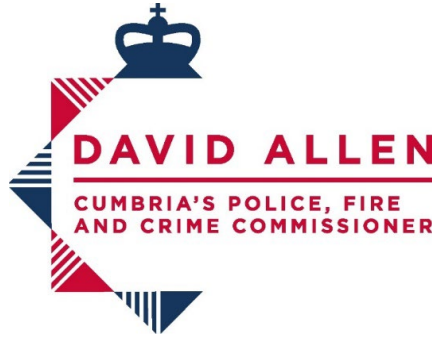




Request for a Police, Fire & Crime Commissioner Decision

SECTION 1

Please identify who is requesting the decision:			
OPFCC Decision	Y/N	Decision Number:	
CCFRA Decision	Y/N	Decision Number:	CF 002-26
Constabulary Decision	Y/N	Decision Number:	

(Please indicate whether this is a PART 1 or PART 2 decision (For Part 2 decisions, only the Section 1 is to be published)

PART 1 Decision:		PART 2 Decision:	YES
------------------	--	------------------	-----

DECISION TITLE: Regrade of Role

Executive Summary:

Following the departure of a member of CFRS staff in January 2026, some elements of their role have been picked up by another individual. A job evaluation has been undertaken through the HR function with the regrading also being moderated. The regrading has identified the role and subsequent additional responsibilities as a higher grade than the individual's current role grade. This paper requests the regrading of this role to reflect this evaluation.

It is proposed to fund the increase from the post left vacant in January 2026.

Recommendation: the regrading is approved and post is increased by one grade.

The Commissioner is asked to:

- Note the activity undertaken in relation to the regrading exercise.
- Approve the regrading of the role commensurate with the additional responsibilities of the new role.

Police, Fire & Crime Commissioner

I confirm that I have considered whether or not I have any personal or prejudicial in this matter and take the proposed decision in compliance with the Code of Conduct for Cumbria Police, Fire & Crime Commissioner. Any such interests are recorded below.

I hereby:	approve	the recommendations as set out above.
	do not approve	

Delete as appropriate:

Police, Fire & Crime Commissioner / Chief Executive (delete as appropriate)

Signature: 

Date: 30-06-2026

For OPFCC Office Use only:

Date of publication of decision:	01-07-2026
---	-------------------

Each section below must be completed prior to submission to the Commissioner for decision.

ORIGINATING OFFICER DECLARATION:

I confirm that this report has been considered by the Chief Officer Group / OPFCC Executive Team / CCFRA Executive Team and that relevant financial, legal and equalities advice has been taken into account in the preparation of this report.

Signed:



Date: 19/06/2026

CHIEF OFFICER APPROVAL (where applicable)

Chief Fire Officer (delete as appropriate)

I have been consulted about the proposal and confirm that I am satisfied that this is an appropriate request to be submitted to the Police, Fire and Crime Commissioner.

Signature:



Date: 19/6/26

OPFCC CHIEF OFFICER APPROVAL

Chief Executive (Monitoring Officer) / Chief Finance Officer (Deputy Chief Executive) (delete as appropriate)

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police, Fire and Crime Commissioner / Chief Executive (delete as appropriate).

Signature:



Date: 30-06-2026

Media Strategy

The decision taken by the Police, Fire & Crime Commissioner may require a press announcement or media strategy.

Will a press release be required following the decision being considered?

YES / NO

If yes, has a media strategy been formulated?

YES / NO

Is the media strategy attached?

YES / NO

What is the proposed date of the press release:

Public Access to Information

Information in this form is subject to the Freedom of Information Act 2000 (FOIA) and other legislation. Part 1 of this form will be made available on the PFCC website within 5 working days of approval. Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead in the Part 2 section of the form. Deferment is only applicable where release before that date would not compromise the implementation of the decision being approved.

Is the publication of this form to be deferred?	YES / NO
Until what date (if known):	
If yes, for what reason:	
If this is a Part 2 Decision , has the Part 2 element of this form been completed	YES