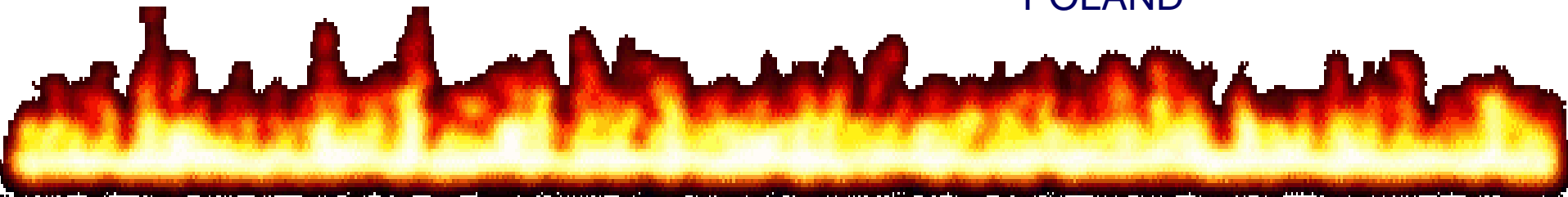


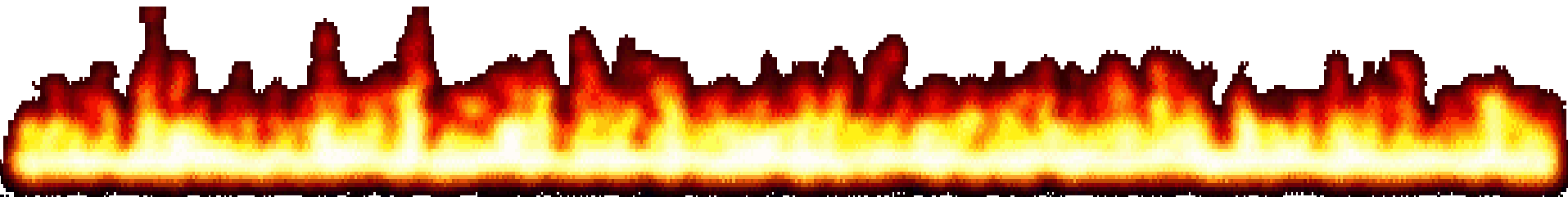
Recomendations for improving training within the Kocaeli & Adapazari Fire Brigades

Krzysztof Biskup
The National Headquarters
of the State Fire Service
POLAND



TRAINING IMPROVEMENT

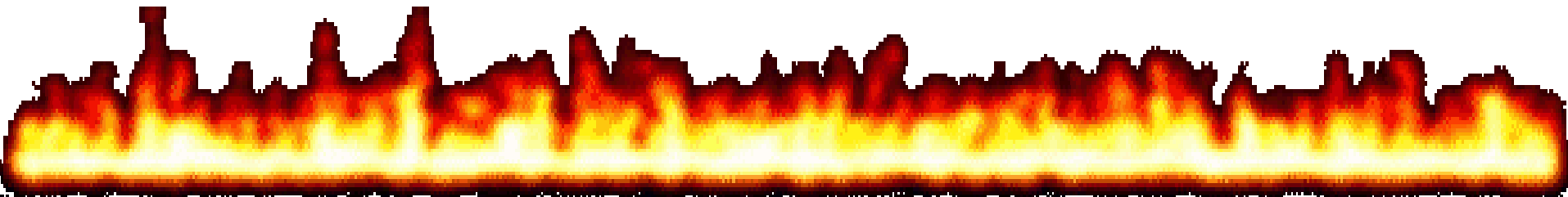
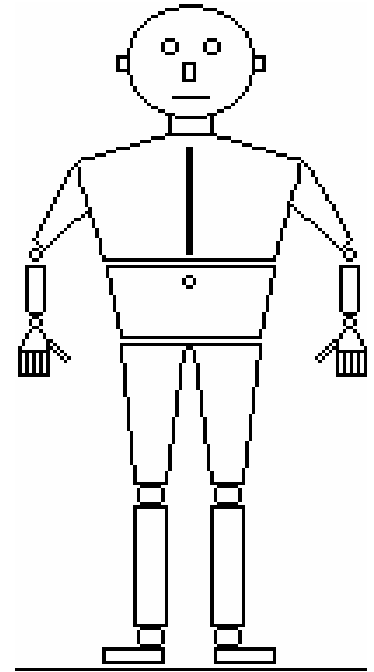
What is a role of the training system in the organization of a fire brigade?



