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This circular is	For information	No response required	
This circular is	Relevant to the National Framework		
Status	The outcome of the consultation on 'New Arrangements for the Recruitment of Firefighters and the Progression of Operational and Control Managers in the FRS'		

New Arrangements for the Recruitment of Firefighters and the Progression of Operational and Control Managers in the Fire and Rescue Service- Government Response

Issued by:

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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 the 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

The consultation on the New Arrangements for the Recruitment of Firefighters and the Progression of Operational and Control Managers in the Fire and Rescue Service closed on 2 December 2005. This Circular includes a summary of comments and ODPM's response.

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1.0 Introduction

The consultation document on the New Arrangements for the Recruitment of Firefighters and the Progression of Operational and Control Managers in the Fire and Rescue Service was published on 9 September 2005. The document sought to identify stakeholder views on the Assessment and Development Centres (ADC) and National Firefighter Selection (NFS) processes.

The consultation closed on 2 December 2005. 39 responses were received.

2.0 The Response to the Consultation

2.1 The consultation indicated that there was general support for the consultation proposals and for the benefits that ODPM suggested would follow from a consistent approach to NFS and ADC processes.

The main issues raised were:-

- The majority of respondents thought that all tasks listed under maintenance and renewal, (periodic review of the Personal Qualities and Attributes (PQAs), quality assurance of the NFS and ADC processes, provision of support to FRAs, co-ordination of the running of NFS tests and ADCs, running ADCs, setting minimum scores and ensuring assessment tools are up-dated) should be co-ordinated at a national level with close stakeholder involvement.
- There was some concern about the new processes being more expensive to run than the existing procedures
- Most respondents agreed that there should be a national system to control multiple applications and that the minimum scores for ADC and NFS tests should be set and reviewed nationally

2.2 A summary of the responses received has been drawn up along with the ODPM response which is attached to this circular.

3.0 Further Information

3.1 A document which contains frequently asked questions and answers will be published on the IPDS website by 31 May 2006 at: www.ipds.co.uk

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