John McVay
Head of Operational Response
Cumbria Fire and Rescue Service

Serving the people of Cumbria
Introduction and Overview
Firefighter Recruitment Campaigns
  • Wholetime  
  • On-call
Appliance Availability
Questions

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Cumbria County Council
Fire and Rescue Service

- 38 Fire Stations
- 45 Fire Engines
- 114 Wholetime FF’s
- 402 On–call FF’s

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Leading the Councils
Fire and Rescue Service

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Wholetime Firefighter Recruitment

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Wholetime Recruitment Process

First intake of new Wholetime FF’s for 8 years

Project team established

Timeline determined

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Recruitment – Micro Site

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Fulltime Firefighter Recruitment - Could you be a firefighter?

The common image of the Fire and Rescue Service is naturally one of firefighters turning out in fire appliances and fighting fires. It is true, of course that some of the work involves attendance at fires, but the role of the Service is much wider.

There is much more to the job of a firefighter than putting out fires! Firefighters attend a wide range of incidents including car accidents, chemical spills and, yes, even rescuing pets.
Wholetime FF - Recruitment Video

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Traditional and Social media

8 x Taster days at Stations around the County

Advertising campaign

Recruitment Micro Site

Representative of our Community

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Wholetime Firefighter Recruitment

A number of stages involved with recruiting new firefighters.

Each stage of the recruitment process will assess different qualities, strengths and attributes from the candidates who apply.

The different stages and associated dates are outlined below:
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**Stage One** – **Application form and Tests**
17<sup>th</sup> to 31<sup>st</sup> Oct 2016

Application form and educational tests completed on-line which consisted of the following areas:

**Risk Assessment** – Applicants are required to rate the risk against a given scenario. The test is untimed.

**Situational Judgement** – Applicants are required to rate what their response would be to given situations. The test is untimed.

**Numerical tests** – Required to answer in a given time.

**Verbal reasoning tests** – Required to answer in a given time.

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## Breakdown of Applicants

### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Applied</th>
<th>Shortlisted</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: Prefer not to say</td>
<td>14</td>
<td>1</td>
</tr>
<tr>
<td>2: Transgender</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>3: Female</td>
<td>150</td>
<td>11</td>
</tr>
<tr>
<td>4: Male</td>
<td>986</td>
<td>122</td>
</tr>
</tbody>
</table>

### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Applied</th>
<th>Shortlisted</th>
</tr>
</thead>
<tbody>
<tr>
<td>BME</td>
<td>36</td>
<td>10</td>
</tr>
<tr>
<td>Prefer not to State</td>
<td>26</td>
<td>1</td>
</tr>
<tr>
<td>White</td>
<td>1090</td>
<td>124</td>
</tr>
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</table>

### General Observations

<table>
<thead>
<tr>
<th>Category</th>
<th>Applied</th>
<th>Shortlisted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current employees of CCC</td>
<td>91</td>
<td>15</td>
</tr>
<tr>
<td>Armed Forces Veterans</td>
<td>133</td>
<td>9</td>
</tr>
<tr>
<td>Disability</td>
<td>18</td>
<td>3</td>
</tr>
</tbody>
</table>
Stage Two - Physical and Fitness tests
21st to 25th Nov 2016

For those candidates who successfully pass the online application process they will be invited to attend physical and fitness tests.

These will be held at Barrow fire station and Workington fire station.

At this stage of the selection process a series of physical and practical tests are carried out, these will include:
• Multi Stage Fitness test (Bleep Test)

• Ladder Climb - To test confidence with heights.

• Casualty Evacuation - To test upper and lower body strength as well as co-ordination.
• Ladder Lift – To test the upper and lower body strength as well as their co-ordination.

• Enclosed Space - To test confidence, agility and stamina.
• Equipment Assembly - This test is designed to assess the candidate’s manual dexterity and coordination.

• Equipment Carry - This aims to test the candidate’s upper and lower body strength as well as their co-ordination.
Stage Three – Interviews
5th to 9th Dec 2016

Upon successfully passing the practical tests the candidates will be invited to attend an interview. This will take place at Cumbria Fire and Rescue Service Headquarters, Penrith, and lasts for about an hour.

This will be our chance to get to know more about the candidate and ask them about the information they provided within their online application form.
Stage Four - Medicals
20th to 23rd Dec 2016

- Check blood pressure and pulse
- Checks of height, weight and body mass index
- A hearing test
- A grip strength test
- A vision test
- Lung function
- Drugs and alcohol test

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Stage Five – Basic Training course
20th Feb to 26th May 2017 (14 weeks)
On-call Firefighter Recruitment

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On-call Firefighter Recruitment

An ongoing recruitment process that maintains a window for applications throughout the year.

Since January 2016, We’ve aimed to recruit between 50 - 60 on-call firefighters at 25 different stations.

