

Appendix A

Strategic Training and Delivery Partnership Background

Partnership Agreement 2016\17

This past 12 months has seen the continuation of what is now the second year of an extended pilot that has resulted in a more innovative approach being taken toward the way elements of safety critical operational training is delivered, in partnership with the Fire Service College (FSC).

The independent assessment and scrutiny all our front-line staff are subject to, whilst engaged in the validation exercises, provide genuine reassurance that the operational competencies, specifically in relation to Incident Command and Breathing Apparatus wearer are in accordance with recognised best practice and safe systems of work.

The decision to extend the partnership agreement by a further year, utilising the 'Wider Public Sector Framework' enabled the Authority to carry on with adopting a flexible approach towards meeting the challenges faced by any future reductions in the government grant funding. Whilst at the same time enhancing the Authority's professional reputation within the fire sector, in light of the fact it has yet again been BFRS employees delivering what are essentially FSC courses, to both national and international delegates.

2016\17 Training & Delivery Partnership Financial Overview

AGREED Partnership costs for second year delivery:

Element	Price (£)	Commentary
Validation Exercises	102,250	For up to 25 courses, based on a price of £4090 per course.
Training and Development Days	46,750	For up to 25 courses, based on a price of £1870 per course.
Instructor Development Programme	12,000	Provided at 50% of standard price, £1,000 per course.
Instructor Accommodation	2,600	1 week's accommodation single en-suite, food not included.
Programme Value	163,600	
Discount against agreed 320 BFRS instructor days to FSC	-80,000	BFRS instructor day rate training credit £250. 80 instructor days carried over from 2015\16, resulting in a total of 400 days needing to be fulfilled by April 2017.
Total Discounted	83,600	Agreed charge of £83,600 p.a. from May 2016. (11 months @

Programme Value		£7,600).
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OUTCOMES & OUPUTS from the 2016\17 Training & Delivery Partnership

Activity:	Total By end of training year :
Validation Exercises	25
• <i>Day Time Exercises</i>	(22)
• <i>Night Time Exercises</i>	(3)
Training and Development Days	25
Supervisory Commanders Assessed for: Incident Command Level 1	83*
Operational staff assessed for: Breathing Apparatus Wear	226**

* (x7) fails: one member of staff has left BFRS, two reverted to FFs, one is subject to a development plan and three others subsequently passed.

** (x16) fails: this relates to fourteen different members of staff, two of which failed on separate occasions.

Validation Exercises:

Utilising the extensive training facilities at the FSC, operational staff are subject to six simulated scenarios, five relate to 'fire' and one to road traffic collision (RTC). The exercises create a perfect environment for the operational competencies and performance of staff to be realistically challenged, whilst being independently assessed.

Training and Development Days:

Again utilising the FSC training facilities, these days are designed specifically to provide operational staff with further opportunity to develop their practical skills, with particular attention placed upon addressing those identified 'learning trends' derived from the previous year's validation exercises.

In accordance with the 2016\17 partnership agreement, the Authority were contractually obliged to provide **320** instructor days to the Fire Service College (FSC), to support the delivery of training courses on behalf of the FSC. In addition, an agreed **80** days were carried over from the 2015\16 agreement making a total of **400** days needing to be fulfilled. By the end of March 2017, BFRS Area Trainers delivered **403** 'instructor' days.

Instructor Schedule at the Fire Service College	
COURSE	INSTRUCTOR DAYS

Firefighter Development Programme (FFDP): Buckinghamshire FRS Apprentices	174
Breathing Apparatus Instructors	69
Fire Behaviour Training Instructors	51
Breathing Apparatus Initial: Buckinghamshire On-Call	43
HART: Extended duration BA	23
Tactical Ventilation Instructors	21
Incident Command, Fire Investigation and International delegate courses	12
Road Traffic Collison Instructors	10
TOTAL:	403

Partnership Agreement 2017\20:

Following the expiry of the previously utilised Crown Commercial Service (CCS) framework relating to the procurement of training services, it was identified that a further extension of our existing training partnership agreement would not be permissible.

