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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 fire trucks 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.

KNOWING WHAT YOU’RE COMMITTING TO
FRNSW employ approximately 3,500 well-trained professional retained (on-call) firefighters throughout NSW to respond to emergencies from their local fire station and share a commitment to helping their local community.

FRNSW’s retained (on-call) firefighters are a diverse group of men and women who balance
other work, study and family commitments, and enjoy being part of a team and working with people and other emergency services.

Retained (on-call) firefighters provide a high standard of response to fires and a variety of emergency incidents in their local community. They use specialised vehicles and equipment to:

- prevent and reduce the risk of fire and potential loss to life and property
- work closely with the local community to increase fire safety awareness and promote fire prevention
- undertake all manner of rescue
- deal with hazardous material incidents and,
- assist other agencies with emergency medical responses and severe weather-related events

Although FRNSW retained (on-call) fire stations respond to emergencies 24 hours a day and 7 days a week, retained (on-call) firefighters are not rostered on duty but are ‘on-call’ and notified of an emergency incident by pager or via a mobile phone call. Retained (on-call) firefighters then leave work, home or other activity to travel promptly to the fire station and join their team to respond on the appliance (fire truck).

Firefighting involves day, night and weekend work, and can at times be physically, mentally and emotionally demanding. However, a firefighting career is one of the most important, rewarding and well-respected careers in our community.

Retained (on-call) firefighters must have sufficient self-discipline to accept and carry out orders when required but also be able to complete a task under minimal supervision.

**WHAT SKILLS AND ABILITIES ARE WE LOOKING FOR?**

Retained (on-call) 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:

- emotional resilience
- 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

As the response commitments vary, we recommend discussing the role and responsibilities with the station commander at your local retained (on-call) fire station.
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 OF BEING A RETAINED (ON-CALL) FIREFIGHTER
FRNSW is a registered training organisation and will provide all required training and skills which lead to nationally recognised competencies in firefighting, rescue, first aid and basic life support, rope work, and use of power and specialised tools. The skills and confidence gained on the job are readily transferable and will equip you to deal with a range of work and life challenges.

In addition, you will be part of one of the world’s largest fire and rescue services and have the opportunity to work with other emergency services and community groups.

BENEFITS TO EMPLOYERS
FRNSW training in teamwork, work, health and safety practices, first aid, fire safety and prevention education all provide transferable skills in the workplace and employers will benefit from the confidence our retained (on-call) firefighters gain responding to incidents.

FRNSW values the support that employers give to their employees who work as a retained (on-call) firefighter. The support of employers is critical and invaluable, and without it some individuals would not be in a position to respond to emergency incidents in their local community.
3. BENEFITS AND CONDITIONS

REMUNERATION
Retained (on-call) firefighters are paid on a fortnightly basis in accordance Crown Employees (Fire and Rescue NSW On-call Firefighting Staff) Award 2017.

All retained (on-call) firefighters are paid a retainer in recognition of and compensation for the attendances and periods of declared availability required of employees, less a fortnightly contribution to the Death and Disability Fund (pursuant to the Crown Employees (Fire & Rescue NSW Staff Death and Disability) Award 2017).

Firefighters are also paid an hourly rate for attendance at incidents and drills, and an On-call Telephone Alerting and Availability System Allowance.

All new retained (on-call) employees shall commence employment in the classification of On-call Recruit Firefighter on the Base level of the Standard Retainer.

REMUNERATION AT 16 FEBRUARY 2018

<table>
<thead>
<tr>
<th>Rank/classification</th>
<th>Hourly Rate</th>
<th>Base Level Retainer per fortnight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruit retained (on-call) Firefighter</td>
<td>$29.63</td>
<td>$70.00</td>
</tr>
<tr>
<td>Firefighter</td>
<td>$33.34</td>
<td>$70.00</td>
</tr>
</tbody>
</table>

SUPERANNUATION
Superannuation contributions are made by FRNSW to First State Super or the employee’s nominated fund. Salary sacrificing of the employee contribution is available.

