



## CFRS Weekly Update – 30/1/26

### Weekly Update – At a Glance

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- Supervisory Manager Promotion Process (on-call only) – still open!
- Internal courier to call at Whitehaven station
- Annual leave record sheets for corporate staff
- Acas free *Inclusive Workplaces* webinar
- Pensions team station drop-in clinics

**\*\* 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.**

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## Station improvements programme progress update

The Fire Service Estates capital programme, which began in 2025, is gaining momentum.

The programme is designed to improve the general condition of the fire stations and address maintenance defects.

Specifically, the work has an emphasis on improving the toilet and shower provision across our freehold fire estate with the aim to provide gender neutral facilities.

The work aligns to the policy of a 'shower within an hour' as part of the Fire Contaminants Station Zoning Guidance programme.

- **Whitehaven Fire Station:** Work to improve and upgrade the welfare facilities was undertaken in 2025. This has provided the station with new toilets, showers and locker areas. New fire doors and electronic security access has been installed. Further work to improve decoration and floor coverings in ancillary areas started week commenced Monday 19 January.
- **Windermere Fire Station:** Work started on Monday 5 January to improve and upgrade the toilet and shower facilities. This eight-week programme of work is being undertaken by Pinington Ltd. The work will also include the installation of electronic fob access to external doors and fire alarms. In addition to this work, several diseased trees have been removed from the site.
- **Silloth Fire Station:** Work started on Monday 12 January to improve and upgrade the toilet and shower facilities. This 10-week work programme is being undertaken by Roland Hill Ltd. The work will also include the installation of electronic fob access to external doors and fire alarms.
- **Grange Fire Station:** Work is planned to start on Monday 9 February with a seven-week programme to improve and upgrade the toilet and shower facilities. This work follows on from work undertaken in 2025 to refurbish the lower ground floor and accommodate North West Ambulance Service. Pinington Ltd will be undertaking the work. In addition, work to strengthen the training tower at Grange is scheduled to take place in the second half of February.
- **Barrow Fire Station:** On Friday 23 February a 10-week programme of work will begin to improve and upgrade the toilets, shower facilities and locker room.

- **Longtown Fire Station:** A contractor is due to be appointed shortly with work on the toilet and shower refurbishment provisionally scheduled to start in early March.

We are also pleased to confirm that the second phase of station improvement works is provisionally expected to start from spring 2026.

The Estates department would like to thank all service personnel for their patience and understanding while these works are undertaken.

**Phil Robinson**

Head of Estates

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### **30 years' of service recognised as SM Dean hangs up his helmet**



Last Friday we bid farewell to Station Manager Paul Dean, who has retired from service after a remarkable 30 years in fire and rescue between Greater Manchester Fire and Rescue Service and Cumbria Fire & Rescue Service.

Assistant Chief Fire Officer Lauren Woodward presented Paul with his axe in the Control Room at CFRS HQ Penrith following a heartfelt presentation from Group Manager Owen McCarney.

Deano, as he is affectionately known, leaves a legacy of stellar service to our county including supporting nearly 300 firefighters through their training, embedding knowledge around emerging technologies, and providing a calm and knowledgeable presence at countless incidents.

Enjoy your well-earned retirement, Deano!

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### **L&D Mandatory Remaining Courses 2025–26**

Please note we still have places available on the following courses across a range of dates and venues:

- Breathing Apparatus Hot Fire Training Course (BAHFT) – Mandatory (FF/CM)
- Breathing Apparatus Command Course – Mandatory (All ICL1/ICL2 Qualified)
- HazMat Theory – Mandatory (FF/CM/WM)
- HazMat Practical – Mandatory (FF/CM/WM)

You can view the full list of dates and venues [here](#).

Please email [FireService.LD@cumbriafire.gov.uk](mailto:FireService.LD@cumbriafire.gov.uk) to book onto a course.

If you are unable to attend any of the dates provided, please ensure you inform your Station Manager via your line manager as soon as possible. The Station Manager concerned will then need to consult with the L&D team. Thank you to all those personnel that have already attended this year's courses.

