



WE ARE MERSEYSIDE FIRE & RESCUE SERVICE

CANDIDATE PACK

FIREFIGHTER

SELECTION PROCESS 2024



WELCOME TO MERSEYSIDE FIRE & RESCUE SERVICE

Welcome to Merseyside Fire & Rescue Service and thank you for your interest in working in our Service.

If you are successful through the process you will be taking on a vital role within a Fire & Rescue Service, which prides itself in being set in the heart of its diverse communities.

At Merseyside our staff are courageous, compassionate and serve with integrity. We are looking for highly talented, bold and innovative individuals to join our team and achieve our aim to be the best Fire & Rescue Service in the UK.

Merseyside Fire & Rescue Service is an excellent place to work, but don't just take our word for it; we would encourage you to spend some time with us to learn a little more about us, what's important and how we do things.

This candidate pack should provide you with a good foundation, with lots of information and links to pertinent documents to help you get to know us much better.

We set high standards at Merseyside and we're not embarrassed to say so, our selection process will be challenging for all the right reasons and will reward the best candidates with a career with excellent development opportunities and an ability to make a real difference.

We are Merseyside Fire and Rescue Service - be part of our future.



Phil Garrigan
Chief Fire Officer

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OUR STORY

There is nothing more tragic to us than loss of life so we will do everything we can to prevent this happening.

Saving lives and keeping our Firefighters safe matters to us.

We are a team of diverse people undertaking different roles but working together to achieve outstanding impact.

We are part of our community - it's where we are from, it's where we have brought up our families. We reflect our area - looking after each other and showing kindness.

Our teams continue to shape our story putting our community at the heart of everything we do.

We have a long and proud history of being bold - a mindset of let's try it- let's do it.

For Merseyside Fire & Rescue Service, good enough is never good enough.

We are our community and we know the part we can play - **our place, our culture and our people** are what make us great.



WE ARE MERSEYSIDE FIRE & RESCUE SERVICE

OUR VISION

To be the best Fire & Rescue Service in the UK.
One team, putting its communities first.

OUR PURPOSE

Here to serve. Here to protect. Here to keep you safe.

OUR AIMS

Protect

We protect people from harm, provide advice, guidance and when absolutely necessary use enforcement to keep the public and our firefighters safe.

Prevent

We are there for you. We are a visible presence that provides reassurance, support and advice. Alongside our partners, we protect the most vulnerable and reduce inequalities.

Prepare

We will always be the best that we can be by having highly skilled and trained people who plan for every risk and keep our teams safe and effective.

Respond

We will be there when you need us most, pulling out all the stops to save lives. Whether we are taking 999 calls, or attending incidents, we keep our communities safe.

OUR SERVICE

We are bold

Embracing new ideas to build on the confidence and trust the community place in us.

We are professional

Always giving our best to be the best we can be.

We are safe

Protecting lives and keeping our firefighters safe.

We are built to help

Looking after people and looking after each other.

We are positive

Recognising how far we have come and being positive about the future.

We are relentless

Overcoming barriers to help people feel safe.

OUR VALUES

We serve with **Courage**

- By never settling for the status quo
- By being decisive and calm under pressure
- By having determination to see things through
- By being prepared to fail
- By celebrating diversity and being open to new opportunities and challenges
- By setting high standards and not being embarrassed for doing so
- By challenging ourselves to be better

We serve with **Integrity**

- By doing the right thing even when it is hard or no one is looking
- By leading by example
- By standing up for what matters
- By being open, honest and fair
- By making decisions based on facts
- By explaining the why
- By being consistent
- By always doing what we say we are going to do

We serve with **Compassion**

- By acting with empathy and kindness
- By actively listening - hearing what is being said
- By going the extra mile to help
- By looking after and supporting each other, noticing what is going on for people
- By recognising each other's contribution
- By creating a sense of belonging
- By embracing and understanding difference

MERSEYSIDE FIRE & RESCUE SERVICE

FIREFIGHTER APPOINTMENTS PROCESS



SALARY:

- £36,226*** per annum once you complete the Firefighter Apprenticeship and become a Competent Firefighter.
- £28,310*** per annum upon successful completion of the recruit course as a Firefighter in Development whilst completing the Firefighter Apprenticeship.
- £27,178** per annum as a Recruit Firefighter during the 16 week recruit training course.

*An additional 10% will be paid on completion of recruit training if you are appointed into a duty system with a retained cover element.

