

Organisational Development Update



Bedfordshire
Fire & Rescue Service

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Portfolio SME: HTAM : AC Jason Tai

Organisational Training

Highlights

1. Training impacted by COVID 19 has been addressed and over 900 courses were delivered in 21/22
2. Introduced a Tactical Firefighting course
3. Marauding Terrorist Attack live play exercises underway at RAF Henlow
4. Paramedics now take part in our Road Traffic Collision refresher training

Future development / issues to raise

1. Will lose 3 x established instructors shortly, we have recruited new instructors and in the process of sending on training courses
2. Started work on Breathing Apparatus room to reduce exposure to contaminants
3. Had to move some safety critical training to plan for Industrial action
4. Working on collaboration with Northants and Buckinghamshire for joint training facility.



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Recruit Training update

Highlights

1. In process of delivering our 2nd Wholetime recruit cohort (12 new recruits) in house with BFRS instructors having previously trained 10 wholetime recruits as part of collaboration with Hertfordshire.
2. Delivered 3 x On call recruit modular courses that has led to 22 new On call FF's.
3. Been able to hold pass out parades for all courses now COVID restrictions have been lifted.

Future Development / Points to raise

1. Industrial action may have a delay on the latest recruits course from being completed
2. The training centre is running at full capacity and is limited by the size of the estate. This restricts the type of training that we can deliver alongside the recruits course



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Learning and Development

Highlights

1. Fully live with the e-learning and training software PDR Pro Version 5
2. Established a development portfolio for professional support personnel and have delivered a large number of new training courses
3. Professional support personnel now have access to the E learning modules
4. Designed a behaviours & values poster aligned to NFCC behaviours & core code of ethics
5. Introduced an incident command refresher to align command training to National operational guidance
6. Neurodiversity training – included in gateways and delivery of training
7. Run a large number of promotional gateways

Future Development / Points to raise

1. Online appraisals via Workforce pro
2. Coaching and mentoring courses to be offered to personnel to allow them to be part of the National Fire Chiefs Council portal



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Apprenticeship Updates

Highlights

1. Successfully approved in application as a supportive provider for Hertfordshire
2. Invoiced Herts for 1st cohort (£27k)
3. Increasing the number of green book apprentices
4. Started end point assessment course to help apprentices become competent.

Future Development / Points to raise

1. Exploring how BFRS can become an apprentice provider – commercial opportunity



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Driver training update

Highlights

1. Replaced our Green Book Driver training manager and driving instructor
2. Future proofing the ability to deliver driver training (extra instructors)
3. 1 of 2 services that can provide the Emergency Response Driving instructor course , already collaborated with Herts, LFB , Cambs, Norfolk and Cumbria
4. Technical lead for the NFCC driver training assurance group
5. New BMW training vehicle

Future Development / Points to raise

1. Development of new instructors is a lengthy process
2. Exploring providing LFB with driver training course



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