

OPERATIONAL PREPAREDNESS

FUNCTIONAL PLAN

ACTION TRACKER 2025/26

Our Purpose:

HERE TO SERVE. HERE TO PROTECT.

HERE TO KEEP YOU SAFE.

Action Plan 2025/26

KEY DELIVERABLE	ACTIONS TO ACHIEVE EXPECTED OUTCOMES	CONTRIBUTION TO PURPOSE/AIMS Responsible Officer	PROGRESS	Does this contribute to CRMP, HMICFRS or National Fire Standards actions (please state which)?	TARGET DATE	BRAG STATUS
1 Assure Operational Competence	1.1 Maintain up to date assessment criteria and guidance for Safe Person Assessments (SPAs).	GM Training & Development Academy ALL ACTIONS CONTRIBUTION TO PURPOSE - Here to serve. Here to protect. Here to keep you safe. & AIM - PREPARE We will always be the best that we can be by having highly skilled and trained people who plan for every risk and keep our teams safe and effective	Q1 Update A review of the current Safe Person Assessment (SPA) suite has been carried out with recommend updates made. The inclusion of images into the SPAs has been made as a result of staff engagement. Improved SPA sign off system in draft as part of the migration to Merseyfire Learn and scheduled for live testing with Kirkdale and Aintree Fire Stations commencing in August 25.	HMICFRS 1.1. How well does the FRS understand the risk of fire and other emergencies. 1.4 How effective is the FRS at responding to fires and other emergencies. 1.5 How effective is the FRS at responding to national risks. 3.2. How well trained and skilled are FRS staff. 3.4. How well does the FRS develop leadership and capability. FIRE STANDARDS Operational Competence,	March 26	
	1.2 Expand the portfolio of SPAs and consider specialist stations.		Q1 Update 2 x new SPA's have been developed and added to the SPA suite. They cover new equipment into the service which are: <ul style="list-style-type: none"> FASTY Smoke blocker curtain. 		March 26	
	1.3 Ensure all Training and Development Academy (TDA) instructors and service assessors hold an appropriate assessor qualification.		Q1 Update Training Needs Analysis (TNA) completed for Training and Development Academy (TDA) instructor staff. 3 staff have been developed and have received Road Traffic Collision Instructor (RTCI) qualification in Q1. All staff have been registered and are progressing with the Training Assessment and Quality Assurance (TAQA) assessor qualification.		March 26	

			New TDA internal quality assurance process to commence from Sept which includes assessor qualification assurance.	Operational Learning		
	1.4 Increase core training and assessment frequency.		Q1 Update Compartment Fire Behaviour Training (CFBT)/Working At Height (WAH)/RTC/WATER/HAZMAT have all had frequency increased from 3 yearly to 2 yearly, in addition RTC and HAZMAT have moved to a full day training course as opposed to half day. Service Instruction 0582 has been updated to accord with the change. COMPLETE		March 26	
	1.5 Maintain a robust incident command revalidation process at all levels.		Q1 Update Service Instruction 0872 has been updated to reflect changes to incident command training and competency framework. Commanders will each receive a command revalidation every 2 years as well as completing an operational validation every year. They will also maintain command hours of eight per year. A Portal- based recording area has been designed and introduced to capture command hours. COMPLETE		March 26	
	1.6 Develop fire fighter competency assessment.		Q1 Update Operational staff are required to maintain all core skills, complete the calendar of E Learning and SPA assessments We are exploring the best method to discharge an independent Firefighter competency assessment.		March 26	
2 Enhance Training and Development	2.1 Maintain training specifications to accord with MFRS Policy and NOG.	GM Training & Development Academy	Q1 Update Training Learning Outcome assessment criteria including E-learn aligned to MFRS Standard Operating Procedures (SOPS), National Operational Guidance (NOG)	HMICFRS 1.1. How well does the FRS understand the risk of fire and	March 26	