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Human body - Fire Brigade

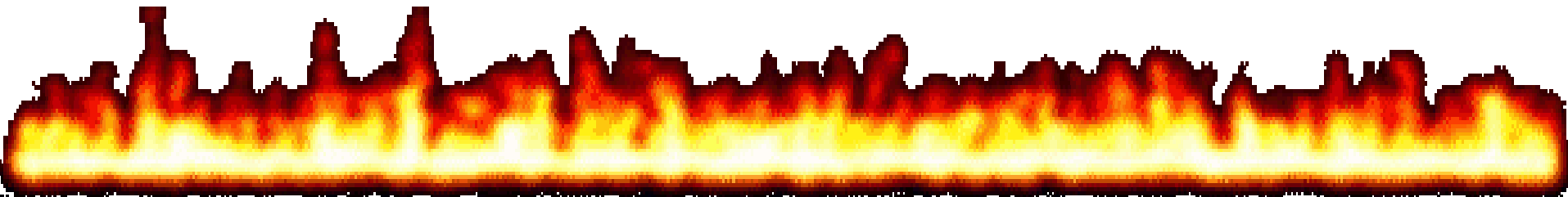
- ✓ muscles – opearational activities
- ✓ limbs - equipment
- ✓ senses – fire prevention
- ✓ nervous system – training system



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EU standard – exists or does not exist?

Differences	Similarities
<ul style="list-style-type: none">• organisation<ul style="list-style-type: none">- state <i>vs.</i> local	<ul style="list-style-type: none">• philosophy• range of activities• equipment• training

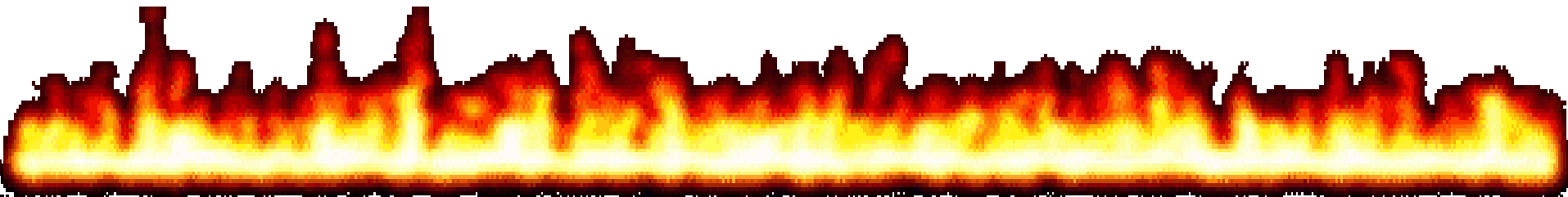


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Training system organisation

needs ↔ capabilities

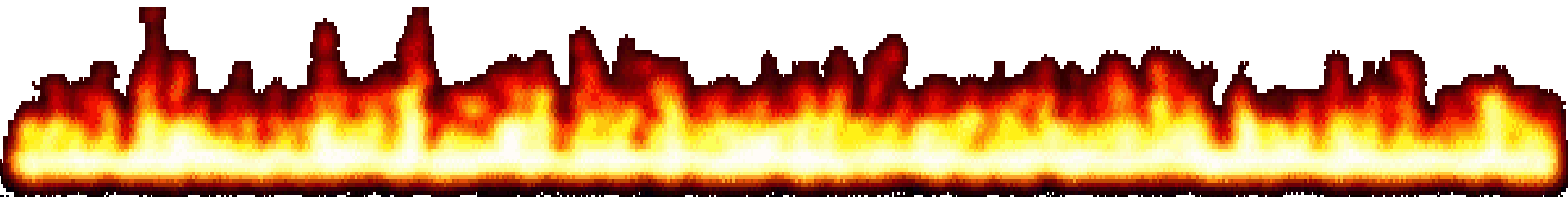
Needs	Capabilities
<ul style="list-style-type: none">• resulting from hazards• very similar accross the EU	<ul style="list-style-type: none">• very different• usually limited



