

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

9 JUNE 2014

EXECUTIVE COMMITTEE

1. **REVIEW OF FIREFIGHTER RECRUITMENT PROCESS–
RECOMMENDATIONS OF THE SCRUTINY COMMITTEE**

Report of the Clerk and Monitoring Officer.

RECOMMENDED

- 2.1 That the recommendations of the Scrutiny Committee in relation to the Review of the Firefighter Recruitment Process, as contained within the Appendix, be approved.

2. **PURPOSE OF REPORT**

This report has been prepared to seek approval of the recommendations of the Scrutiny Committee on its review of the Firefighter Recruitment Process. Any amendments or revisions to the recommendations from the Scrutiny Committee on 2 June 2014 will be reported to the meeting.

3. **BACKGROUND**

- 3.1 The role and terms of reference for the Scrutiny Committee were approved by the Authority at its meeting on 25 June 2012. The terms of reference outline that part of the role of the Scrutiny Committee is to carry out a minimum of two scrutiny reviews per annum selected by the Committee.
- 3.2 The Scrutiny Committee at its meeting on 22 July 2013 agreed to consider the Firefighter Recruitment Process as part of its work programme. The Service had already undertaken a recruitment campaign beginning in May 2013 and ending in September 2013. A further campaign began in November 2013 and it was to this that members of the Review Group were invited to be able to see first hand how the process was operated; particularly how the physical tests and interviews were carried out and the candidates themselves.

3.3 The Committee established a working group to take forward and gather evidence for the review. This was supported by officers and various witnesses to ensure that the group received relevant information. The group met on 25 November 2013 and 31 March 2014. Members of the Group also observed the Written tests and the Practical tests allowing Members to talk to candidates and assessors alike. Councillor Chambers and Councillor Tranter attended these sessions. The findings of the Scrutiny Committee are now attached and the recommendations for approval are as follows:-

	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.	

4. **EQUALITY IMPACT ASSESSMENT**

In preparing this report an initial Equality Impact Assessment is not required and has not been carried out as there are no policy changes proposed.

5. **LEGAL IMPLICATIONS**

None.

6. **FINANCIAL IMPLICATIONS**

There are no financial implications. It is not anticipated that additional resources will be required to implement the recommendations.

BACKGROUND PAPERS

Governance of the Authority 2012/13 Report, 25 June 2012
The Centre for Public Scrutiny Good Scrutiny Guide

NEERAJ SHARMA
CLERK AND MONITORING OFFICER

Contact Officer
Rosemary Jones
Democratic Lead
Democratic Services
Sandwell Metropolitan Borough Council
Tel: 0121 569 3896