



NFCC On-Call to Wholetime – Strengths & Weaknesses

Introduction

This table has been created to capture the strengths and weaknesses of adopting On-call to Wholetime Migration as part of your recruitment strategy. There is an additional Guidance document that accompanies this document which should also be read.

When to use

The suite of On-call to Wholetime Migration documents should be used by fire & rescue services to help them in their decision-making and the creation of their own approach taking into account their own individual contextual influences.

Supporting information

- [NFCC Leadership Framework](#)
- [NFCC Core Code of Ethics](#)
- [Firefighter Apprenticeships](#)
- [NFCC Equality, Diversity & Inclusion](#)

Relevant Recruitment Hub Sections

- On-call & Apprenticeships (Step 1)
- Application & Candidate Review (Step 2)
- Presentations & Exercises (Step 3)
- Interviews (Step 3)
- Online testing (Step 3)
- Practical Tests (Step 3)
- Feedback to candidates (Step 3)
- Offer of employment (Step 4)
- Onboarding & Induction (Step 4)

Recruitment Hub Documents

NFCC Leadership Framework – Leading Yourself (PDF)

		Strengths	Weaknesses
STAGE 1: Eligibility Check Recommended			
On-call to Wholetime Migration	Ease of implementation		Narrows the applicant pool to your existing workforce
Competent Firefighter	Operationally competent - Immediate start.		Delay in potential applicants applying
	Capacity for additional skills training from start date (For example: Specialist Rescue)		
Development Firefighter	Wider Applicant pool provides opportunity for high potential talent spotting		Results in an increased training need
			Can result in an increased training impact on the Wholetime Watch
			Time is required to become fully competent
			A Skills Gap Analysis is required to ascertain development areas
Trainee	<p>Not recommended for this process</p> <p>Applicants would apply through external route prior to completion of mandatory core courses (Initial Pumps/Ladders, BA, RTC)</p>		

STAGE 2: Endorsement & Application

Optional

Option (1) Endorsement	Analysis of FF performance over time	Additional training will be required for managers. (In the process itself, awareness of Unconscious Bias etc, giving feedback, having honest conversations)
	Aligns with NFCC 'Leading Self'	Could facilitate conscious bias
	Promotes positive behaviours as well as ability	Potential for impact on the motivation for unsuccessful applicants in their On-Call role
Option (2) Application	Standard process following normal WDS application with key areas	May limit applicant evidence submission
	Easy to assess against criteria	Could be duplicating work from initial application to Fire & Rescue Service when joining On-Call
	Quick to administrate	
Online assessments Numerical/verbal/mechanical tests. Can be completed as part of initial application	Confirms a baseline level of cognitive ability	There is a potential of duplication - Applicants may have already achieved a successful result in the same or similar tests

STAGE 3. Practical Assessment Optional

Skills tests - check base level of competence (Dependant on STAGE 1 choice)	Ensures basic standard achieved prior to attending Induction/Onboarding where required.	Cost of implementation Possible duplication of test
Fitness assessment - Consider if applicants have already completed a successful fitness test within a suitable timeframe.	Checks applicants have basic level of fitness for operational duty.	Unidentified performance management issues could cause a low success rate
Verification of Online tests (Dependant on STAGE 1 choice)		
Additional skills tests if required such as swimming test		

STAGE 4. Interview & Presentation Recommended

Requires trained panel question set - Consider alignment to NFCC 'Leading Yourself', Leadership framework	Provides assurance of alignment to Service values/Leadership Framework	Unidentified performance management issues could cause a low success rate
Optional presentation		

STAGE 5: Job Offer		
STAGE 6. General skills gap analysis Optional		
Carried out on case-by-case basis - (Dependant on STAGE 1 choice)	Tailors Induction/Onboarding to suit individual need	
STAGE 7. On-boarding / skills gap course Optional		
Course duration (Dependant on analysis undertaken in STAGE 6)	Ensures basic standard achieved prior to joining operational watch	Time, resource costs.
Enrolment for learning/formal qualifications	Reduces on watch 'Development' training time	Range of skill levels on courses.
	Raise in professional competent standards	On Call availability impact
	Increased credibility when joining Wholetime watches	
STAGE 8. Development / Review Optional		

Probation period	Ensures applicants are supported with any skills gap learning	Administration of process on watch and by HR
Further development period - (Dependant on STAGE 1 choice)	On-Call availability can be positively impacted i.e., available during weekdays more, additional skillsets from Wholetime role	
Framework qualifications enrolment such as NVQs		

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