TRAINING IMPROVEMENT

Training system - foundations

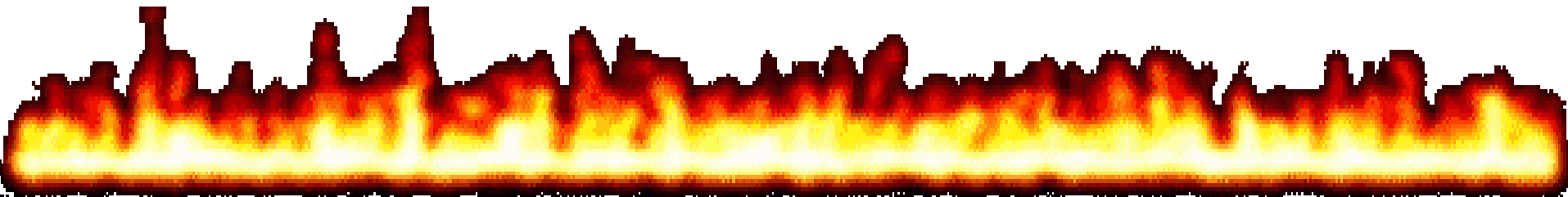
- ✓ understanding of the role (nervous system)
- ✓ determination („I really want to do it!“)
- ✓ systemic approach (comprehensive)
- ✓ investment in training staff



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Current situation – weak points

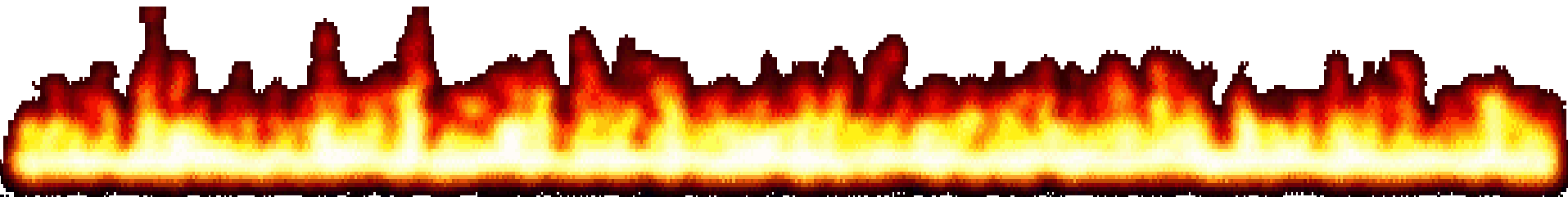
- ✓ training system not precisely defined
- ✓ professional preparedness of firefighters differ very much
- ✓ there are no standardised training curricula
- ✓ didactic experience of the training instructors is rather low
- ✓ poor access to teaching materials



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Current situation – strong points

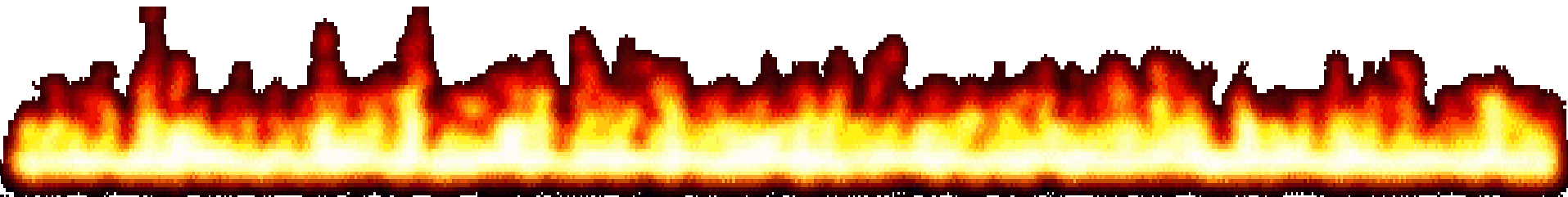
- ✓ high awareness of Fire Chiefs
- ✓ determination and willingness of fire brigade personnel
- ✓ training divisions established in structures of Fire Departments
- ✓ organization of the training for recruits and developing training
- ✓ participation in foreign courses
- ✓ close location of the Fire Protection Vocational High School



