

Cumbria Fire & Rescue Service

Corporate Message



CFRS Weekly Update – 28/8/26

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

Confirmation of pay awards

Green Book Pay Award – corporate staff only

We are pleased to confirm that an agreement has been reached on the above **with effect from 1 April 2026 at 3.3 per cent.**

Backdated pay will be in **September salaries.**

Grey Book Pay Award – operational staff only

Reminder that this year's annual pay award, agreed at **3.8 per cent was effective from 1 July 2026** and the increase was **reflected in July salaries.**

Please contact the HR Team [**hr@cumbriafire.gov.uk**](mailto:hr@cumbriafire.gov.uk) with any queries.

Jemma Taylor

HR Manager

Update on ongoing air conditioning upgrade works at Fire HQ

Commissioning of air conditioning units at Fire HQ – 1 September to 4 September 2026

Please be aware that from **Tuesday 1 September to Friday 4 September 2026**, the air conditioning system at Fire HQ will be undergoing its final commissioning phase.

As part of these works, contractors will require access to rooms throughout the building during this period to carry out testing, inspections, and system checks. Building users may therefore be approached for access to offices, meeting rooms, and other areas as required.

We kindly ask all staff to cooperate with the contractors and facilitate access where possible to help ensure the commissioning process is completed safely and efficiently.

Thank you for your patience and understanding while these essential works are carried out.

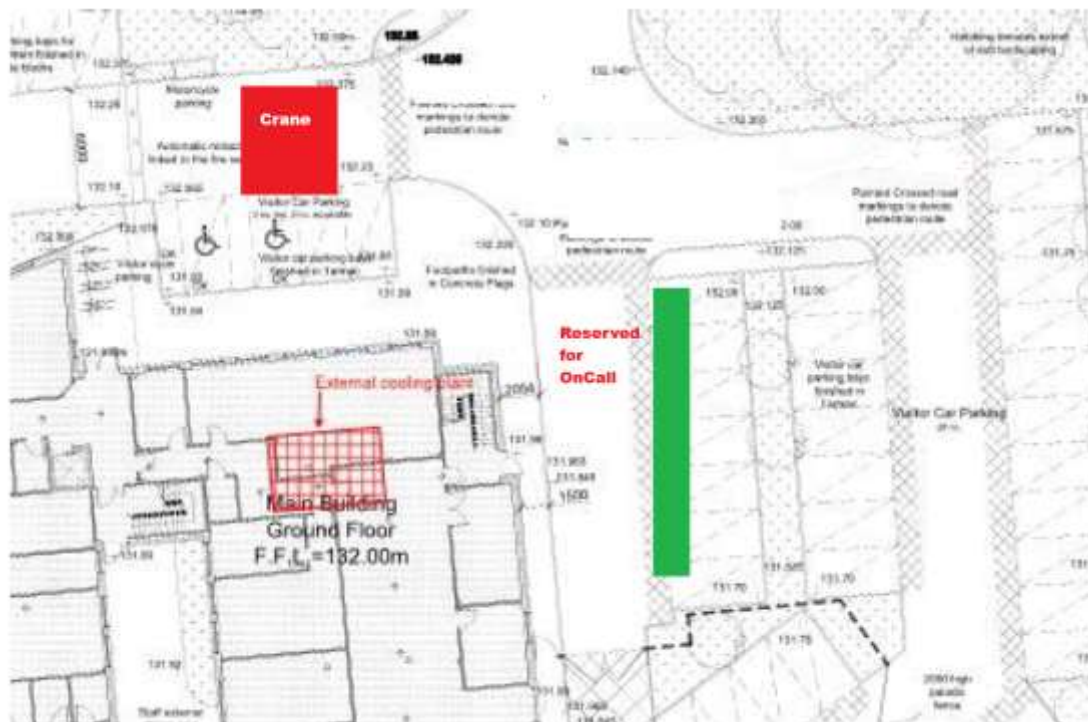
Crane Lift at Fire HQ – 4 September 2026

On **Friday 4 September 2026**, a large crane will be on site between **7.30am** and **1pm** to remove the old air conditioning units from the roof. The crane will be positioned outside the main reception entrance (please refer to the diagram below).

