

## Section 8: Training

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### 8.1 Introduction

Fire Authorities are obliged under the Fire Services Acts 1981 and 2003 and the Safety, Health and Welfare at Work Act 2005 to ensure that their Fire-fighters and Officers are adequately trained and competent to deal with tasks and varying roles they may encounter in the performance of their duties.

Chapter 4 of KCS defines what are the core and discretionary roles for the Fire and Rescue Service - see further details in Section 11. All personnel responding to Fire and Rescue Service incidents require a minimum level of training to meet core requirements. In addition, many personnel will also require further training for specialist or supervisory roles. Furthermore, a number of Fire and Rescue Service personnel will complete Instructor courses in order that they in turn can instruct and direct delivery of training sessions / courses. Personnel also require appropriate refresher training in all of the above throughout their careers, generally delivered either through on-station training or through specific refresher courses.

Training has traditionally been delivered at varying levels (e.g. *local station, fire authority, region, national and international*) and through a variety of arrangements.

### 8.2 On-Station Training

Regular on-station training is seen as the key to ensuring equipment is regularly checked and skills are continually kept up to date. Guidance is provided in the NDFEM Training Guidance Document that a minimum of eighty (80no) hours on-station training is carried out annually. It is the policy of Kilkenny Fire and Rescue Service to provide one-hundred and four (104no) hours on-station training with an additional thirty-two (32no) hours quarterly testing in each station annually and twenty (20no) hours block training in each station annually.

Kilkenny Fire and Rescue Service has developed over the years, its own drill programme in consultation with staff in relation to the delivery of on-station training.

### **8.3 Core and Specialist Training**

Based on the guidance provided in the NDFEM, Kilkenny Fire and Rescue Service have generated a Training Guidance Document (Appendix D). The training guidance document contains a training management template for delivering a course. It also outlines the core training requirements for each rank and Role (Fire-fighters, Fire-fighter / Drivers, Junior Officers, Senior Officers, Administration and Maintenance Personnel), along with the appropriate refresher period for each course as applicable

The training guidance document outlines a range of specialist courses that Fire-fighters and Officers may attend.

It is recognised in the NDFEM Training Policy Document that, although ideally all personnel should be trained as soon as possible in all of the relevant courses listed, it is not always possible to deliver all training required in a short time frame due to budgetary and operational constraints. Kilkenny Fire and Rescue Service will take account of this and where appropriate implement guidance from the NDFEM in relation to training.

Kilkenny Fire and Rescue Service will develop a training plan on an annual basis based on the guidance provided in the training guidance document. The provision of training will be prioritised based on a training needs analysis and on the available revenue expenditure budget.

#### **Objectives for the Period of this Plan:**

**Kilkenny Fire and Rescue Service intends delivering training in accordance with its' Training Guidance Document for the period of this plan and to take account of and where appropriate implement guidance from the NDFEM in relation to training.**

**In addition to training courses it is the policy of Kilkenny Fire and Rescue Service to provide one-hundred and four (104no) hours On-Station training with an additional thirty-two (32no) hours quarterly testing in each station annually and twenty (20no) hours block training annually.**