

Operational Competence

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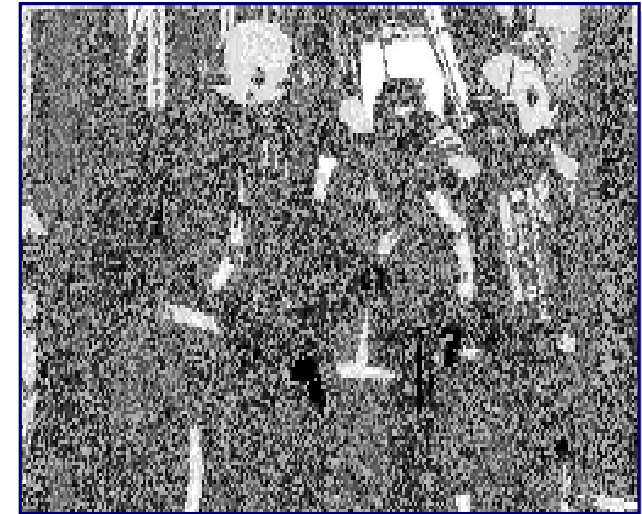
Operational Competence



2003 Heads of Agreement



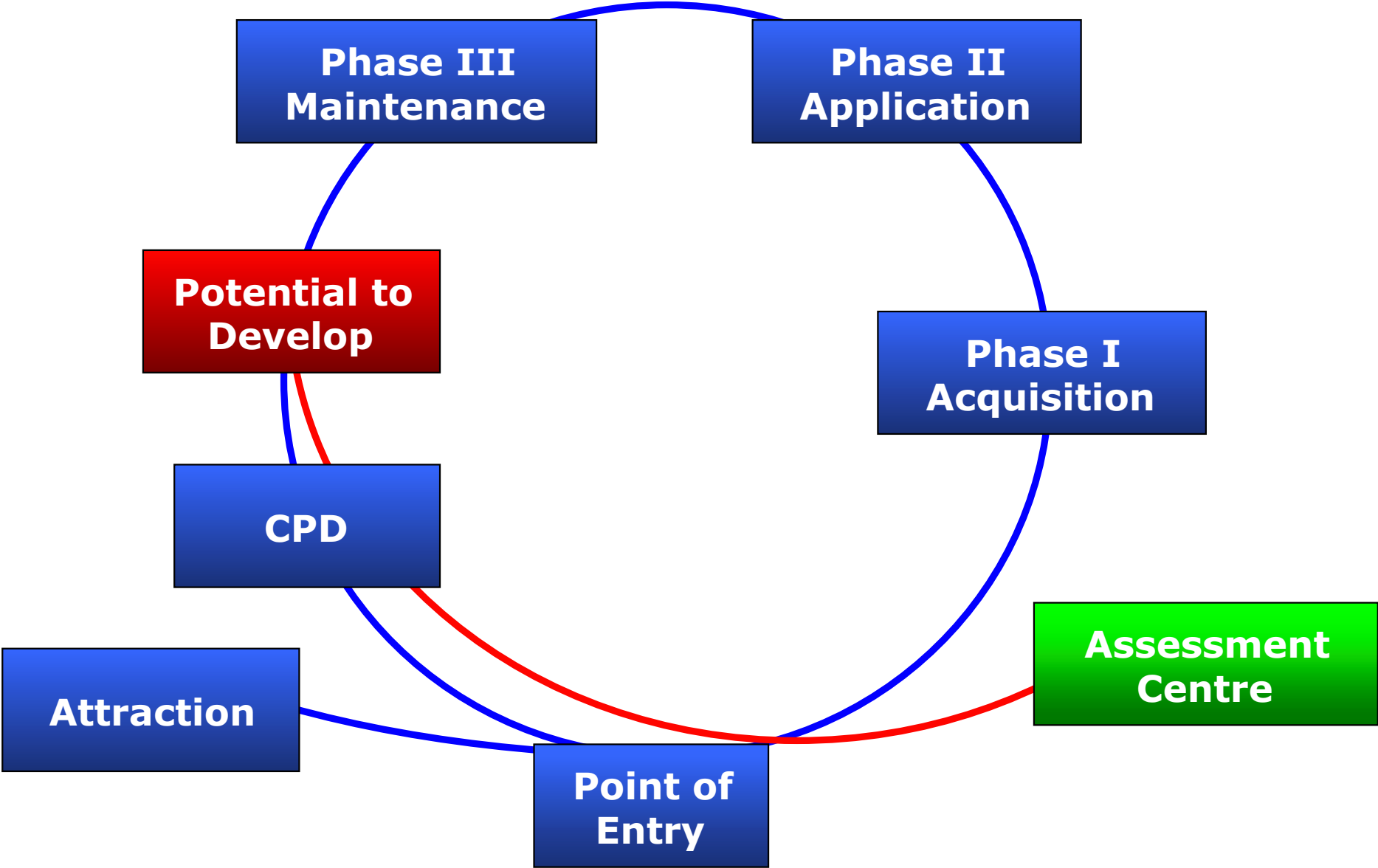
- Rank to Role
- Integrated Personal Development System (IPDS)
- Community Safety
- New Fire Service Act