TRAINING IMPROVEMENT

Training curricula

- ✓ standardised basic
- ✓ compensatory (condensed)
- ✓ special and dedicated courses

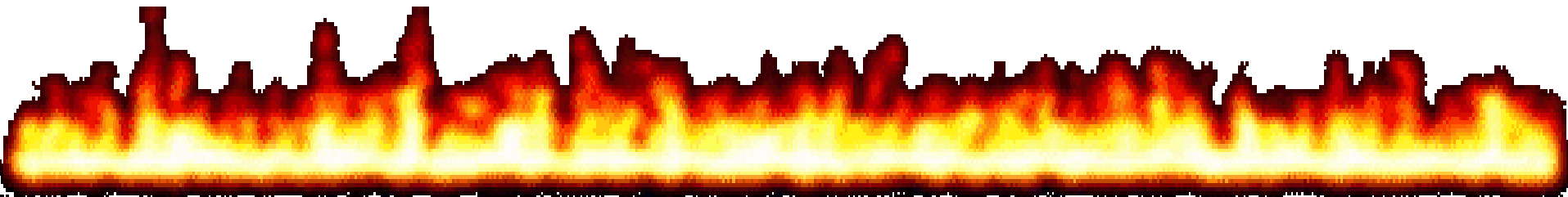


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Standardised basic training curriculum

Target group - recruited firefighters

Aim - professional preparedness of firefighters for efficient and safe performing operational tasks



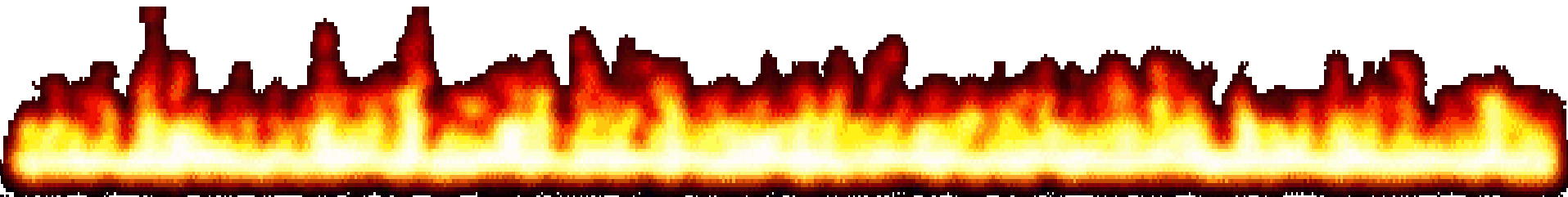
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Compensatory (condensed) training curriculum

Target group – firefighters already in service

Aim - professional preparedness of firefighters for efficient and safe performing operational tasks

Duration – shorter than basic standardised (its condensed) version



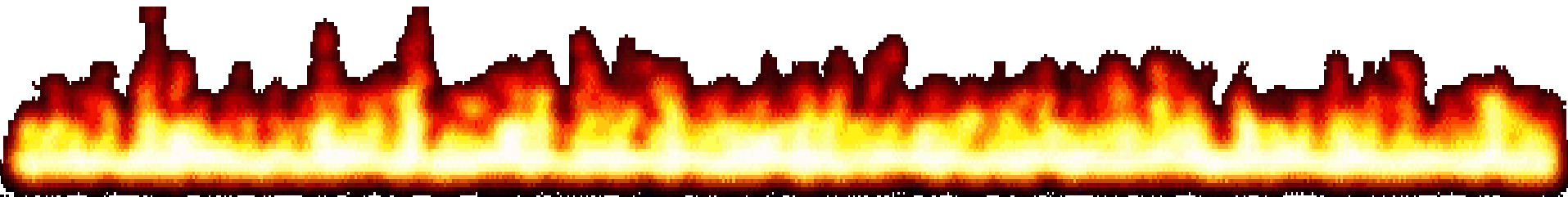
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Special and dedicated training courses

