

Appendix

Firefighter Recruitment Process Review Recommendations

	Recommendation	Responsible Officer/Member
1	That prior to any future recruitment campaign emphasis be placed on increasing the Service's positive action activity to further develop and strengthen existing links, and establish new community contacts with schools, colleges and community resource centres.	
2	A Crew Commander will be recruited into the HR Resourcing Team for a twelve month period and will be responsible for coordinating positive action activity. Additionally, a number of firefighters will undertake positive action work on an overtime basis.	
3	The psychometric assessment tools used for firefighter recruitment were developed early 2000 and formed part of the National Firefighter Selection process implemented in 2005. Whilst these tools have provided an accurate assessment method, the opportunity would now be taken to consider alternatives with a view to refreshing the psychometric assessment process for firefighter recruitment.	
4	That the analysis of both Phase 1 and Phase 2 recruitment activities inform the Service's positive action work over the next 12 months.	
5	That whilst the robustness of the Firefighter Recruitment Process, as operated by the HR Resourcing Team, is commended, it be subject to ongoing development to ensure it retained such successful outcomes.	