



NFCC Direct Entry Programme: Professional Development

Executive Summary Professional Development Module (PDM)

1. Introduction

This section is designed to contextualise working with the fire service to provide a solid foundation for their future career. Whilst the candidates will have experience in leadership and management the aim of this document is to set out the broad details in how the programme will cover relevant areas of the nationally agreed Role Maps. The programme will have shared outcomes for both area and station manager, and this document is designed to gain your views, ideas on the content and level to further develop and shape our programme.

The Area Manager PDM, whilst sharing outcomes with the Station Manager PDM will have far more focus on political acuity and the key strategic elements of the role.

2. The Approach

It is anticipated that this element of the programme will be delivered over a 3-week period, albeit some could be completed in a blended approach.

Powers, Policies, Procedures and Legislation

The outcome of this section is to increase candidate knowledge, awareness and understanding of:

- Integrated Risk Management Plan (IRMP) / Community Risk Management Plan (CRMP) and the development of a balanced approach in reducing risk within the community,
- Regulatory Reform (Fire Safety) Order 2005,
- Fire and Rescue Services Act 2004,
- Fire and Rescue National Framework for England 2018,
- Civil Contingencies Act 2004,
- Regulatory Reform Order (Fire Safety) 2005,
- Health & Safety at Work Act 1974,
- HMI Review - State of Fire,
- National Framework Document 2018,
- Governance Models,

3. Prevention

The outcome of this section is to increase candidate knowledge and understanding of:

- Safe and Well Checks,
- Partnership working,
- Arson reduction,
- Safeguarding duties,

- Youth engagement,
- Road safety,
- Fire Investigation,
- Measuring success,

4. Protection

The outcome of this section is to increase candidate knowledge and understanding of:

- Planning and design phase of developments,
- Building Regulations & Approved Document B,
- Planning applications and the link to hydrants,
- Regulatory Reform (Fire Safety) Order 2005,
- Fire and Rescue Services Act 2004,
- Fire and Rescue National Framework for England 2018,
- Regulators Code,
- Primary authority scheme,
- Unwanted fire signals,
- Petroleum,
- Safety Advisor Groups & safety partnerships
- Measuring success,
- Fire Safety Competence Framework,
- Risk Based Inspection Programme (RBIP),
- Definition and understanding of risk, linking to a Community Risk Profile,

A more detailed understanding of the Grenfell Tower incident will be required and the subsequent enquiry.

5. Response

The outcome of this section is to increase candidate knowledge and understanding of:

- Fire and Rescue Services Act 2004, (predominantly Sections 7,8 and 9)
- Civil Contingencies Act 2004,
- Health & Safety at Work Act 1974,

Compliance and understanding of:

- National Operational Guidance, (N-O-G)
 - Joint Emergency Services Interoperability Principles, (JESIP)
 - National Co-ordination & Advisory Framework (NCAF)
 - Local Resilience Forums,
 - Military Aid to the Civil Authorities for activities in the UK,
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- Fire Service Control,
 - Service Control and software issue, Vision 4 and mobilising risks,
 - Regional Control,
 - Consortium,
 - ESN,
 - Brief History of the national control project,

- Joint Control Rooms and Collaboration,

6. Resources

The outcome of this section is to increase candidate knowledge and understanding of:

- Fire and Rescue Services Act 2004,
- Health & Safety at Work Act 1974,
- Section 151 of Local Government Act 1972,
- Local Government Finance Act 1988,
- Financial Planning and Management:
 - Treasury management,
 - Funding Models & Grants,
 - The Bellwin scheme - emergency financial assistance to local authorities (England).

7. People

8.

The outcome of this section is to increase candidate knowledge and understanding of:

- Fire and Rescue National Framework for England, (which sets out the Government's priorities and objectives for Fire and Rescue Authorities)
- Workforce Strategy,
- NFCC People Strategy,
- Inclusive Fire Service Group (IFSG) Improvement Strategies,
- Code of Ethics,
- Leadership Framework,
- Maturity Models,
- HMI Review of State of Fire,
- Coaching and Mentoring and NFCC Portal,
- PDRS,
- AFSA Asian Fire Service Association,
- Women in the Fire Service,
- Diversity in the fire service, local and national,

A section will be required on the work with the unions within the sector, it will need to cover

- Fire and Rescue Services Association – FRSA,
- Fire Brigades Union – FBU,
- UNISON,
- Fire Leaders Association – FLA,
- Fire Officers Association – FOA,
- History and industrial unrest, Rank to Role, IPDS,
- National impact upon local officials,
- Union consulting and negotiations,
- Schemes and Conditions of Service,
- Gold Book,
- Local Government Association – LGA & NJC,
- Her Majesties Inspectorate for Constabulary & Fire & Rescue Services – HMICFRS,

9. Communication and Consultation

The outcome of this section is to increase candidate knowledge and understanding of:

- Media Awareness,
- Media Interview Training, Radio, TV,
- Staff consultations,
- Public Consultations,
- Freedom of information request,

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