

<b>MERSEYSIDE FIRE &amp; RESCUE AUTHORITY</b>			
<b>MEETING OF THE:</b>	<b>COMMUNITY SAFETY &amp; PROTECTION COMMITTEE</b>		
<b>DATE:</b>	<b>8<sup>TH</sup> APRIL 2021</b>	<b>REPORT NO:</b>	<b>CFO/016/21</b>
<b>PRESENTING OFFICER</b>	<b>CHIEF FIRE OFFICER</b>		
<b>RESPONSIBLE OFFICER:</b>	<b>AM MURPHY</b>	<b>REPORT AUTHOR:</b>	<b>GM MOORE</b>
<b>OFFICERS CONSULTED:</b>	<b>STEWART WOODS, IAN CUMMINS, GM BROWN, AM LONGSHAW</b>		
<b>TITLE OF REPORT:</b>	<b>TRAINING &amp; DEVELOPMENT ACADEMY SITE MAINTAINANCE – INCREASE TO CAPITAL BUDGET</b>		
<b>APPENDICES:</b>			

### **Purpose of Report**

1. The purpose of the report is to request that the Members approve an increase in the capital budget to support additional temporary classrooms and a general refresh of the facilities at the Training & Development Academy (TDA).

### **Recommendation**

2. That Members;
  - (a) Note that the TDA requires investment in order to maintain the expected standards for training delivery in the forthcoming three years' subject to the proposed move to the new site in Long Lane (subject to approval); and
  - (b) Approve the allocation of £150,000 to support the capital work required for the essential maintenance of the current TDA and National Resilience facilities.

### **Introduction and Background**

3. The Integrated Risk Management Plan (IRMP) draft document for 2021-24 identifies the objective to move to a new build Training & Development Academy at Long Lane with the estimated move date being late in 2023.
4. The current TDA site was planned for a full refresh in 2020 which has been delayed whilst a feasibility study is undertaken to explore a move to a new site.
5. With the planning to move to a new site progressing, the current site will soon fall below the required standard for training provision expected of Merseyside Fire & Rescue Service (MFRS).

6. The COVID 19 pandemic and the influx of new apprentices has impacted on the current facility and investment is now required to uplift and maintain the standards for the next three years.
7. There are additional needs to refresh the site, as the TDA will be currently over capacity due to the growth in training and staff numbers across both the TDA and Croxteth Fire Station sites which has been impacted by the competing demands of the following:
  - a. TDA staff numbers have increased due to the need to support 120 apprentices through a two-year program. This has resulted in training rooms being converted into office space.
  - b. MFRS continue to deliver National Resilience training to meet national requirements and as the TDA is utilised as a national training site this level of training needs to be sustained to enhance the opportunity of support from the Home Office to become a centre of excellence which may provide additional investment for the new site.
  - c. Business Development courses (commercial) compete directly for space and facilities with NR, recruit apprenticeships and core training for facilities, which will impact on commercial revenue streams.
  - d. An Increase in staff and appliance numbers at Croxteth Fire Station.
  - e. The Croxteth site (including the station and garages) is a shared location with NWAS HART. With the addition of apprentices to the Search and Rescue team, this means space for personnel and their respective PPE and equipment is becoming a premium.
  - f. Increasing vehicular access requirements to support operational day to day business, training and staff/visitors to the Croxteth site.
8. It is acknowledged that investment in the current site needs to be limited due to the potential/proposed move to an alternative site. A financially prudent approach is required to ensure the current facilities remain fit for purpose without any unnecessary financial outlay. As such a review of specific needs has been undertaken to focus on key areas. This has been focused on a basic minimum requirement whilst supporting a professional approach in maintaining the MFRS brand image and reputation.
9. The identified areas for refresh are as follows:
  - a. Porta cabins provided to supply additional classrooms, toilets/showering/locker room facilities and drying room for TDA.
  - b. Porta cabins for locker room and kit storage for Croxteth Fire Station.
  - c. To support point b. an increase in power supply is also required.
11. The estimated cost for the required investment in the current TDA site is approximately £150,000. Members' are asked to approve a new capital scheme in 2021/22 for these works. The £150,000 will be funded from the Covid19 Grant reserve.
12. Alternative options of moving physical face to face training away from the site have been considered and are under continuous review but these options offer

only marginal gains in space creation, and the limitations of trying to replicate the TDA facilities and also security issues that are in place at the TDA.

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### **Equality and Diversity Implications**

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12. Adequate facilities need to be provided for staff and students at the TDA to ensure privacy and a comfortable environment for individuals to operate. Failure to provide this may impact element of our ED&I requirements.

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### **Staff Implications**

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13. There are currently insufficient welfare and locker facilities when the site is operating at capacity.
14. Staff at Croxteth Fire Station are currently sharing locker space between two or three individuals which impacts security of personal items, with Covid safety measures also being a consideration.

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### **Legal Implications**

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15. There is a legal requirement to provide suitable and sufficient welfare provisions in the workplace in order to comply with it duties as an employer. The proposed changes address these concerns.

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### **Financial Implications & Value for Money**

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16. The estimated cost for the essential works to the current TDA site is £150,000. as most of the works are required to provide a Covid safe work environment, as such the outlay will be funded from the Covid-19 Reserve

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### **Risk Management, Health & Safety, and Environmental Implications**

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17. All risk management, health & safety and environmental implications have been considered within the report. There is a risk to the MFRS reputation and failure to meet legal requirements.
18. Health & Safety implications could be created by not being able to supply suitable washing facilities to students especially after training in breathing apparatus and hot fire conditions.
19. There are no environmental implications.

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### **Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters***

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20. The contents support the mission statement and the safe effective firefighter.

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### **BACKGROUND PAPERS**

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**GLOSSARY OF TERMS**

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