



**Aberdeen City Local Senior Officer Area
Scottish Fire and Rescue Service**

Thematic Report - Recruitment and Retention

1. Recommendation

The Aberdeen Public Protection Committee is recommended to:

Note the information provided in this report in relation to Recruitment and Retention in the Scottish Fire and Rescue Service

2. Introduction

As the Scottish Fire and Rescue Service (SFRS) emerges from the initial impacts of the national lockdowns, and moves from a response to a recovery, reset and renew mode, the implications on how the Service works and the issues we will have to manage will become more apparent.

We fully anticipate that the impact on our staff will be significant as we re-orientate towards and through the recovery period.

Recruitment:

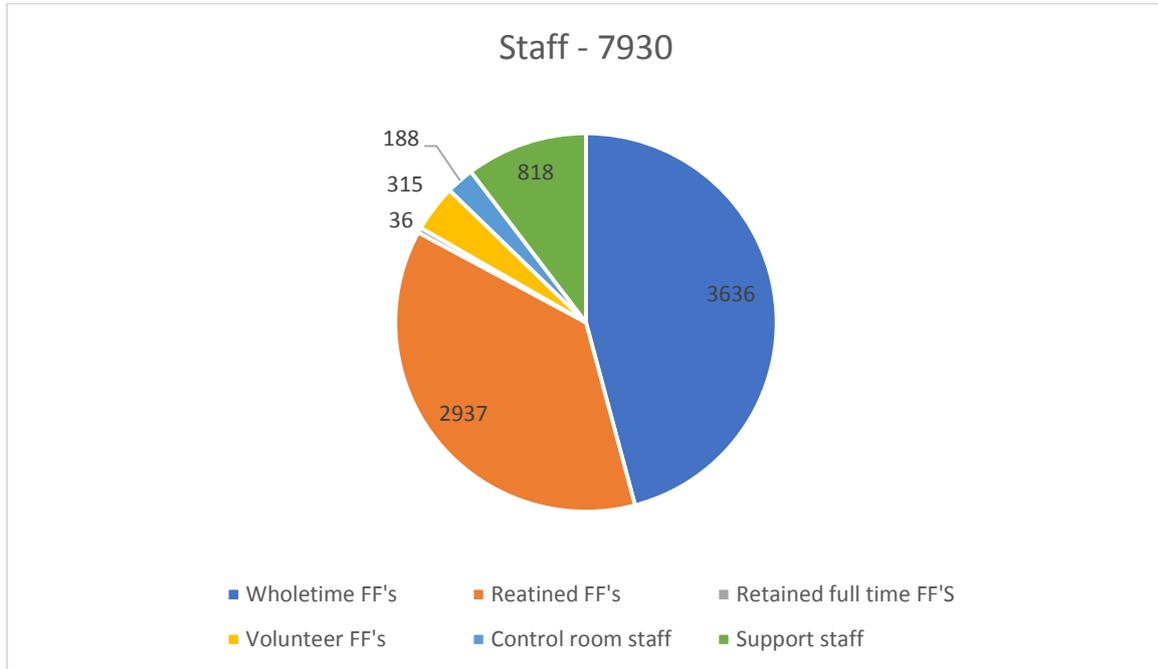
We manage our people and resources through a Workforce and Strategic Resourcing Plan. This allows us to proactively manage our current, and forecast our future, workforce requirements according to organisational need and budget.

Retention:

Our 'Long Term Strategic Intent' will ensure our staff are safer, supported, satisfied and empowered so they can contribute to help shape our future direction.

3. Staffing Model

Workforce Profile as at 31 March 2020:



In 2019/20, 86% of our staff were male and 14% were female.

4. Recruitment

Wholetime Fire Fighters from 1st April 2018 to 25th May 2021:

Number of new WT firefighters employed	Total
SFRS Total	599
Aberdeen City LSO	36

Number of WT leavers and reason:	Retirals	Resignations	Other	Total
SFRS Total	518	54	38	610
Aberdeen City LSO	14	1	-	15

'Others' – incorporates dismissals/capability, ill-health retirals and death in service.

BAME – Black, Asian and Minority Ethnic

Number of WT employees identifying as BAME:	01-Apr-18	01-Apr-19	01-Apr-20	01-Apr-21
SFRS Total	8	9	9	9
Aberdeen City LSO	1	1	1	1
Perferred not to answer	2719	2785	2861	2923

Wholetime Female Employees

Number of WT female employees:	01-Apr-18	01-Apr-19	01-Apr-20	01-Apr-21
SFRS Total	162	180	208	219
Aberdeen City LSO	11	12	11	13

Positive Action Strategy:

SFRS aspires to have a workforce which is representative of the people and communities of Scotland. We recognise that there are underrepresented groups within many areas of our workforce, with the widest gap in representation between the Scottish population being the gender profile imbalance in our uniformed workforce.

The service is committed to addressing all areas of underrepresentation within the workforce and to broadening the workforce profile. We want to encourage people of diverse backgrounds, experience and beliefs, who share our values and want to make a difference in the community, to consider working for us.

The SFRS is committed to the principles of fair and open competition and equality of opportunity.

This means that each recruitment and selection process will run in accordance with this commitment: no one should be appointed to a job unless they meet the essential criteria for the role and the job must be offered to the person whose skills and experience demonstrate the 'best fit'.

5. Retention

We aspire to be an employer of choice. This means we will create a supportive and rewarding workplace environment which attracts and retains the best people to deliver our responsibilities and ambitious programme of change.

These plans will be supported by policies, procedures and practices to ensure the fair and inclusive recruitment, development and retention of committed, talented people.

We are committed to securing a diverse workforce which is representative of the communities we serve. By expanding firefighter roles, we want to attract a wider range of people into our service and operational roles in the future.

We are committed to delivering the best possible benefits packages for all staff who work for SFRS. We will work closely with staff and representative bodies to secure appropriate terms and conditions

which are fair and reflective of expanding job roles. We will also look to implement further policies that will promote a healthy work life balance and therefore increase motivation, productivity and support good mental health.

The safety of our people is paramount and we have created a strong proactive health and safety culture to protect them. Being appropriately trained, and having access to the right information and support is essential to our people's safety and we are fully committed to ensuring we have the resources in place to achieve that.

We will be an organisation that works in agile and smart ways to promote a family friendly environment.

We will ensure those who wish to contribute to what we do and how we do it are enabled to do so.



SCOTTISH
FIRE AND RESCUE SERVICE

Working together for a safer Scotland