



<p>We have highlighted that there are problems with the resourcing of training, both locally and at the Newbridge national training centre, which has led to the cancellation of courses. We recommend that a review of training delivery in the East is undertaken with a view to improving training outcomes.</p>	6	<p>Training to conduct a review of training delivery in the East, with a view to improving training outcomes.</p>	<p>DACO Bruce Farquharson (GC Galloway)</p>	Jun-24	N/A	Complete	<p>24 June 2024: The Training re-structure has now concluded for the East. A comprehensive review of vacancies has been carried out to establish impact across the East Service Delivery Area training delivery. Any vacancies have been identified and both local and national campaigns have been established and personnel secured, with innovative solutions implemented to address acute gaps within the structure.</p> <p>Total vacancies across the Training, Safety and Assurance Directorate have been reduced from 36 down to 3 as of April 2024. With 1 x Crew Commander Vacancy currently in the East Service Delivery Area (only recently vacated by existing Crew Commander to return to Service Delivery - March 2024). Plans are in place to recruit and fill any vacancy at present.</p> <p>A comprehensive review of the Training, Safety and Assurance fleet has been carried out and has identified a requirement to increase and update fleet across the Function. Engagement with Fleet management is ongoing and plans to address gaps being progressed</p> <p>As part of the Strategic Asset Management Plan and in support of the Training Vision and Strategy, a review of Training resources is being carried out to provide options to address gaps in resources across SFRS and East Service Delivery Area. Engagement sessions with staff and a questionnaire has been distributed across the East Service Delivery Area by Asset Management, and is being evaluated to provide options. Additionally, the Training Assets Framework is being developed to further support the Training function in reviewing the location and condition of Training Facilities, establishing what training facilities are required for individual skill sets and provide a training facilities dashboard and booking system.</p> <p>This action has been marked blue and is now complete.</p>	100%	May-24	Blue	
<p>We have highlighted in this report and in others that there are problems in delivering USAR training, leading to the reported low levels of competency in this specialism. We would encourage the Service to review course delivery and resolve the issues identified as a matter of urgency.</p>	7	<p>Ensure all Urban Search and Rescue (USAR) stations have the appropriate training resources and materials to enable station based USAR instructors, supported by the Training USAR instructors, to deliver USAR maintenance training and CPD events locally at stations.</p>	<p>DACO Bruce Farquharson (GC McGill)</p>	Jun-24	N/A	Complete	<p>24 June 2024: Urban Search and Rescue Technician competency levels as of 02/05/2024 at all Urban Search and Rescue stations in the East (watches) are 100%. Regular Continued Professional Development visits from National instructors and correct recording of training events has seen a significant improvement in performance figures from Quarter 1 2023 – Quarter 1 2024.</p> <p>USAR Train the Trainers course scheduled for June 2024 will target East Watch areas with aim of 1 Train the Trainer per Watch by end of Quarter 2 2024 with the purchase of timber packs to allow for localised training to follow.</p> <p>In addition the Urban Search and Rescue National Training Standard is currently under review.</p> <p>This action has been marked blue and is now complete.</p>	100%	May-24	Blue	
<p>The Service should conclude the review and updating of its Positive Action Strategy and continue to promote the Service as an employer of choice in a bid to ensure the makeup of its workforce better reflects the communities it serves.</p>	8	<p>Review the Positive Action Strategy and ensure that improving inclusion and diversity within SFRS is incorporated into the SFRS Cultural Action Plan.</p>	<p>Fiona Munro</p>	Feb-24	N/A	Complete	<p>24 June 2024: The Cultural Action Plan has been agreed with future priority actions for 2024 to improve diversity and inclusion. This will be monitored and reported through the Culture Development Group.</p> <p>This action has been marked blue and is now complete.</p>	100%	Feb-24	Blue	