			training specifications and Apprenticeship Framework. As a minimum training is reviewed every two years to align with course theme.	other emergencies. 1.4 How effective is the FRS at responding to fires and other emergencies. 1.5 How effective is the FRS at responding to national risks. 3.2 How well trained and skilled are FRS staff. 3.4. How well does the FRS develop leadership and capability. FIRE STANDARDS Operational Competence, Operational Learning, Operational Preparedness, Emergency Preparedness & Resilience and Emergency Response Driving		
	2.2 Develop service trainers and instructor staff.		Q1 Update Core Instructor courses completed at MFRS, Compressed Air Foam System (CAFS)/Breathing Apparatus Instructor/Road Traffic Collision Instructor to allow staff to gain an accredited qualifications, in particular staff who may not be in a position to attend an external residential course.		March 26	
	2.3 Explore accredited training opportunities.		Q1 Update Seeking appropriate provider to accredit training. Internal quality assurance process has been developed and utilised for HazMat training.		March 26	
	2.4 Continually develop TDA facilities to create immersive and realistic training opportunities.		Q1 Update CCTV and monitors have been fitted to the multi-level training facility to allow monitoring of procedures being undertaken internally via external screen outside. This is to improve feedback for students. Liaison with NHS, Merseyside Police and Military to explore donations of furniture and other props to improve training buildings. Virtual reality training being explored, proposed paper to be delivered at Operations Board in Autumn 2025.		March 26	
	2.5 Design and run frequent service exercises utilising TDA specialist facilities.		Q1 Update Saturday High Rise exercises delivered With theme moving from Hazmat to High Rise. Multi Pump Crew Based Training		March 26	

			Exercises (CBTXs) have been delivered for High Rise and have included Cheshire Fire & Rescue Service. Large Scale Motorway Exercise delivered including partner agencies (highways agency, North West Ambulance Service, Police, Air Ambulance			
	2.6 Integrate recommendations from firefighting tactics group and national/international learning into testing, training and exercises.		Q1 Update Firefighting Tactics module to be designed and delivered Autumn/Winter 2025.Compressed Air Foam Systems module to be designed for 2026		March 26	
Priorities Action Plan 2025/26 continued						
KEY DELIVERABLES	ACTIONS TO ACHIEVE EXPECTED OUTCOMES	CONTRIBUTION TO PURPOSE/AIMS Responsible Officer	PROGRESS	Does this contribute to CRMP or HMICFRS actions or National Fire Standards actions (please state which)?	TARGET DATE	BRAG STATUS
3 Commercial Training and Partnership Growth	3.1 Continue to collaborate with internal stakeholders to ensure that the necessary legal framework is established to support the terms of use and services agreements.	Commercial & Growth Partnership Manager	Q1 Update The Legal Department continues to review the existing terms and conditions governing commercial training activities and the hire of TDA facilities.	CRMP Action 13 - Using the new Training and Development Academy for national and international training. HMICFRS 2.2. How well is the FRS securing an affordable way of managing the risk of fire and	March 2026	
	3.2 Continue to collaborate with internal stakeholders to secure an accurate reflection of the TDA costing model, ensuring precise cost recovery for commercial services.		Q1 Update The Finance Department has finalised the 2025–2026 cost model template, which has been formally embedded within the booking process to ensure consistency, transparency, and alignment with financial planning objectives. The Finance Department is continuing to review the cost model for firefighter recruitment placements with a focus on ensuring commercial viability.		March 2026	

