart

HR and Pensions Development Assistant

Fundraising night at Rheged

We are looking for your help in naming a fundraising event!

The event is to be held at Rheged Centre, Penrith, on 5 September and will be an evening of music and talent from bands and artists including employees of CFRS/NWAS to celebrate our staff at work and home.

This is to be a ticketed event including prize draws, raffles and auctions.

We would welcome your thoughts on the event name.

Please send your ideas/thoughts to lisa.carr@cumbriafire.gov.uk and darren.elliott@cumbriafire.gov.uk. The winning name will receive a prize.

In the near future we will be asking for staff who would be interested in performing on the evening – i.e., bands, solos, duos, etc. – to get in touch.

Lisa Carr and Darren Elliott

Whitehaven becomes a winter wonderland for local youngsters

On Saturday 13 December White Watch Workington and Whitehaven held a Santa's grotto at Whitehaven Fire Station.

This consisted of both crews visiting local shops and stores for donations which were then used for Santa to distribute to all the local community who visited the station.



The evening consisted of making reindeer food, a chance to meet Santa and receive a present or selection box, hot and cold drinks and snacks, and 'guess the reindeer names' game.

A great evening was had by all and with all donations received on the night a total of £336.50 was raised for the Fire Fighters Charity.



Kevin Vannet

Watch Manager, White Watch Workington and Whitehaven

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

Our Code of Ethics



Putting our
communities
first



Dignity and
respect



Equality,
diversity and
inclusion



Integrity



Leadership