Target group – selected firefighters

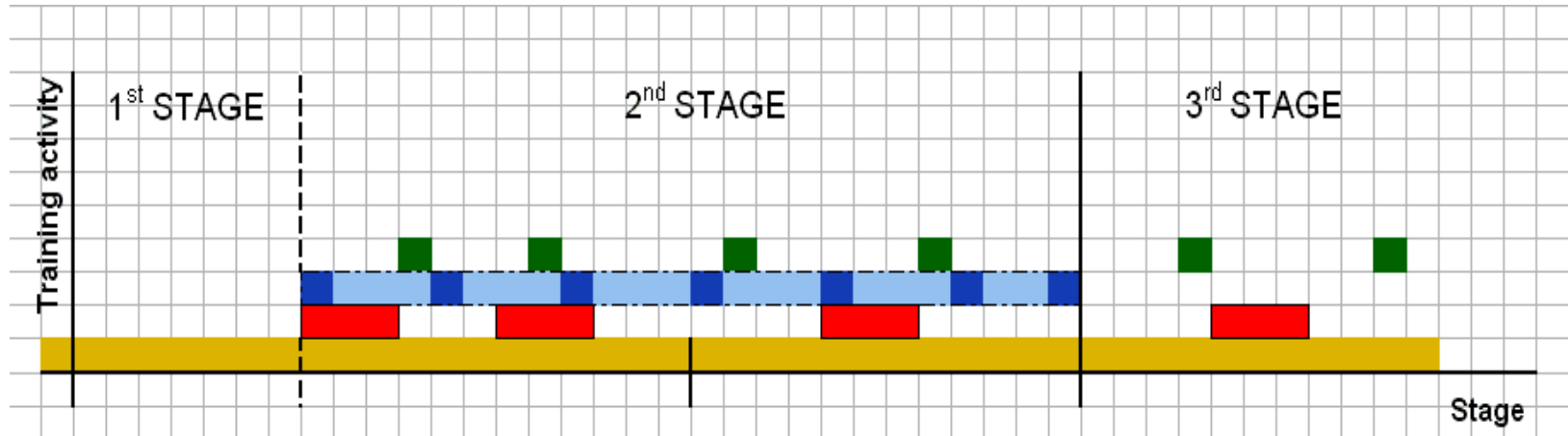
Aim – development of particular professional qualifications

Duration – few days – few weeks

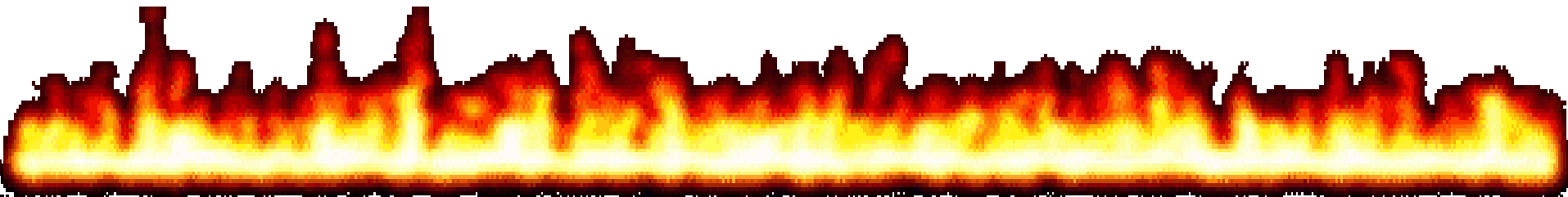


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New training organisation - idea

