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# PETER STANLEY TRAINING NEWSLETTER NOVEMBER 11



Peter Stanley Training has been providing incident command training programmes for four years to the fire industry so its logical that many of our clients will be looking to refresh and re-accredit those incident commanders we trained for them, in the coming year.

Peter Stanley writes in more detail about this inside the newsletter but we are able to offer a complete range of reaccreditation and refresher courses to suit every client's individual needs.

We are offering substantial discounts for clients who book ten or more ICS refresher courses in 2012/2013. These can be mixed to suit individual clients needs i.e a mixture of levels 1 to 4 in any combination.

Look out for our new HAZMAT range of courses in 2012, which will be accredited to the US NFPA standards with LAZER, one of our UK awarding bodies. Our January 2012 newsletter will have more details.



We have made some changes to how delegates enrol on our e-learning zone this month to eliminate the difficulties that a very small number of students have had in accessing and logging on to the site.

Common delegate errors have included using the wrong case within passwords and general housekeeping of the web browser on the host machine.

That said we recorded a total of over 190 learners on our site in October this year.

## Inside this issue

Page 2: Incident Command Refreshers-In it for the Long Haul? by Peter Stanley

Page 3: New courses available!

Page 4: Our services

Page 5: Courses available at West Malling





Many fire and rescue services will have made significant efforts to have their incident commanders trained and accredited in the wake of the HSE Consolidated Report and the continuing events post Atherstone.

Some will have engaged in comprehensive programmes over the last few years as a matter of strategic policy regardless of national events.

Whatever the individual fire and rescue service position it is important is that senior officers within the organisation see clearly that they are in this for the long haul.

No one would want a situation where a Fire Service Circular from the 1970's, has to be re-issued in 2011 to remind fire and rescue services of their responsibilities to regularly refresh and accredit their BA wearers. This would be an unsustainable position for any fire and rescue service to be in with regard to the training and accreditation of its incident commanders both at tactical and strategic level.

What should be central to operational learning and development objectives and the operational response is a carefully considered, comprehensive incident command refresher programme with genuine longevity.

In my view continuous assessment in the workplace or what might be considered IPDS nirvana is completely unachievable in most fire and rescue services.

What is achievable is a one, two or three yearly refresher

programme of formal training and reaccreditation. This will allow training establishments to cope with demand and for principal managers to accurately budget for a long term programme.

No refresher programme can be sustained within an organisation unless there is a clear, unshakeable principal officer resolve to achieve it over the long haul. That means continuity of purpose between those currently in post and those who in the future who will take positions at that level in fire and rescue services.

To achieve this, UK Fire and Rescue Service PLC needs to embed command excellence within the culture in the same way community fire safety was.

No one is suggesting that the levels of investment required to rebadge and relaunch fire prevention as making communities safer would be required and it certainly can't be achieved by enlisting CFOA support, the Office of the Chief Fire Advisor or or political governance big or small.

It has to be done by strategic managers in a fire and rescue service recognising that incident command is an important and unique element of all officers day to day work and that time and a little money must be set aside for the individual to continue their personal professional development.

I don't see this time being routinely provided as I meet delegates on our courses all over the UK. The common response to this question is in particular that there is no time

available to maintain key incident command underpinning knowledge or practice command skills and no performance indicator for operational command response which would give it some gravitas at senior management meetings.

As a middle of senior manager you are much more likely to be hauled over the coals for an unacceptable rise in the number of chimney fires than any skills gap you might have in incident command.

This is unacceptable in a modern fire and rescue service. Incident Commanders should be given time during the working month to undertake and complete continuing professional development in incident command. This time would be directed, be innovative in content and build towards the attendance at a training venue for the formal refresher/ accreditation process.

Principal managers should incorporate incident command performance indicators into the measurement of response both at organisational and individual level and hold individuals to account for any less than acceptable performance in a command role.

This doesn't have to be an onerous imposition. Rather, the more inclusive and respectful an organisation can be in response to lapses in individual command competence, the safer and more professional its operational command response will be in the long term.

*Peter Stanley is a Senior Tutor at Peter Stanley Training Ltd.*

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## NEW COURSE.....INCIDENT COMMAND TRAINER

We have responded to customers who have requested a comprehensive course to prepare key training staff to design and undertake comprehensive incident command assessment programmes.

The four day blended learning programme will be accredited with the ILM as an Endorsed Programme.

