

BECOMING A PERMANENT (FULL-TIME) FIREFIGHTER

CANDIDATE INFORMATION PACK



PREVENTION +
EDUCATION



FIRE



RESCUE



HAZMAT



PROTECT THE
ENVIRONMENT



NATURAL
DISASTER +



MEDICAL
RESPONSE



**FIRE +
RESCUE**

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1. WHAT DOES FIRE AND RESCUE NSW DO?

Fire and Rescue NSW (FRNSW) enhances community safety, quality of life and confidence by minimising the impact of hazards and emergency incidents on the people, environment and economy of New South Wales. We play a critical role in building safety both legislatively and as a community service. We develop and deliver a range of community safety initiatives and prevention programs including FireED (Fire Education for Primary Schools) and IFAP (Intervention + Fire Awareness Program) to reduce fire-setting by young people. We work with other government agencies to minimise the impact of bushfires, storms, floods, landslides, building collapses, motor vehicle accidents and other emergencies.

We are a world class fire and rescue service with a long tradition of excellence in the protection of life, property and the environment. FRNSW is made up of approximately 14,000 people State wide, comprising more than 7,000 retained (on-call) and permanent (full-time) firefighters and support staff, and around 7,000 community fire unit volunteers.

FRNSW staff and volunteers are committed to maintaining the proud history and tradition of FRNSW, when serving the community and protecting the environment.

OUR FUTURE

FRNSW is more than just the community's fire-based property protectors or the 'Fire Brigade'. When people see a fire truck, while we may be attending to a fire, we are more likely to be going to a car accident, or responding to support other emergency service agencies such as NSW Ambulance or NSW Police.

As our capabilities go far beyond firefighting, raising greater awareness and recognition of the vital work we do and the scope of our capabilities is about providing the reassurance to the community - we are prepared for anything, to help anyone, anywhere, anytime.

Our firefighters are prepared for anything including:

- delivering education and training and undertaking prevention work at a local, state, national and international level to build resilient communities – reducing the likelihood and impact of emergencies
- all manner of rescues, including Urban Search and Rescue deployments within Australia and overseas
- hazardous materials incidents
- assisting other agencies with emergency medical responses and severe weather related events

Recently, FRNSW undertook a wide-ranging review of all its operations and delivered an organisational strategy for the next five years to ensure we meet community expectations, maximise the potential of our workforce and improve our operations.

The new strategic plan is about ensuring:

- A) we continue to take the lead in establishing best practice
- B) we continue responding to the ever-changing needs of our community, delivering a world class service consistently and sustainably into the future
- C) the great work we do is underpinned by a strong and supportive culture of inclusion
- D) the community has a better picture of what we actually do, so they understand the real value and importance of having a Fire and Rescue NSW station in their community

The visual representation of our identity, our logo, has also recently been updated to reflect

who we were, and also who we are today and who we will be in the future.

PREPARED FOR ANYTHING – PROTECT THE IRREPLACEABLE

Being a firefighter is no ordinary job. The work is varied, challenging and rewarding, often operating in confronting and stressful situations, particularly when people are injured or threatened with injury and loss of life. Firefighting is physically and psychologically demanding, especially during major emergencies and involves quick thinking, team work and endurance. While we fight fires and save people from burning buildings this is not all that we do. We are prepared for anything; to help anyone, anywhere, anytime.

FIRE

Firefighting is and will remain a cornerstone in our service delivery, responding to over 67,000 fire related emergency calls within NSW in 2016/2017 with over 21,000 being actual fires.

We have a duty to take all practicable measures for preventing and extinguishing fires to protect and save life and property in the event of a fire in any fire district. We also have the capability to fight all types of fires, including structure fires, bush and grass fires, transport fires, and flammable liquid fires and we excel in the suppression of all forms of fire, in order to minimise death, injury, property loss, and economic disruption in any community.

We undertake prescribed hazard reduction burns, reducing the bushfire risk for properties and supporting the NSW Rural Fire Service during and after bushfires in NSW. We also work to prevent the occurrence of bushfires through other hazard reduction strategies and community education campaigns.

Importantly, we use our firefighting knowledge to educate the community on fire safety and prevention. This is done through school and targeted community visits, plus through campaigns such as home fire safety checks. And after a fire, firefighters assist the public to recover from fires by providing information for householders, and, for major emergencies, through rapid damage assessment.