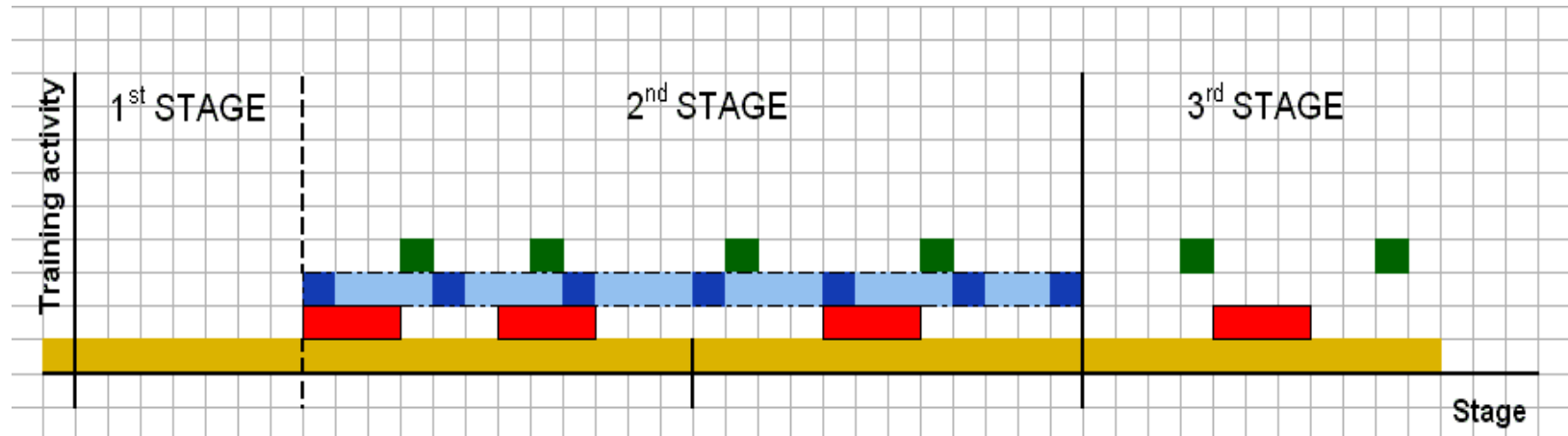


- basic course for recruits
- compensatory courses
- period of running compensation courses
- special and dedicated courses
- everyday refreshing / developing training



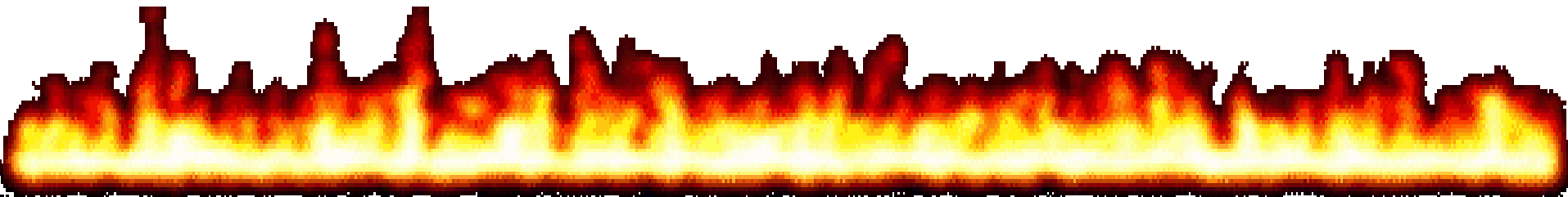
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1 st Stage - Conception



