



Service Policy: PREPOL09 Operational Training Policy

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Version	Date	Author	Reasons for Change
0.1	17.04.09		Policy Review
0.2	22.03.10		Policy Review
0.3	11.09.12		Policy Review
0.4	01.07.14		Annual Review – new format
0.5	28.11.15		Annual Review
0.6	01.04.16		Annual Review
0.7	22.02.17		Annual Review
0.8	22.03.18		Annual Review
0.9	07.07.19		Annual Review
1.0	29.2.20		Annual Review – changed to 2 year review
1.1	31.01.23		2 year review
1.2	12.3.24		Review

Equalities Impact Assessment:

Initial	Full	Date	Reviewed by	Comments
X		22/04/09		

Civil Contingencies Impact Assessment:

Date	Reviewed by	Comments

Related Documents:

Doc. Type	Ref No.	Title	Location
Policy		Operational Planning Policy	Portal

Distribution List:

Name	Position	Department

Sign-Off List:

Name	Position

Target Audience:

All MFRS	Principal Officers	Senior Officers	Operational Crews	Fire Safety	Community Fire Safety	Support Staff
X						

Ownership:

FOI exemption required?	Yes	No	URL	Reason
		X		

Legislation:

Title
Fire and Rescue Service Act 2004 Health and Safety at Work Act 1974

Contact:

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Operational Preparedness		4601

PREPOL09-Operational Training Policy

1. Policy Introduction and Background:

It is the policy of Merseyside Fire and Rescue Authority (MFRA) to ensure the competence of operational personnel by means of a competency based training programme aligned to the National Occupational Standards (NOS), Merseyside Fire & Rescue Service Standard Operating Procedures (SOPs) and the Hazard and Risk Controls contained within National Operational Guidance and associated training specifications.

2. Policy Explanation

The Operational Training Policy aligns to the Service responsibilities under the Fire and Rescue Service Act 2004, The Civil Contingencies Act 2004 and the Fire Service National Framework Document.

National Occupational Standards are statements about how particular activities should be carried out. They exist in many occupations and can be used to measure performance. Within the Fire and Rescue Service (FRS) these standards have been developed into role maps, which have been agreed by the National Joint Council for Local Authorities' Fire and Rescue Services.

A training programme consisting of core skill training, Safe Person Assessments and E- Learning modules is designed to ensure compliance with relevant Fire Standards particularly Operational Competence . The training modules provide the underpinning knowledge for competence against the National Occupational Standards and are held on the MFRA portal within the Training & Development Academy area. Training resources can be utilised on station to facilitate the provision of theoretical and practical training sessions. In addition to this, resources are available for Apprentice training for entrants of 2 years or less to the Service who are under the programme

Within each station work routine, suitable time is allocated on each shift for the undertaking of competency based training and Safe Person Assessments (SPA) to ensure that the requirements of the Firefighter and Watch Manager role maps are met.

It is recognised by MFRA that whilst all personnel will maintain core skill levels, there is a need to provide risk specific training bespoke to foreseeable fire and rescue related risks contained within the Merseyside Community Risk Register, the CRMP and the station profile. Such risks will be identified through the gathering of Site Specific Risk Information at sites and locations within station areas under Sections 7.2 (d), 8.2 (d) and 9.3 (d) of the Fire and Rescue Service Act 2004 in both Simple Operational Fire Safety Assessment (SOFSA) and Site Specific Risk Information (SSRI); in addition to risk information gathered as part of the district and station planning process.

Risk specific modular training will be delivered to crews from stations designated according to risk profile, by the Training and Development Academy (TDA) during Crew Based Training (CBT). Additional training materials may be provided to stations in order to support training delivery at the local level.

All Operational Personnel will receive periodic training and assessment in core risk critical areas in accordance with the service training delivery program; namely:

- Incident Command
- Breathing Apparatus and Compartment Fire Behaviour
- Water Rescue
- Working at Height
- Road Traffic Collision
- Casualty Care
- Hazardous Materials
- Driving

Cognisance of the Safe Person Principles outlined in the Health, Safety and Welfare framework will ensure compliance with the HSE publication HS(g) 65 Managing Health and Safety Performance and in so doing, meet a number of the requirements detailed within Section 2 of the Health and Safety at Work Act.

Personnel receive individual nominations for driver initial and competency maintenance courses from the TDA. These are overseen by the Driver Training Manager and are planned in accordance with the guidance issued by the NFCC Driving Training Advisory Group (DTAG)

3. Policy Implementation:

The Service Instructions used to underpin this Policy are:

SI 0582 Core Training Strategy

SI 0872 Incident Command Competency Framework and Training Strategy

All Policies can be found on the [Website](#)