PREVENTION + EDUCATION

We engage closely with our communities to reduce their risk and increase their resilience to fire and emergencies by developing and delivering a range of community safety initiatives and prevention programs. We also undertake ground-breaking research and benchmark our performance against international standards in injury and property loss prevention

RESCUE

As the State's lead agency of rescue services, we responded to over 12,000 non-fire related calls in 2016/2017. All firefighters are trained to confidently undertake the rescue incidents that confront them. We are deployable interstate and overseas and are recognised as a world leader in road accident rescue and our Urban Search and Rescue (USAR) specialists are the primary responders to disasters and major emergency incidents such as earthquakes, train crashes, cliff face rescues, rescue from heights, building collapse and complex rescues. We are the only agency in NSW with Rescue Technicians trained to tunnel into collapsed structures, cut through concrete and steel, and use sophisticated electronic search devices.

We partner with other agencies to ensure communities receive a seamless and professional service.

HAZMAT

We are the lead agency for hazardous material incidents on land and inland waterways within NSW. We are responsible for protecting and saving life and property endangered by

hazardous material incidents, confining or ending such an incident, and rendering the site safe from hazardous substances or dangerous goods, to chemical, biological, radiation or nuclear (CBRN) incidents, to environmental threats, such as a milk tanker spilling its load into a watercourse.

In 2016/2017 we responded to over 15,000 hazardous (hazmat) material incidents ranging from industrial accidents through to deliberate release acts that confronted the community. We are able to immediately respond and deal with minor or small-scale hazmat incidents, sometimes in conjunction with firefighting or rescue operations. We are able to provide hazmat capability anywhere within NSW, we can also deploy to other States and nations affected by sudden onset disasters.

COUNTER TERRORISM

We maintain our operational preparedness to manage the consequences of terrorist acts particularly those involving fires, explosions, building collapse, and chemical, biological or radiological agents, as part of an integrated whole-of-government counter-terrorism strategy. We have hosted and/or participated in numerous multi-agency counter-terrorism training exercises that focus on exercising the risk.

In the event of a terrorist attack, we play a critical role in countering the effects of terrorism through our response capabilities, including structural collapse rescue, firefighting, HAZMAT clean-up and support of other emergency services at incidents involving mass casualties. We work with other agencies to understand the requirements and to ensure we have the capabilities required to support one another in the event of a terrorist attack. We need to be prepared – the community has an expectation that we will be there in the event of a terrorist attack.

MEDICAL RESPONSE

We responded to over 2,000 medical emergencies in 2016/17 ranging from cardiac arrest, childbirth, snake bites to major trauma assisting NSW Ambulance. We have the skills, knowledge and equipment to provide medical assistance to people who are trapped, injured, or in some other way affected by an incident or situation. We are prepared to provide a medical response capability through Basic Life Support (BLS) interventions at fire, rescue and HAZMAT incidents.

We provide a Community First Responder (CFR) program delivered by ten retained (on-call) stations around the state in partnership with NSW Ambulance. Firefighters in these towns have received additional training to provide lifesaving intervention until paramedics arrive.

We also support other agencies through medical access and concern for welfare calls where firefighters often deliver basic life support if they are first on the scene. All our firetrucks are equipped with an emergency medical treatment pack, with trauma kit for first aid and a resuscitation kit including an Automated External Defibrillator (AED) device. Officer vehicles are also equipped with oxygen, trauma kits and AED. We are prepared to help when needed.

We are always looking to partner with other agencies to sustainably and consistently provide a seamless service to anyone who needs help, anywhere and at any time.

WHAT SKILLS AND ABILITIES ARE WE LOOKING FOR?

Firefighters need a wide range of skills, knowledge and abilities. FRNSW seeks to employ people who reflect its professionalism and values, and the diversity, culture and skills of our communities.

Applications are accepted from all members of the community and are assessed on merit and

physical aptitude.

The skills, knowledge and abilities we are looking for in our recruit firefighters include:

- focus on safety and situational awareness
- effective communication
- ability to follow directions
- capacity to consistently demonstrate respect toward colleagues, the community and all others regardless of background, gender, age or differences
- well-developed interpersonal skills and the capacity to work within, and contribute effectively to, a small team working in close proximity
- ability to exercise self-discipline and use sound judgement in ensuring assigned tasks are completed to required standard and within tight timeframes
- capacity to acquire new skills and demonstrated problem solving ability.

