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Fire and Rescue Service Manual Volume 4: Foundation Training & Development

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Addressed to:

**The Commissioner of the London Fire and
Emergency Planning Authority**
All Chief Fire Officers

Please forward to:

**Those people in your organisation who are
concerned with HR, Training and Development.**

Message

This Manual is a reference document that provides guidance on the foundation training development requirements for firefighters. In particular it sets out how training and development activities should be implemented and managed so as to contribute to the Integrated Personal Development System (IPDS) and the health and safety of all those people who undertake operational duties or who are affected by them. It should be read in conjunction with the previous Fire Service Circulars relating to IPDS, especially FSC 11/2003, FSC 14/2003 and FSC 20/2003.

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1.0 Training and Development within IPDS

- 1.1 To enable any Fire and Rescue Service to meet the objectives of its Integrated Risk Management Plan its people have to be developed so that they can function with confidence and competence in complex situations. The nature and level of this development will be different for different people, but especially for new entrants, there are some common themes.
- 1.2 The Fire and Rescue Service Manual - Foundation Training and Development, has been revised to develop these themes and support the United Kingdom's Fire and Rescue Services as they seek to implement the Integrated Personal Development System (IPDS).
- 1.3 The Manual demonstrates the link between specific training and development activities, the Units and Elements of the National Occupational Standards contained in IPDS and health and safety requirements.
- 1.4 It is also an important reference document that provides comprehensive guidance on the implementation and management of all training and development activities and should be read in conjunction with the previous Fire Service Circulars relating to IPDS, especially FSC 11/2003, FSC 14/2003 and FSC 20/2003.
- 1.5 The Manual sets out the procedures necessary to underpin safe working practices wherever they are applied on a national basis and takes into account the need to:
 - modernise the approach to training and development including rescue methods
 - shift the emphasis from 'drill' to a recognition of the need for meaningful simulations of workplace activity (see also Fire Service Circular 20/2003 on Development Activities).
 - remove or amend a number of techniques.
- 1.6 This Manual recognises the advantages of progressive development set out in the Emergency Fire Service role maps and National Occupational Standards. It includes the basic tasks and techniques which underpin the firefighter's operational role and guidance on scenario based training. This is entirely compatible with the competence based approach that has now been adopted by the service and continues to endorse the close link between occupational competence and health and safety.
- 1.7 Further advice on the production of tailored Development Programmes can be found in the EFS Database on the IPDS web site – www.ipds.co.uk
- 1.8 This manual supersedes Fire Service Manual, Volume 4, Fire Service Manual Training (2000).

This new Manual is available now and is published by TSO. ISBN 0 11 341286 X (Brigade discount scheme applies). As usual, a free copy will be forwarded to each Chief Fire Officer direct from the publishers on publication.