We are now recruiting Firefighters to join our incredible team, a team recognised for its outstanding work in the heart of its communities.

If you have the courage to make a difference, the compassion to help those in need and you do the right thing, even when no one is looking then a fulfilling career with Merseyside Fire & Rescue Service awaits.

We are proud to reflect the communities we serve and we will do whatever it takes to protect the public.

We have a long and proud history. Be part of our future.

THE ROLE

There is nothing more tragic to us than loss of life so we will do everything we can to prevent this happening. Saving lives and keeping our Firefighters safe is what drives us.

We are diverse and proud of it, different people bringing different life experiences but working together to achieve outstanding impact. We are part of our community - it's where we are from, it's where we have brought up our families – it is what shapes us. We reflect our communities – looking after the most vulnerable and each other.

Our teams continue to shape our story putting our community at the heart of everything we do. We have a long and proud history of being bold – a mindset of let's try it – let's do it. For Merseyside Fire & Rescue Service, good enough is never good enough.

YOUR ROLE

Our Firefighters come from a vast range of different backgrounds but have one thing in common – a commitment to serve, protect and support our communities. We are committed to ensure our teams are fully representative the communities they serve.

Our Firefighters step forward when others understandably move away, they are frequently called upon to help the most vulnerable communities in Merseyside, often in the most challenging of situations. They do this without hesitation. Our Firefighters need to demonstrate our values of compassion, courage and integrity. People who are passionate and dedicated to helping the communities of Merseyside.

YOUR FUTURE

We are looking for people with the right skills and values, people who are just as passionate as we are and are willing to go the extra mile to protect the most vulnerable people in our communities. You will be from those communities and completely understand their needs and be able to support them during a crisis, but equally during our regular contacts created to keep our people safe and well.



If you always give your best and want to be part of a highly trained and incredibly skilled team then this is the job for you.

If you're looking for a life-changing career where you will make a difference every day to the lives of people in your community, then the role of a Firefighter is the job for you!

If you believe that you meet the criteria in the person specification, please complete the on-line application form to be considered for a career like no other.

KEY INFORMATION ABOUT THE ROLE:

Apprenticeship Programme

If successful and offered a place on a recruit training course you will commence a Level 3 Operational Firefighter apprenticeship programme which will take up to two years to complete. Following an Inspection by Ofsted in 2023 MFRS was commended by Ofsted Inspectors for producing some of the best and most highly skilled Firefighters in the country.

Ofsted rated MFRS as outstanding for personal development, behaviour and attitudes.

Duty System

Merseyside Fire & Rescue Service operates a number of operational duty systems including Day Crewing Wholetime Retained (DCWTR), Hybrid (DCWTRH), Low Level of Activity and Risk (LLAR) and Wholetime 224 (WT 224). Successful candidates will be allocated to work within these duty systems as required. Each duty system is based around a full time requirement of 42 hours per week. Should you be appointed to a duty system with retained cover you will also provide 42 hours of retained cover alongside your positive hours.

FIREFIGHTER SELECTION PROCESS TIMESCALES

Closing date for applications: Midnight Monday 15th April 2024

****Please note should we receive a sufficient amount of applications, we reserve the right to close the advert early****

Physical Assessments:	Throughout June and July 2024
Assessment Centre Stage:	During August, September and October 2024
Interviews Stage:	During October and November 2024

Various recruit courses commencing throughout 2025 and 2026

IMPORTANT INFORMATION FOR COMPLETING YOUR APPLICATION FORM

Criminal Convictions

When completing the application form you will be asked to declare any criminal convictions. The role of a Firefighter is eligible as defined by the Rehabilitation of Offenders Act (ROA) 1974 (exemptions) Order 1975 therefore candidates conditionally offered a role as a Firefighter will need to complete an Enhanced DBS (with adult and child barred list check) where all convictions, including those that are spent, will be disclosed. This information is kept confidential. Having a criminal record does not prohibit any candidate from progressing through the selection process.

Driving Licence

You are required to hold a UK driving licence at appointment, however in order to overcome a recognised barrier to employment, suitable applicants can apply without a full UK driving licence in the first instance.

If you progress through the recruitment process to the point of job offer you will be required to have undertaken driving lessons and have obtained a full driving licence before starting your recruit course. Recruit courses will be scheduled during 2025 / 2026 – allowing time for successful attainment of this requirement.

