

Cumbria Fire & Rescue Service

Corporate Message



CFRS Weekly Update – 21/8/26

Weekly Update – At a Glance

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- ▶ Wildfire IRS Plus completion
- ▶ Periodic inspection and testing of equipment
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- ▶ Digital, Data and Technology Project Manager
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- ▶ LPP – Pension Newsletters
- ▶ Introducing your next Rheged Rocks 'II' acts!

**** 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

Introduction of vehicle telematics across the CFRS fleet

Over the coming months, Cumbria Fire & Rescue Service will begin the rollout of a vehicle telematics system across service vehicles. This follows recommendations from an independent review of our vehicle arrangements and forms part of our ongoing commitment to improving fleet safety, efficiency, accountability and operational effectiveness.

Vehicle telematics is a technology that uses GPS, vehicle diagnostics and wireless communications to collect and transmit information about vehicle use. The system can record data such as vehicle location, mileage, speed, fuel consumption, engine operating hours and other fleet management information in real time. The chosen system, provided by UK Telematics, is already used successfully by Cumbria Constabulary and has been identified as the most suitable solution for CFRS's operational requirements.

The telematics system will provide valuable information that helps the service manage its fleet more effectively and make evidence-based decisions. It will also help address recommendations from the independent fleet review regarding vehicle tracking, journey recording and the governance of service vehicle use.

The system will collect vehicle and journey-related information, including:

- ▶ Vehicle location
- ▶ Mileage and journey history
- ▶ Speed and vehicle movement data
- ▶ Fuel consumption and engine operating information
- ▶ Vehicle utilisation data
- ▶ Blue light and siren usage on response vehicles

The primary purpose of the system is fleet management, operational efficiency, safety and asset protection. Data gathered will help inform fleet planning, vehicle

allocation, maintenance requirements and strategic decision-making. It is important to emphasise that the system is not being introduced as a tool for routine monitoring of individual driving behaviour. The current proposal is that driving data will not be actively monitored or challenged unless it is required for investigation purposes.

Simply put, nothing. The telematics runs in the background meaning no fob for driver identification is required. The telematics system does not link with the CCTV and there is no audio recording on any CFRS vehicles.

Installation is to start from Wednesday 26 August at Penrith Fire Station for two weeks and will work through appliances and vehicles which are commonly based there. Technical and Fleet Services will contact managers to inform when the vehicles associated with them will be required for install. The installers will require each vehicle for approximately 2-3 hours. For appliances this will mean it is **OFF THE RUN** for the duration of the install. Installers when attending each station will require somebody to be on site to let them in and stay for the duration of the install. This plan is currently being developed with UK Telematics and will be shared once complete.

If you have any questions, please contact myself jonathan.wills@cumbriafire.gov.uk.

Jonny Wills

Station Manager, Technical and Fleet Services

Wildfire IRS Plus completion

If you are completing IRS Plus following an incident, please can you be aware of the following criteria which will dictate if the incident is or is not a wildfire.

A wildfire will meet one or more of the following criteria:

- ▶ Involves a geographical area of at least one hectare (10,000 square metres)
- ▶ Has a sustained flame length of more than 1.5 metres
- ▶ Requires a committed resource of at least four FRS appliance/resources

- ▶ Requires resources to be committed for at least six hours
- ▶ Presents a serious threat to life, environment, property and infrastructure

We appreciate your considerations of this.

Ops Intel team

Periodic inspection and testing of equipment

This week we have undertaken an internal audit of our station-based PIT records. Overall, the service is in a good position; however, we have some stations who have fallen behind with their PIT records.

Checking, maintaining and signing for our equipment ensures we are compliant with legislation such as the *Health and Safety at Work etc. Act 1974* and *The Provision and Use of Work Equipment Regulations 1998*.

The signing of PIT records must be done by an individual, not a shift colour. Initials of individuals are not accepted either – please change to rank and surname. This has not changed since we changed to digital records.

Please can all stations check and update their PIT records where applicable.

Technical and Fleet Services team

Requesting a new ID card

This process has now been updated and any new ID cards need to be requested by a line manager through the business resource request system.

If the ticket is not submitted by the line manager, business support will close the ticket down and return this back to the person, requesting that the ticket is resubmitted by their manager.

Once this has been completed, Business Support will create a new ID card and any old ID cards will be deactivated.

Business Support also requests that you please return all old ID cards back to reception at Penrith HQ if they have not been lost.

Jane Walker

Business Support Team Leader

Corporate eLearning progress

In July I requested that all employees look at their Corporate eLearning with a view to bringing it back up to date.

I am pleased to be able to report that there has been an improvement during the last month across the organisation for most courses.