Subject covered include;

- 🕒 Using National Occupational Standards
- 🕒 Subjective and Objective Assessment of candidates.
- 🕒 Underpinning knowledge assessments.
- 🕒 Assessing fire command leadership elements.
- 🕒 Standardisation of assessment.
- 🕒 Incident Command Simulation Design.
- 🕒 Recognition Primed Decision Making.
- 🕒 Working practically with Fire Studio 4 simulations.



The course consists of a mixture of online modules and four days taught input at your centre or in our West Malling centre.

Cost:£3980 for up to 8 students at your centre or £850 per delegate place at our West Malling Centre.

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## NEW COURSE.....BRIGADE TRAINING OFFICER

This programme is specifically aimed at those fire service managers who are required to plan and deliver a service wide learning & development programme. It will be accredited with the LAZER awarding body providing 6 credits at Level 5 in the Qualifications Framework.

Subjects covered include:

- 🕒 Designing and conducting service training audits
- 🕒 Costing a service wide training plan and preparing training budgets.



- 🕒 Writing training papers for submission to PO/Strategic Groups
- 🕒 Designing training outcome performance indicators
- 🕒 Identifying and implementing an awarding body accreditation strategy.

- 🕒 Designing an internal verification programme.
- 🕒 Selecting and implementing a blended learning programme.

The course consists of a mixture of online modules, taught input at our West Malling Centre, an individual tutorial in your service and project work.

Cost:£1680 per delegate per place at our West Malling Centre.



## NEW COURSE.....FIRE STUDIO 4/5 DESIGNER REFRESHER

This course, run at our West Malling Centre consist of one day working with Fire Studio 4 or 5 to refresh existing skills. It is suitable for delegates who are already working with the software or attended one of our FS4/5 two day courses and need to revisit the programme under tuition from one of our designers.

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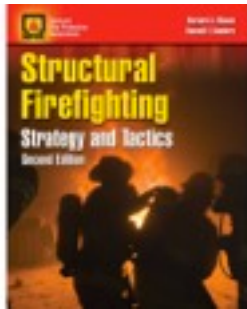
## OUR SERVICES



ONLINE LEARNING ZONE

We now have over a hundred and eighty learners regularly accessing our online pre-course modules and communities of practice.

We have a number of online learning course available on our e-learning platform at <http://www.peterstanleytraining.com/ezonepage.php>



BOOKSTORE

Visit our online bookstore for a comprehensive selection of books and DVD's about fire and fire command. Provided in association with Amazon you can browse our store without needing to search through Amazon. Many of the books are used in our incident command courses.

<http://www.peterstanleytraining.com/bookstore.php>

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## FOR THOSE THAT THINK PETER STANLEY TRAINING HAS A MATURE WORKFORCE

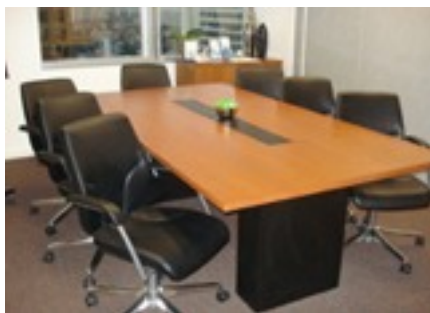


We might have a very experienced tutor team but we don't lack a sense of adventure. Alex Dunnet took a break from lecturing ICS students to have a relaxing visit to New Zealand to watch the Rugby World Cup.

England may have been knocked out in disgrace but Alex seems to not to have been too downhearted.

## COURSE PLACES AVAILABLE AT OUR WEST MALLING CENTRE

We have a series of courses running at our West Malling centre in Kent, aimed at our clients who have individual officers



requiring development and assessment but not enough to make a full course delivered at their training centre cost effective. It is a fast and flexible way of dealing with your officer's development needs when they need them. Course places are very competitively priced at around £550 per place, depending on course length. All the courses are

accredited to the National Qualifications and Credit Framework with the Institute of Leadership and Management or the Open

College Network South East Region.

Our tutors all have extensive fire service experience at or above the level of the course and all have recognized teaching qualifications (Cert Ed or better).

### Available Courses

IC Assessor  
23-24th January 2012-  
PLACES AVAILABLE

ICS Level 3 Refresher  
6th February 2012-PLACES  
AVAILABLE

Fire Studio 4/5 Refresher  
12th March 2012-PLACES  
AVAILABLE

ICS Level 4 Refresher  
16th April 2012-PLACES  
AVAILABLE



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