

Appendix A

Strategic Training and Delivery Partnership Background

Partnership Agreement 2015\16

The innovative approach toward the delivery of operational training, in partnership with the Fire Service College, has not only proven to be financially intelligent, but also enabled the operational competencies of all front-line to be realistically challenged, whilst at the same time been subjected to independent assessment and scrutiny.

Although introduced as a 'pilot' in May 2015 the 2015\16 partnership has already realised notable benefits, not only in terms of the training outcomes, but also toward the continual enhancement of the Authority's professional reputation, from the point of view that it has been BMKFRS employees delivering what are essentially FSC courses, to both national and international delegates.

2015\16 Training & Delivery Partnership Financial Overview

AGREED Partnership costs for first year delivery:

Element	Price (£)	Commentary
Validation Training	162,500	For up to 25 courses, based on a price of £6,500 per course.
Instructor Assurance Programme	6,225	Provided at 50% of standard price
Instructor Development Programme	10,090	Provided at 50% of standard price
Programme Value	178,815	
Discount against agreed 320 BMKFRS instructor days to FSC	-82,815	
Total Discounted Programme Value	96,000	Agreed charge of £96,000 p.a. from May 2015.

OUTCOMES & OUPUTS from the 2015\16 Training & Delivery Partnership

Validation Exercises 2015\16		
	To Date	Total By end of training year (if all those booked attend)
Exercises	23	25
NIGHT Exercises	15	15
WEEK DAY Exercises	3	3
WEEKEND Exercises	5	7

Operational Staff Attended	214*	232
Supervisory Commanders Assessed for Incident Command Level1	76 (of which 1 fail)	84
Operational staff assessed for BA	212 (of which 3 failed and re-assessed later**)	230
Safety Events Reported	5***	

* 1 persons sustained minor injury on the first scenario and was not assessed for Incident Command or BA and will be assessed at a later date.

** 3 BA fails: 2 re-assessed at Great Holm, 1 re-assessed on a later validation date - all passed.

*** 1 injury sustained during a BA exercise, 1 injury reported on return to station, 1 staff member reporting sick during validation date, 1 injury sustained demounting the appliance and 1 equipment damage.

In accordance with the 2015\16 partnership agreement between BMKFRS and the Fire Service College (FSC), of the **243** days the college have requested, BMKFRS Area Trainers have delivered **190** 'instructor' days that have involved the facilitation of a range of courses on behalf of the FSC.

Instructor Schedule at the Fire Service College	
COURSE	INSTRUCTOR DAYS*
Area Trainer Development (AVA Award and POD operator)	10
Fire Behaviour Training Instructors	30
Tactical Ventilation Instructors	10
Breathing Apparatus Instructors	39
Breathing Apparatus Initial	7
Road Traffic Collison Instructors	11
HART - USAR	28
Breathing Apparatus: NARU (HART)	2
Fire Behaviour Training: NARU (HART)	2
International (Qatar) Tactical Ventilation	8
Fire Behaviour Training: for BAE systems	2
Fire fighter development programme	6
NFPA- accreditation development	35
TOTAL:	190

* Days requested by the FSC totals 243.

Partnership Agreement 2016\17:

The content of this year's forthcoming agreement contains a number of notable adaptations, which are detailed below:

- The 20% discount for open programme prices purchased as part of the initial TNA is extended to those booked as part of the quarterly partnership meetings.
- The development and trial of a FF development programme suitable for FF apprentices. This will involve the joint development and adaption of the existing FSC FF development programme to meet the following objectives:
 - Be deliverable both in residential (FSC) and non-residential (BMKFRS) locations.
 - Be suitable for both delegates with no RPL (new apprentices) and those with varying degrees of RPL (existing On-Call fire fighters).
 - Be deliverable in a modular format to allow for consolidation of learning by delegates.
- Introduction of training and development days for operational staff.
- Greater clarity around the instructor booking mechanism and accessibility to college accommodation, in order to create greater efficiency in respect of the positive hours spent toward delivering training at the FSC, rather than travelling to and from the venue.
- Re-instating the front loaded instructor schedule credits, albeit at a lower figure than previous.
- Reduction in the current **£6,500** price associated with the validation exercises to a figure of **£4,090**.
- Insertion of venue sharing\satellite venue arrangements, thereby promoting the greater utilisation of BMKFRS facilities, in order to deliver principally FSC courses.

It is anticipated that the term of the 2016\17 agreement will again be 11 months, commencing the **1 May 2016** until **31 March 2017**.

2016\17 Training Delivery Partnership Financial Overview

Element	Price (£)	Commentary
Validation Training	102,250	For up to 25 courses, based on a price of £4090 per course.
Training & 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.
Instructor accommodation	2,600	1 week's accommodation single en-suite, food not included.
Programme Value	163,600	

Discount against agreed 320 BMKFRS instructor days to FSC	-80,000	BMKFRS instructor rate training credit of £250.
Total Discounted Programme Value	83,600	Agreed charge of £83,600 p.a. commencing 1 May 2016.

*In addition to the financial costs above there is also a carryover of an additional **53** instructor days in total relating to the 2015/16 agreement.

Summary

Though the relationship that has been progressively established with the Fire Service College it has been possible to reach agreement upon certain notable alterations being incorporated into the 2016\17 Training & Delivery Partnership.

This has enabled the introduction of training and development day that will allow operational staff to improve and acquire new skills, creating a greater balance between learning and assessment.

The total discounted programme value for the 2016\17 partnership, generates a **£12,400** saving, thereby ensures BMKFRS continues to be capable of providing credible and realistic operational training that is independently assessment, whilst remaining both effective and economical.