**Please find below anonymised questions and responses that have been asked by interested parties. This document will be updated on a weekly basis.**

**The notice indicates that ‘an academic research team’ is being sought. Would not academic institutions be eligible to bid?**   
Non-academic institutions are eligible to bid, with the understanding that the research is to be carried out by an appropriate team of qualified people and operated within the rigor and controls that would take place at an academic institution.

**Are you able to provide an indicative budget for the project?**  
Our indicative budget is £80,000.

**Is scope to consider some of the wider recruitment and selection methods (i.e. interviews, presentations/exercises, psychometrics) as a potential value add or as a separate project?**  
The recruitment project a whole looked at all of the items you have mentioned in your email, and created the 'recruitment hub', which is full of guidance, resources and toolkits containing the majority of the outputs from the project, <https://www.ukfrs.com/recruitment-hub>.

**The six mandatory NFSTs have been identified, as part of this were the minimum performance standards and cut scores established? If not, is this a requirement of the proposed contract?**   
We can supply you with an example of minimum performance standards used at one fire and rescue services, however, it is currently understood that these vary across the sector. Therefore, this would be a requirement of the proposed contract which would aim to provide consistency to the process.

**Each of the research team outputs ask for a report, are you expecting these to be underpinned by experimentation? For example, to establish the minimum standards, produce the practical tests and set the cut scores, validate and determine if reasonable adjustments are required. Or has sufficient background data been collected that can be provided to address this?**    
We would expect the output requesting a report 'outlining consolidated by scientific research base, providing context for the research required' be carried out in the form of a literature review. However, the recommendation for new practical tests would need to be underpinned by experimentation as we do not have relevant data to address the needs of this work.