



Workforce briefing

Dear Colleagues

Usual workload has prevented me getting a quicker message to you. Huge thanks for coming to the HR conference - it was useful to chat some things through and put names to faces. Here are a few notes from the event and the subsequent workforce committee. Once we get a working platform we will put notes on there. Attached is the draft Oscar Kilo document that we think fire will be using to assess well-being and a composite of what has been sent to me re positive action. Be good to see some more examples please on this.

Notes:

- Undoubtedly agreement on needing to share more. [Zoe](#) (HR director at Beds) is leading on the policy panel. We want to get to a place where we have someone write a new policy say on leave on behalf of the Sector then use the panel to support and benchmark etc. We are not striving to get one national policy on everything but to stop duplication of effort.
- The national recruitment campaign is coming on well and the Home Office should be in a position to share the toolkits soon. They talked to me last week about a toolkit on “boot camps” or help with exercises to support fitness before recruitment. I have told them many of us have good materials – we just need to share. Someone has been in contact from them from a Service and I have asked that they contact me so we can co-ordinate this.
- Many of the table notes wanting a register of on-going work so we can all see what’s happening. [Fay Pisani](#) from the national project office is going to help us get a better detailed plan of actions and the what would be fab is for people to say “we are just starting some work on..” so we can have lead services and avoid duplication. As mentioned in Kent we were just about to commission academic research on why women join and don’t join Fire and Zoe had heard about [Miriam](#) at Humberside starting that so thankfully avoided duplication and now Humberside leading for us. On the emerging action plan we will make clear who leading on what and their contact details.
- Think we agree it’s difficult to get a national cultural survey as we are so many different places culturally but we could share some methodologies which are working.
- We agreed it would be useful to share more Impact Assessments - [Nikki Thurston](#) leading on this but I attach what I see as a good one written for flood response – have sent to all chiefs today
- [Terry McDermott](#) is leading on On-call and we are getting a detailed action plan together now including an action to gather how we all pay On-call
- Lots of work going on re apprenticeships and I know [Lynne](#) has now had a couple more volunteers – many thanks
- I am writing a draft leadership strategy drawing out more detail from people strategy – will get to you as soon as possible and welcome comments
- Will commit to getting more comms on issues – hopefully improving IT will help
- The Ageing Workforce docs are out – developed by [Andrea](#) at Cheshire – really useful – thank you

And finally – have gone through all the data sent re wholetime recruitment and where people left the system. Wasn't easy as data presented in different ways so we need to temper results and agree how its presented in future as we are bound to be asked by HO regularly.

- We are clearly seeing a more diverse population apply which is good news
- Between the data and anecdotal evidence it would appear we have concerns about losing women at the Sift stage. There is a meeting with the Fire Service college to look at validity and reliability data and norm groups. It begs a question about whether we consider redoing national tests? Be keen to hear your views on the HR practitioner website. In Kent we have dropped numeracy by the way as little evidence with increased technology we need it enough to a legitimate sift.
- We know that physical tests and strength still an issue - Ian Hayton's occupational health group doing a lot of work at present to re validate those tests and see if other ways to test.
- We know literacy is an issue in application forms but hard to overcome as so much literacy funding been reduced
- We lose the last element of diverse applications after interview – which is either right or we may need to look at interview techniques and use of strengths based recruitment.

Thanks again and happy to debate all of these points online

Kind Regards

[Ann](#)