



P R O C E D U R E

PREPARATION FOR RECRUITMENT – GREY BOOK / OPERATIONAL FULL-TIME (WHOLETIME) AND ON-CALL ROLES – CONTROL

Grey Book / Operational – Full-Time (Wholetime) and On-Call Roles

Whenever a Grey Book / Operational vacancy is identified, the Area Manager responsible for Response will consult with the Service Leadership Team to determine if and how the vacant role should be filled.

Whenever Grey Book / Operational Full-time (Wholetime) roles (both permanent and temporary) are identified at Crew Manager level or above, reference should be made to the [Recruitment to Operational Roles Policy – click here](#).

If initial approval is given to recruit for Full-time (Wholetime) Firefighters and / or Apprentice Firefighters, the Area Manager responsible for Response will consult with the Organisational Resourcing Board to consider the appropriate requirements for a recruiting campaign. Consideration will be given to collaboration with other Welsh fire and rescue services.

The Organisational Resourcing Board also considers On-Call Firefighter recruitment, and this is undertaken on a continuous cycle, with stations being prioritised according to their operational requirements.

Control

Whenever a vacancy is identified within Control, the Control Management Team will consult with the Service Leadership Team to determine if and how the vacant role should be filled.

The recruitment and selection process consists of a number of stages which are progressive.

This document forms part of a suite of information covering this subject area; hyperlinks to all the documents are available by clicking back to the home page.

It is recommended that this document be reviewed on a triennial basis; however, it might require earlier revision in the light of any regulatory change which comes into effect in the interim.			
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