



**FIRE +  
RESCUE**

# SERVE YOUR LOCAL COMMUNITY AS AN ON-CALL FIREFIGHTER

**CANDIDATE INFORMATION PACK**

Updated November 2023

# CONTENTS

What we do	3
Key achievements	4
Our capabilities	5
What skills and abilities we seek from you	8
What on-call firefighters do	9
Working with us	10
Our values	11
Benefits of being an on-call firefighter	12
Benefits to employees	12
Benefits and conditions	13
Remuneration	14
Remuneration at 26 February 2021	14
Superannuation	15
Leave entitlements	15
Probation	16
Training	17
Unit competencies in phase 1 and phase 2 training	18
Essential requirements	19
Essential requirements	20
<i>Australian citizenship or permanent resident or NZ citizenship</i>	20
<i>Proximity to an on-call fire station</i>	20
<i>Availability to attend emergency calls and training</i>	20
<i>Minimum NSW provisional P1 driver licence or learner motorcycle licence</i>	21
<i>Driving qualification</i>	21
<i>Criminal record checks</i>	21
An overview of the recruitment process	22
Step 1 - Application gateway	24
Step 2 - Merit-based stages	25
Step 3 - Medical assessment	26
Step 4 - Physical Aptitude Test	28
Contacts and enquiries	29
Appendix - The Physical Aptitude test (PAT)	30
Stages of the PAT	32
<i>STAGE 1</i>	32
<i>STAGE 2</i>	33
<i>STAGE 3</i>	36





# WHAT WE DO

Fire and Rescue NSW (FRNSW) is the leading NSW emergency services agency for urban fires and rescue incidents.

With more than 6900 trained firefighters across NSW, we are one of the world's largest urban fire and rescue services in the world.

At FRNSW, we do more than fight fires. We are trained in hazardous materials management, urban search and rescue, medical assistance, counter-terrorism, safety education and more.

We help anyone, anytime, in any emergency to keep the NSW community safe.

Our purpose is simple: We are **Prepared for Anything to Protect the Irreplaceable.**

# KEY ACHIEVEMENTS

---

Take a glance at what we achieved in the 2022-23 financial year.

## PREVENTION + EDUCATION

More than

**22,500**

new smoke alarms installed.

More than

**10,000**

batteries in existing smoke alarms replaced.

More than

**36,000**

Safety Visits to homes.

**33,455**

people accessed our Brigade Kids website.



## FIRE

**18,712**

fire-related emergency incident responses, including structure fires, bush and grass fires.



## RESCUE

**14,476**

non-fire rescue incident responses, including in-water flood rescues, confined space rescues, responses to motor vehicle crashes and animal rescues.



## HAZMAT

**8,847**

responses to incidents involving hazardous material.



## MEDICAL RESPONSE

**14,091**

medical related emergency incidents.



# OUR CAPABILITIES

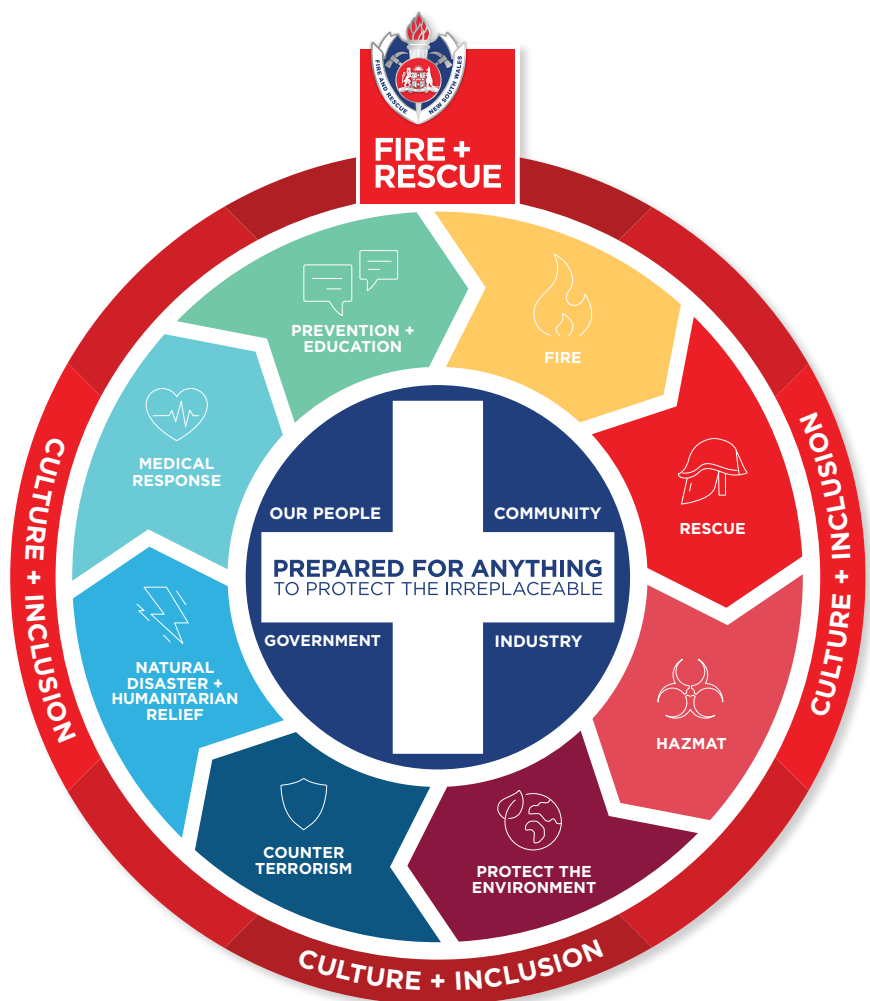
## These days we do much more than fight fires.