A DRIVING BURSARY MAY BE AVAILABLE TO SUPPORT SUCCESSFUL APPLICANTS TO OBTAIN A DRIVING LICENCE.

Merseyside Address

If successful and following your recruit course, you may be allocated into role which requires you to immediately meet the retained commitment in your contract of employment. This commitment can only be met if you have a permanent residence in Merseyside or very close to the Merseyside boundary, meaning you are able to respond into a designated station within 30 minutes. Confirmation of your permanent residence will be required prior to the start of the recruit training course.

WE DO NOT ACCEPT CV SUBMISSIONS FOR THIS VACANCY.



WE ARE MERSEYSIDE, PART OF OUR COMMUNITY

Living in Merseyside will reward the successful post holder in lots of different ways. It's difficult to put into words what it can offer, at the heart of it though, is an opportunity to be part of our Community, our Place, our Culture and our People. That's what makes us and Merseyside great.

OUR PLACE

Merseyside is an area steeped in maritime history; it is an area of rich heritage with worldwide links to culture, arts, music and sport.

Merseyside is a county in the north west of England, on both sides of the mouth of the river Mersey and includes the metropolitan districts of Knowsley, Liverpool, Sefton, St Helens and Wirral.

OUR CULTURE

The city of Liverpool is an important centre for culture throughout the world, it boasts world leading attractions in the arts, music, theatre, entertainment and sport.

Liverpool has one of the most impressive collections of museums in Europe, boasting more galleries and national museums than any city in the UK outside London.

Merseyside moves to its own rhythm; Liverpool is a city that's very heart beats with the sound of music. A UNESCO City of Music, famous for its Mersey Beat and for those four lads that changed the music world forever - but that's not all.

We have a plethora of theatre's on offer throughout the region, many situated in our bustling city centre such as the Philharmonic, The Empire and the Playhouse. You'll also find them within towns throughout our region like the Floral Pavilion in New Brighton and the Shakespeare North Playhouse in Prescot.

Liverpool City Region boasts three historic football clubs. Everton and Liverpool are separated by just one mile and are two of the Premiership's finest. Wirral's Tranmere Rovers play at Prenton Park in Birkenhead.

The region is also home to England's Golf Coast, the finest stretch of championship golf in the world, with no fewer than three Royal Links courses which have hosted endless Open Championships and Ryder Cups.

Horse-racing is huge in the city; Aintree and Haydock racecourses offer top-quality racing including the world-famous Grand National Festival at Aintree each spring.



There's more ...

Merseyside is also home to a number of top rugby teams, including St Helens (Saints) - the most successful Rugby League club of the Super League era.

Being a maritime hub we're also the perfect place to try your hand at watersports, with a number of centres across the city region including Liverpool Watersports Centre and Wirral Sailing Centre based at West Kirby Marine Lake, with courses available for all ages and levels of experience.

Don't just take our word for it, come for a visit, with excellent transport links you'll be here in no time and once you're here you won't want to leave.

OUR PEOPLE

Our people have a mindset of lets try it – lets do it. We are bold and always give our best to be the best we can be. Our people are diverse, each bringing something different to their roles but working together to achieve outstanding impact.

Merseyside is world renowned for its welcoming and friendly atmosphere, Merseyside Fire & Rescue Service is no different – we are built to help, we look after our Communities and we look after each other.



OUR COMMUNITY

Merseyside spans 249 square miles of land and whilst it contains some of the most deprived areas in England, where the Service can make a real difference; it is also home to some of the most desirable and sought after locations which attractions more and more people into the region each year.

OUR FAMILY

We know just how important family is to our staff and Merseyside offers a fantastic setting for people relocating to the area. With its mix of rural areas, small towns and the bustling city centre of Liverpool, Merseyside really does have it all.



Eating Out: Food and Drink in Liverpool is fantastically varied, from sleek fine dining to indie bistros and pop-up foodie heavens to high-street favourites. Merseyside has no shortage of award winning restaurants, with a variety AA Rosette and Michelin starred venues to get your taste buds tingling.



Green Spaces: In Liverpool City Region we are blessed with an abundance of outdoor spaces. We have 200 acres of parkland under 15 minutes from the city centre at Sefton Park. We've pretty beaches on both sides of the water. Trips to Crosby Beach to visit Antony Gormley's Iron Men, National Trust's Formby Beach, Thurstaston Beach and Hillbre Islands all need to be on your must visit list.



