

# MDA No.: 1510

## Title: London Fire Brigade Training Letter

### 1. Executive Summary

- 1.1 At the Fire, Resilience and Emergency Planning (FREP) Committee meeting on 17 May 2023, the Committee held a meeting on London Fire Brigade (LFB) Training and resolved that:

*Authority be delegated to the Chair, in consultation with the party Group Lead Members, to agree any output arising from the discussion.*

- 1.2 Following consultation with party Group Lead Members, the Chair is asked to agree the Committee's letter to the Deputy Commissioner, LFB, as attached at **Appendix 1**.

### 2. Decision

- 2.1 **That the Fire, Resilience and Emergency Planning Committee's letter to the Deputy Commissioner, London Fire Brigade (LFB) regarding LFB training be agreed.**

#### Assembly Member

I confirm that I do not have any disclosable pecuniary interests in the proposed decision and take the decision in compliance with the Code of Conduct for elected Members of the Authority.

The above request has my approval.

**Signature:**



**Printed Name:** Anne Clarke AM, Chair of the Fire, Resilience and Emergency Planning Committee

**Date:** 31 August 2023

### 3. Decision by an Assembly Member under Delegated Authority

#### Background and proposed next steps:

- 3.1 The exercise of delegated authority agreeing the Committee's letter will be formally noted at the Committee's next appropriate meeting.
- 3.2 The terms of reference for this investigation were agreed by the Chair, in consultation with relevant party Group Lead Members, on 9 May 2023 under the standing authority granted to Chairs of Committees and Sub-Committees. Officers confirm that the response falls within these terms of reference.

#### Confirmation that appropriate delegated authority exists for this decision:

Signature (Committee Services):



Printed Name: Diane Richards, Committee Officer

Date: 31 August 2023

E-mail: [diane.richards@london.gov.uk](mailto:diane.richards@london.gov.uk)

#### Financial Implications: NOT REQUIRED

Note: Finance comments and signature are required only where there are financial implications arising or the potential for financial implications.

Signature (Finance): Not Required


Printed Name: N/A

Date: N/A

Telephone Number: N/A

#### Legal Implications:

The Chair of the Fire, Resilience and Emergency Planning Committee has the power to make the decision set out in this report.

Signature (Legal): 

Printed Name: Rory Mckenna, Monitoring Officer

Date: 1 September 2023

Email: [rory.mckenna@london.gov.uk](mailto:rory.mckenna@london.gov.uk)

#### Supporting Detail / List of Consultees:

- Susan Hall AM (Deputy Chairman)
- Hina Bokhari AM
- Zack Polanski AM

## 4. Public Access to Information

- 4.1 Information in this form (Part 1) is subject to the FoIA, or the EIR and will be made available on the GLA Website, usually within one working day of approval.
- 4.2 If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.
- 4.3 **Note:** this form (Part 1) will either be published within one working day after it has been approved or on the defer date.

### Part 1 - Deferral:

Is the publication of Part 1 of this approval to be deferred? NO

If yes, until what date:

### Part 2 – Sensitive Information:

Only the facts or advice that would be exempt from disclosure under FoIA or EIR should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form? NO

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## Lead Officer / Author

Signature: P. Goffe


Printed Name: Philippa Goffe

Job Title: Senior Policy Adviser

Date: 31 August 2023

Email: [Philippa.goffe@london.gov.uk](mailto:Philippa.goffe@london.gov.uk)

## Countersigned by Executive Director:

Signature: 

Printed Name: Helen Ewen, Executive Director of Assembly Secretariat

Date: 1 September 2023

Email: [helen.ewen@london.gov.uk](mailto:helen.ewen@london.gov.uk)



**Anne Clarke AM**  
**Chair of the Fire, Resilience and Emergency Planning Committee**

Jonathan Smith  
Deputy Commissioner  
London Fire Brigade

(Sent by email)

30 August 2023

Dear Jon

I am writing to you on behalf of the London Assembly's Fire, Resilience and Emergency Planning (FREP) Committee to follow up on actions for the Brigade that arose during the Committee's meeting on 17 May to examine London Fire Brigade's (LFB) training.<sup>1</sup>

The FREP Committee is concerned about the lack of publicly available information on LFB's training with only a few elements currently reported in the quarterly performance updates. This is particularly relevant in the context of the [Independent Culture Review of LFB](#) by Nazir Afzal OBE published in November 2022. This review was critical of training in LFB and the recommendations and outcomes in the review included specific training aspects.<sup>2</sup>

LFB used to provide a detailed report on training which the Committee considers integral to its ability to scrutinise the Brigade and hold the Commissioner to account. This detailed report ceased to be provided in June 2020. You told the Committee that you were not sure why this had ceased to be provided but would ensure the Committee "has sight of what we are doing on training...that

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<sup>1</sup> [FREP Committee meeting on LFB training](#), May 2023

<sup>2</sup> [Independent Culture Review of LFB](#), Recommendation 1, Outcome 1; Recommendation 15, Outcome 20

includes the training plan and the Strategy that we are working towards.”<sup>3</sup> The Committee would like an update on when this more detailed training report will recommence being published.