For information, L&D will shortly be releasing course dates for the training year 2026–27.

## **Tom Harding**

Station Manager, Learning and Development

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## **Penrith HQ access disruption due to A66 works**

Work to the underpass footpath at the bottom of the access road leading up to CFRS HQ Penrith is scheduled to start on **Monday 2 February**, with two-way traffic lights set to be in operation from 9am–4pm each day for two weeks.

Please note that the temporary car park is still available for use by visitors via Kemplay Bank.

## **Eggert Früchtenicht**

Senior Estates Maintenance Officer

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## **Fire Fighters Charity new service coordinator**

I'm pleased to introduce myself as the new Fire Fighters Charity coordinator for the service, taking over from Paul Milburn following his retirement. I'd like to thank Paul for the commitment and support he has given to the charity over the years, and I'm looking forward to building on the strong foundations he helped establish.

The charity exists to support serving and retired firefighters, control staff, support staff, and their families when they need it most. Whether it's physical rehabilitation after injury, mental health and wellbeing support, financial guidance, or help navigating life's challenges, the charity offers a wide range of services that can make a real difference. This includes access to residential programmes at the charity's centres, digital health and wellbeing resources, and personalised support from specialist practitioners.

My role is to help ensure everyone in our service knows what support is available and how to access it, as well as to coordinate fundraising efforts and engagement across our stations and teams. The charity is funded almost entirely through donations and fundraising, so every event, challenge, and contribution made by our staff really does count.

I look forward to working with you all, supporting our people, and helping to strengthen the link between the service and the Fire Fighters Charity. If you ever want information, need support, or are interested in getting involved, please feel free to get in touch.

We have always been a big supporter of the national car washes every year and the national Mega March Car Wash is fast approaching! So, it would be great to keep this going to raise as much money as possible for a charity dedicated to helping us when we need it the most.

The charity has made it easier than ever to register and run a car wash – just follow the link below to sign up and for other useful information. Other than washing the cars, everything is there to help you so it would be great to see as many stations as possible sign up: [Register your car wash](#)

If the car wash is being held off station, or supporting more than one charity, complete the [FEN form](#) for cover on our insurance.

## **Jonny Wills**

Firefighters Charity Service Coordinator

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### **Appeal for crew interest in supporting drill ground assessments**

Expressions of interest are being sought for staff who are interested in being part of the crew for drill ground assessments during the upcoming Supervisory Managers Promotion Process.

These opportunities will be particularly useful for firefighters who have catch-up drills to complete, as well as any developing firefighters whether wholetime or on-call.

If you would be interested in finding out more, or would like to register your interest, please contact me by email [colin.wright@cumbriafire.gov.uk](mailto:colin.wright@cumbriafire.gov.uk) or call 07825 340313.

Details of payment will be provided upon enquiry about the opportunities.

**Colin Wright**

Group Manager, Learning and Development

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## Equality, Diversity and Inclusion

### **Time to Talk Day: Let's keep the conversation going**

At Cumbria Fire & Rescue Service, we're stronger when we look out for each other. **Time to Talk Day** is a great reminder that mental health matters every bit as much as physical health – and that a simple conversation could be the first step in making someone feel supported, understood, and not alone.

**So today, let's talk.**

**Let's listen.**

**Let's support one another – just like we always do.**

**[Click here to read more about:](#)**

- Why talking matters in our Fire Family
- What others in the fire and rescue community are doing
- Where you can go for support
- How you can get involved on Time to Talk Day

The Fire Fighters Charity is offering spaces on online mental wellbeing Help Overcome Problems Effectively (HOPE) programmes this year, with the next programme on **Tuesday 24 February 2026** available for sign up now **[here](#)**.

The award-winning programmes include quizzes, worksheets, audio and video materials, interactive activities and social networking via email and forums. Participants are supported throughout by trained facilitators.