Education: Merseyside is home to some of the highest performing Secondary School in the UK. There's no shortage of Higher Education options either, with world leading Universities such as University of Liverpool, Hope University and Liverpool John Moores University not to mention institutes such a Liverpool Institute for Performing Arts (LIPA).

OUR OFFER

Living in Merseyside is really rewarding and we're confident that for the successful candidate, relocating will be the move of a lifetime. We'll support that transition with a generous relocation package, our team will provide help, guidance, ensure you settle in and find out more about what the region can offer your lifestyle.

In a professional context, Merseyside Fire & Rescue Service offers the successful candidate an opportunity to make a real impact in a bold, busy Metropolitan environment, with a risk profile that will offer excellent development opportunities.

BENEFITS

Merseyside Fire & Rescue Service recognises the hard work and commitment of its staff. In return, we can offer the right candidate a competitive reward package.

- ❖ The Service have developed several work life balance policies and procedures that support and enable you to balance your paid work, your family life and your ability to attend work
- ❖ Considerable investment in learning & development, including professional development schemes.
- ❖ Diversity is seen as a strength of the Authority. As an organisation, we seek diversity at all levels and expect a work environment in which all employees can develop and contribute to their full potential.
- ❖ Provision of outstanding Occupational Health Services with dedicated mental health and wellbeing resources.
- ❖ Use of on-site fitness suites.



STAFF NETWORKS

At Merseyside Fire & Rescue Service we believe that Staff Networks are a powerful way in which to engage with staff and a great way to promote, celebrate and raise awareness of equality, diversity and inclusion throughout the organisation.

We currently have seven staff networks: Armed Forces, Gender Equality, LGBTQ+(Lesbian, Gay, Bisexual and Trans), Health & Wellbeing, Neurodiversity, REACH (Race Equality Cultural Heritage) and Socio-Economic Networks.

Each network offers a safe place for staff to come together, share experiences and provide mutual support. In addition, networks act as a critical friend to MFRA and have great potential in helping to shape the culture and behaviours of the organisation.

TERMS & CONDITIONS

Terms & Conditions of employment will be in accordance with provisions set out in the National Joint Council for Local Authority Fire & Rescue Services Scheme of Conditions of Service (Grey Book) and supplemented by Merseyside Fire & Rescue Authority's local terms and conditions and associated policies.

- ❖ Salary for Firefighter is as detailed in Section 2 of this document.
- ❖ Pension provisions in accordance with the New Firefighters' Pension Scheme as amended from time to time.
- ❖ Annual, Public Holiday and Long Service leave will be in accordance with NJC conditions of service. Leave entitlement incorporating Scale A, Scale B and Long Service is 33 days each calendar year.
- ❖ Hours of work will be 42 hours per week.
- ❖ The period of notice to terminate employment by the employee is 30 days. Termination of employment by the employer is 30 days.
- ❖ The post is located at Merseyside Fire & Rescue Training & Development Academy for the duration of the 16 week Recruit training course. Individuals are then posted to station in the role of Firefighter Development.



JOB PROFILE

JOB TITLE:	Firefighter
SALARY RANGE:	<ul style="list-style-type: none">• £27,178 per annum as a Recruit Firefighter during the 16 week recruit training course.• £28,310* per annum upon successful completion of the recruit training course as a Firefighter in Development whilst you are completing the Firefighter Apprenticeship.• £36,226* per annum once you complete the Firefighter Apprenticeship and become a competent Firefighter. <p>*An additional 10% will be paid on completion of recruit training if you are appointed into a duty system with a retained cover element.</p>
DIRECTORATE:	Operational Response
LOCATION OF WORK:	Merseyside
HOURS OF WORK:	42
DIRECTLY RESPONSIBLE TO:	Watch Manager

JOB SUMMARY

To save and preserve endangered life by supporting and maintaining an emergency response service. Assisting with the delivery of Prevention and Protection programmes to the most vulnerable people across Merseyside.

MAIN DUTIES / RESPONSIBILITIES

1. Save and preserve endangered life.
2. As part of a team resolve operational incidents.
3. Support the effectiveness of operational response.
4. Protect the environment from the effects of hazardous materials.
5. Drive, manoeuvre and redeploy fire service vehicles, if qualified and required to do so.
6. Deliver and contribute to prevention and protection programs to protect the public and make the community safer and stronger.
7. Support prevention and protection programmes and activities such as road safety, bonfire period and water safety.