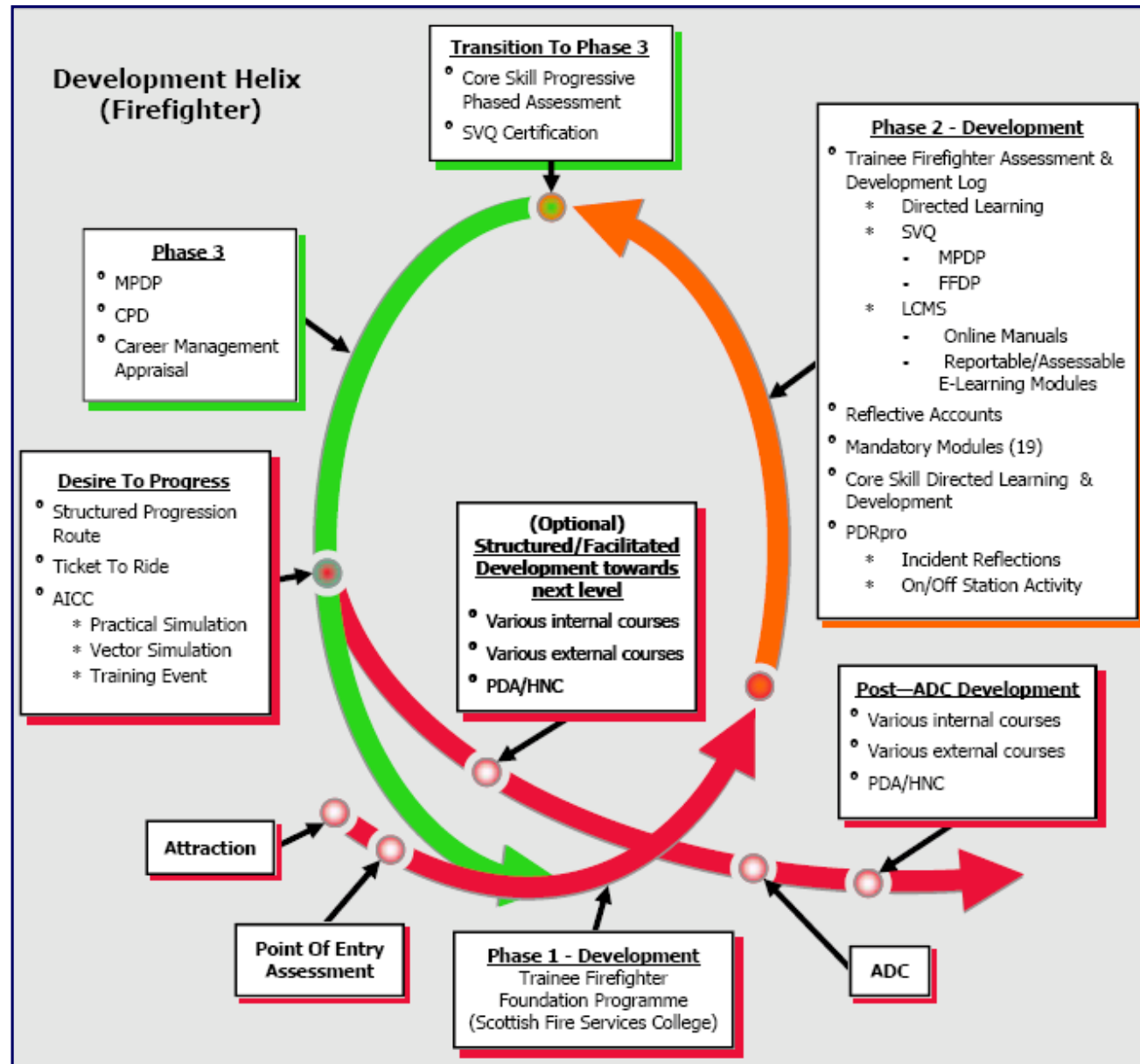
Challenges Post 2003 Heads of Agreement

- De-motivated staff
- New responsibilities for the service
- Change Management

IPDS Helix



The Helix



Learning & Development



□ 3 Year Rolling Maintenance Programme – MPDP

◆ Wholetime

◆ RDS

◆ VDS

Year 1											
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Health, Safety and Risk Management (H)	Fire Behaviour (H)	Chemistry (H)	Fire in (H)	Firework (H)	Staircase (H)	Domestic (H)	Technical (H)	Security (H)	Home (H)	Fire & Smoke (H)	Working (H)
Health, Safety and Risk Management (H)				Incident Control (H)			Managing Incident (H)		Legislative Fire Safety		
Year 2											
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
ACQ (H)	Fire Investigation (H)	LCR (H)	Fire in (H)	Working (H)	High Rise (H)	Light (H)	Domestic (H)	Legal & Safety (H)	Fire & Smoke (H)	Water and Flooding (H)	Working (H)
Dynamic Risk Assessment (H)				Fire Investigation (H)				Community Safety (H)			
Year 3											
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Roadwork (H)	Water (H)	Chemical (H)	Fire in (H)	Accident (H)	Water (H)	Accident (H)	Public (H)	Biological (H)	Child Care (H)	Health & Safety (H)	Health & Safety (H)
Environmental and Controls (H)				Equality and Fairness (H)				Support the development of colleagues			

□ Modular Work Cards direct to Core Skill Requirements, Theory-Based Training & Practical Elements

□ Monthly Assessments undertaken via LCMS

□ All development activities recorded via PDRpro

Incident Command

STRATHCLYDE
FIRE & RESCUE



- Ticket To Ride (TTR)
- Assessment of Incident Command Competence (AICC)
- Bronze, Silver & Gold Command Development
- Operational Review / Assurance
- Process Review

Summary



- ❑ Comprehensive, structured development programmes for Wholetime, RDS & VDS
- ❑ Role-based operational assurance checks from Crew Commander to Chief Officer
- ❑ Operational command potential assessed prior to ADC
- ❑ Operational incident review process – feedback to
 - ◆ Development Programmes
 - ◆ Procedural Review
 - ◆ Operational Planning

