

AGENDA ITEM:

REPORT TO:	MERSEYSIDE FIRE & RESCUE AUTHORITY
DATE:	13TH SEPTEMBER 2007
REPORT NO.	CFO/168/07
REPORTING OFFICER:	CHIEF FIRE OFFICER
CONTACT OFFICER:	NICK MERNOCK, DIRECTOR OF PEOPLE AND ORGANISATIONAL DEVELOPMENT
OFFICERS CONSULTED:	
SUBJECT:	RECRUITMENT CAMPAIGN – LLAR STATIONS

Purpose of the Report

1. To seek Elected Members' approval to undertake a recruitment campaign to specifically recruit candidates into LLAR contracts of employment.

Recommendation

2. That Members agree to the Service beginning a recruitment campaign for community Firefighters to be employed specifically on LLAR Terms and Conditions.
3. That members agree a four-week consultation process to allow the recruitment process to progress quickly.

Introduction

4. Elected Members have previously ratified the introduction of revised working practices to be utilised within Low Level of Activity and Risk fire stations (LLAR). This allows the Service to be more flexible in the way it resources these stations, whilst offering a different way of working that also suits employees and their own work life balance, including an attractive rewards package.
5. Members will consider a separate report detailing the outcomes of the trial of LLAR, but for those employees who have chosen to work the system, it has proven very popular, and staff were happy to provide an endorsement of this system to form part of the recruitment pack.
6. As a consequence of LLAR's continued establishment into the framework of Authority service delivery, it is now considered appropriate to offer this innovative duty system to external candidates as part of a specific targeted recruitment plan.

Recruitment Process

7. The Service will produce a detailed recruitment pack that will provide full details of the system to all applicants who express an interest in this role.
8. The advertisement is attached as Appendix A.
9. Job Description and Person Specification are attached as Appendix B.
10. The employee endorsement is attached as Appendix C.
11. An overview of the LLAR System is attached as Appendix D.
12. The Service continues to review its recruitment policy to ensure it provides equal access to all applicants and that the Service recruits only the strongest candidates from the process.
13. As a consequence, the Director of People and Organisational Development has considered both the feedback and issues raised from the last recruitment campaign, along with the new National Point of Entry tests that it is expected will be adopted by all Fire Services.
14. A full report will be brought to Members on this issue next month, with a wider recruitment strategy and a revised induction process for newly employed firefighters.
15. One fundamental change is the development of a 'Values Questionnaire', which will allow all applicants to have access to the recruitment process, and replace the "random sample" element of the process that some Members and external applicants felt was unfair. This will allow selection of applicants based on how well they match the Authority identified key values of the role of a community firefighter.

Union Consultation

16. The Fire Brigades Union have been positive in their support of the development of the current recruitment strategy, and it is envisaged that this support will continue as part of the incorporation of both the National Standards and the Merseyside Values Questionnaire.
17. As a consequence, a 4 week consultation period on the recruitment element of LLAR is proposed to be driven through the Joint Secretaries process.

Equality and Diversity Implications

18. None

Financial Implications

19. The advertising costs can be met from existing budgets.

BACKGROUND PAPERS