

Lancashire Combined Fire Authority

Meeting to be held on Monday 16 December 2024

Celebrating our people

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Executive Summary

Following the Service's annual staff celebration event on 21 November, the report sets out staff recognition activity and individuals celebrated for a variety of achievements in 2024.

Recommendation(s)

The Authority is requested to note and endorse the report and acknowledge the achievements of award recipients.

Information

On Thursday 21 November 2024, Lancashire Fire and Rescue Service marked the exceptional contributions of some of its most dedicated and talented staff at a celebration event held at Mytton Fold Hotel in Langho. As part of the Service's staff recognition activity, more than 70 people were honoured with Long Service Good Conduct Awards, Star Awards, Chief Fire Officer's Commendations, Bravery Awards and Academic Achievements.

Before 2021, long service good conduct events were held at the learning and development centre. However in 2021, the Service moved to holding an annual event at an external venue to encompass a broader range of recognition initiatives. Award recipients are invited to the celebration event or can choose to receive their award locally.

Long Service Good Conduct Awards

In 2024, 24 Long Service Good Conduct Awards were awarded for long and meritorious service:

20 years

- Sean Carlisle, Fire Safety Inspector
- Kieron Dobson, Crew Manager
- Darren Ferneyhough, Acting Station Manager
- Anthony Hewitt, Watch Manager
- Joel Mason, Firefighter
- Stephen Mason, Crew Manager
- Peter Middleton, Firefighter
- Anthony Nixon, Acting Crew Manager
- David Peckover, Crew Manager

- Fiona Scott Wilson, Community Safety Advisor
- Wayne Ward, Watch Manager

30 years

- Jacqueline Boron, Catering Assistant
- John Burrow, Crew Manager
- Stephen Chappell, Station Manager
- Michael Dawson, Watch Manager
- Malcolm Dewhurst, Station Manager
- Justin Johnston, Chief Fire Officer
- Gordon Mitchell, Firefighter
- Robert Shaw, Knowledge and Information Officer
- Darrell Sturgess, Watch Manager
- William Taylor, Firefighter
- Christine Wilson, Service Support Manager

40 years

- Alan Cole, Watch Manager and Community Safety Advisor
- Adrian Willan, Crew Manager

Star Awards

The Star Awards were introduced in 2018 and recognise members of staff nominated by their peers for exemplifying the Service's STRIVE values and the national code of ethics for fire and rescue services. They highlight the people making a real difference to their communities and their colleagues. There are 14 categories, and the winners are chosen by a panel of judges comprising award winners from the previous year.

In 2024, there were 156 nominations and the winners were:

- Northern Star Award: Gerry Hellier, Community Safety Advisor.
- Southern and Leadership and Development Centre Star Award: Julie Yates, Administrator.
- Western Star Award: Mihail Leskovetc, Crew Manager.
- Central and Service Headquarters Star Award: Jean Carter, HR Business Partner.
- Eastern Star Award: Mohamed-Yusuf Lorgat, Community Safety Advisor.
- Pennine Star Award: Phillip Smy, Firefighter.
- On-Call Firefighter of the Year: Dominic Aughton, Crew Manager.
- On-Call Employer of the Year: Brenda's Butty Shop in Preesall.
- Rising Star Award: Kevin Dacre, Safety, Health and Environment Advisor.
- Environmental Star Award: Fiona Dransfield, Firefighter.
- Equality, Diversity and Inclusion Star Award: Darcy Williams, Internal Communications Officer.
- Fundraiser of the Year: Matt Bowen, Firefighter.
- Service Management Team Award for an Outstanding Star: Helen Garth, Executive Assistant to Chief Fire Officer.
- Team of the Year: Support Team - Tom Powell, Matt Hamer, Bob Warren, Tom Cookson, Mark Evans, Shelley Calvert, Bekki Ford, Louis Davies, Damian Hartley, Brian Welch, Simon Rackley.

Chief Fire Officer's Commendations and Bravery Awards

The chief fire officer gives personal commendations for acts of courage and determination that reflect the highest levels of commitment to serving communities.

Gas explosion in Blackburn, December 2023

- Watch Manager Kyle Hutchinson.
- Crew Managers Mark Soloniewicz and Chris Jowett.
- Firefighters Callum Ali, Jake Fielding, Richard Sopol, James Taylor, Emma Tinsley, Andrew McLachlan, Simon Eardley, Trevor Rackley, Matthew Bowen and Gary Marsden.

House fire in Blackpool, January 2024

- Watch Managers Steve Hartley and Michael Dawson.
- Crew Managers Pete Breathnach, Rosie Pearson and Mike Willan.
- Firefighters Justin Toland, John O'Hagan, Greg Doughty, Oliver Melling, Mike Turner, Patrick Griffiths, Wayne Stott, Tom Dunbar and Chris Maggs.

House fire in Leyland, May 2024

- Watch Manager Paul Rigden.
- Crew Managers Rachael Usher and Chris Wales.
- Firefighters Robert Bramhall, Alan Bell, Sarah Connolley, Pete Derbyshire, Rob Chapman and Matthew Leathard.
- Crew Manager Rachael Usher and Firefighters Derbyshire, Connolley and Bramhall were also awarded bravery medals in addition to commendations in recognition of their actions at this incident.

Academic achievements

The Service celebrated those who have successfully completed high-level academic qualifications alongside demanding job roles, reflecting outstanding commitment to personal development:

- Jonathan Ashton, Group Manager - Chartered Management Institute Level 7 Certificate in Strategic Management and Leadership.
- Steven Barnes, Station Manager - Bachelor of Engineering Honours Degree in Fire Engineering.

Year-round recognition activity

Throughout the year, staff are recognised for their efforts through formal activity such as letters of appreciation and nominations for external awards, in addition to informal activity carried out by local leaders.

The Service's intranet contains a 'compliments board' where compliments from colleagues and the public are shared. This year to-date there have been 55 compliments published for staff across the Service.

In autumn, a programme of on-call station appreciation events began. They are designed to thank on-call staff, their families, and employers who are all invited to join a senior officer at the station for refreshments. Six events have taken place in Pennine area, with staff on the units recognised for teamwork, professionalism, and supporting their local communities. These events are currently being evaluated before wider rollout.

Business risk

None.

Sustainability or Environmental Impact

None.

Equality and Diversity Implications

There is a specific category in the Star Awards for an Equality, Diversity and Inclusion Star. This is awarded to an individual or team that is committed to valuing and understanding equality, diversity, and inclusion; standing against all forms of discrimination; and celebrating difference.

Data Protection (GDPR)

Will the proposal(s) involve the processing of personal data? Y/N

If the answer is yes, please contact a member of the Democratic Services Team to assist with the appropriate exemption clause for confidential consideration under part 2 of the agenda.

HR implications

None.

Financial implications

Recognition activity is financed within existing departmental budgets.

Legal implications

None.

Local Government (Access to Information) Act 1985**List of background papers**

Paper:

Date:

Contact:

Reason for inclusion in Part 2 if appropriate: Not applicable.