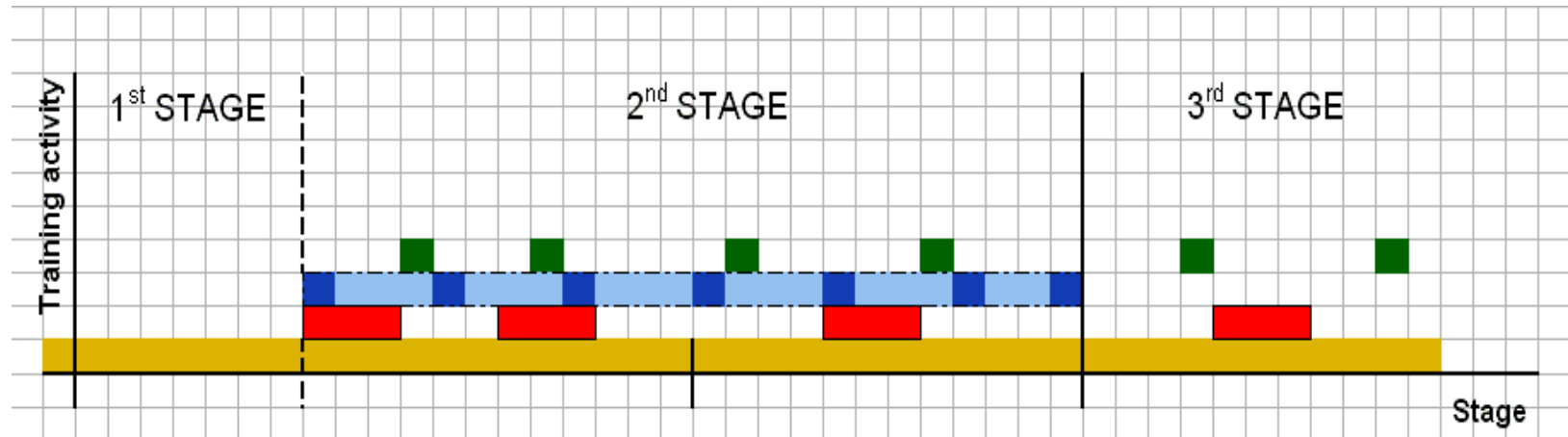
Main activities:

- ✓ working out a training-related task implementation schedule
- ✓ establishing the working group for curricula preparation
- ✓ working out training curricula
- ✓ determining the training needs
- ✓ permanent development of training personnel



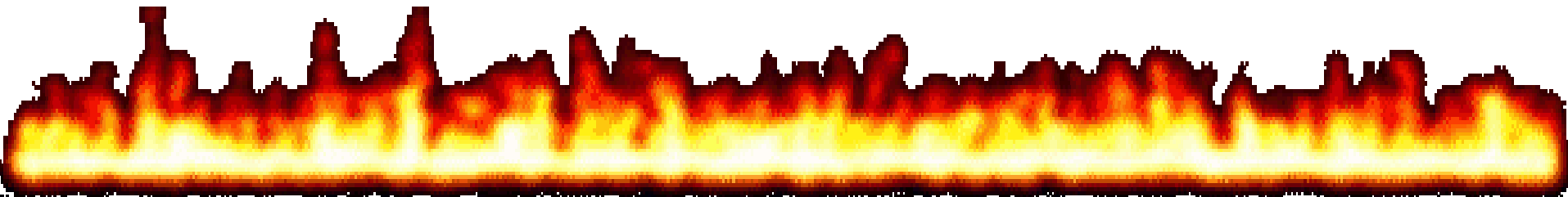
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2 nd Stage – Implementation



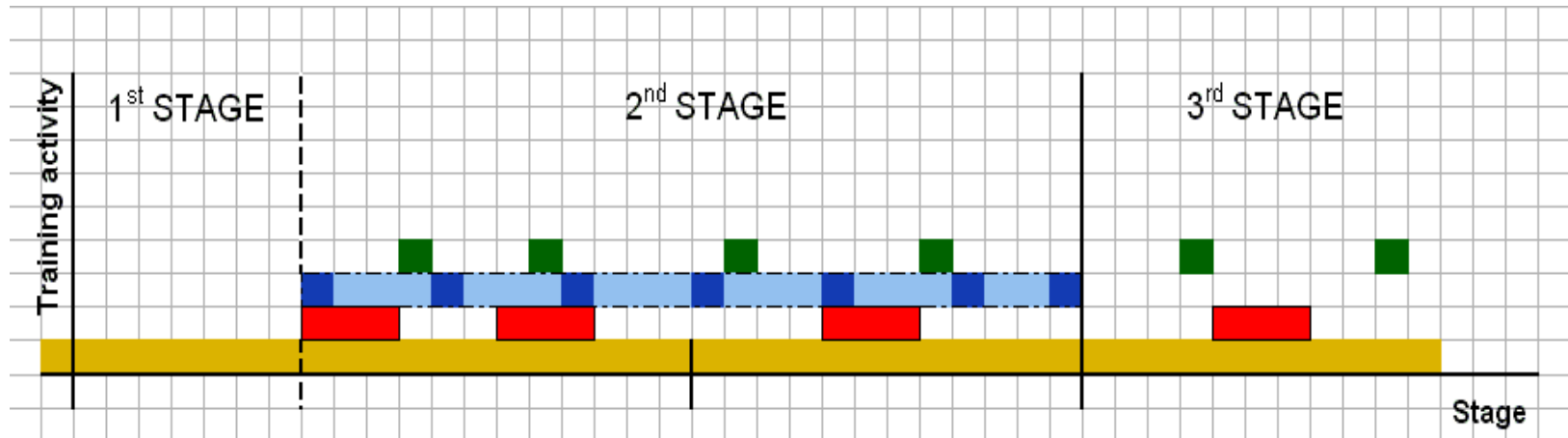
Main activities:

