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This circular is	For consultation	Respond by	14 September 2005
This circular is	Relevant to the National Framework		
Status	This Circular invites participation in a consultation exercise on the draft National FRS Learning and Development Strategy for England		

Draft National FRS Learning and Development Strategy for England – a consultation document

Issued by:

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Addressed to:

The Chief Executive to the County Council
The Clerk to the Fire and Rescue Authority
The Clerk to the Fire and Civil Defence Authority
The Clerk to the Combined Fire and Rescue Authority
The Commissioner of the London Fire and Emergency Planning Authority
The Chief Fire Officer

Please forward to:

Human Resources Manager/Training and Development Manager

Summary

This circular invites participation in a consultation exercise and invites your comments on the draft National FRS Learning and Development Strategy for England. This consultation document can be accessed from the FSC website at www.fireservicecollege.ac.uk. The closing date for comments is Wednesday 14 September 2005.

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1.0 Draft National FRS Learning and Development Strategy for England – a consultation document

1.1 In Chapter 6 of the National Framework 2005/06, it was announced that ODPM had asked the Fire Service College (FSC) to draw up a national training and development plan for the Fire and Rescue Service (FRS) in England. Over the past six months the FSC has worked with a wide range of stakeholders to develop the draft National FRS Learning and Development Strategy for England. The FSC are now conducting a formal consultation on the draft strategy. The consultation document can be accessed from the website at www.fireservicecollege.ac.uk.

1.2 The strategy is intended to be an over-arching document which will set the broad framework and principles for FRS training and development over the next ten years. The strategy is built around supporting the achievement of a number of goals:

- equipping the FRS to meet current and future challenges
- equipping the FRS to make the shift from being primarily an emergency response service, to being both an emergency response and a community safety service
- delivering a better skilled and better trained workforce
- improving performance
- supporting cultural change and the development of an improvement culture within the FRS
- allowing for best value from the investment in training and supporting CPA improvement, including efficient and effective targeting of expertise and resources
- encouraging collaboration and partnership working
- supporting equality and diversity across the FRS.

1.3 The draft strategy focuses on how training and development should be delivered, what the outcomes and benefits should be, the appropriate milestones and targets and what the cost implications are. At national level the draft talks about a change in the role of the Fire Service College and the development of a Centre of Excellence for the FRS. At regional level it recognises the role of regional management boards in co-ordinating training activity across their regions. At local level, it is intended that the strategy should not be prescriptive, but rather that it should guide individual fire and rescue authorities in making their own decisions on how best to deliver learning and development in the light of their local circumstances.

1.4 Comments are invited by Wednesday 14 September 2005. The e-mail address for responses is ldstrategy@fireservicecollege.ac.uk. Please note that responses, including the names and addresses of respondents, will be made available to anyone who asks for them unless confidentiality is specifically requested or disclosure would prejudice third parties.

2.0 Next Steps

2.1 The intention is that the final National FRS Learning and Development Strategy for England will be published in October 2005. In addition, within three months of the consultation closing date, the FSC will produce a feedback document that provides a summary of the consultation responses, and explains the impact on the strategy as a result of the consultation.

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