Please look at the table below to see the change:

Course	Current	Previous	Change
Recruitment	64%	49%	+15%
Climate Change	58%	68%	-10%
FOI	57%	43%	+14%
EDI&B	57%	40%	+17%
Data Protection	55%	44%	+11%
Info Security	54%	43%	+11%
HSE Wellbeing	54%	31%	+23%
Prevent	54%	42%	+12%
Safeguarding	54%	38%	+16%
Records Management	52%	38%	+14%

Course	Current	Previous	Change
Workstation Assessment	48%	50%	-2%
Manual Handling	47%	52%	-5%
Sexual Harassment	40%	50%	-10%

Over the next month please complete any modules that you have outstanding – all modules can be accessed through your PDRpro account.

Colin Wright

Group Manager – Learning and Development

Expression of Interest – UKRO National Swift Water Rescue Challenge 2026



We are pleased to invite Expressions of Interest from suitably qualified personnel to represent Cumbria Fire & Rescue Service at the UKRO National Swift Water Rescue Challenge 2026.

The challenge brings together services from across the UK to compete in realistic and demanding water rescue scenarios designed to test operational capability, decision-making, teamwork, and technical rescue skills in dynamic water environments.

Date: Friday 25 September–Saturday 26 September 2026 (accommodation provided)

Location: River Tees, Barnard Castle

Teams will compete in a range of realistic, timed swift water rescue scenarios that reflect the demands of operational incidents. Competitors will be assessed on:

- ▶ Incident command and dynamic risk assessment
- ▶ Swift Water Rescue (SRT) techniques
- ▶ Boat handling and rescue operations
- ▶ Casualty management and extraction
- ▶ Teamwork, communication, and operational effectiveness

We are seeking motivated and committed personnel who are keen to train and compete as part of a CFRS team.

To be eligible, applicants **must hold either a Swift Water Rescue Technician (SRT) qualification and/or CFRS boat operator qualification.**

Selected team members will be required to:

- ▶ Attend training sessions in the lead-up to the event
- ▶ Commit to preparation under the direction of the Team Lead
- ▶ Represent CFRS professionally at a national event
- ▶ Contribute positively to team development and performance

Expressions of Interest should be forwarded to Andrew Stark (L&D) by Friday 4 September.

Email: Andrew.Stark@cumbriafire.gov.uk

This is an excellent opportunity to develop specialist rescue skills, learn from other services, and showcase Cumbria Fire & Rescue Service on a national stage.

Kieran Moyes

Station Manager – Learning and Development

Display screen equipment (DSE) health and safety

Employees who use display screen equipment (DSE) as a significant part of their work are classified as DSE users under health and safety regulations. The service must ensure that they comply with the DSE regulations to prevent ill health of DSE users.

All service DSE users are reminded that they must complete their work station assessments in the *Safe Use of Your Workstation* package on LearnPro and the results passed to their line managers. Line managers should ensure all relevant staff have completed their workstation assessments and necessary actions are taken. If necessary, the Occupational Health and Health & Safety teams can provide specialist advice.

DSE users should comply with the advice available on the safe use of their workstations. Advice is contained in *Working with DSE*. Procedures in CFRS are set out in *Safe Use of DSE*. This includes the procedure for free eyesight tests for users. Users should request a voucher from their line manager. Line managers request the vouchers via the Service Centre.

Managers responsible for shared workstations and hot desks are reminded that they must complete a generic risk assessment to ensure they have enough range of adjustment and the correct seating, space and equipment to control risks to users.

Duncan A Taylor

Health and Safety Manager

Annual Awards – nominations OPEN

Nominations for our Annual Awards celebrating our people and your achievements are **OPEN**.

You can nominate a colleague or team by email to 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 (technology permitting) 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 (Putting Our Communities First)
- ▶ EDI Champion (Equality, Diversity and Inclusion)
- ▶ Unsung Hero Award (Integrity)
- ▶ Outstanding Achievement (Dignity and Respect)
- ▶ Inspirational Leader Award (Leadership)
- ▶ Team of the Year
- ▶ Community Ambassador of the Year
- ▶ Service Leadership Team's 'THACK' Values Award
- ▶ On-Call Champion
- ▶ Outstanding Contribution

You can find more information about the categories and criteria here: [**Celebrating the skill and dedication of our workforce | Cumbria Fire & Rescue Service**](#)

Nominations close at 11.59pm on **Sunday, 13 September 2026**. The winners will be revealed at a ceremony on **Friday, 23 October 2026**.

