

WYFRA	EXECUTIVE COMMITTEE	16 SEPTEMBER 2005	ITEM NO:
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REPORT OF: DIRECTOR OF HUMAN RESOURCES

**PURPOSE OF REPORT: THIS REPORT OUTLINES THE MAIN PROPOSALS IN THE
ODPM *DRAFT NATIONAL FIRE RESCUE SERVICE
LEARNING & DEVELOPMENT STRATEGY FOR ENGLAND*
– A CONSULTATION DOCUMENT, AND SETS OUT A
PROPOSED RESPONSE ON BEHALF OF THIS
AUTHORITY**

**RECOMMENDATIONS: THAT THE RESPONSE DETAILED IN THIS REPORT BE
SUBMITTED TO ODPM ON BEHALF OF THE AUTHORITY**

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT DETAILS

EXEMPTION CATEGORY:

**ACCESS CONTACT OFFICER: MR A HUGHES (01274 655703)
DIRECTOR OF HUMAN RESOURCES**

**BACKGROUND PAPERS
OPEN TO INSPECTION:**

1 INTRODUCTION

- 1.1 Following consultation last year on the proposals in *Towards a National Workforce Development Strategy*, the Office of the Deputy Prime Minister [ODPM] asked the Fire Service College [FSC] to work in partnership with stakeholders to develop a national training strategy for the Fire & Rescue Service [FRS] in England.
- 1.2 The consultation document entitled *Draft National FRS Learning and Development Strategy for England* [see appendix 1] is the response to that request. This consultation document outlines a strategy which is intended to set out the broad framework and principles for learning and development over the next ten years. At national level it sees a transformation in the role of the FSC, and the development of a centre of excellence for the fire and rescue service. At regional level it recognises the role of regional management boards in co-ordinating training activity across their regions. At local level, it is not intended that the strategy should be prescriptive, but that it should guide individual Fire and Rescue Authorities [FRAs] in making their own decisions on how best to deliver learning and development in the light of their local circumstances.
- 1.3 The overall aim on the consultation document is to set out the key elements of the proposed strategy, with appropriate milestones and targets, and give key stakeholders the opportunity to comment and offer further suggestions. The closing date for responses is Wednesday 14 September 2005. The Fire Service College, who are co-ordinating responses on behalf of ODPM, have agreed an extension to this, to allow formal Authority agreement of the proposed response in this report.

2 BACKGROUND

- 2.1 Members will be aware that over the past three years, there have been a number of Government reports relating to modernisation of the FRS, and two national framework documents setting out the future FRS agenda in England. These have all recognised that learning and development is crucial to the modernisation of the FRS. The Government White Paper *Our Fire and Rescue Service* [June 2003] placed the Integrated Personal Development System [IPDS] at the heart of FRS training and development and proposed the development of a 'Centre of Excellence' for the Fire & Rescue Service.
- 2.2 The consultation on *Towards a National Workforce Development Strategy for England* [NWDS], published by ODPM in July 2004, highlighted issues to do with overprovision and duplication of training at local level, the need for maintenance and quality assurance of national standards, and the need to clarify the future arrangements for safeguarding the relevance and integrity of IPDS. This consultation exercise resulted in mixed responses and the strategy was not progressed. This consultation document takes forward the majority of the issues in the NWDS and sets out more fully formed proposals. The consultation document sets out the key elements to the draft strategy and poses some key questions to be answered. Appendix 1 to this report is the proposed response from West Yorkshire Fire & Rescue Authority.

3 EQUALITY & FAIRNESS ISSUES

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Document #: 2708 Version:v1

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4 FINANCIAL IMPLICATIONS

5 RECOMMENDATIONS

That the response detailed in Appendix 1 be submitted to ODPM, on behalf of the Authority.

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