**Conditions of Service questionnaire**

Sir Ken Knight’s review, *Facing the Future*, was published last year on the 17th May , with great interest from the public and sector alike. The review highlighted a number of key areas in which the fire service can take forward reform.

Sir Ken Knight found that the conditions of service for firefighters could be an actual or perceived barrier to changes that could otherwise provide a more efficient service to the public. The Government has therefore commissioned me to undertake this independent review. I have spent my career in the field of personnel management, with experience across the Pharmaceutical, Banking and Transportation industries. This has included a number of senior HR positions in GlaxoSmithKline, Network Rail and the Royal Bank of Scotland. I am currently Vice President of the Association of Graduate Recruiters and Chairman of the Recruitment Society. I will be supported in this review by a small team at Department for Communities and Local Government, but I am keen to stress that this review is being led by me and will be wholly independent from Government.

With your help we need to unearth where there may be constraints or barriers with the current terms and conditions of employment (Grey and Gold books) to which the Knight review referred and what we can do to solve them. I am very grateful for your help and look forward to your responses to this questionnaire.

I will aim to follow up responses with face to face meetings with as many of you as possible.

The questionnaire itself is broken down into 2 parts. The first seeks statistical information from you; whereas the second asks wider questions.

A separate questionnaire has made been made available to firefighters directly. A copy is available online.

Adrian Thomas

To help us further, could you please supply details of the person completing the survey who will be able to answer any questions about the answers given to the survey.

Name of person and name of fire and rescue authority?

What is their role/job title?

What are your contact details?

Telephone Number:

Email Address: