

Cumbria Fire & Rescue Service

Corporate Message



CFRS Weekly Update – 4/9/26

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

‘Super’ retires after 44 years of protecting communities



Watch Manager Paul Stephenson, nicknamed 'Super', has retired from his role as Watch Manager at Kirkby Lonsdale Fire Station following a distinguished career of 44 years serving the community.

'Super' joined CFRS on 1 February 1982, became officer in charge 25 years ago, and is believed to have been one of the longest-serving on-call firefighters in the country before his retirement.

Paul was joined at his presentation evening by his wife Sue, children Claire and Sammi, and other members of his family and Assistant Chief Fire Officer Ian Seel presented Sue with a bouquet of flowers in recognition of the support she has given over the last 44 years. Paul also received a Chief Fire Officer's Certificate of Appreciation and a commemorative silver axe.

Paul has attended many incidents of note, in particular the devastating fire that affected the centre of Kirkby Lonsdale in December 2024 – Paul's leadership in the community had a huge impact on the town's recovery and led to a boost in recruitment for the station.



Many colleagues past and present turned out to wish Paul well on his retirement and in his leaving speech he reflected on his time at Kirkby Lonsdale, how much he had enjoyed being a firefighter, and how much he would miss it.

Congratulations, Paul, and best wishes on your retirement.

William Watson

Station Manager – LCU 7 (Ambleside, Kendal, Kirkby Lonsdale, Staveley)

35 years of service to Cumbria celebrated with a sweet treat



Adrian Dargue celebrated 35 years with Cumbria Fire & Rescue Service with a handmade cake at Service HQ Penrith this week.

Having joined on 26 August 1991 at Penrith in the old station on Bridge Lane, Adrian worked up through the ranks from firefighter to Watch Manager on the on-call.



Adrian also spent time at Carlisle Airport and then on to Manchester Airport before moving into the training department in 2020.

Group Managers Colin Wright and Scott Cameron were in attendance to congratulate Adrian on his service in front of colleagues at HQ.

Dean Readman

Station Manager – LCU 5 (Penrith) and Prevention (Road Safety, Home Fire Safety)

Long-serving Crew Manager presented with 20-year medal



Crew Manager Stuart Forrester has been presented with a Long Service and Good Conduct medal by Area Manager Tony Paterson, who worked alongside Stu when he joined White Watch at the old fire station in Carlisle 20 years ago.

To mark the occasion, Stu kindly treated past and present members of White Watch to the watch's traditional lunchtime favourite, a generous portion of sausage, egg, chips and beans.



Tony Paterson

Area Manager – Prevention, Protection and Health & Safety

Greater Manchester FRS Organisational Learning Brief – August 2026

Please be aware that these case studies are from other services and their policies and procedures will differ from Cumbria Fire & Rescue Service.

Greater Manchester Fire and Rescue Service's latest Organisational Learning Brief has been published here: [**AUGUST 2026 - Organisational Learning Brief - Overview | Rise 360**](#)

The brief features:

- ▶ Risk critical learning – a look at ammonium nitrate fertiliser following an incident in Essex
- ▶ Common learning – a look at the AWG ejector pump following an incident at Bolton Hospital
- ▶ Incident of note – a review of recent incidents, an RTC in Wythenshaw
- ▶ Spotlight on learning – a look at apprentice firefighters
- ▶ OLS submissions – learning from recent OLS submissions regarding methods of entry

Kasey Grainger

Station Manager – Operational Planning

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

Save the date – WFS UK National Training and Development Event 2027



Please save the above date in your diaries for the Women in the Fire Service UK National Training and Development Event 2027 – more details will follow as they are confirmed.

Kasey Grainger

Get together with Macmillan Coffee Morning

This year's annual Macmillan Coffee Morning will take place on Friday 25 September and we want to encourage stations to consider organising an event to take part.

Together we can do whatever it takes for people living with cancer.

You can sign up to host a coffee morning and find a range of resources to help on the Macmillan website here: macmillan.org.uk/coffee-morning/how-to-host

If you do sign up to host an event, please let Danielle Cox (danielle.cox@cumbriafire.gov.uk) or Toria Barnes (toria.barnes@cumbriafire.gov.uk) know so that we can support, share and celebrate your event.