DEATH AND DISABILITY SCHEME (D&D)
All FRNSW firefighters contribute to the Crown Employees (Fire & Rescue NSW Staff Death and Disability) Award 2015) which provides death and total and permanent incapacity superannuation benefits for FRNSW firefighting staff.

LEAVE ENTITLEMENTS
Retained (on-call) firefighters accrue leave under the Crown Employees (Fire and Rescue NSW On-call Firefighting Staff) Award 2016. Recognition of prior service is available for long service leave accrual purposes.

**Annual leave:** Accrues at the rate of four weeks of average attendance for each completed year of service. Annual leave shall be taken within 12 months of the date it becomes due.

**Long service leave:** Accrues 2 months of average attendance on completion of 10 years’ service.

**Sick leave:** Accrues at the rate of one week of average attendance for each completed year of service.

**Other entitlements** include compassionate, carers, military, and parental leave.
**PROBATION**
A probation period of six (6) months applies. Progression from Recruit Firefighter to Retained (On-call) Firefighter shall be subject to six (6) months service and satisfactory completion of the training and/or training competencies specified for progression. Failure to successfully complete the required training within a reasonable time may result in you being considered unsuitable for continued employment.

**TRAINING**
Training is structured over two phases, totalling 16 hours for pre-course requirements and 76 hours over two periods of 4 days. The training is structured over two block sessions of four days (Phase Training) and is required to be completed within the first six (6) months of service.

**Phase 1**
- 8 hours pre-course assignment
- 39 hours training over 4 days

**Phase 2**
- 8 hours pre-course assignment
- 37 hours training over 4 days

Recruit retained (on-call) firefighters receive instruction in firefighting foundation skills and achieve competencies under Certificate II in the Public Safety Training Package.

FRNSW considers ongoing training and skills maintenance essential to the wellbeing and safety of our firefighters. As a retained (on-call) firefighter you must be prepared to attend drills and undertake continuous training and development.

**UNIT COMPETENCIES IN PHASE 1 AND PHASE 2 TRAINING**
Training is structured over two phases, totalling 16 hours for pre-course requirements and 76 hours over two periods of 4 days. The training is structured over two block sessions of four days (Phase Training) and is required to be completed within the first six (6) months of service.

<table>
<thead>
<tr>
<th>Units</th>
<th>Phase 1</th>
<th>Phase 2</th>
<th>Partial</th>
</tr>
</thead>
<tbody>
<tr>
<td>PUAFIR201B Prevent Injury</td>
<td>✔</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PUAFIR207B Operate breathing apparatus open circuit</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>PUAFIR308B Employ personal protection at a hazardous materials incident</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>PUAEME001B Provide emergency care</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>PUAEME002C Manage injuries at emergency incident</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>PUAEME003C Administer oxygen in an emergency situation</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>HLTFA211A Provide basic emergency life support</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>HLTFA311A Apply first aid</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>HLTFA404C Apply Advanced Resuscitation</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>PUAFIR202B Respond to urban fire</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>PUAFIR203B Respond to wildfire</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>PUAFIR306B Render hazardous materials incidents safe</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>PUAFIR022A Participate in a rescue operation</td>
<td></td>
<td>✔</td>
<td></td>
</tr>
</tbody>
</table>
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 retained (on-call) firefighter candidates must meet the following entry level requirements:

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.

PROXIMITY TO A RETAINED (ON-CALL) FIRE STATION
Retained (on-call) firefighters are required to reside and or work within a reasonable distance from the station to ensure prompt response to emergency incidents.

All candidates will be initially screened on their proximity to the retained (on-call) fire station and their availability to meet the station’s critical response times. Candidates who do not meet the station’s requirements will not be progressed and their application will be deemed unsuccessful. Firefighters are required to drive in a safe and responsible manner within the maximum speed limits when responding to a call.

AVAILABILITY TO ATTEND EMERGENCY CALLS AND TRAINING
Response commitments vary at each retained (on-call) fire station. At certain stations, weekday daytime availability during business hours will be an essential requirement. Candidates must be prepared to maintain their availability to attend incidents and drills as required by the Award.