	3.3 Continue working with key internal and external stakeholders to develop a communications strategy aimed at raising awareness of the TDA commercial services and facilities.		Q1 Update The Corporate Communications team has drafted the 2025–2027 Commercial Training Communications Plan. The working group remains actively engaged in advancing its implementation to ensure the successful achievement of its strategic objectives.	other risks for both now and in the future. 3.2. How well trained and skilled are FRS staff. FIRE STANDARDS - Operational Learning	March 2026	
	3.4 To become an approved National Resilience (NR) Training Delivery Partner for all aspects of NR Capability funded skills acquisition training courses		Q1 Update Discussion continues with National Resilience Training Manager to add MFRS to the approved TDP list for - <ul style="list-style-type: none"> Urban Search and Rescue (USAR) (all courses) Mass Decontamination (MD) High Volume Pump (HVP) Recontacted the new MD Capability Advisor for an update along with recontacting the HVP Capability Advisor. USAR Capability Advisor has confirmed that MFRS will be added to delivery schedule for 26/27. Initial indications are that all aspects of the above capabilities can be delivered at MFRS TDA; with a confirmation inspection to be completed outstanding.		March 2026	
	3.5 Implement a robust framework within the Business Development department to ensure resilience and drive commercial growth.		Q1 Update To strengthen governance within the department, dedicated working groups have been formed to conduct a comprehensive review of health and safety protocols, standardisation processes, and quality assurance frameworks. Following a recent NEBOSH audit, we are proud to confirm that we continue to maintain our accredited Gold Learner Partner status. Following a competitive		March 2026	

			tender process, contracts have been awarded to WJB Training for the provision of training solutions relating to the NEBOSH National General Certificate and Fire Safety qualifications. Establishing strong cross regional relationships with West Yorkshire FRS and Yorkshire Hazardous Response Team (HART) to support their training initiatives. Income increase of approx. 60% in Q1 compared to the 2024-25 financial year income.			
4 Research and Development	4.1 Deliver and embed HiSKLLS fire control AI software application to train and exercise fire control	All Ops Preparedness Managers	Q1 Update Fire Control have in this period commenced with a six month trial of HiSKLLS. The software has been utilised with a full recruit course and continues to be trialled.	HMICFRS 1.1How well does the FRS understand the risk of fire and other emergencies. 1.4 How effective is the FRS at responding to fires and other emergencies. 1.5 How well prepared is the FRS to respond to major and multi-agency incidents. FIRE STANDARDS - Operational Competence, Operational Learning, Operational Preparedness, Emergency Preparedness & Resilience	March 2026	
	4.2 Work with regional and national partners to discover and develop improved and sustainable equipment and PPE		Q1 Update Working regionally and nationally to continually improve our procurement process and the waste management of Personal Protective Equipment (PPE)		March 2026	
	4.3 Enable the work force to take an active part in research and development.		Q1 Update Ops Equipment staff are fully embedded in the research and development and are actively working on tenders.		March 2026	
	4.4 Continue to develop the electronic ARA concept		Q1 Update Proof of concept has been developed in Excel and testing started within SharePoint		March 2026	
	4.5 Explore new operational tactics identified through national and international best practice		Q1 Update Firefighting Tactics module to be designed delivered Autumn/Winter 2025. Compressed Air Foam (CAFS) module to be designed for 2026 along		March 2026	

Priorities Action Plan 2025/26 continued

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5 Prepare and Mitigate Risk	5.1 Introduce Business Continuity (BC) packs for every station.	GM Ops Planning & Intelligence SM Ops Planning	Q1 Update Business Continuity (BC) packs are being prepared and will be delivered to stations by 14/08/2025	CRMP Action 9 - Working in areas of higher risk to educate and inform the communities in those areas about known and foreseeable risk (e.g., flooding and wildfire) and the actions they can take to make themselves safer. HMICFRS – 1.1. How well does the FRS understand the risk of fire and other emergencies. 1.4 How effective is the FRS at responding to fires and other emergencies. 1.5 How well prepared is the FRS to respond to major and	March 2026	
	5.2 Create a higher profile BC Tile on the portal.		Q1 Update Preplanning has taken place and draft form completed.		March 2026	
	5.3 Creation of an improved form to report BC incidents.		Q1 Update Draft form has been completed and awaiting Operational Preparedness Portal migration to share point.		March 2026	
	5.4 Continue to embed CIVICA SSRI data capture form and use of CFRMIS.		Q1 Update Migration of data scheduled to be completed by 13 th August 2025		March 2026	
	5.5 Monitor Site Specific Risk Information (SSRI) data ensuring information is up to date and relevant		Q1 Update All stations provided with Site Specific Risk Information (SSRI) list due 25-26. This is to ensure out of date SSRI are completed in date order. SSRI performance monitored through PIPS.		March 2026	
	5.6 Develop robust water surveys and plans against the largest risks		Q1 Update Training provided to stations on how to locate MFRS hydrants to distinguish strategic hydrants for use at incidents based on size of main and proximity to buildings. Suitable locations for High Volume Pump (HVP)/Combined Platform Ladder (CPL) and High Reach Extendible Turret (HRET) also covered.		March 2026	
	5.7 Introduce Firefighter Safety Campaigns to Quality Assure Risk information, formulate water plans for areas of poor water supplies and significant incidents.		Q1 Update Firefighter safety campaigns carried out in Newton Le Willows and Kirkby. More to planned once CFRMIS is embedded.		March 2026	