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



Vacancies

Health and Safety Advisor

Salary: £34,434–£35,412

Locations: Based at Service HQ, Penrith with travel throughout Cumbria

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

Contract: Permanent

Closing date: Sunday 27 September 2026

For more information: [CFRS0186 - Health and Safety Advisor | Cumbria Fire & Rescue Service](#)

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

Fire Stopping work at HQ

Please note that Fire Stopping work will be taking place next week at Service HQ Penrith, starting on Monday 7 September.

This work will involve contractors working on door frames throughout the building, which may cause some disruption as each door will take two hours to be completed.

We apologise for the inconvenience and thank you for your understanding while this essential work is carried out.

Joanne Cullen

Project Delivery Lead

National UK FRS wellbeing and cultural climate surveys – now open!

You are invited to take part in two national surveys exploring wellbeing and cultural climate across the UK fire and rescue services.

The surveys are part of a Nottingham Trent University PhD project, supported by the National Fire Chiefs Council. They are **open to everyone currently working in a UK fire and rescue service**.

Each survey takes around 20 minutes, and both will remain open for one month.

Taking part is voluntary. Responses are anonymous, and raw survey data will be held and analysed by the Nottingham Trent University research team. Individual responses will not be shared with services, the NFCC or any external organisations.

Findings will only be reported as anonymised summaries and grouped patterns, with care taken so individuals and small groups cannot be identified.

► [Click to complete the Annual Wellbeing Survey](#)

► [Click to complete the Cultural Climate Survey](#)

Closing date: Sunday 4 October 2026

National Fire Chiefs Council's People, Culture and Leadership Hub

Managing workplace conflict informally

Personality clashes and conflict can be common amongst employees and may be the result of built-up tensions emanating from work pressures, differing communication styles and misunderstandings.

Instinctively, employees and their managers may seek to resolve the situation with a formal Workplace Complaint and whilst this is an effective way to manage conflict, it can be reactive and may escalate the conflict further.

People Matters have released a podcast covering this subject with helpful advice and guidance for managers who find themselves in situations where informal conflict management is required. Listen here: [How unresolved conflict can lead to formal grievances - People Matters | Podcast on Spotify](#)

Where conflict has arisen as a result of misconduct, the manager needs to contact HR@cumbriafire.gov.uk in the first instance for advice.

Emily Grey

HR Advisor

Air conditioning installation at HQ

As of Monday 7 September 2026, the air conditioning installation is scheduled to be completed. You may still see contractors on site carrying out final snagging works and general tidying up; however, the new system is now fully operational. Instructions on how to use the new system will be displayed above each air conditioning control panel.

Please note: The air conditioning system will automatically switch off if no movement is detected in the office for 20 minutes. To switch the system back on, simply press the button located at the top of the control panel.

This feature has been introduced to improve energy efficiency, reduce unnecessary power consumption, and support the service's commitment to environmental sustainability and reducing operating costs.

Thank you for your patience and cooperation during the installation works.

Joanne Cullen

Project Delivery Lead

Cycling benefits for your mental health

A ride to work creates space between home and the working day. More than one in five UK adults experience common mental health conditions such as anxiety and depression.

This year, Mental Health Awareness Week focused on the importance of taking action when experiencing symptoms of mental health challenges and one being making time to exercise.

The steady turn of the pedals can help you switch gears mentally, and cycling home can create a natural pause between work pressures and your evening.

CFRS has a partnership with Cyclescheme to provide our employees with the opportunity to purchase a bike and/or cycling accessories up to a value of £5,000 (subject to the cost not bringing an employee below national minimum wage) via salary sacrifice.

CFRS employees can apply for the salary sacrifice Cyclescheme today using our [unique URL](#).

Emily Grey

HR Advisor

New look payslips

Please be aware that Cumberland payroll have refreshed how our payslips look.

From September payslips will be branded with the CFRS crest and will have our new PAYE reference number and tax office contact details included.

Jemma Taylor and Helen Clark

HR Managers

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