Recruited over 20 new on-call firefighters up to October 2016.
The current On-Call Recruitment process started in September 2016 and has a closing date for applications of 9th December 2016.

The Selection stages and dates are outlined below:

- **Physical Testing**: Week commencing 16th January 2017
- **Interviews and Medicals**: Week commencing 13th February 2017

**Course Date**: Starts 15th May 2017
The On-Call stations which require additional FF’s are shown below:
On Call Fire Stations and number of vacancies:

<table>
<thead>
<tr>
<th>Station</th>
<th>Number of vacancies</th>
<th>Station</th>
<th>Number of Vacancies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Walney</td>
<td>4</td>
<td>Alston</td>
<td>1</td>
</tr>
<tr>
<td>Broughton</td>
<td>1</td>
<td>Brampton</td>
<td>1</td>
</tr>
<tr>
<td>Coniston</td>
<td>5</td>
<td>Kirkby Stephen</td>
<td>1</td>
</tr>
<tr>
<td>Milnthorpe</td>
<td>3</td>
<td>Longtown</td>
<td>2</td>
</tr>
<tr>
<td>Arnside</td>
<td>3</td>
<td>Patterdale</td>
<td>3</td>
</tr>
<tr>
<td>Windermere</td>
<td>1</td>
<td>Penrith</td>
<td>2</td>
</tr>
<tr>
<td>Staveley</td>
<td>3</td>
<td>Shap</td>
<td>2</td>
</tr>
<tr>
<td>Kirkby Lonsdale</td>
<td>2</td>
<td>Bootle</td>
<td>3</td>
</tr>
<tr>
<td>Kendal</td>
<td>4</td>
<td>Cockermouth</td>
<td>1</td>
</tr>
<tr>
<td>Maryport</td>
<td>1</td>
<td>Egremont</td>
<td>1</td>
</tr>
<tr>
<td>Millom</td>
<td>2</td>
<td>Seascale</td>
<td>2</td>
</tr>
<tr>
<td>Silloth</td>
<td>4</td>
<td>Wigton</td>
<td>1</td>
</tr>
<tr>
<td>Workington</td>
<td>2</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Dedicated Recruitment Officer

The duties of this post are broad and include close liaison with local business, groups and media to encourage applications. The post also offers a mentoring and support role to ensure new recruits are supported through the demanding development phase, as they work towards becoming competent firefighters.
On-call Appliance availability

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On Call Appliance availability

<table>
<thead>
<tr>
<th>Time Period</th>
<th>2013/14</th>
<th>2014/15</th>
<th>2015/16</th>
<th>Annual Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mon-Fri (08:00-18:00)</td>
<td>83.64%</td>
<td>79.44%</td>
<td>78.83%</td>
<td>89.61%</td>
</tr>
<tr>
<td>Mon-Thu (18:00-08:00)</td>
<td>96.40%</td>
<td>93.86%</td>
<td>94.81%</td>
<td>86.09%</td>
</tr>
<tr>
<td>Weekend (Fri 18:00-Mon 08:00)</td>
<td>88.29%</td>
<td>84.41%</td>
<td>84.25%</td>
<td>86.17%</td>
</tr>
<tr>
<td>Annual Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>% Availability</td>
<td>83.64%</td>
<td>79.44%</td>
<td>78.83%</td>
<td>89.61%</td>
</tr>
</tbody>
</table>

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Over 85% availability of the on-call appliances across the County over the last three years.

Strive to maintain 100% availability on all On-call fire stations.

The fact that the on-call stations availability is so high is a credit to the commitment of the Managers and the FF’s.
On-call firefighters are contracted to provide a maximum of 120 hours of availability each week and must live or work within 5 minutes of the fire station to respond promptly to emergency calls.

Each firefighter provides the Service with a template of their availability and this forms part of their contract of employment.

Within the Gartan system, various reports are available to allow Managers to monitor individual firefighter and station performance.
Continue to do all we can to ensure the Fire and Rescue Service in Cumbria has sufficient numbers of firefighters who are highly trained to enable fire appliances to respond to emergency calls across the County.

Your Fire and Rescue Service

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Fighting Fires
Fighting Fires
Fighting Fires
Road Traffic Collisions

PREVENTING PROTECTING RESPONDING
Wild Fires
Wild Fires
Wild Fires
Wild Fires
Explosions
Animal Rescues
Animal Rescues
Industrial Fires
Multi Agency Working
Floods
Floods
Community Focused

PREVENTING PROTECTING RESPONDING
Road Awareness Training
Home Fire Safety
Volunteers
Fire Cadet Schemes
Environment
Hazardous Materials
Hazardous Materials
National Resilience
Operational Training
Young Firefighters
Young Firefighters
Your Fire and Rescue Service.....
Summary

Wholetime Firefighter Recruitment
On-Call Firefighter Recruitment
On Call Fire Station Availability

Questions?

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Thank You