

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

SCRUTINY COMMITTEE

21 OCTOBER 2013

1. **SCRUTINY REVIEW OF FIREFIGHTER RECRUITMENT
PROCESSES USED AT WEST MIDLANDS FIRE SERVICE**

Report of the Clerk and Monitoring Officer.

RECOMMENDED

1.1 THAT the Committee considers and approves the attached scoping document for the review of firefighter recruitment processes used at West Midlands Fire Service.

1.2 THAT, subject to 1.1 above, the Committee establishes a working group to take forward the review of the firefighter recruitment processes used at West Midlands Fire Service.

2. **PURPOSE OF REPORT**

The Committee is asked to give consideration to the subject of its next scrutiny review.

3. **BACKGROUND**

3.1 The terms of reference for the Scrutiny Committee state that it will carry out a minimum of two scrutiny reviews per annum selected by the Committee.

3.2 A recruitment exercise has recently been undertaken by the Fire Service to appoint 55 Firefighters. The Committee will receive a report on the processes used by the Service to recruit Firefighters from all backgrounds.

3.3 It has therefore been suggested that the Scrutiny Committee may wish to look in more detail where any improvements could be made to the recruitment process for future firefighter recruitment campaigns.

4. **EQUALITY IMPACT ASSESSMENT**

In preparing this report an Equality Impact Assessment (EIA) is not required and has not been completed as the matter outlined in the report does not relate to a policy change. This will however form part of any review undertaken by the Working Group.

5. **LEGAL IMPLICATIONS**

To ensure that the principles of equality and diversity and relevant employment legislation are adhered to throughout the recruitment and selection process, HR policies and practices in relation to recruitment should be reviewed carefully to highlight any barriers and to identify any opportunities for improvement.

6. **FINANCIAL IMPLICATIONS**

There are no financial implications arising from this report.

NEERAJ SHARMA
CLERK AND MONITORING OFFICER

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on behalf of the Clerk and Monitoring Officer
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BACKGROUND PAPERS

None.