



Circular number	19-2004	Date issued	30 July 2004
This circular is	For consultation	Respond by	22 October 2004
This circular is	Relevant to the National Framework		
Status	This Circular invites participation in a consultation exercise 'Towards a National Workforce Development Strategy for England'.		

Towards a National Workforce Development Strategy for England – a Consultation Document

Issued by:

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Fire and Rescue Service Directorate

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 London Fire and Emergency Planning Authority
The Chief Fire Officer

Please forward to:

HR and Training staff

Summary

This Circular invites participation in a consultation exercise and invites your comments on 'Towards a National Workforce Development Strategy for England' by 22 October 2004. This consultation document can be accessed from the website at www.odpm.gov.uk/fire/consult

Comments on the consultation document should be sent by e-mail to fsed3@odpm.gsi.gov.uk

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1.0 Towards a National Workforce Development Strategy for England – a consultation document

- 1.1 The National Framework 2004/05 announces this consultation in Chapter 6, *Workforce Development*. This consultation document, developed with input from key stakeholders, now sets out proposals for a National Workforce Development Strategy (NWDS) for the Fire and Rescue Service in England and invites comments by 22 October. These proposals build on the IPDS as developed by the UK Fire and Rescue Service, based on agreed National Occupational Standards. The IPDS introduced a competence-based vocational approach with personal development tailored to the needs of the individual.
- 1.2 The key themes of the strategy are:
- that the IPDS should be at the core of all significant training and development activity for the FRS, and that putting in place a robust system of quality assurance will reinforce its effectiveness, integrity and consistency
 - that Regional Management Boards should plan and coordinate training and development within the context of the NWDS as a key aspect of Regional HR Strategies
 - that targeting the use of training and development resources through improved utilisation of existing facilities and expertise, and avoidance of duplication and over-provision, will lead to more effective and efficient delivery.
- 1.3 This draft strategy restates and clarifies the training and development themes from the FRS National Framework 2004/05. The National Framework in turn draws together in one place existing objectives and priorities and we believe places no extra burdens on business, charities, the voluntary and public sectors.
- 1.4 The introductory letter in the consultation document gives further information about the consultation process.
- 1.5 A list of individuals and organisations that have been invited to comment on the draft guidelines is attached (**Annex A**). You will see that the Heads of Human Resources in Fire and Rescue Authorities have been included in the list of formal consultees and they will be e-mailed separately.
- 1.6 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.

Steve Dolan

Fire Service Effectiveness Division

Fire and Rescue Service Directorate

2.0 Annex A – List of individuals and organisations that have been invited to comment on ‘Towards a National Workforce Development Strategy for the Fire and Rescue Service in England’

Adult Learning Inspectorate

Audit Commission

Association of Principal Fire Officers

Black and Ethnic Minority Members (FBU)

Cabinet Office

Chief Fire Officers

Chief Fire Officers' Association (CFOA)

Chief Executive, County Councils

Clerk to the Fire and Civil Defence Authorities

Clerk to the Combined Fire and Rescue Authorities

Convention of Scottish Local Authorities

Department of Education and Skills

Department of Health, Social Services, Public Safety, Northern Ireland

Edexcel

Emergency Planning College

Employers' Organisation for Local Government

Fire Brigades Union

Fire Industry Council

Fire Officers' Association

Fire Service College

Fire Service Examinations Board

GMB

Government Offices (Business Change Managers)

Heads of Human Resources in Fire and Rescue Authorities

Health & Safety Executive

HM Treasury

Home Office

Institute of Fire Engineers

Integrated Personal Development System (IPDS) Project Board (ODPM)

IPDS Co-ordinators

Learning and Skills Council

Local Government Association

London Fire and Emergency Planning Authority

National Assembly for Wales

National Association of Fire Officers

National Joint Council for Local Authorities' Fire Brigades

Networking Women in the Fire Service

Practitioners' Forum

Qualifications and Curriculum Authority

Retained Firefighters Union

Scottish Executive Justice Department

Scottish Fire Service Inspectorate

Scottish Fire Services College

Scottish Qualifications Authority

Sector Skills Development Agency

UNISON