During this time, the car parking spaces along the side of the building will be reserved for on-call personnel only.

To support the safe movement of vehicles and pedestrians, we kindly ask all building users and visitors to enter and exit the site via the staff main gate. Both side gates of the car park will be open throughout the works to assist with traffic flow.

Thank you for your cooperation and understanding while these essential works are carried out.



Joanne Cullen

Project Delivery Lead

Governance Update – Decision Papers

This update is for the attention of those managers who are (or may at some point be) writing reports to be presented at SLT meetings.

A new step is being added to the process to get an item on the Forward Plan and on the agenda for an SLT meeting.

The new step is to complete a  **[Forward Plan Authorisation Checklist](#)**

This checklist can be found on SharePoint, under *Service Forms > Form 191*. This checklist is the starting point for the process and needs to be completed to get an item on the Forward Plan in advance of that item being added to a meeting agenda.

Once you have completed the checklist, this needs to be submitted to the PA to the Chief Fire Officer, **Ann-Marie.Sarginson@cumbriafire.gov.uk**. The checklist will then be returned to you with confirmation of the meeting date and a copy of the relevant template.

To learn more about this form, we have created a Guidance Document linked  **[here](#)**. Training sessions will be provided and presentations will be made at Standardisation and Service Improvement Board over the coming months.

We are trialling this form from **Tuesday 1 September**. This means that if you have any items that you would like to go on the Forward Plan, you will need to complete this form from that date.

For more information and assistance, and to provide feedback, please contact **julie.gregory@cumbria.police.uk** or **charlotte.kirkwood@cumbrafire.gov.uk**.

Julie Gregory

Head of Legal

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

Assistant Chief Fire Officer – Service Delivery



Equality, Diversity and Inclusion

FireWatch: Help us to understand our people

The HR team has written to all CFRS employees 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

Thank you in advance for your cooperation.

Emily Grey

HR Advisor

Women in the Fire Service in Scotland event



WOMEN IN THE **FIRE SERVICE**

SFRS NATIONAL HEADQUARTERS

Westburn Drive
Cambuslang
Glasgow
G72 7NA



12 – 13 September 2026

Find out more here

The Scottish Fire and Rescue Service is holding its third **Women in the Fire Service** event in Scotland during the weekend of **Saturday 12 and Sunday 13 September**.

The location is at our National Headquarters in Cambuslang, Glasgow. Address link: <https://maps.app.goo.gl/CtBZtyzGo5Q16sU97>

For all details of the event, timetable and how to book: [**Women in the Fire Service in Scotland Event 2026 | Scottish Fire and Rescue Service**](#)

Our event is open to all, including other fire and rescue services, who would be warmly welcomed in Scotland.

If anyone requires any further information, please contact us on [**sfrs.womeninthefireservice@firescotland.gov.uk**](mailto:sfrs.womeninthefireservice@firescotland.gov.uk)

If you do intend to book yourself on, please email either [**kasey.grainger@cumbriafire.gov.uk**](mailto:kasey.grainger@cumbriafire.gov.uk) or [**victoria.barnes@cumbriafire.gov.uk**](mailto:victoria.barnes@cumbriafire.gov.uk) to notify them that you have done so.

Scottish Fire and Rescue Service



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](#)



Other

Penrith Station Open Day and raffle 2026

This Monday 31 August 2026 is Penrith Fire Station's Open Day, taking place 11am–3pm (10am–11am for SEN and families)!

There will be plenty of things to do, especially for the kids, so bring your families along for some fun games and activities, live demos, food and drink, Marshall from Paw Patrol... you know the score!

We also have another amazing raffle this year with 100+ prizes worth more than £4,000! You can buy tickets now through this link...

