



Northern Ireland Fire & Rescue Service

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Peter O'Reilly
Chief Fire & Rescue Officer

Our Ref: RG/ FOI 115-21-22

10 February 2022

RE: FREEDOM OF INFORMATION REQUEST

Dear

Please be advised of the following in relation to your request.

Request

The term 'firefighter' in all the questions below refer to those in the role of firefighter and all operational uniform staff roles (e.g., Crew Manager, Watch Manager). The term also refers to both wholetime and on call staff. The questions also extend to Service Control when applicable.

Q1 What is the total establishment of firefighters in your F&RS?

NIFRS has an historical establishment figure of 917 Wholetime Firefighters

Q2 What percentage of your firefighters are men?

94.49%.

Q3 What percentage of your firefighters are women?

5.51%.

Q4 What percentage of your firefighters are White men?

NIFRS do not currently collate this workforce data.

Q5 What percentage of your firefighters are White women?

NIFRS do not currently collate this workforce data.

Q6 What percentage of your firefighters are Black men?

NIFRS do not currently collate this workforce data.

Q7 What percentage of your firefighters are Black women?

NIFRS do not currently collate this workforce data.

Q8 What percentage of your firefighters are Asian men?

NIFRS do not currently collate this workforce data

Q9 What percentage of your firefighters are Asian women?

NIFRS do not currently collate this workforce data.

Q10 What percentage of your firefighters are Mixed men?

NIFRS do not currently collate this workforce data.

Q11 What percentage of your firefighters are Mixed women?

NIFRS do not currently collate this workforce data.

Q12 How many firefighters are you aiming to recruit in your F&RS in the next 3 years (2022, 2023, 2024)

NIFRS cannot provide details of Firefighter appointment numbers as these have not been agreed at this time and are subject to ongoing review of organisational need and budget.

Q13 Please provide any details of positive action initiatives your F&RS may currently have in place. Has your F&RS made any commitment to recruiting certain numbers from ethnic minority communities in the next 3 years (2022, 2023, 2024)?

NIFRS positive action initiatives have been impacted by Covid however we have some Come and Try days scheduled to actively encourage women for the role of Firefighter, as we currently are under represented by women in Operational roles.

NIFRS are working with women in wheels and have events scheduled for March 2022 to coincide with international women's day to encourage women to drive fire appliances.

NIFRS has not made any commitment to recruiting certain numbers from ethnic minorities however NIFRS will continue outreach to underrepresented groups and communities.

Recruitment and Promotion

Q14 What firefighter recruitment processes have the F&RS scheduled for 2022? Please provide dates if applicable.

NIFRS cannot provide any details of Firefighter recruitment processes scheduled for the remainder of 2022 as these have not been agreed at this time and are subject to ongoing review of organisational need and budget. However NIFRS can confirm there is currently a recruitment process advertised for On-Call Firefighters with a closing date of 11th February 2022.

Q15 What staff recruitment processes have the F&RS scheduled for 2022? Please provide dates if applicable.

NIFRS cannot provide any details of Firefighter recruitment processes as these have not been agreed at this time and are subject to ongoing review of organisational need and budget.

Q16 What firefighter promotion processes are scheduled for 2022 (of all ranks)? Please provide dates if applicable.

NIFRS cannot provide any details of Firefighter promotion processes scheduled for 2022 as these have not been agreed at this time and are subject to ongoing review of organisational need.

Q17 How many new firefighter recruits is your F&RS aiming to recruit in 2022?

NIFRS cannot provide details of Firefighter Trainee numbers as these have not been agreed at this time and are subject to ongoing review of organisational need and budget.

Q18 How many individuals are the F&RS expecting to apply to each promotion scheme in 2022?

NIFRS cannot comment in relation to potential candidate numbers for promotion processes. NIFRS are unable to predict candidates' intentions in relation to promotion opportunities.

Review Process

Under the terms of the legislation, if you are unhappy with this response you have the right to seek a review within the Northern Ireland Fire & Rescue Service in the first instance. If you wish to do so, please write to Stuart Crawford the Governance, Information & Business Support Services Manager, 1 Seymour Street, Lisburn, BT27 4SX within two calendar months of the date of this letter.

If after such a review you are still unhappy with the response, you have the right to appeal to the Information Commissioner who will undertake an independent review.

The Information Commissioner contact details are – 3rd Floor 14 Cromac Place Belfast BT7 2JB.

Please visit www.nifrs.org for more information about NIFRS.

Yours sincerely

Information Unit