8. To be responsible for ensuring that your conduct and behaviour accords with Service Policies on Equality and Diversity, incorporated in the Ground Rules, Code of Conduct and Values, and for promoting an environment of dignity and respect amongst colleagues.
9. Promote and embed the principle of equality and diversity in line with organisational policies.
10. Take responsibility for personal performance, including personal fitness and welfare, and the development of personal skills including the use of appropriate IT systems and the attainment of the appropriate vocational qualifications to ensure the required skills, knowledge and demonstration of competence to fulfil the role.
11. Communicate skills and knowledge to colleagues in order to support the development of their personal and professional competence.
12. Ensure, as far as is reasonably practicable, the health and safety of yourself, personnel and others who may be affected by your acts and/or omissions.
13. Ensure that all activities comply with the policies and procedures of MF&RS and to support the delivery of community, station and district plans as part of your role.

ADDITIONAL INFORMATION:

Notwithstanding the detail in this job profile, in accordance with the Authority's approach towards flexible working, and in accordance with NJC Scheme of Conditions of Service (Section 3, paragraph 6), the post holder will undertake such work as may be determined by the Chief Fire Officer from time to time within the scope of the nationally agreed role map for this role, and in any location within the geographical area served by the MF&RS and other areas where the Fire Authority has entered into mutual arrangements with other fire and rescue authorities and other agencies.

MERSEYSIDE FIRE & RESCUE SERVICE OUR VISION

To be the best Fire & Rescue Service in the UK. One team, putting its communities first.

MERSEYSIDE FIRE & RESCUE SERVICE OUR PURPOSE

Here to serve. Here to protect. Here to keep you safe.

WORKING WITH MERSEYSIDE FIRE & RESCUE SERVICE OUR VALUES

It is essential that all employees of Merseyside Fire & Rescue Service (MF&RS) both operational and non operational are committed to encourage and promote the values of MF&RS and comply with the required standards of conduct and so promote the Authority within the community by acting with integrity and honesty. The Authority expects all of its employees to have and be able to demonstrate the following personal values:

We serve with courage

By never settling for the status quo

By being decisive and calm under pressure

By having determination to see things through

By being prepared to fail

By celebrating diversity and being open to new opportunities and challenges

By setting high standards and not being embarrassed for doing so

By challenging ourselves to be better

We serve with integrity

- By doing the right thing even when its hard or no one is looking
- By leading by example
- By standing up for what matters
- By being open, honest and fair
- By making decisions based on facts
- By explaining the why
- By being consistent
- By always doing what we say we are going to do

We serve with compassion

- By acting with empathy and kindness
- By actively listening – hearing what is being said
- By going the extra mile to help
- By looking after and supporting each other, noticing what is going on for people
- By recognising each other’s contribution
- By creating a sense of belonging
- By embracing and understanding difference

CORE REQUIREMENTS – EQUALITY & DIVERSITY, HEALTH & SAFETY, CONFIDENTIALITY & DATA PROTECTION

To be responsible for ensuring that your conduct and behaviour accords with Service Policies on Equality and Fairness at Work and Ground Rules, and for promoting an environment of dignity and respect amongst colleagues.

It is the policy of Merseyside Fire and Rescue Authority (MFRA) to provide, maintain and seek continual improvement of, as far as is reasonably practicable, a safe working environment for all of its employees and for others that may be affected by its activities. Everyone has a personal responsibility for their own safety and health, for others in the workplace and for the environment in which they work. It is, therefore, the duty of every employee whilst at work to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

Confidentiality / data protection regarding all personal information and Authority activity must be maintained at all times (both in and out of work). The post-holder must be able to recognise the importance and sensitivity of issues, ensuring that confidentiality is maintained at all times. All employees should ensure that they are familiar with and adhere to the Authority’s data protection policy.

REVIEW ARRANGEMENTS

The details contained in this job profile reflect the content of this job at the date it was prepared. It should be remembered, however that it is inevitable that over time, the nature of individual jobs will change, existing duties may no longer be required and other duties may be gained without changing the general nature of the duties or the level of responsibility entailed. Consequently, the Authority will expect to revise this job profile from time to time and will consult with the post-holder at the appropriate time.

