

ABERDEEN CITY COUNCIL

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| COMMITTEE | Public Protection |
| DATE | June 2021 |
| EXEMPT | No |
| CONFIDENTIAL | No |
| REPORT TITLE | Scottish Fire and Rescue Service - Thematic Report |
| REPORT NUMBER | SFR/21/150 |
| DIRECTOR | Bruce Farquharson, Local Senior Officer, SFRS |
| CHIEF OFFICER | Group Commander Scott Symon |
| REPORT AUTHOR | Group Commander Scott Symon |
| TERMS OF REFERENCE | 5.7 |

1. PURPOSE OF REPORT

- 1.1 To present an outline of 'Recruitment and Retention' post Covid-19 in the Scottish Fire and Rescue Service.

2. RECOMMENDATION(S)

- 2.1 That the Committee consider and note the information provided in **Appendix A** in relation to the SFRS Thematic Report

3. BACKGROUND

- 3.1 This report invites you to review the Scottish Fire and Rescue Service, Aberdeen City 'Recruitment and Retention' Thematic Report
- 3.2 This report provides information on the SFRS national approach to 'Recruitment and Retention' during the recovery period from Covid-19.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no significant financial implications for the Council.

5. LEGAL IMPLICATIONS

5.1 There are no significant legal implications for the Council.

6. MANAGEMENT OF RISK

6.1 Not applicable

7. OUTCOMES

| Local Outcome Improvement Plan Themes | |
|--|--|
| | Impact of Report |
| Prosperous Economy | <p>The proposals within this report support the delivery of the following LOIP Stretch Outcomes:</p> <p>- 90% of working people in Living Wage employment by 2026.</p> |
| Prosperous People | <p>Whilst not specific to any Stretch Outcome, the paper seeks contribution to Prosperous People as SFRS will review, revise and implement Pay and Reward Frameworks which ensure SFRS pay, terms and conditions are fair, transparent and attractive and remain fit for purpose.</p> <p>The paper seeks contribution from our Operating Plan.</p> |
| Prosperous Place | <p>Whilst not specific to any Stretch Outcome, the paper seeks contribution to Prosperous Place as SFRS seeks to create a great place to work where our people are safe, supported and empowered to deliver high performing innovative services</p> <p>The paper seeks contribution from our Operating Plan.</p> |
| Design Principles of Target Operating Model | |

| | Impact of Report |
|-----------------------------------|-------------------------|
| Customer Service Design | Not applicable |
| Organisational Design | Not applicable |
| Governance | Not applicable |
| Workforce | Not applicable |
| Process Design | Not applicable |
| Technology | Not applicable |
| Partnerships and Alliances | Not applicable |

8. IMPACT ASSESSMENTS

| Assessment | Outcome |
|--|----------------|
| Equality & Human Rights Impact Assessment | N/A |
| Privacy Impact Assessment | N/A |
| Duty of Due Regard / Fairer Scotland Duty | Not required. |

9. BACKGROUND PAPERS

None

10. APPENDICES (if applicable)

Appendix A – SFRS Aberdeen City 2020/21 Recruitment and Retention Thematic Report.

11. REPORT AUTHOR CONTACT DETAILS

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