



Freedom of Information Request FOI 26 72

On call firefighter recruitment

Query and response:

Please can you provide me the following information and policy documents:

1. *A copy of your active policy for the Internal Transfer of On Call Firefighters who have met and maintained their Operational Firefighter Qualification to Whole Time Firefighter positions.*

There is no specific procedure relating to transferability, however, it is referenced in section 2.6 of the Postings procedure (attached). You will see that the names of the individuals who authored and approved the procedure have been redacted under section 40(2) of the Freedom of Information Act 2000. This information constitutes personal data, and disclosure would be unfair and contrary to the data protection principles. Section 40 is an absolute exemption and is therefore not subject to the public interest test.

2. *A copy of your active policy on the use of suitably qualified On Call Firefighters under Temporary Contract for Wholetime Positions.*

Attached is a 'Concept of Operations' document that was initially designed when operational Fixed Term Contracts were introduced. We are reviewing and updating our Postings procedure to be able to offer more opportunities to our On-Call staff to be able to take up permanent opportunities following a period of FTC, where possible.

3. *Please provide, The number of suitably qualified On Call Firefighters whole are currently on a transfer list for consideration to move to a Wholetime Firefighter position within your Service. Please, will you also provide the appropriate the number of personnel who are on that list for each of the last 5 proceeding years.*

As of 12 March 2026, there were 58 individuals in the pool for Firefighter positions.

At the conclusion of the 2023 transferability process, there were 28 internal Firefighter candidates in the pool. 23 individuals were substantively appointed from this pool during 2023, 2024 and 2025. This pool closed in November 2025, when a new transferability process took place, and a new pool of 58 individuals was created.

Information relating to pools prior to 2023 is not held, in accordance with our set retention period.

4. *Please provide, information relating to the maximum amount of time that any one candidate has remained on the above list before being transferred from*



an On Call Firefighter to Wholetime. Please will you provide an average waiting time for a candidate on the list.

The 2023 transferability process was held in three phases and it was not necessary to retain information indicating at which phase each candidate entered the pool. Therefore, we are unable to calculate the length of time individuals would have remained in the pool.

5. *Please provide, the number of Wholetime Recruits employed by your service for each of the past 5 years who did not have any operational experience and did not hold and maintain an Operational Firefighter Qualification.*

We have employed a total of 43 Wholetime Firefighter recruits in the last five years. This figure can be broken down into years as follows:

2021	16
2022	7
2023	6
2025	14
Total	43

These figures have been calculated based on the number of new recruits attending the full course at either of our training centres. It has been reasonably assumed that individuals attending the full course – rather than the shorter alternative available – had no prior firefighting experience, as the full course is designed for those new to the role.

6. *Please provide as best as is possible and estimate of the number of Wholetime Firefighter positions the will become vacant within your service for each of the next 5 years.*

Our current retirement forecasting for operational staff extends to 31 March 2029. It identifies potential retirements across all operational role levels, based on individuals who have 30 years' service and/or are aged 55. However, meeting these criteria does not mean individuals will choose to retire. As a result, the figures should be treated as indicative only and cannot be relied upon as precise predictions. During this period, up to 77 staff *may* choose to retire, but actual outcomes may vary significantly.

Information accurate on the date provided: 13 April 2026