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This circular is	For consultation	Respond by	2nd December 2005
This circular is	Relevant to the National Framework		
Status	Consultation on New Arrangements for the Recruitment of Firefighters and the Progression of Operational and Control Managers in the Fire and Rescue Service.		

Consultation on New Arrangements for the Recruitment of Firefighters and the Progression of Operational and Control Managers in the Fire and Rescue Service

Issued by:

Derek Johnson
Fire Legislation, Safety and People Division

Addressed to:

The Chair of the Fire and Rescue Authority
The Chief Executive of the County Council
The Clerk to the Fire and Rescue Authority
The Clerk to the Combined Fire and Rescue Authority
The Commissioner of London Fire and Emergency Planning Authority
The Chief Fire Officer

Please forward to:

HR Managers
Training and Development Managers
IPDS Co-ordinators
Internal Communications Managers

Summary

This Circular invites participation in a consultation exercise on 'New Arrangements for the Recruitment of Firefighters and the Progression of Operational and Control Managers in the Fire and Rescue Service'. This consultation document can be accessed from the web site at <http://www.odpm.gov.uk/fire/consult>. Responses, addressed to Miss Georgie Thompson, should be made by 2nd December 2005 and sent to either the email or postal addresses given below.

For further information, contact:

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1.0 **New Arrangements for the Recruitment of Firefighters and the Progression of Operational and Control Managers in the Fire and Rescue Service: a consultation document**

- 1.1 The repeal of the Fire Services (Appointments and Promotion) (England and Wales) Regulations 2004 has provided the Fire and Rescue Service with the opportunity to review and modernise its recruitment and progression processes. The Government has supported the development of guidance material and assessment processes to support the Service to make these changes and is now consulting on how systems for recruitment and progression should be implemented in the future.
- 1.2 The attached consultation document presents a number of options and questions in relation to the implementation of National Firefighter Selection (NFS) and Assessment Development Centre (ADC) processes for operational and control managers within the Service. In particular the document asks whether the NFS and ADC processes should be applied nationally, the extent of quality assurance which should be applied and how renewal and maintenance might be achieved, including who should be responsible for that.
- 1.3 The three options put forward in the document are:
- That national NFS and ADC processes are applied in all Fire and Rescue Authorities (FRAs)
 - That national quality standards for firefighter selection and ADC processes are applied in all FRAs
 - That nationally-developed Personal Qualities and Attributes are used within the firefighter selection and ADC processes used in all FRAs.
- 1.4 Comments, addressed to Miss Georgie Thompson, should be sent to ODPM either by email (nfsadcconsultation@odpm.gsi.gov.uk) or by post to the following address:

Miss Georgie Thompson
Office of the Deputy Prime Minister
Allington Towers
PO Box 50200
Floor 5 Zone B
Allington Street
London
SW1E 5WY.

1.5 Responses should be made by **2nd December 2005**, although earlier responses would be appreciated. Please note that responses, including the names and addresses of respondents, will be made available to anyone who asks for them unless confidentiality is specifically requested or disclosure would prejudice third parties.

DEREK JOHNSON

Fire Legislation, Safety and People Division