Retained (on-call) firefighters must attend at least 33% of the total station responses in any six-month period to maintain adequate standards of emergency cover and to distribute the workload equally amongst the station crew. Retained (on-call) firefighters are required to attend a minimum of 75% of regular training drills.

Candidates unable to meet the station’s requirements will not be progressed and their application will be deemed unsuccessful.

MINIMUM NSW PROVISIONAL P1 DRIVER LICENCE OR LEARNER MOTOR CYCLE LICENCE
You must hold a current driver licence with a minimum Provisional (red P1 or learner motor cycle) licence (or state or territory equivalent). This requirement may be waived in some regional retained (on-call) station locations.
DRIVING QUALIFICATION
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.

An MR licence is required to drive FRNSW’s appliances (trucks), and driver training will be provided by FRNSW to obtain the licence if required by the station.

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 undertaken by FRNSW at the time an offer is made, and clearance must be obtained prior to a commencement date.
4. AN OVERVIEW OF THE RECRUITMENT PROCESS

**START**

**STEP 1**
APPLICATION GATEWAY
- Identify your nearest retained (on-call) fire station
- Complete online application

**STEP 2**
MERIT BASED STAGES
- Review of applications
- Interview
- Employment Checks

**STEP 3**
MEDICAL ASSESSMENT
- To ensure you’re fit and healthy for the job

**STEP 4**
PHYSICAL APTITUDE TEST (PAT)
- Being prepared for what lies ahead is part and parcel of being a retained (on-call) firefighter

**STEP 5**
RECRUITMENT TRAINING
- Complete Phase 1 and Phase 2 Recruit Training Program at one of our Training Colleges

**GRADUATION**
CONGRATULATIONS!
YOU ARE NOW AN ON-CALL FIREFIGHTER.

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4. AN OVERVIEW OF THE RECRUITMENT PROCESS
STEP 1 - APPLICATION GATEWAY
Go to our website www.fire.nsw.gov.au for information on retained (on-call) firefighters and their role.

• Identify if you reside or work in a retained (on-call) station location. Select Recruitment/Retained (on-call Firefighters and enter your postcode or suburb/town in the retained (on-call) fire station ‘search’.
• If a station is identified, then you may proceed and complete an online application by selecting the link “Vacancies are available. Apply now” or “Register your interest for future vacancies”.
• Complete your personal details in an online profile then follow the prompts to answer the questions. You can complete work history or attach your resume in a Word.doc format. Add your two referees, their contact details and email address. Referees who have supervised you in a work capacity are preferable to friends and relatives.
• Once all information has been entered, you will be given an opportunity to review your application prior to submitting it. Take this opportunity to ensure all details are correct.
• When your application is submitted successfully, you will receive an email acknowledging receipt from http://iworkfor.nsw.gov.au/

Candidate applications will be held in our electronic recruitment system and you may only be contacted to progress your application when a vacancy becomes available.

STEP 2 - MERIT-BASED STAGES
Selection for a role will be based upon equity and merit, which means that all assessments and pre-employment checks are taken into consideration to select the person best suited to meet the requirements of the role and the needs of FRNSW.

Review of application
• Candidates who meet the essential requirements will have their application reviewed

A selection panel will determine which candidates progress to the interview stage

Interview
• Candidates will only be invited to an interview as vacancies occur
• A selection panel will ask a series of questions based on the capabilities and essential requirements of the role

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

Employment Checks
Employment checks will be undertaken after the interview on candidates assessed as suitable and will include:
• Reference checks – referees should be a supervisor/manager within a work environment. A referee should be able to comment on your abilities and work performance.
• Conduct and Service Checks – NSW Government employees only

STEP 3 - 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 applicants are medically assessed to ensure that:
• 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 applicants 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; and
- 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.

Applicants will be required to undergo a detailed standardised pre-employment health assessment which includes:

- a GP examination,
- blood and urine tests, ECG, audiology and spirometry,
- submitting supporting medical documentation relating to previous hospitalisations, surgeries or other significant health conditions.