2. WORKING FOR FRNSW

OUR VALUES

We are Fire and Rescue NSW and our values of respect, integrity, service and courage remain at our core. Every aspect of the work we do at FRNSW is guided by our shared values.

Respect

We always treat each other, our partners, stakeholders and recipients of our services with respect and fairness while recognising and accepting the differences, wishes, rights, feelings and value of others

Integrity

We always act professionally and can be trusted implicitly because honesty, transparency and strong ethical principles underpin who we are and everything we do

Service

We are reliable, always performing our roles safely, effectively and efficiently, while taking responsibility for our actions and decisions

Courage

We always put the needs of the community and FRNSW first and have the courage not only to deal with serious emergency situations, but to stand up for others and to challenge wrongdoing

These values align with and support the NSW Government sector core values of:

Integrity – Trust – Service – Accountability

BENEFITS AND CONDITIONS

Shift roster

FRNSW is a 24-hour emergency service. Firefighters work rostered shifts which include weekends and public holidays. The roster system comprises the following:

- 24-hour roster – Most Fire stations operate under a 24-hour roster- firefighters work 1 X 24-hour shift (0800-0800 hours) and then have 24 hours off then work another 1 X 24- hour shift and then have 5 days off
- 10/14 roster – firefighters work two-day shifts (8am to 6pm), followed by two-night shifts (6pm to 8am) and then have four days off. This is the default roster.
- The days you work are determined by the platoon you are assigned to on commencement
- Back-to-back roster – firefighters work four-day shifts (6am to 6pm) then have four days off.
- Special roster – firefighters work Monday to Thursday (8am to 4.30pm) and Friday (8am to 4pm).

Firefighters can also be recalled for duty in case of an emergency.

FRNSW recognises the importance of providing a work life balance and the rostering system in place supports firefighters in meeting their family, carer obligations, pursue external studies or undertake external employment.

The 24-hour roster and 10/14 roster both work over an eight-day cycle, continuing in the same pattern every eight days. As such, once a recruit firefighter is assigned a platoon, they are able

to plan other life commitments far into the future, providing a large degree of certainty.

FRNSW also recognises, however, that this may become restrictive as a firefighter's personal situation evolves throughout their career. In this situation a firefighter is encouraged to negotiate a flexible roster that accommodates their circumstances and the operational needs of the organisation. FRNSW currently has a variety of flexible rosters operating to accommodate the particular circumstances of some of its firefighters.

There is also the opportunity to enter into job sharing arrangements with other firefighters. This can allow two or more firefighters to reduce their hours of work to balance other commitments like childcare arrangements.

In addition, instead of accessing leave for significant, one off events, firefighters can arrange a 'Part Change of Shift' with firefighters from other platoons. This means that another firefighter would work either part-of or a whole shift in return for that being re-paid at a future date.

LEAVE ARRANGEMENTS

Firefighters have entitlements to sick leave, maternity/paternity leave, annual leave, consolidated leave and long service leave, as per the Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2017.

Annual leave - Firefighters are rostered into a leave group at the time of employment. Leave is taken when the group's leave period falls due. The typical cycle for annual leave is thirty-two (32) weeks worked = four (4) weeks leave then twenty-four (24) weeks worked = four (4) weeks leave. Note: Recruit firefighters must also complete a defined period of service before they are able to access periods of annual leave.

RATES OF PAY

The rates of pay are as follows (as effective from 16 February 2019):

Rank/classification	
Recruit Firefighter	\$1,237.33
Firefighter	\$1,435.05
Qualified Firefighter	\$1,594.50
Senior Firefighter	\$1,690.17
Leading Firefighter	\$1,785.84
Station Officer	\$2,025.02
Leading Station Officer	\$2,072.85
Inspector	\$2,391.75

Following successful completion of the program, recruit Firefighters will graduate as a Firefighter.

ONGOING TRAINING AND DEVELOPMENT

Training does not stop once new recruits leave the training college. Firefighters undertake continuous training and studies to maintain and gain relevant capabilities in an ever changing emergency service environment.

An essential component of a firefighter's job is to maintain and develop skills to ensure best practice. If you are considering firefighting as a career, you must be prepared to undertake

continuous training and studies in order to maintain the required capabilities, and to progress in rank.

All firefighters must reach the rank of Qualified Firefighter as a minimum requirement. To reach this rank takes approximately three years. To assist and support firefighters, training is provided to ensure firefighters develop the confidence and capabilities required to combat and manage increasingly complex emergency situations. As a Registered Training Organisation, FRNSW is able to provide a comprehensive range of quality training.

