



CFRS Weekly Update – 25/9/26

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

2026 Staff Survey launched!



We are delighted to launch our **2026 Staff Survey** – your opportunity to make your voice heard!

By completing this survey and sharing how you feel about Cumbria Fire & Rescue Service, you can make a genuine difference for our teams and communities and help us to improve our service.

Your opinion matters to us – **your answers are confidential and will not be shared unless anonymised.**

[Complete the five-minute survey here](#)

The survey will close at **11.59pm** on **Sunday 18 October**. Don't miss your chance to take part!

Incident Command Level 1 Development Workshop

The Incident Command team will be running ICL1 Development Workshops from October 2026 until April 2027.

There will be two sessions per month, with each session run from 6.30pm until 8.30pm and accessed via Teams. The dates of the workshops can be found on the PDRpro CMS calendar, with eight slots per session available to be booked.

The course is only for those personnel who hold the ICL1 skill and will particularly benefit those who have an upcoming revalidation or completion of an ICL1 Development Plan.

The workshop will cover ICL1 operational responsibilities, ICL1 revalidation poor practices, prompt and record cards and new development plans.

Each workshop has the same content so you only need to attend once.

If you require any further information, please contact the Incident Command team.

John Hogg

Associate Instructor – Operational Training

Change to Top Tier COMAH site

Due to the removal of the Nitric Acid Stocks at Sellafield, the site is now no longer a Top Tier COMAH site, therefore the risk of an Off-Site Chemical Emergency (OSCE) is not possible.

Please can all Flexi Duty Managers remove the *Managers Action Card 1C* from their packs.

Caroline Hodgson

Risk Management Technician Team Leader – Ops Intel Team

Contacting the Performance team

To help us provide effective support, please submit all performance-related queries, such as data analysis requests, to the shared team inbox –

Performance@cumbriafire.gov.uk – rather than contacting individual Nix Ruberry or Justyna Zmuda directly.

Using the shared inbox enables the team to manage requests efficiently and reduces the risk of requests being missed, delivering a better and more reliable service for all staff.

Performance team



Equality, Diversity and Inclusion

Menopause Café joining details

This October a Menopause Café will be taking place on **Wednesday 14 October** from 11.30pm to 1.30pm.

This year's World Menopause Day theme is chronic pain during the peri, menopause, and post menopause years.

We have two guest speakers this year, the renowned health and sports nutritionist and author, Renee McGregor and the wonderful Dr Cath Munro. Cath will open the cafe with 45 minutes of health advice. Renee will then follow with 45 minutes offering her expert views on living, eating, and thinking 'well'. There will be 30 minutes for questions at the end.

Join:

<https://teams.microsoft.com/meet/328679089485359?p=O5PTjpS4DLLQsrSroM>

Meeting ID: 328 679 089 485 359

Passcode: 9aq2LT6h

Victoria Barnes

Resourcing, Talent and Wellbeing Lead



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](#)



Other

Travel expenses – mileage backpay

You may notice additional mileage payments included in your September salary that does not relate to any travel claims submitted this month.

This payment relates to the increase in the mileage reimbursement rate from 45p to 55p per mile, following the Government rate change effective from 7 April 2026. Although the updated rate was reflected within the Travel and Subsistence Policy, the corresponding payroll rate was not updated at that time.

The Payroll team have now reviewed mileage records from April to September 2026 and calculated any underpayments. Any backpay due has been processed in September salaries and will appear on payslips as a separate mileage payment showing the amount owed.

Rachel Rollins

HR Advisor

Understanding Transitions and Impacts on Wellbeing across FRS survey

Please find a link below to the *Understanding Transitions and Impacts on Wellbeing across FRS* information and survey.

[Understanding Transitions and Impacts on Wellbeing Across the UK Fire and Rescue Services | Nottingham Trent University](#)

Each survey takes approximately 20 minutes to complete – a positive response is essential to the research.

Rob MacDougall

Chief Fire Officer – Oxfordshire Fire and Rescue Service, PCL Committee Chair – Nottingham Trent University

Cumbria Safeguarding Adults Board Conference – 16 October 2026

We are pleased to share the outline programme for our CSAB Conference next month, this is shaping up to be an exciting day with presentations from legal experts complemented by human stories delivered by practitioners and family members.

The day will be delivered as two sessions to support attendance. Manager's and Practitioners can book for either a ½ day session or both. The link below includes further details and booking links, we would be grateful of your support to ensure this is widely disseminated across your organisation to encourage and support attendance. We would also appreciate support with promotion on relevant social media platforms.

Find out more here:

<https://content.govdelivery.com/accounts/UKCUMBERLAND/bulletins/4267b0d>

Simone Eagling

Business Manager – Cumbria Safeguarding Adults Board

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