Our firefighters are trained to attend car crashes, rescue people, pets and livestock, provide basic life support and assist NSW Ambulance medical incidents. We also work with other emergency services and government agencies such as the NSW Police Force, Environmental Protection Authority, NSW Rural Fire Service, NSW State Emergency Service and more.

We play a substantive role in educating the NSW community about fire prevention and safety to reduce the risk of fires and fire-related deaths.

Our targeted community education programs include PreEd and FireEd for children, SeniorEd for older people, and we support various community activities and events, including our annual Open Day. Open Day is an annual community event where we share safety and prevention tips, and show the public who we are what we do.

Our Plus Plan sets out our existing capabilities and the future direction of our agency.



# Our capabilities are summarised below:

## FIRE

Firefighting is and will remain a cornerstone in our service delivery.

In the 2020-21 financial year we responded to more than 17,703 fires including 5,325 structure fires, 4,267 rubbish fires, 3,873 bush and grass fires and 2,942 vehicle fires.

We have a duty to take all practicable measures to prevent and extinguish fires to save life and property.

We also have the right knowledge, skills, training and tools to fight all types of fires, including:

- structure fires
- bush and grass fires
- transport fires
- flammable liquid fires.

We excel in the suppression of all forms of fire, in order to minimise death, injury, property loss, and economic disruption in any community.

With more than 6900 firefighters across NSW and more than 5000 Community Fire Unit Volunteers, we aim to reduce the risk and impact of fires in urban areas, including areas with a bushfire risk.

We reduced bushfire risks by carrying out prescribed hazard reduction burns and we support the NSW Rural Fire Service, the lead bushfire agency in NSW.

We also use other hazard reduction strategies and community education campaigns to prevent bushfires.

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. We also assist the community with recovery following a major fire. Our firefighters provide local household residents with safety and prevention information and conduct rapid damage assessments.

## 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 lead NSW Government agency of rescue services, we responded to more than 16,400 non-fire related rescue incidents in 2020-21.

All our firefighters are trained to confidently undertake the rescue incidents.

We are deployed interstate and overseas and are recognised as a world leader in road accident rescue.

Our Urban Search and Rescue 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.

Our new practical learning environment at the FRNSW Emergency Services Academy in Orchard Hills provides our firefighters with world-class, hands-on training particularly with regards to our rescue capability.



## HAZMAT

We are the lead agency for hazardous material (HAZMAT) incidents on land and inland waterways within NSW.

We are responsible for protecting and saving life and property endangered by hazardous material incidents, including:

- confining or ending such an incident
- rendering a site safe from hazardous substances or dangerous goods
- responding to chemical, biological, radiation or nuclear incidents
- Responding to environmental threats, such as a milk tanker spilling its load into a watercourse.

In 2020-21 we responded to more than 9500 HAZMAT incidents. These ranged from industrial accidents to deliberate acts.

We can immediately respond and deal with minor or small-scale HAZMAT incidents, often in conjunction with firefighting or rescue operations.

We are able to provide a HAZMAT response anywhere in NSW and can deploy to other states and nations affected by disasters.

## COUNTER TERRORISM

We maintain our operational preparedness to manage the consequences of terrorist acts as part of our whole-of-government counter-terrorism strategy, particularly:

- fires
- explosions
- building collapses
- chemical, biological or radiological agents

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.

## MEDICAL RESPONSE

We responded to more than 11,300 medical assist incidents in 2020-21 including:

- cardiac arrests
- childbirth
- snake bite
- assisting NSW Ambulance with major trauma.

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 hazardous materials (HAZMAT) incidents.

Our Community First Responder program is delivered by 10 on-call stations across NSW 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.

Each of 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.

# WHAT SKILLS AND ABILITIES WE SEEK FROM YOU

---

We employ more than 3,300 well-trained professional on-call firefighters throughout NSW to respond to local emergencies.

We employ people who reflect our professionalism and values, as well as the diversity of our community.

Applications are accepted from all members of the community and are assessed on merit, medical parameters and physical aptitude.