Continuing professional development throughout your career is greatly encouraged including taking different job opportunities, undertaking study and working on a variety of job projects.

There are also ongoing fitness assessments for all new recruits.

3. ESSENTIAL REQUIREMENTS OF THE POSITION

GENERAL REQUIREMENTS

Before applying to become a firefighter, consider the following mandatory general requirements:

Every aspect of the work FRNSW does is guided by our shared values – Respect, Integrity, Service and Courage.

Candidates will be required to provide certified copies of documents at the time they are invited to an interview. Any candidate who deliberately supplies false, incomplete or misleading information in an attempt to gain employment with FRNSW will be automatically disqualified from further consideration.

All permanent (full-time) firefighter candidates must meet the following entry level requirements:

HSC OR EQUIVALENT HIGHER EDUCATION QUALIFICATION

- Higher School Certificate or
- Certificate III in any discipline or
- Trades qualified certificate or
- 5 years' service as a retained (on-call) firefighter with Fire and Rescue NSW or
- Higher educational qualification or equivalent.

AUSTRALIAN CITIZENSHIP OR PERMANENT RESIDENT OR NZ CITIZENSHIP

To be eligible for permanent (full-time) employment with FRNSW candidates must be either an Australian citizen, hold permanent residency status or be a New Zealand citizen. Candidates must be able to provide evidence in the form of one of the following documents:

- Australian passport or birth certificate
- Australian citizenship papers
- Permanent residency visa
- New Zealand passport, birth certificate or citizenship papers.

MINIMUM NSW PROVISIONAL P2 DRIVER LICENCE

You must hold a current driver licence with a minimum Provisional (Green P2) licence (or state or territory equivalent) with a minimum of 6 demerit points on your drivers licence at the time you apply.

DRIVING HISTORY

FRNSW is an emergency service provider and firefighters drive under emergency conditions. Being able to drive in a safe and responsible manner is an inherent requirement of the role. Candidates will be required to provide a current driving history record from the RMS (or equivalent within your state or territory) as evidence of a safe driving history.

All candidates applying for permanent (full-time) firefighter positions will be assessed against the following driving criteria:

Candidates with minor traffic offences

Candidates with minor traffic offences recorded against them will be considered in relation to the following:

- Consideration of overall traffic record e.g. ration of not more than one (1) infringement for every two (2) years from the time the provisional driver licence is

attained

- If the candidate's result is considered borderline, an offence-free period of not less than 12 months since commission of offences / infringements may be taken into consideration as well as the general circumstances surrounding the infringements
- At least six (6) demerit points remain on their current licence.

Candidates convicted of Prescribed Concentration of Alcohol (PCA) offences

Candidates convicted of a Prescribed Concentration of Alcohol (PCA) offence (not including spent convictions) will be required to submit additional information, and unless the following periods of time have elapsed since the date of offence, it is unlikely that the application will be progressed:

- Low range (.05 – .08) = two (2) years
- Novice range (over zero for novice drivers) = two (2) years
- Special range (over 0.02 for special category drivers) = two (2) years
- Mid-range (.08 – <0.15) = five (5) years
- High range (0.15 or above) = ten (10) years

Candidates convicted of two PCA offences or driving under the influence of a drug will be required to submit additional information; however, it is unlikely their application will be progressed.

Candidates convicted of other serious traffic offences

Candidates convicted of other serious traffic offences will be required to submit additional information; however, it is unlikely that their application will be progressed. Examples of a serious traffic offence include, but are not limited to culpable driving, negligent driving occasioning death or grievous bodily harm, driving in a dangerous manner or at a dangerous speed.