- ✓ start of systematic training according to the “new quality”
- ✓ at the end of the Stage compensatory courses are completed and ceased
- ✓ constant monitoring, analysis, necessary corrections and adjustment should be done



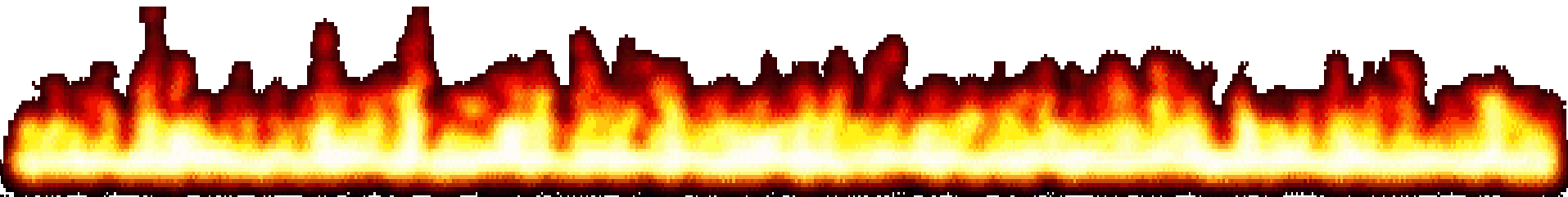
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3 rd Stage – Standardised training



Main activities:

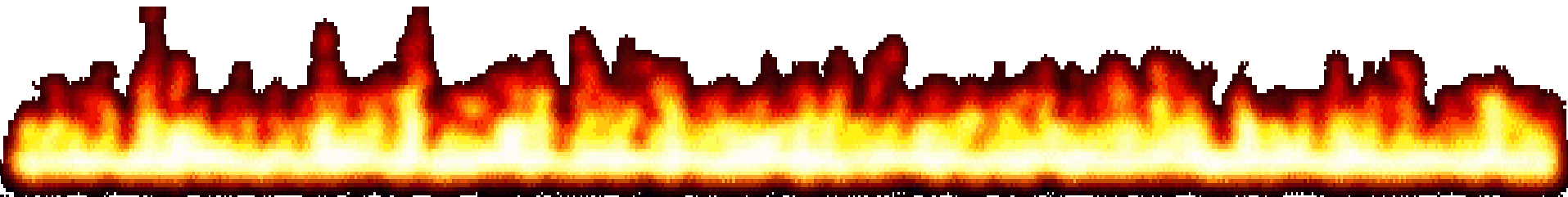
- ✓ standardised basic training organised regularly
- ✓ everyday refreshing and / or developing training on shifts in each fire station organised
- ✓ special courses organised
- ✓ all curricula as well as the training system are permanently monitored and improved.



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Comments and conclusions

- ✓ Establishing strong and comprehensive training system should be one of the main priorities of both Fire Brigades.
- ✓ Much attention should be paid for development of the training personnel.
- ✓ Strengthening cooperation with the Fire Protection Vocational High School - great opportunity.
- ✓ Fire administration and strong, nationally recognized and very active fire brigades association seem to be urgently needed.
- ✓ Founding a National training centre is necessary.



THANK YOU