	5.8 Introduce internal collaboration with Protection to identify High Risk sites and share information using CFRMIS.		Q1 Update Discussion with Protection regarding high-risk sites identified during SOFSA campaign. Productivity and Efficiency plan. Request to Protection to notify Ops Intelligence of new Builds so they can inform Fire Stations to carry out PORIS assessment against the building.	multi-agency incidents. 2.1. How well does the FRS use resources to manage risk.	March 2026	
	5.9 Validate and exercise against our operational response plans and other risks identified through Community risk register.		Q1 Update Exercising calendar used to identify gaps in training and planning. COMAH and MAHP plans also facilitated through calendar	FIRE STANDARDS - Operational Preparedness and Emergency Preparedness & Resilience	March 2026	
	5.10 Continue to exercise LRF major incident plans alongside cat 1 responders.		Q1 Update MFRS continues to be a key partner of the training exercising and validation group for the Local Resilience Forum. A number of exercises both tabletop and live play have been completed in Q1.		March 2026	
6 Blue Light Collaboration (BLC)	6.1 Explore collaboration opportunities between MFRS and Merseyside Police (MerPol) drone provision: 6.1.1 Shared take-off and landing sites (TOLS) 6.1.2 Shared and joint training courses 6.1.3 Collaborative procurement 6.1.5 Assisting MerPol with /Missing Persons MOU	GM Ops Planning & Intelligence SM Ops Planning	Q1 Update BLC Drone working group established with membership from MFRS and Merseyside Police to review actions 6.1.1 -6.1.3. A review of the Missing Persons MOU has taken place, with amendments from Merseyside Police. MFRS are now reviewing position prior to submission to BLC Exec Group.	HMICFRS – 1.1How well does the FRS understand the risk of fire and other emergencies. 1.4 How effective is the FRS at responding to fires and other emergencies. 1.5 How well prepared is the FRS to respond to major and multi-agency incidents.	March 2026	
	6.2 Explore collaborative means to diversify interview panels during selection processes, with the support of MerPol and NWAS		Q1 Update The action has been discharged through the BLC tactical group. A separate working group has been established to review collaborative leadership opportunities. MFRS action owner is Organisational Development.		March 2026	
	6.3 Develop a Blue Light Collaboration (BLC) Register, recording initiatives, progress and status		Q1 Update A digital register has been developed capturing collaboration following the implementation of the new strategy. This will be further supplemented by an enhanced version of the Blue Light Collaboration Overview book.		March 2026	