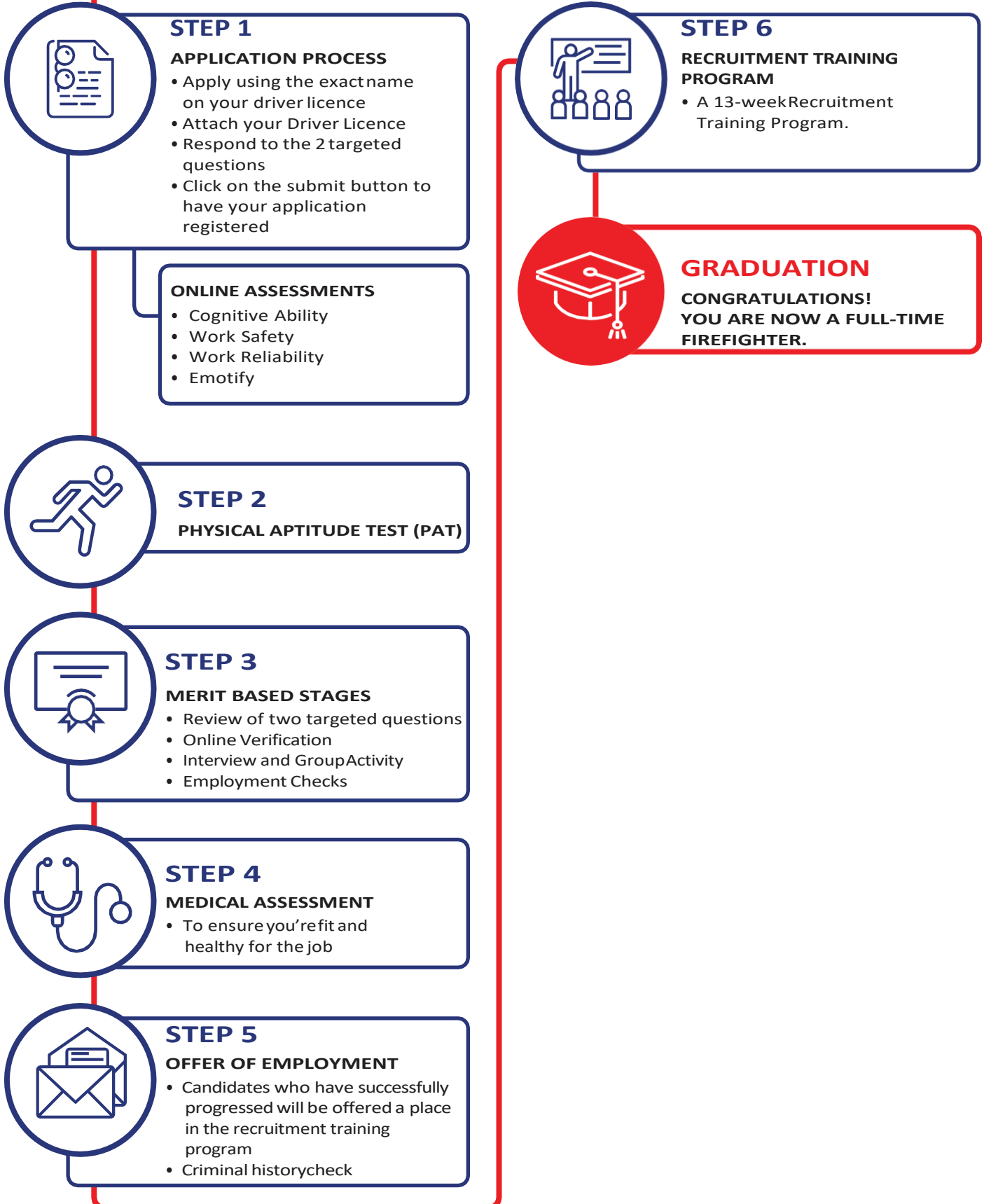
CRIMINAL RECORD CHECKS

Firefighters are placed in a position of trust and have privileged access to property and vulnerable people when on official business or during emergency incidents.

It is therefore imperative that FRNSW conducts stringent assessments of candidates and enforces the need to have a professional, honest, reliable workforce that adheres to ethical principles and standards. All successful candidates will have a criminal record check completed by FRNSW after attending the pre-employment medical and being assessed as medically fit by our Occupational Physician. A satisfactory criminal record check must be obtained prior to commencement date.

4. AN OVERVIEW OF THE RECRUITMENT PROCESS

START



STEP 1 - APPLICATION PROCESS

- Complete the online application. Please ensure that you apply with the exact name on your driver's licence. If your name has recently changed, please ensure you have the relevant supporting documents.
- You will receive a confirmation email once you have submitted your application.
- Once your application has been submitted you will receive an invitation to complete a series of online psychometric assessments (Cognitive Ability, Work Safety, Work Reliability and Emotify). These assessments are aligned to FRNSW values and provide an indication of how well you might fit the role and the organisation. Please note: this step in the process has changed. You will receive your assessment invitation immediately following the submission of your application, not after applications close.