It was also recognised the approach which had been adopted until that time, namely to extend our agreement on an annual basis, was considered to provide limited assurance for such a fundamental element of our operational training provision, especially if were to become no longer available.

With the aim of retaining our agreed training strategy model, the decision was taken for a longer term solution to be progressed, in order to safeguard our ability to effectively deliver operational training.

The preferred choice was to award a three year contract, with an option for a further two year extension, however due to the estimated contract value a full tender process was required.

Supporting documentation and notices were subsequently prepared, resulting in an 'Invitation to Tender' being published in the Official Journal of the European Union (OJEU). A specified requirement, as detailed within the Public Sector Directive, in light of the fact the financial value of the contract would be above the relevant threshold.

Tender evaluations and supplier presentations were conducted during March 2017, the outcome of which resulted in Fire Service College (Capita) being awarded the contract.

The content of this new agreement, commencing on the 1 June 2017, contains a number of notable variations, which are detailed below:

- Both the number of validation exercises and training & development events have been reduced to 20 days each. This is to better reflect the current establishment figures relating to operational staff, however continues to ensure the relevant training frequency requirements are still adhered too, in order to make certain operational competence is appropriately maintained.
- Reduction in the number of 'instructor schedule' days from **320** to **300**, in order to create additional capacity for the delivery of internal training, maintenance of competence and quality assurance observations.
- Introduction of multi-agency\larger scale exercises designed to improve operational effectiveness and joint partnership working with other emergency services when responding to a range of complex incidents.
- Inclusion of all Level 2, 3 and 4 Incident Command (IC) reassessments, allowing for a more effective approach toward how these specific competencies are routinely maintained. Also enables expenditure for Incident Command normally incorporated within the Training Needs Analysis (TNA) budget, to now be spent on other identified requirements from an organisational learning and development perspective.
- Use of FSC appliances, in order to minimise disruption to the operational resourcing model, as well as conserving costs associated with fuel and mechanical wear and tear.

The revised contractual agreement will run over a three year period, commencing the **1 June 2017** until **31 May 2020**, with an option to extend by a further two years, taking the potential end date to **May 2022**.

2017\20 Training Delivery Partnership Financial Overview

AGREED annual partnership costs for delivery over three year period:

Element	Price (£)	Commentary
Validation Exercises	91,300	For up to 20 courses, based on a price of £4,565 per course.
Training & Development Days	47,000	For up to 20 courses, based on a price of £2,350 per course.
Multi-Agency Exercises	8,800	For up to 4 events per 12 months @ £2,200.
Instructor Development Programme	13,939	Provided at 50% of standard price and includes accommodation.
Incident Command Refresher Courses	13,700	For up to 20 courses, covering all levels of incident command, based on a price of £685 per delegate.
Programme Value	174,739	Value per annum.

Discount against agreed 300 BFRS instructor days to FSC	-75,000	BFRS instructor rate training credit of £250.
Total Discounted Programme Value	99,739	Agreed charge of £99,739 p.a. commencing 1 June 2017.

Summary

The continued relationship with the Fire Service College will undoubtedly create further opportunity to develop a more experiential and immersive training environment that challenges the decision making and competencies of our operational managers and staff.

The introduction of the four multi-agency\larger scale exercises will strongly test our operational preparedness, effectiveness and ability to work alongside partners from other emergency services, in bringing about the safe resolution to a range of complex incidents.

Whilst the monetary value in respect of this new three year contractual agreement has increased, it nonetheless continues to remain within the agreed budget envelope and when compared to the 2015\16 agreement cost of **£178,815** realises a like for like saving of **£4,076**. This new contractual agreement ensures our operational staff continue to receive the best training possible, whilst at the same time providing value for money to local taxpayers.