

DEVON & SOMERSET FIRE & RESCUE AUTHORITY



REPORT REFERENCE NO.	HRMDC/14/1
MEETING	HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE
DATE OF MEETING	22 JANUARY 2014
SUBJECT OF REPORT	LEARNING AND DEVELOPMENT STRATEGY 2013-16
LEAD OFFICER	Director of People and Commercial Services
RECOMMENDATIONS	That the report be noted.
EXECUTIVE SUMMARY	<p>The Academy has produced a Learning and Development Strategy for Devon and Somerset Fire and Rescue Service (DSFRS) which has received approval from the Extended Leadership Team (ELT).</p> <p>The Strategy outlines the 10 strategic priorities for the Service's Training Academy over the forthcoming 3 years.</p> <p>The Strategy brings training delivery into line with the latest thinking within the fire and rescue sector and helps to:</p> <ul style="list-style-type: none"> • Deliver the appropriate training to support Firefighter Safety; • Ensure delivery is quality assured; • Ensure efficiency in delivery; • Achieve the services corporate plan; • Forge closer links to other key areas of the Service e.g. Operational Assurance and Response and Resilience; • Create capacity to meet commercial targets.
RESOURCE IMPLICATIONS	Current establishment to move from over 40% temporary posts to less than 10% temporary posts (subject to ELT approval at the time of writing this paper).
EQUALITY IMPACT ASSESSMENT	Currently being completed.
APPENDICES	A. Learning & Development Strategy 2013-2016 (attached separately).
LIST OF BACKGROUND PAPERS	None

1. INTRODUCTION

- 1.1 DSFRS did not have a Learning and Development Strategy prior to the 2013-16 document.
- 1.2 The current document outlines the key objectives of the Academy which contribute to the overall organisational strategy e.g. Corporate Plan, tiered approach, Chief Fire Officers' Association (CFOA) Fire Professional Framework, Health and Safety Framework for British fire and rescue services, Inquest findings (rule 43 Coroner letters) following incidents of significance and others.
- 1.3 The strategy builds upon the progress and reputation of DSFRS training and is intended to position the Service to face future challenges with confidence whilst recognising that firefighter safety and service to our communities remains paramount in the face of the current financial challenges.
- 1.4 The strategy has been presented to the Service's Extended Leadership Team.
- 1.5 The Strategy takes account of the latest thinking in the fire and rescue sector including CFOA and further afield within the private sector.

2. SCOPE OF THE DOCUMENT

- 2.1 The document defines the current training context faced by DSFRS and how workforce competence needs to evolve to support the Service's broader strategic aims.
- 2.2 The document presents 10 strategic objectives to be addressed during the period 2013-16 which are to:
- introduce an 'Operational Licence' in line with the latest CFOA Fire Professional Framework;
 - introduce a new Training Management System called 'Profile' to record and manage workforce competence for all roles;
 - Ensure learning needs are identified in a structured and efficient way;
 - Review the current training allowance for Academy instructors;
 - Develop new learning packages to support Service Delivery to manage Maintenance of Skill;
 - Measure value for money within the Academy by developing performance benchmarks and comparing ourselves to other fire and rescue services;
 - To be the provider of choice for commercial clients within our sectors of operation;
 - Improve the clarity of the workforce development framework through improved communication and feedback;
 - Continue to introduce and build on the principles of the Fire Professional Framework aligned to DSFRS core values;
 - Effectively use management information from Operational Assurance and Health and Safety to improve our products and assurance processes.
- 2.3 The Service's Training Academy Management Team has developed a three year action plan to achieve the stated objectives.

- 2.4 An accompanying communication strategy is in development with support from the Service's Corporate Communications team.
- 2.5 The Extended Leadership Team has considered a paper regarding the appropriate structure required to achieve the objectives within the Learning and Development Strategy.

JANE SHERLOCK
Director of People and Commercial Services