We recommend completing the assessments early rather than on the last day, to ensure you leave yourself enough time. We will not extend the assessment timeline.

Cognitive ability assessment

This assessment examines your verbal, numerical and abstract reasoning, and your ability to acquire, retain, organise and apply information. This assessment has a time limit. You can access an example cognitive ability assessment at <http://www.revelian.com/example-questions-cognitive-ability/>.

Work safety assessment

This assessment contains a variety of statements about beliefs and attitudes regarding safety requiring a response along a 5 point scale. This assessment is not timed but should take approximately 15 minutes to complete.

Work reliability scale

This assessment considers beliefs and attitudes regarding honesty and integrity. The assessment is not timed but should take approximately 10 minutes to complete.

Emotify

This assessment will require you to complete two engaging, interactive assessments that ask you to correctly identify emotions based on facial expressions, and to understand the emotions people feel in different situations. This assessment has two "mini-games" that are timed and will require approximately 20 minutes in total to complete.

Feedback will be provided to you once the assessment period has closed and after we have reviewed the results.

A number of the highest scoring candidates will then be invited to the Physical Aptitude Test (PAT).

Important Information relating to Testing

The online assessments must be completed on a computer with an internet connection and a mouse. Internet Explorer is not supported, please ensure you have access to another browser (e.g. Google Chrome, Mozilla, Firefox).

STEP 2 - PHYSICAL APTITUDE TEST

- Being prepared for what lies ahead is part and parcel of being a firefighter - start training now!
- Are you FireFit and ready to meet the physical demands of the job? Download the FireFit Training Guide at www.fire.nsw.gov.au
- Give yourself the best chance – book in for PAT Information sessions.

All candidates must pass the PAT to be considered for progression to the next recruitment stage.

STEP 3 -MERIT BASED STAGES

Review of two targeted questions

- Candidates who meet the physical requirements will have their Responses to targeted questions reviewed.
- A selection panel will assess responses to the targeted questions

Merit selection will determine which candidates progress to the Online verification stage

Online Verification

Candidates will be required to undertake a verification assessment to confirm their previous cognitive ability psychometric assessment result.

Candidates that verify will be progressed to the interview stage

Interview and Group Activity

Interview

- Candidates will face questions from four different two-person panels to ensure divergent opinions determine the best candidates for the role regardless of gender, ethnicity or sexuality.

Group Activity

- This exercise will assess your effectiveness at working within a team.

Do not assume that if you reach this stage the interview is simply a formality; more candidates will be brought to interview than there are positions available. It is a critical part of the selection process and is subject to rigorous assessment.

Merit selection will determine the best candidates to move forward to the next recruitment stage

Employment Checks

Employment checks will be undertaken following interview and include:

- Reference checks – referees should be a supervisor/manager within a work environment
- Conduct and Service Checks – NSW Government employees only
- Driving history check – this information will be requested at the interview stage
- Criminal Records Check – this information will be requested after being cleared medically fit

STEP 4 -MEDICAL ASSESSMENT

Conditions of firefighting are unique and physically and psychologically demanding. Fire & Rescue NSW has a duty of care to individual firefighters, their colleagues and the public and to this end, firefighter candidates are medically assessed to ensure:

- they can carry out essential tasks without significantly increasing their personal risk of injury or illness, and
- they are unlikely to place others at risk, and
- they meet the medical standards for heavy vehicle operations.

A risk assessment approach is used for candidates at this stage of recruitment to ensure they are medically suitable to undertake the job of a firefighter. The medical process is comprehensive in nature due to:

- high physical, cardiorespiratory and psychological demands of the job,
- work undertaken in hazardous environments,
- the safety critical nature of the job – an impairment or sudden incapacity can impact the safety of not only the individual, but their crew and the community.

Candidates who progress to the medical assessment stage will be required to undergo a detailed standardised pre-employment health assessment with a FRNSW Occupational Physician. Prior to this appointment candidates will need to:

- have FRNSW referred blood and urine tests and ECG at the candidate's cost;
- obtain historical medical documentation relating to previous hospitalisations, surgeries or other significant health conditions;
- obtain current status reports from treating doctors where indicated (further information is provided to candidates progressed to the medical assessment).

The results from the pre-employment blood and urine tests and ECG are sent to FRNSW for review by its Health and Safety team, including the Occupational Physicians. All information received is assessed by FRNSW against the demands of the job. In general, FRNSW is concerned about:

- conditions carrying a risk of sudden incapacity or impairment;
- conditions which could affect functional capacity for performing firefighting tasks;
- conditions which could be aggravated by firefighting duties.