Date job profile prepared / revised:	March 2024
Prepared / revised by:	L. Inman



Job Title	Recruit Firefighter	Directorate	Operational Response
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	Knowledge and Qualifications	Essential	Desirable	Assessment
	It is desirable for candidates to have GCSE English & Mathematics Grade C / Grade 4 – 9 or a recognised equivalent as detailed by the Institute for Apprenticeships. If candidates do not have the above qualifications, if successful they will be required to undertake an assessment and achieve literacy and numeracy qualifications during their 2 year apprenticeship.		✓	P D
	Experience	Essential	Desirable	Assessment
	Experience of working collaboratively as part of a team	✓		A, A C & I
	Experience of supporting the community (through either employment, work experience, volunteering or personal experience)	✓		A, A C & I
	Commitment to diversity, equality and inclusion	✓		A C & I
	Values	Essential	Desirable	Assessment
	Courage	✓		A, A C & I
	Integrity	✓		A, A C & I
	Compassion	✓		A, A C & I
	Skills and Competencies	Essential	Desirable	Assessment
	Presents an approachable and positive image within the organisation and community	✓		A C & I
	Communicates clearly and concisely and at a level appropriate to the audience	✓		A C & I
	Ability to work on own initiative as well as being a member of a team	✓		A C & I
	Ability to remain calm under extremes of physical, mental and emotional pressure	✓		A C & I
	Demonstrates personal resilience when faced with difficult circumstances and traumatic situations	✓		A C & I
	Actively finds solutions to problems	✓		A C & I
	Ability to follow instructions	✓		A C
	Ability to understand, recall, apply and adapt relevant information	✓		A C & I
	Physical, mental and emotional demands	Essential	Desirable	Assessment
	Applicants must be at least 17 and a half years old at the time of applying. There is no upper age limit.	✓		P D
	Good level of physical fitness, strength and good health as appropriate to the role	✓		P & M
	Ability to pass a full medical assessment including all eye examinations and audiometry assessments.	✓		M
	Confidently swim using front crawl stroke a minimum of 50 metres unaided	✓		S A
	Other Requirements	Essential	Desirable	Assessment

Other Requirements	Essential	Desirable	Assessment
Willing to work unsocial hours / shifts	✓		I
Enhanced Disclosure Barring Service (EDBS) check with adult and child barred list check	✓		MF&RS
UK driving license, if you do not hold a full UK driving licence when you apply, if successful you will be required to obtain your full driving licence before you start your recruit training course		✓	A & P D
If successful and following your recruit course, you may be allocated into role which requires you to immediately meet the retained commitment in your contract of employment. This commitment can only be met if you have a permanent residence in Merseyside or very close to the Merseyside boundary, meaning you are able to respond into a designated station within 30 minutes. Confirmation of your permanent residence will be required prior to the start of the recruit training course.			P D

Key to assessment methods:

A – Application form

A C - Assessment centre

I - Interview

P - Physical assessment

M – Medical assessment upon conditional offer of employment

P D – Produce documentation

S A - Swimming assessment upon conditional offer of employment

MF&RS - Merseyside Fire & Rescue Service will require you to complete an Enhanced Disclosure Barring Service (EDBS) check with adult and child barred list check upon conditional offer of employment

Date person specification prepared / revised: March 2024

Prepared / revised by: L. Inman



LINKS TO ASSOCIATED DOCUMENTS CAN BE ACCESSED BELOW


**INTEGRATED RISK
MANAGEMENT
PLAN 2021-2024**



Integrated Risk
Management Plan (IRMP) >


Click HERE: <https://tinyurl.com/d5tj5wwk>

Click HERE: <https://tinyurl.com/469tyxfx>



**Fire & Rescue Service
2023–25**
Effectiveness, efficiency and people
An inspection of Merseyside Fire and Rescue Service

**SERVICE DELIVERY PLAN
APRIL 2022 - MARCH 2023**



Service Delivery Plan >

Click HERE: <https://tinyurl.com/yc593y6c>

Click HERE: <https://tinyurl.com/2p8c8nxv>

**PEOPLE PLAN
2021-24**



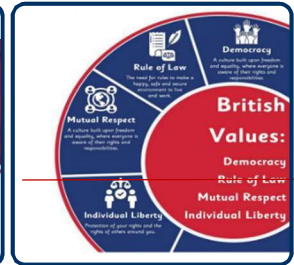
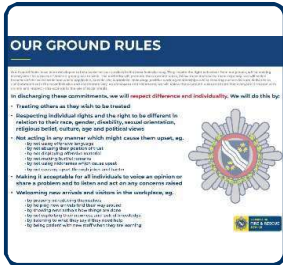
*Our people, our
culture, our place*



INFORMING OUR LEADERSHIP MESSAGE



The **Leadership Message** has been created by our own staff, ensuring that it fully reflects what it means to be part of Merseyside Fire & Rescue Service. There are also a number of key documents that have informed our Leadership Message, these are outlined below with explanations to show how they are linked.