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

Lauren Woodward



Equality, Diversity and Inclusion

FireWatch: Help us to understand our people

The HR team will be writing to all CFRS employees over the next week with a polite request to update your personal equality, diversity and inclusion data. This will take no longer than five minutes to complete and will be a huge help to us in understanding our workforce. The reason we are asking you do this is aid us in tailoring training, resource and support to meet your needs.

You can do this by logging into [**FireWatch**](#) as usual and going to the *Personal Details* tab on the left-hand side of the screen. Please be assured that all data shared on FireWatch is confidential and secure and is only accessible by the HR team.

If you have any questions about this request or need further support navigating FireWatch, do not hesitate to email us on [**HR@cumbriafire.gov.uk**](mailto:HR@cumbriafire.gov.uk)

Thank you in advance for your cooperation.

Emily Grey

HR Advisor

Fire Service Black Members Network Conference 2026

The Fire Service Black Members Network Conference 2026 is set to be proudly hosted by Surrey Fire and Rescue Service on Wednesday 23 September.

The conference will take place at Surrey Fire and Rescue Service Headquarters, is free to attend, and this year's theme is *Growth in Focus: Shaping the Bigger Picture*.

The programme will look at how individuals and services can support growth, progression and positive change through honest conversation, shared experience and practical learning. Benefits of attending include:

- ▶ **Professional development:** Delegates will have access to keynote inputs, workshops and discussion sessions focused on leadership, confidence, progression and practical learning
- ▶ **Shared experience and organisational learning:** The programme will give colleagues space to share real experiences and identify learning that can help services better support staff and improve culture
- ▶ **Networking and peer support:** The event will bring colleagues together from across the sector, helping reduce isolation, build confidence and strengthen professional networks

The programme will include keynote contributions from Sabrina Williams, Dr William Ackah and Dr Kenisha Linton SFHEA, MCIPD, CMBE, bringing personal, academic and leadership perspectives on inclusion, culture and progression.

Alongside the keynote content, delegates will have access to practical workshops on:

- ▶ Imposter syndrome
- ▶ Confidence
- ▶ Leadership
- ▶ Mental health and wellbeing, including the Fire Fighters Charity

If you are interested in attending, please email
[**lauren.woodward@cumbriafire.gov.uk**](mailto:lauren.woodward@cumbriafire.gov.uk)

Lauren Woodward

Assistant Chief Fire Officer – Service Delivery



Vacancies

Digital, Data and Technology Project Manager

Salary: £45,091–£46,142

Locations: Based at Service HQ, Penrith and home working

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

Contract: Permanent

Closing date: Sunday 20 September 2026

Interviews: Interviews will be held in-person on Wednesday 7 October 2026 at Service HQ, Penrith

For more information: [CFRS0185 - DDaT Project Manager | Cumbria Fire & Rescue Service](#)

Business Support Administrator

Salary: £26,403–£26,824

Locations: The role is based at Service HQ, Penrith

Hours: 37 hours per week – we offer flexible working opportunities, including part-time arrangements, which can be discussed at interview

Contract: Six-month fixed term

Closing date: Wednesday 26 August 2026, 11.59pm

Interviews: w/c Monday 7 September 2026 at Service HQ, Penrith

For more information: [CFRS0183 - Business Support Administrator | Cumbria Fire & Rescue Service](#)

Equality, Diversity and Inclusion (EDI) Delivery Lead

INTERNAL ONLY

Salary: Grade 14 (or equivalent Grey Book, Watch Manager) £45,091

Locations: Based primarily at Penrith, the role will involve travel throughout Cumbria

Hours: 37 hours per week – we offer flexible working opportunities, including part-time arrangements, which can be discussed at interview

Contract: 12-month fixed term

Closing date: Friday 28 August 2026, 11.59pm

Interviews: Thursday 10 September 2026 at Service HQ, Penrith

For more information: [**CFRS0184 - Equality, Diversity & Inclusion \(EDI\) Delivery Lead \(INTERNAL ONLY\) | Cumbria Fire & Rescue Service**](#)



Other

Firefighter recognised for 35 years of service

Firefighter Terry Steele has been presented with a commemorative plaque to recognise his 35 years of professional and dedicated service to Cumbria as an on-call firefighter.

This was a proud moment for Terry, who is the second of three generations of his family to serve at Seascale Fire Station, following in the footsteps of his father Chris who was part of the team from 1978 to 2002 and followed by his son George who joined in July 2024.

Thank you, Terry, for your passion and commitment, and thanks to the Steele family for allowing Terry to dedicate so much time to protecting our communities.



Kevin Vannet

Station Manager – Local Command Unit 4 (Bootle, Egremont, Frizington, Millom, Seascale)

LPP – Pension Newsletters

LPP have shared that they are starting to send out annual active/deferred newsletters to members. You will receive this via your personal e-mail address if you have actively shared this with LPP / Pension Point.