If a candidate has/had a specific condition or injury, FRNSW, after initial review, may require the candidate to provide further information or undergo further assessment. Costs associated with any additional testing for pre-existing conditions requested by FRNSW for the purpose of suitability to the role, will in the majority of cases, sit with the candidate. All candidates should ensure that information from treating doctors/specialists relating to any pre-existing medical conditions is submitted prior to or at a minimum is available at the time of their pre-employment health assessment. This will allow timely assessment and avoids delaying the processing of their application.

If you have had any questions regarding a significant medical condition or injury, please feel free to email FRNSW at recruitment@fire.nsw.gov.au. Please note, while FRNSW may be able to provide general advice, it is unable to provide 'pre-assessment' of individual cases. Examples of conditions generally considered not compatible with unrestricted operational firefighting duties include, but may not be limited to: previous heart attack, implantable defibrillators, diabetes requiring insulin, hearing aids, permanent need for blood thinning medications (anticoagulants eg warfarin, apixaban), joint replacement surgery.

Medical conditions can be complex, and in some instances, after appropriate case assessment, may ultimately be found to be incompatible with unrestricted firefighting duties. Candidates must satisfy all FRNSW medical requirements to progress.

OFFER OF EMPLOYMENT

Candidates who have successfully progressed through the recruitment stages may then be offered a place in the recruit training program. Written offers of employment will be made to an equal number of the most meritorious male and female candidates.

Unsuccessful notifications will also be made by email at this point. Please note all offers are subject to a satisfactory criminal history check. A criminal history check will be conducted prior to the candidate commencing duty. Where an issue has been highlighted, the matter will be assessed by the Professional Standards Branch and the candidate will be informed of a decision prior to the scheduled commencement date.

RECRUIT TRAINING PROGRAM

Candidates who accept an offer of employment will undergo a 13-week Recruit Training Program with hours varying according to a schedule. Candidates will be paid at the Recruit Firefighter level while they are completing the 13-week recruit training course.

The course is made up of intensive practical and theoretical instruction covering areas such as safety, gaining access, structural firefighting and hazardous material incidents, Operational training and Rescue.

Assignments and assessments are used to assess recruit competency for each subject. Recruits must attain the required standard for each subject to graduate.

FRNSW is a registered training organisation, and your qualifications achieved at recruit training will be nationally recognised.

Fire and Rescue NSW firefighters are - prepared for anything – ready to help anyone, anywhere, anytime.

GRADUATION

At the successful completion of the 13 weeks recruit training you will graduate as a Level 1 Firefighter. You will be presented with your certificate (Certificate II in Public Safety) by the FRNSW Commissioner at a graduation ceremony at the FRNSW Emergency Services Academy. This is also an opportunity for you to invite family and friends as there will be a demonstration of the skills and knowledge you have acquired during the training.

CONTACTS AND ENQUIRIES

For all enquiries regarding FRNSW requirements, selection criteria and the recruitment process email recruitment@fire.nsw.gov.au.

More information (including a comprehensive list of FAQs and preparation guides) is available under the recruitment section on the FRNSW website (www.fire.nsw.gov.au).

6. APPENDIX – THE PHYSICAL APTITUDE TEST (PAT)

STAGE 1

Two tasks to be completed with no time limit.

TASK 1: REDUCED VISIBILITY SEARCH

Equipment

Frosted face mask and dark, confined space

Purpose

To simulate wearing a self-contained breathing apparatus when performing a victim search in a dark and confined space.

Task description

The candidate is required to wear a frosted face mask and perform a crawling search in a dark and confined space. Time and distance of this search will vary based on the testing venue.

The candidate must be able to wear the mask for the whole search and move forward in a safe and consistent way.



TASK 2: LADDER SIMULATION

Equipment

Resistance reel with straight bar attached, combining for 29kg of vertical force.

Purpose

To simulate raising and lowering a 10.5 metre ladder for firefighting and rescue work.

Task description

The candidate is required to pick the bar up off the ground and bring it to navel height, then squat under the bar and stand up, raising the bar above the head with arms completely straight. The bar can then be lowered back down to the ground.

The candidate is required to push the bar into an overhead position with straight arms in one continuous movement



STAGE 2

The aim is to complete four tasks in 15 minutes.

