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This circular is	<b>For information</b>		
This circular is	<b>Relevant to the National Framework</b>		
Status	<b>This circular clarifies the implementation arrangements for the New Firefighter Selection process</b>		

# Implementation arrangements for the New Firefighter Selection Process

## Issued by:

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Fire and Resilience Directorate

## 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:

**Head of Human Resources**

## Summary

The circular clarifies the implementation arrangements for the New Firefighter Selection process.

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### 1.0 New Firefighter Selection Process

- 1.1 This circular clarifies the implementation arrangements for the New Firefighter Selection process.
- 1.2 The National Framework (Chapter 5, para 5.23) states that it is expected that FRAs will have the national processes in place by April 2007. In Chapter 6 (6.11), it is stated that from September 2007 FRAs should use the national process for the recruitment of firefighters.
- 1.3 We confirm that we continue to encourage all FRAs to start implementing the new process as soon as possible but we will not be seeking confirmation that they are in use until September 2007 at the earliest.
- 1.4 As part of the ongoing validation process, in December 2005 the project steering group was asked by the Practitioners' Forum to conduct a robust, comprehensive review of the NFS process and requested an 18 month review. This work will be completed in the summer, we will then report to the Practitioners Forum.
- 1.5 To be robust the review requires accurate and timely recruitment data and all FRAs are asked to return the data as detailed in Chapter Two of the NFS Guidance document that can be found at [www.frstoolkit.communities.gov.uk](http://www.frstoolkit.communities.gov.uk)
- 1.6 Some 70% of FRAs have now used or are planning to use the new arrangements. The feedback from many has been very positive but we know there are some concerns about using the process for larger campaigns and their use in recruiting Retained Duty System firefighters. We will continue to work with the contractors and FRSs to ensure that the process is fully validated and delivers the outcomes needed.
- 1.7 The NFS Forum has recommended a number of changes to the application form to reflect FRS feedback. When these changes are agreed, the revised form will be available as an appendix to the NFS Guidance document. When undertaking recruitment please make sure that you are using the latest version of the application form.
- 1.8 A further circular will be issued to confirm the implementation date for the new process.

Linda Hurford

Fire and Resilience Directorate