## **Annie McInerney-Thompson**

Recruitment, Fitness and Engagement Coordinator

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## **Vacancies**

### **Occupational Health and Wellbeing Coordinator**

**INTERNAL ONLY**

**Salary:** 28,598–29,540

**Hours:** 37 hours per week

**Contract:** Permanent

**Location:** CFRS HQ Penrith

**Closing date:** 11.59pm, Sunday 8 February 2026

**Interviews:** Interviews will be held in-person on Friday 13 February 2026 at CFRS HQ Penrith

*\* This post requires a Standard DBS Check \**

**Find out more and apply: [CFRS0174 – Occupational Health and Wellbeing Coordinator | Cumbria Fire & Rescue Service](#)**

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**Supervisory Manager Promotion Process (on-call only) – still open!**

If you are interested in applying for the role of Crew or Watch Manager, **the on-call only Supervisory Managers Promotion Process is still open.**

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](https://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 on-call only application process will close at midnight on Sunday 8 February 2026.**

### For further information

Either speak to or email:

**Katie Norman**

Resourcing and Talent Advisor

[katherine.norman@cumbriafire.gov.uk](mailto:katherine.norman@cumbriafire.gov.uk)

07917 515892

**Colin Wright**

Group Manager

[colin.wright@cumbriafire.gov.uk](mailto:colin.wright@cumbriafire.gov.uk)

07825 340313

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**Other**

**Internal courier to call at Whitehaven station**

From Wednesday 4 February, Whitehaven Fire Station will start getting daily collections / drops off from the internal courier.

**Jane Walker**

Business Support Team Leader

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**Annual leave record sheets for corporate staff**

We are working through the submitted annual leave record sheets as fast as we can.

Due to inaccuracies on some submissions and still awaiting some sheets from employees (not counting those on long-term absence), there will be a delay in uploading entitlements to FireWatch.

As such, please ensure you and your manager are keeping accurate and up-to-date records of any annual leave requested and authorised for 2026.

If you are having any issues or need another copy of the annual leave record sheet please email [HR@cumbriafire.gov.uk](mailto:HR@cumbriafire.gov.uk)

HR Team

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**Acas free *Inclusive Workplaces* webinar**

The below short one-hour session may be of use to line managers supporting neurodivergent colleagues in the workplace – the session is not fire sector specific but may provide useful suggestions to help support staff's needs.

Please click the link below to book a place:

***Inclusive Workplaces: Making changes to better support neurodiversity***

Tuesday 17 February 2026, 2pm–3pm

**[Click here to book your place](#)**

**Jemma Taylor and Helen Clark**

HR Managers

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**Pensions team station drop-in clinics**

The Pension Team will be running pensions drop-ins at stations across the county to give you the opportunity to meet us face to face to ask any questions you may have in relation to Pensions (purely on a factual basis, no advice will be given) or if you need help logging onto PensionPoint, etc.

The sessions will be drop-ins – there is no need to book – and there is no obligation to come and see us but we will be on station for two hours for each session.

Meet the team at our...

# Pensions drop-in clinics

Our Pensions team is hitting the road and visiting stations around Cumbria for a number of drop-in clinics. This is your chance to meet the team face-to-face and ask any questions you might have about your pension. Don't miss out on this fantastic opportunity...



## Whitehaven

- ▶ Wednesday 4 February 2026
- ▶ 9am-11am

## Workington

- ▶ Wednesday 4 February 2026
- ▶ 12pm-2pm

## Penrith

- ▶ Thursday 19 February 2026
- ▶ 1pm-3pm

## Keswick

- ▶ Wednesday 4 March 2026
- ▶ 10am-12pm

## Carlisle East

- ▶ Wednesday 11 March 2026
- ▶ 12pm-2pm

## Kendal

- ▶ Tuesday 31 March 2026
- ▶ 10am-12pm

## Barrow

- ▶ Thursday 2 April 2026
- ▶ 11am-1pm

## Wigton

- ▶ Date TBC
- ▶ Time TBC

**No need to book – just turn up!**

Making Cumbria a safer place for all

   @cumbriafire  [cumbriafire.gov.uk](http://cumbriafire.gov.uk)



HR and Pensions Development Assistant

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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)