The costs of these pre-employment tests will be met by FRNSW. The results from the pre-employment health assessments are sent to FRNSW for review by its Health and Safety which includes consultant 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 you have/had a specific condition or injury, after FRNSW review, you may be asked to obtain past health records, attend additional appointments or undergo further testing. Costs associated with any additional testing for pre-existing conditions requested by FRNSW for the purpose of suitability to the role, will be assessed on a case by case basis.

If you have had any significant medical condition or injury, please feel free to discuss this with the Zone to ascertain if you are suitable to apply. 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 such as 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.

Any specific questions regarding your own situation or suitability prior to applying should be initially raised with the Zone Management who will subsequently liaise with Health and Safety. Please note, while FRNSW may be able to provide general advice, it is unable to provide ‘pre-assessment’ of individual cases.

**STEP 4 - PHYSICAL APTITUDE TEST (PAT)**

- Being prepared for what lies ahead is part and parcel of being a retained (on-call) 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](http://www.fire.nsw.gov.au)

All candidates must pass the PAT to be considered for employment.

**TALENT POOL**

Candidates who are assessed as suitable but not offered a role with FRNSW may be placed in a talent pool to be considered for future vacancies at the station they applied for. Inclusion in
the talent pool will be valid for 12 months and may be reviewed against other candidates when a position becomes available.

**OFFER OF EMPLOYMENT**
Candidates who have successfully progressed through the recruitment stages may then be offered employment. 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 duty commencement date.

**5. CONTACTS AND ENQUIRIES**
For all enquiries regarding FRNSW requirements, selection criteria and the recruitment process please contact your local FRNSW retained (on-call) fire station or Zone or Area Office.

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](http://www.fire.nsw.gov.au)

**6. APPENDIX – THE PHYSICAL APTITUDE TEST (PAT)**
Firefighting is a physically demanding occupation. The exposure of firefighters to stressors associated with material handling, load carriage (including personal protective equipment), temperature extremes, variable terrains and confined spaces are known to impose unique physical and physiological demands. The FRNSW Physical Aptitude Test (PAT) is an assessment of the inherent requirements of firefighting and has been designed specifically to identify and recruit individuals who are physiologically capable of tolerating the work-related stress of firefighting.

To successfully complete the PAT, a candidate’s preparation will require regular cardiovascular and resistance training with a program targeted at the specific functional movements associated with firefighting. Please refer to the PAT Applicant Preparation Guide for further advice on recommended programs.

During the PAT candidates will be required to complete the 3 stages listed below in succession, walking from one task to the next. Running is not permitted during any stage of the PAT. Applicants may rest at any stage of the PAT however this will increase their overall time for completion.

For the entirety of the PAT assessment candidates will be provided with Personal Protective Clothing (PPC) including tunic and over-trousers to use. Ankle weights will be worn to replicate the weight of structural firefighting boots. The total weight of the PPC is approximately 20kg. For video demonstrations of the PAT stages, visit the PAT section of our website or watch our YouTube channel here: [http://www.youtube.com/fireandrescuensw](http://www.youtube.com/fireandrescuensw)

**PREPARING FOR THE PHYSICAL APTITUDE TEST – FIREFIT**

STAGES OF THE 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 applicant 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 applicant 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 applicant 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 applicant 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 applicant 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 applicant 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 applicant 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 applicant 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 applicant 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 applicant 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 applicant 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 applicant 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 applicant must grip the branch or hose and advance forward along the designated 30m corridor, completing 150m distance in total (five laps).
The applicant 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 applicant 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 applicant’s entire body must remain below the 1.25m height level for the complete 30m distance. The applicant must be able to complete the full 30m advance while staying below the 1.25m marker and face forwards at all times.
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 applicant must safely lift the firefighter SCBA interface off the ground then lower themselves below the 1.55m height marker. The applicant must then walk backwards along the 10m corridor. The applicant 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.