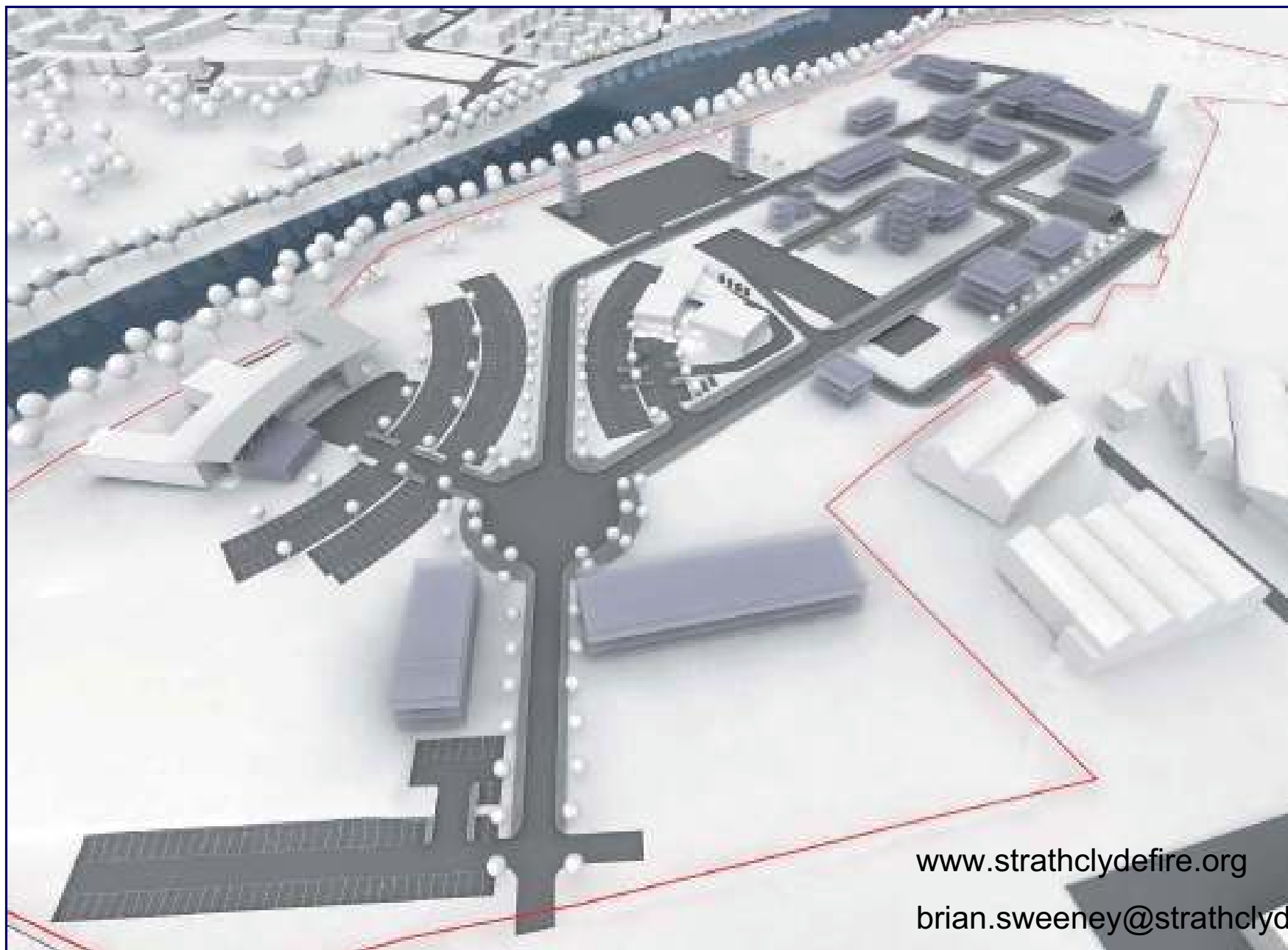
Strathclyde Fire & Rescue

"The Future"



- MPDP – Supervisory Manager
- Operational Tactics Section
- 41.4 Acre site purchased – Cambuslang, South Lanarkshire
- Project in the "Design Phase" for 2009
- "Academic Zone" complete by 2011
- "Practical Training Suite" complete by 2012

The Training Centre Project



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