TASK 1: SINGLE-SIDED JERRY CAN CARRY

Equipment

26kg jerry can and marked 30m corridor

Purpose

To simulate a hazardous materials incident involving prolonged, repeat carry tasks of items such as chemical drums, gas bottles and casualties to a location outside of the exclusion zone performed while wearing a fully encapsulated suit.

Task description

The candidate is required to adopt a unilateral (one-sided) grip on the 26kg jerry can to lift it from the ground and advance forward along the designated 30m corridor, completing a total distance of 195m distance (6.5 laps).

The candidate is required to complete the full 195m carry using only one hand at a time and not drop the jerry can or use any other part of the body for assistance.



TASK 2: STAIR CLIMB WITH SINGLE-SIDED JERRY CAN CARRY

Equipment

17.5kg jerry can and step

Purpose

To simulate a loaded stair climbing task (a two person lift of a ventilation fan up three flights of stairs).

Task description

The candidate is required to adopt a unilateral (one-sided) grip on the 17.5kg jerry can and step up and down the step 36 times.

The candidate is required to complete the full 36 steps while carrying the jerry can in only one hand and not drop the jerry can or use any other part of the body for assistance.



STAGE 3

TASK 3: RESCUE TOOL STATIC HOLDS

Equipment

Simulated rescue tool (19kg: uneven weight distribution)

Purpose

To replicate the load of operating a rescue tool to gain access to and extricate a casualty in a motor vehicle accident.

Task description

The candidate must grip the rescue tool with both hands, lift it from the ground and raise and hold the rescue tool above their shoulder height and parallel to the ground for a continuous duration of 40 seconds. After the 40 second hold the rescue tool must be returned to the ground. After 20 seconds of rest the candidate must grip the rescue tool with both hands, lift it from the ground and raise and hold the rescue tool at their waist level and parallel to the ground for a continuous duration of 40 seconds. After the 40 second hold the rescue tool must be returned to the ground. After 20 seconds of rest the candidate must grip the rescue tool with both hands, lift it from the ground and position and hold the rescue tool below knee height and parallel to the ground for a continuous duration of 40 seconds. After the 40 second hold the rescue tool must be returned to the ground.

All lifting and lowering of the rescue tool from the ground must be performed using a squat or lunge technique.

The candidate is required to maintain the rescue tool parallel at the required heights for 40 continuous seconds each and not drop the rescue tool or rest it on any part of their body.



STAGE 3 (CONT.)

TASK 4: REPEATED HOSE DRAG

Equipment

2.8 m length of 38mm hose and nozzle weighted to 11kg attached to resistance reel providing 27kg of drag resistance, and a marked 30m corridor.

Purpose

To replicate the prolonged dragging of pressurised hose in a bushfire setting.

Task description

The candidate must grip the branch or hose and advance forward along the designated 30m corridor, completing 150m distance in total (five laps).

The candidate must be able to drag the simulated hose the entire 150m distance while maintaining good upright posture and facing forwards at all times.



TASK 1: FIRE ATTACK SIMULATION

Equipment

2.8 m length of 38mm hose weighted to 11kg with branch/nozzle attached to resistance reel, combining for 27kg of drag force, and a marked 30m corridor with a 1.25 meter height indicator line.

Purpose

To replicate advancing forward a charged hose line while remaining below the neutral plane while performing search and extinguishment tasks in a structural fire.

Task description

The candidate must grip the branch/nozzle or hose, adopt a crawling technique to remain below the 1.25m height restriction and advance forward along the designated 30m corridor. The candidate's entire body must remain below the 1.25m height level for the complete 30m distance. The candidate must be able to complete the full 30m advance while staying below the 1.25m marker and face forwards at all times.



STAGE 3 (CONT.)

TASK 2: FIREFIGHTER RESCUE

Equipment

Firefighter SCBA interface weighted to 30kg attached to a resistance reel to provide 30kg of vertical force and 27kg of drag force (kg resistance) and a marked 10m corridor with a 1.55-meter height indicator line.

Purpose

To replicate rescuing a firefighter while retreating from a structural fire.

Task description

The candidate must safely lift the firefighter SCBA interface off the ground then lower themselves below the 1.55m height marker. The candidate must then walk backwards along the 10m corridor. The candidate must be able to remain below the 1.55m marker, walk backwards at all times and not drop or drag the SCBA interface along the ground.