<https://www.crowdfunder.co.uk/p/penrithstationopenday2026-mainprizedraw>

Hopefully we'll see you there!

Penrith Fire Station crew

Carlisle Open Day is a huge hit with the community

The community turned out in huge numbers at Carlisle East Station Open Day on Saturday 15 August.

It was an extremely busy day, with the weather holding up and plenty going on throughout! School holidays and some good weather helped the attendance, but Paw Patrol's Marshall was the star of the show attracting the crowds.



The station showcased their skills, equipment and vehicles, and met members of our communities. They also carried out some live demos, craft and face painting.

A big thank you to all of the partners and charities that attended on day. The face painting was a success with the children, as was the ice cream.

The total amount raised for the Fire Fighters Charity on the day was an amazing £2,271.50.

A big thank you goes to Red Watch, who organised the Open Day, which wouldn't have happened without their hard work.

A special thanks to the following people who made the event so successful:

- ▶ CM Rob Teasdale for donating and running the ice cream stand, contributing a massive £1,069 alone
- ▶ SM Al Guthrie, Karl Mallinson and the Fire Cadets for their invaluable support throughout
- ▶ Melissa Taggart and Vanesa Fidler for being 'Marshall' (and chaperone) on the day
- ▶ Toria Barnes and Janine Johnston for assisting on the raffle and tuck shop
- ▶ SM Willy Watson for being our compere at the event

- ▶ SM Jonny Wills for assisting in organising a fire appliance and some PPE
- ▶ CM Stu Forrester for assisting with our social media needs



Also, thank you everyone who volunteered to help as it wouldn't have been possible without that support, as well as the generosity of local businesses who provided raffle prizes for the event.

Thanks once again, it was a great day and one that Carlisle can be proud of.

Mark Taylor

Station Manager – LCU 1 (Brampton, Carlisle East, Carlisle West, Longtown)

Introducing your final Rheged Rocks acts!

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

Rory Connor has been a part of the Cumbrian live music scene for more than 20 years. As well as being an established solo artist, he is a long-term member of the

folk band Tarras, as well as gigging and collaborating with Fiona Clayton and her band.

Connor's debut album *Falling From Trees* was released to much high praise, such as:

"Folk, soul-tinged singer-songwriter owns a voice with raucous highs and delicate lows."

"Stands his ground alongside the likes of David Gray, Damien Rice and James Morrison."



Local five-piece blues band Shakin' Bones play the best blues and classic rock covers of Eric Clapton, Fleetwood Mac, Gary Moore, The Hoax, King King, Free, Whitesnake and Stevie Wonder.

They are:

- ▶ Lisa Carr (vocals)
- ▶ Bob Habbick (bass)
- ▶ Neil Clark (guitar)

- ▶ Tony Atkinson (guitar)
- ▶ Mark Singleton (drums)



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

Gifts & Hospitality and Supplier Contacts registers

As part of CFRS's commitment to maintaining strong governance, preventing fraud and corruption, and ensuring transparency in procurement activities, all employees are reminded to record any relevant Gifts & Hospitality and Supplier Contacts.

What should be recorded?

- ▶ Any gifts or hospitality received (or declined) with a value over **£25**
- ▶ Any contact with current or potential suppliers outside of normal day-to-day business activities, such as attending supplier-hosted visits, events, or seminars

What does not need to be recorded?

- ▶ Routine operational contact with suppliers, such as raising orders, querying invoices, or discussing deliveries

Action required

- ▶ Please update the relevant registers on SharePoint as soon as any reportable event occurs
- ▶ Managers should support employees who cannot access SharePoint by completing forms on their behalf where necessary

The registers can be accessed via the links below, or via *Fire Hub > Service Forms > Series 1000 Forms*.

 **[Gifts & Hospitality register](#)**

 **[Supplier Contacts register](#)**

If you have any queries, please contact **finance@cumbriafire.gov.uk**.

Emma Brough

Finance Officer

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

