

Circular number	57/2008	Date issued	3 November 2008
This circular is	For information	No response required	
This circular is	Relevant to the National Framework		
Status	This circular gives information about the recently published guidance on the recruitment and employment of Fire and Rescue Service staff with diabetes.		

Guidance on the Recruitment and Employment of Firefighters and Control Room Staff with Diabetes

Issued by:

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Fire and Rescue Service Development Division

Addressed to:

**The Chair of the Fire and Rescue Authority
 The Chief Executive of the County Council
 The Clerk to the Fire and Rescue Authority
 The Clerk to the Combined Fire and Rescue Authority
 The Commissioner of the London Fire and Emergency Planning Authority
 The Chief Fire Officer**

Please forward to:

**Heads of Human Resources
 Equality and Diversity Professionals
 Fire and Rescue Service Medical Adviser**

Summary

Diabetes UK, in collaboration with CLG and other stakeholder partners, has developed detailed guidance for the Fire and Rescue Service on the recruitment and retention of firefighters and control room staff with diabetes. The guidance aims to support managers in making decisions about the ability of the individual, in the light of the employment provisions of the Disability Discrimination Act and all other relevant considerations.

For further information, contact:

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1.0 Guidance on the Recruitment and Employment of Firefighters and Control Room Staff with Diabetes

- 1.1 In October 2004 the employment provisions of the Disability Discrimination Act were extended to include the Fire and Rescue Service. One of the consequences is that Fire and Rescue Services are required to ensure that people with diabetes are medically assessed on an individual basis as to their fitness for work, and to consider reasonable adjustments to their working conditions to accommodate their needs.
- 1.2 In 2007 Diabetes UK published *Diabetes and the Fire Service: A Survey Report* which examined how the Fire and Rescue Service was responding to the needs of staff with diabetes. The report identified that the Service was generally making progress in its approach to people with diabetes, with a number of examples of good practice. However, it also found evidence of inconsistency in the application of individual assessment, and a lack of awareness and understanding about diabetes and the ability of the individual to manage the condition and perform their job.
- 1.3 As a follow up to that research, a stakeholder group¹ has developed detailed advice: *Guidance on the Recruitment and Employment of Firefighters and Control Room Staff with Diabetes*. The Guidance is designed to support Service managers in making assessments and decisions about the recruitment and employment of people with diabetes. It provides advice on the key principles to be applied as well as giving examples of good practice. It gives a clear message that assumptions must not be made about any individual's ability to carry out a specific role just because they have diabetes and that each case must be looked at individually.
- 1.4 The Guidance received its formal launch at the House of Commons on 21 October, at the Annual General Meeting of the All Party Parliamentary Group for Diabetes. Shona Dunn, Director of Fire and Resilience at Communities and Local Government, attended the launch and spoke on behalf of the Fire Minister Sadiq Khan, setting out CLG's commitment to continue working with key partners to deliver a transformed, modern Service which values and supports a diverse workforce.
- 1.5 Communities and Local Government welcomes the publication of the Guidance, to which the Fire Minister has provided the Foreword, and commends its adoption by Fire and Rescue Authorities and Services.
- 1.6 The Guidance can be found on the Diabetes UK website at :
http://www.diabetes.org.uk/About_us/News_Landing_Page/Diabetes-UK-launches-its-guidance-on-diabetes-and-the-fire-service/

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¹ Diabetes UK, Communities and Local Government, the Chief Fire Officers' Association, the Equality and Human Rights Commission, the Association of Local Authority Medical Advisers, the International Register of Firefighters with Diabetes, the National Disabled Fire Association, the Fire Brigades Union, the Fire Officers' Association and the Retained Firefighters Union.