



HUMBERSIDE FIRE AND RESCUE SERVICE

People and Development

Incident Command Training Policy

Owner	Executive Director of People & Development
Responsible Person	Head of Training
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What we must
do well



How we support our
communities



We value and support
the people we employ



We efficiently manage
the Service

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1. INTRODUCTION

Humberside Fire and Rescue Service (HFRS) has adopted as best practice the Incident Command System (ICS) as detailed in National Operational Guidance Documents; **Incident Command Knowledge, Skills & Competence and Incident Command**.

The Incident Command Training Policy outlines how HFRS will support the provision of and development, acquisition, maintenance of competence, and revalidation of Incident Command within the Service.

HFRS is committed to ensuring that Incident Commanders, at all levels, are competent to perform their roles in often highly challenging and time-pressured environments.

Core Code of Ethics

HFRS has adopted the Core Code of Ethics for Fire and Rescue Services. The Service is committed to the ethical principles of the Code and strives to apply them in all we do, therefore, those principles are reflected in this Policy.

National Guidance

Any National Guidance which has been adopted by HFRS, will be reflected in this Policy.

2. EQUALITY, DIVERSITY AND INCLUSION

HFRS has a legal responsibility under the Equality Act 2010, and a commitment, to ensure it does not discriminate either directly or indirectly in any of its functions and services or its treatment of staff, concerning race, sex, disability, sexual orientation, age, pregnancy, and maternity, religion and belief, gender reassignment or marriage and civil partnership. It also must make reasonable adjustments for disabled applicants, employees and service users.

This policy covers the provision and maintenance of Operational Incident Command at all levels within HFRS.

3. AIM AND OBJECTIVES

To ensure that HFRS Incident Commanders can perform that role safely and effectively and that the service can provide the level of Incident Command necessary to meet the needs of the Integrated Risk Management Plan (CRMP) and Reasonable Worst-Case scenario (RWCS).

4. ASSOCIATED DOCUMENTS

- [Equality Impact Assessment](#)

- Legal References (not exhaustive):
 - Fire Service Act 2004
 - Civil Contingencies Act 2004
 - Human Rights Act 1998
 - Health and Safety at Work Act 1974
 - Road Safety Act 2006
 - Management of Health and Safety at Work Regulations 1999
- National Guidance
 - Incident Command Knowledge, Skills & Competence
 - Incident Command.
 - Incident Command Framework

5. INCIDENT COMMAND PROVISION HFRS

HFRS align to the four nationally agreed levels of command qualification for fire and rescue service operations:

- Level 1 – Initial
- Level 2 – Intermediate
- Level 3 – Advanced
- Level 4 - Strategic

Operational Training will provide support for the development, acquisition, maintenance of competence, and revalidation of skills to ensure that HFRS can meet the needs of the CRMP and RWCS.

To ensure that Operational Training maintains the capacity to support the minimum requirements the provision of Incident Command will be limited to the following:

Level 1 – Initial

Command and control of operations at a task-focused supervisory level or a more senior level at a serious escalating incident.

Firefighters 'Acting Up', Crew Managers, and Watch Managers are required to be qualified at Level 1.

Full-Time Locations

The minimum provision of Level 1 at Full Time locations will be as follows:

- 3 Pump Station - 1 x WM, 3 x CM + 2 Per Watch
- 2 Pump Station - 1 x WM, 2 x CM + 1 Per Watch

- 1 Pump + TRV - 1 x WM, 1 x CM + 2 Per Watch
- 1 Pump Station - 1 x WM, 1 x CM + 1 Per Watch

To support On-Call availability Goole, Scunthorpe & Bridlington will be allocated one additional Level 1 per Watch. Other Full-Time locations should consider Watch balancing before requesting additional IC qualifications outside of minimum requirements.

On-Call Locations

The minimum provision of Level 1 at On-Call locations will be as follows:

- 2 Pump Station (1 x Watch Manager, 3 x Crew Manager, + 3 per station + Bespoke)
- 1 Pump Station (1 x Watch Manager, 2 x Crew Manager, + 2 per station + Bespoke)
- TRV Station (1 x Watch Manager, 1 x Crew Manager, + 4 per station + Bespoke)

It is recognised that On-Call locations will have bespoke requirements linked to contracted hours and appliance availability, as such the Level 1 provision will be determined locally with the number of personnel able to act up being linked to each stations appliance availability:

- Watch Management Teams should identify and agree on Level 1 requirements based on local availability with their Station Manager.
- Station Managers responsible for On-Call locations will provide the Head of Training and the responsible Service Delivery District Manager with requirements and supporting rationale for agreement.
- The supporting rationale should include:
 - Evidence of how pump availability is affected by numbers of ICs
 - How the nominated persons will assist in resolving availability.

Level 2 – Intermediate

Command and control of operations at a tactical middle manager level.

Watch Managers 'Acting up' to Station Managers and Station Managers are required to be qualified at Level 2.

The minimum provision of Level 2 qualifications will be as follows:

- FDS Rota - 16 x SM
- Day Duty - 8 x SM
- Incident Command Assessment purpose - 2 x WM

Level 3 – Advanced

Tactical command at the scene of a large and serious incident. There is a requirement for tactical coordination and of having reached the stage of using developed command support and a full incident command system structure. Station Managers 'Acting up, to Group Managers and Group Managers are required to be qualified at Level 3.

The minimum provision of Level 3 qualifications will meet the Advanced (NILO) rota requirements:

- NILO Rota 8 x GM

Level 4 – Strategic

The Fire and Rescue Service strategic commander often leads a Service in multi-service operations such as major incidents. In most circumstances, they operate remotely from the scene and do not directly oversee activity at the incident ground, taking a longer-term view of the incident response and recovery.

Group Managers 'Acting up' to Area Manager and Directors & Executive Directors are required to be qualified at Level 4 and Multi-Agency Incident Command (MAGIC).

Group Managers 'Acting up' and Directors are required to maintain competence at Level 3.

The minimum provision of Level 4 qualifications will meet the Strategic rota requirements:

- Strategic Rota 6 (Directors & Executive Directors)

6. INCIDENT COMMAND FRAMEWORK

The HFRS [Incident Command Framework](#) (ICF) will outline how HFRS will provide the development, acquisition, maintenance of competence, and revalidation required to meet service needs.

THE ICF is developed and produced by Operational Training, it will provide a 3-year framework which is reviewed annually to ensure that it is cognisant of the following areas (not exhaustive):

- JESIP
- National Operational Guidance; Incident Command
- Reasonable Worst-Case Scenario (RWCS)
- CRMP
- LRF Exercises
- Multi-Agency Exercises & Training

- Incident Ground Audit
- Health & Safety
- Local & National Learning
- Mobilising & Major Incident Room
- Vehicles & Equipment
- Welfare Arrangements
- Environment
- Internal and external consultation (Training, Service Delivery, Emergency Preparedness, Regional FRS, etc).

**For further information on this policy please contact
the Training Section.**