Assembly Member Cooper also raised the point that the LFB Establishment Board monitors the operational skills gap and the training data is supplied to that forum on a monthly basis. You offered to consider the content of that monthly data report with the aim of providing the Committee with a simplified quarterly update that would provide “the trends around addressing the average vacancy margin and in addressing some of the areas around driving and incident command... [to enable the Committee] “to scrutinise our progress against all of those areas.”<sup>4</sup> Please can you let the Committee know by which quarter it will start to receive this update.

The Committee was interested in the Babcock training contract and whether it is continuing to deliver what LFB needs given that the contract is now halfway through its 25 year term. Given that LFB has gone through significant change, and continues to do so, the Committee wanted to better understand the contract and what LFB’s training plan requires. In response you agreed to provide the Committee with a copy of the Babcock training contract and LFB’s training plan and strategy.

In the meeting we discussed performance management of the Babcock contract. Keeley Foster agreed to provide the Committee with the set of KPIs used to assess Babcock International’s performance against the training contract as well as “aspects of” non-provision deductions. You also agreed to reinstate quarterly publications of financial penalties imposed on Babcock as part of your commitment to transparency. Can you please provide the requested information and advise the Committee when LFB proposes to recommence the quarterly publications.<sup>5</sup>

During the meeting Keeley Foster spoke about how LFB is aiming to streamline the training design and implementation process to reduce the amount of time it takes to commission and then deliver training in the LFB. She said she would provide us with an outline of this new process and what it is expected to deliver.<sup>6</sup>

Keeley Foster and you spoke to the Committee about enhancing the Firefighter Development (FFD) training and adding to numbers by LFB delivering its own FFD training to supplement the numbers Babcock can provide. You told the Committee about an FFD interface team which will work with Babcock and in-house LFB trainers to provide a ‘one-team’ approach to ensure there is no difference between the training. Keeley went on to tell the Committee that “the resourcing model for [an enhanced FFD interface team] is being worked on at the moment, and we can come back and write to you and give you that detail as we move forward.” We look forward to receiving an update on how that has developed.

The Committee was also interested in additional driver training as set out in the LFB Training Plan 2022/2023. You told the Committee that costs of delivering a three year programme were still being finalised.<sup>7</sup> Can you please let the Committee know:

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<sup>3</sup> [FREP Committee meeting on LFB training](#), May 2023, p37

<sup>4</sup> [FREP Committee meeting on LFB training](#), May 2023, p37

<sup>5</sup> [FREP Committee meeting on LFB training](#), May 2023, p31-2

<sup>6</sup> [FREP Committee meeting on LFB training](#), May 2023, p2, p5

<sup>7</sup> [FREP Committee meeting on LFB training](#), May 2023, p23-24, p39

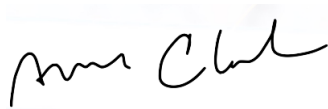
- The estimated cost of additional driver training over the next three years; and
- Confirm whether the 90-95% attendance rate for additional training assumed in the LFB's 2022/23 training plan was achieved to keep costs within the estimate of £1.5 million.<sup>8</sup>

You also told the Committee about the Brigade's aim to offer the most realistic training environment to LFB staff. You told us that LFB has been in discussion with the Fire Service College and some other Home Counties fire and rescue services on using their facilities to support delivery of this training. You undertook to report back on the progress made by the LFB on developing a programme for such realistic training. The Committee would welcome an update on this.<sup>9</sup>

I note that letters were sent on the 2 June and 17 June from the FREP Committee's support team requesting follow-up information from the meeting, but that this has not yet been received.

We would be grateful if you could please respond to the Committee by 28 September 2023. Your response should be copied to Philippa Goffe, the Committee's Senior Policy Adviser ([philippa.goffe@london.gov.uk](mailto:philippa.goffe@london.gov.uk)).

Yours,



Anne Clarke AM

**Chair of the Fire, Resilience and Emergency Planning Committee**

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<sup>8</sup> [FREP Committee meeting on LFB training](#), May 2023, p39

<sup>9</sup> [FREP Committee meeting on LFB training](#), May 2023, p4