WE ARE MERSEYSIDE FIRE & RESCUE SERVICE

To be the best Fire & Rescue Service in the UK.
One team, putting its communities first.

OUR VISION Here to serve. Here to protect. Here to keep you safe.

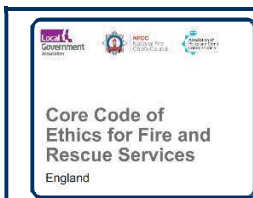
OUR PURPOSE Here to serve. Here to protect. Here to keep you safe.

OUR AIMS	Protect	Prevent	Prepare	Respond
We protect people from harm, provide advice, guidance and when absolutely necessary use enforcement to keep the public and our firefighters safe.	We are there for you. We are a visible presence that provides reassurance, support and advice. Alongside our partners, we protect the most vulnerable and reduce inequalities.	We are highly skilled and trained people who plan for every risk and keep our teams safe and effective.	We will always be the best that we can be by having highly skilled and trained people who plan for every risk and keep our teams safe and effective.	We will always be the best that we can be by having highly skilled and trained people who plan for every risk and keep our teams safe and effective.

OUR SERVICE	We are bold	We are professional	We are safe	We are built to help	We are positive	We are relentless
Embracing new ideas to build on the confidence and trust the community place in us.	Always giving our best to be the best we can be.	Protecting lives and keeping our firefighters safe.	Looking after people and looking after each other.	Overcoming how far we have come and being positive about the future.	Overcoming barriers to help people feel safe.	

OUR VALUES

We serve with Courage	We serve with Integrity	We serve with Compassion
<ul style="list-style-type: none"> By never settling for the status quo By being decisive and calm under pressure By having determination to see things through By being prepared to fail By celebrating diversity and being open to new opportunities and challenges By setting high standards and not being embarrassed for doing so By challenging ourselves to be better 	<ul style="list-style-type: none"> By doing the right thing even when it is hard or no one is looking By leading by example By standing up for what matters By being open, honest and fair By making decisions based on facts By explaining the why By being consistent By always doing what we say we are going to do 	<ul style="list-style-type: none"> By acting with empathy and kindness By actively listening - hearing what is being said By going the extra mile to help each other, nodding what is going on for people By recognising each other's contribution By creating a sense of belonging By embracing and understanding difference



Core Code of Ethics >> MFRS Leadership Message [click [HERE](#) for Code of Ethics]

- Putting our communities first >** *We are built to help.*
- Integrity >** *Integrity, being consistent.*
- Dignity & Respect >** *Compassion, looking after and supporting people.*
- Leadership >** *We are professional, positive and serve with Integrity.*
- Equality, Diversity & Inclusion >** *We celebrate diversity, embrace and understand differences and recognise each other's contributions.*



Our Ground Rules >> MFRS Leadership Message [click [HERE](#) for Ground Rules]

- Respect difference and Individuality, making Merseyside Fire & Rescue Service a great place to work >**
 - Celebrating diversity and being open to new opportunities and challenges.*
 - Standing up for what matters, being open, honest and fair.*
 - Recognising each other's contribution.*
 - Creating a sense of belonging, embracing and understanding difference.*



NFCC Leadership Framework >> MFRS Leadership Message [click [HERE](#) for Framework]

- Leading Yourself >**
 - Doing the right thing even when it is hard or no one is looking.*
 - Looking after people and looking after each other.*
 - Setting high standards and not being embarrassed for doing so.*
 - Embracing new ideas to build on the confidence and trust the community place in us.*
 - Protecting lives and keeping Firefighters safe.*



British Values >> MFRS Leadership Message [click [HERE](#) for British Values]

- Democracy >** *Compassion, recognising other peoples contribution.*
- Rule of Law >** *Here to serve. Here to protect. Here to keep you safe.*
- Mutual Respect >** *Acting with empathy and kindness. Being open, honest and fair.*
- Individual Liberty >** *Embracing and understanding difference. Celebrating diversity and being open to new opportunities and challenges.*