If you haven't yet signed into Pension Point you can do so via the following link [**PensionPoint - Log in to your LPPA online portal - Home**](#). It is preferable to use a personal e-mail address for contact information wherever possible.



Signing up will help you to keep up to date with important pensions information, news and updates. You can sign up if you are a corporate employee and operational staff. LPPA are our administrators for both schemes.

You can also find a handy user guide here: [**Your online account - Local Pensions Partnership Administration**](#)

Jemma Taylor and **Helen Clark**

HR Managers

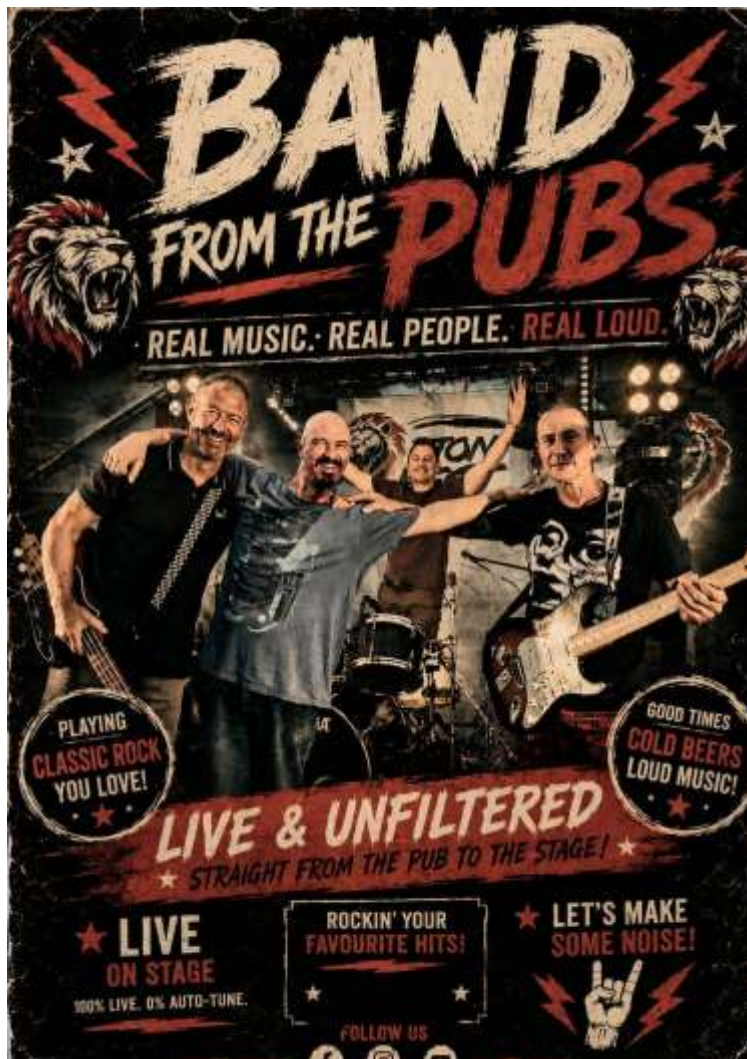
Introducing your next two Rheged Rocks acts!

As we build towards Rheged Rocks '11', the live music celebration of Cumbria Fire & Rescue Service, let's get to know some of the amazing acts we've got lined up to entertain you on the night...

Next up are **Band from the Pubs**, a punk and rock four-piece covering '70s and '80 classics including the Ramones, Clash, Buzzcocks and The Cure.

- ▶ Matt Dowding (guitar, lead vocals)
- ▶ Alan Sowerby (bass)
- ▶ Nathan Swainbank (drums)

- ▶ Darren Elliott (guitar, backing vocals)



Joining them will be dynamic guitar and cajón duo **The Felltones**, bringing an eclectic mix of popular covers done their way with infectious energy and raw talent.

- ▶ Simon Rodger (cajón, vocals)
- ▶ Ross Spruce (guitar, lead vocals)

Simon will also act as guest DJ and mad compere!



Rheged Rocks 'II' will take place at Rheged near Penrith on Saturday 5 September and will include live music performances by people from across the service, as well

as a raffle, auction, bar and food, all raising money for the Fire Fighters Charity and Great North Air Ambulance Service.

Date: Saturday 5 September

Time: 6.30pm–11pm

Tickets: On sale NOW, £20 each (which includes entry into a fabulous prize draw):
rheged.com/event/rheged-rocks-ii-lifeline

Darren Elliott and Lisa Carr

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