7 Develop New kit and Equipment.	7.1 Ops equipment to Engage with staff around improvements in equipment and stowage	GM Ops Planning & Intelligence SM Operational Equipment	Q1 Update Microsoft forms are sent out before any procurement process allowing staff to provide their feedback on equipment and PPE. Also send out an Ops Equipment briefing note which explains what we are working on.	CRMP Action 1- Increasing fire engines/appliances from 32 to 34. CRMP Action 2 - Reintroducing small fires unit HMICFRS 1.1How well does the FRS understand the risk of fire and other emergencies. 1.4 How effective is the FRS at responding to fires and other emergencies. 1.5 How well prepared is the FRS to respond to major and	March 2026	
	7.2 Ops Equipment to attend research events looking at cleaning of PPE and fire tests to ensure PPE is fit for purpose		Q1 Update Attend the Emergency Services Show, Blue Light Show, NFCC events and have supplier regularly visit for show and tells. Voice of the customer events are attended where possible. Volunteers from across the service are used for user and wearer trials		March 2026	
	7.3 Develop a better longer-term planning tool in line with the CRMP key deliverables to identify and plan for future needs.		Q1 Update An informal external review of Ops Equipment and Stores has highlighted areas for improvement. Officers are compiling a 10-year replacement plan and an extended budgeting plan.		March 2026	
	7.4 Conduct a robust trial and tender to procure new fireground radio communications		Q1 Update Completed and purchased. Awaiting Breathing Apparatus (BA) tender award then the radios will be enabled to work on Bluetooth.		March 2026	
	7.5 Procure new breathing apparatus ensuring we work towards any outcomes from the Grenfell enquiry.		Q1 Update BA tender has commenced, and the trials start on the 29 th September.		March 2026	

	7.6 Secure a new tender for Fire boots, flash hoods and fire gloves that are fit for purpose and inclusive for our workforce.		Q1 Update Specifications are now complete and will be released in July with wearer trials in September.	multi-agency incidents. FIRE STANDARDS - Operational Competence, Operational Learning, Operational Preparedness, Emergency Preparedness & Resilience and Emergency Response Driving	March 2026	
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Priorities Action Plan 2025/26 continued

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8 Advance Fleet towards Net Zero As part of the governments “Road to Zero” commitment, the long term aims for MFRS is to introduce “Low” and “Ultra Low” emission vehicles into the fleet. This will be completed as part of the ongoing fleet asset refresh. These vehicles will eventually replace the current diesel fleet. This	8.1 The continued integration of petrol self-charging hybrid vehicles for Flexi-duty officer cars.	Transport Manager	Q1 Update Specifications have been produced and will be submitted for costings via the Crown Commercial Service framework in August 2025.	CRMP Action 1 - Increasing fire engines/appliances from 32 to 34.	March 2026	
	8.2 the introduction of Plug-in hybrid vehicles into the ancillary fleet.		Q1 Update The life of 19 Hyundai i30 has been extended by 1 year due to being in good condition. These vehicles will now be introduced in financial year 2026/27	CRMP Action 2 - Reintroducing small fires unit CRMP Action 15 - Achieving Net Zero by 2040	March 2026	
	8.3 The utilisation of the MFRS ancillary fleet will be reviewed to assess the efficiency of the vehicle usage and explore options to streamline the		Q1 Update An options report has been submitted to the Assistant Chief Fire Officer and Area Manager Operational Preparedness	HMICFRS 1.1How well does the FRS understand the	March 2026	

project will be in collaboration with the Estates Department who will be responsible for implementing the charging infrastructure.	fleet where possible with the potential use of pool systems.			risk of fire and other emergencies.		
	8.4 Monitor the development in the technologies for Low Emission HGV and assess the feasibility for Fire Appliance use.		Q1 Update This is ongoing with no major developments at present	1.4 How effective is the FRS at responding to fires and other emergencies. 1.5 How well prepared is the FRS to respond to major and multi-agency incidents. FIRE STANDARDS - Operational Competence, Operational Learning, Operational Preparedness, Emergency Preparedness & Resilience and Emergency Response Driving	March 2026	

BRAG Descriptor

Action completed	Action is unlikely to be delivered within the current functional delivery plan	Action may not be delivered by the designated deadline within the functional plan	Action will be delivered by the designated deadline within the functional plan	Action not yet started
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STATUS SUMMARY – 30/6/25

Total Number of Workstreams	51 (100%)
Action completed	2 (4%)
Action is unlikely to be delivered within the current functional delivery plan	0 (0%)
Action may not be delivered by the designated deadline within the functional plan	1 (2%)
Action will be delivered by the designated deadline within the functional plan	48 (94%)
Action not yet started	0 (0%)

Please
select
from
options