

January 2018

Subject

Firefighter Recruitment – Campaign update

Brief for

Members of the LFEPA Resources Committee

Author

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At the Resources Committee meeting on 15 September, Members agreed to the suspension of the requirements for firefighter trainee candidates to hold a full driving licence and to live in London (FEP 2775). These changes were designed to assist a major recruitment drive to appoint 400 trainee firefighters by April 2019.

The Brigade ran a recruitment campaign on this new basis for four weeks in October and it proved very successful. The previous three campaigns during 2017 had delivered a total of c3,400 applications. The October campaign, without the driving licence and residency requirement, produced 5,262 candidates.

We have completed the first stage of the selection process which is two online scenario based tests of behaviours and judgement. The breakdown of candidates is set out below:

2017 Ff campaign 4		Women	Male	BAME	White	LGBT	LGBT male	LGBT female	Disability	Total
Applications	No.	550	4682	775	4457	525	382	143	234	5232
	%	11%	89%	15%	85%	10%	7%	3%	4%	
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Completed tests	No.	427	3728	569	3586	411	298	113	203	4155
	% group	10%	90%	14%	86%	10%	7%	3%	5%	
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Achieved pass mark	No.	129	1142	168	1103	141	106	35	67	1271
	% group	10%	90%	13%	87%	11%	8%	3%	5%	
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Officers estimate this level of applications will translate to approximately 200 successful candidates which will provide a strong foundation to achieve our target of 400 new firefighters.

A second campaign is planned for launch in March. This will be specifically targetted at increasing women applicants and will tie in with the Mayor's 'Behind Every Great City' campaign. Our outreach activity has also begun to encourage women and BAME candidates from across London to join the Brigade and to support them to apply.

We will keep you advised of developments but please let me know if you have any questions in the meantime.

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