Being an on-call firefighter requires:

- A shared commitment to helping your local community
- A passion for working with others, including other emergency services and members of the public
- A commitment of your time and availability
- A willingness to learn and grow your skills
- An ability to listen and follow instructions
- Excellent communication skills
- The ability to balance work and personal (e.g. family and study) commitments
- Sufficient self-discipline to accept and carry out orders when required
- Able to complete tasks with minimal supervision
- Emotional resilience
- Focus on safety and situational awareness
- 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

## **Does this sound like you?**

Get ready to apply to become an on-call firefighter.



# WHAT ON-CALL FIREFIGHTERS DO

---

**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

While our on-call fire stations respond to emergencies 24 hours a day and 7 days a week, our on-call firefighters are not rostered on duty. On-call firefighters declare their availability to respond a week in advance. This enables the on-call firefighters to maintain their employment and advise the station when they are available to respond. On-call firefighters are notified of an incident by pager and then a mobile phone call.

Upon receiving a call, on-call firefighters who have advised they are available are required to immediately leave their current activity (including work, home or other) and travel promptly to the fire station to respond to the incident.

Firefighting involves day, night and weekend work, and can be physically, mentally and emotionally demanding. However, Fire and Rescue NSW provides resources to support your physical and mental health, safety and wellbeing.

On-call firefighters may be called upon to respond to major incidents, join strike teams during natural disasters and bushfires as well as support hazard reduction burns.

A firefighting career is one of the most important, rewarding and well-respected careers in our community.



# WORKING WITH US

# 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 AN ON-CALL FIREFIGHTER

---

We are 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 EMPLOYEES

---

Our 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 on-call firefighters gain responding to incidents.

We value the support that employers give to their employees who work as an 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.





# BENEFITS AND CONDITIONS

# REMUNERATION

---

On-call firefighters are paid on a fortnightly basis in accordance with the Crown Employees (Fire and Rescue NSW Retained Firefighting Staff) Award 2021.

All 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 and Rescue NSW Firefighters Staff Death and Disability) Award 2020).

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 on-call firefighters shall commence employment in the classification of 'On-call Recruit Firefighter' on the base level of the standard retainer.

## REMUNERATION AT 26 FEBRUARY 2021

---

Rank/classification	Hourly Rate	Base Level Retainer per fortnight
Recruit On-call Firefighter	\$31.23	\$73.77
Firefighter	\$35.14	\$73.77

# SUPERANNUATION

---

We make superannuation contributions to Aware 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 and Rescue NSW Firefighters Staff Death and Disability) Award 2020 which provides death and total and permanent incapacity superannuation benefits for FRNSW firefighting staff.

# LEAVE ENTITLEMENTS

---

On-call firefighters accrue leave under the Crown Employees (Fire and Rescue NSW Retained Firefighting Staff) Award 2021. 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 months applies. Progression from Recruit Firefighter to On-call Firefighter shall be subject to six 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

---

Initial training is required to be completed within the first six months of service. Training is structured over two phases with Online Pre-Course requirements and 'at station' Pre-Course Training.

## PRE-COURSE REQUIREMENT

There is a total of 35.5 hours of pre-course work.

- Online Pre-course. Requires completion of online modules totaling 35.5 hours (allocated).
- 'At Station' Pre-course. Requiring attendance at Station for up to 6 hours.

## FACE TO FACE TRAINING OPTIONS

Subject to availability there are two formats for Recruit On-Call Firefighter Training. Phase 1 and 2 training is structured over two block sessions of four days. Alternatively, there is also a combine version of eight days.

- 29.5 hour Online Pre-course
- 6 hour 'At Station' Pre-course
- 76 hours training over 8 days

76 hours training over 4 days Recruit On-call Firefighters receive instruction in firefighting foundation skills and achieve competencies under Certificate II in the Public Safety Training Package.

## ONGOING TRAINING

FRNSW considers ongoing training and skills maintenance essential to the wellbeing and safety of our firefighters. Following graduation, firefighters are supported with training to maintain ability and increase capability.

As an On-call Firefighter you must be prepared to attend training drills and undertake continuous development. Crews will be expected to meet for regular, scheduled training drills on a fortnightly basis either at station or together with other crews within the district. Firefighters are also required to participate in an annual fitness drill.

Throughout your career with FRNSW, you will be provided promotional opportunities including Incident Command training, leadership development and pathways from on-call to permanent firefighter.

# UNIT COMPETENCIES IN PHASE 1 AND PHASE 2 TRAINING

	Topic	UOC	Internal Competency
Phase 1	Prevent Injury	PUAFIR201B	
	Intro to Wildfire		✓
	Extinguishers		✓
	Forced Door Entry		✓
	Operate Breathing Apparatus Open Circuit	PUAFIR207B	
	Work in a Team	PUAOPE013A	
	Operate Communications Equipment	PUAFIR207B	
	Hazardous Materials		✓
	Structural Fire 1		✓
Phase 2	Gas Test Atmospheres	MSMWHS217	
	Structural Fire 2		✓
	Provide First Aid	HLTAID003	
	Apply first aid	HLTFA311A	
	Provide basic emergency life support	HLTFA211A	
	Provide Advanced Resuscitation	HLTAID007	
	Apply Advanced Resuscitation	HLTFA404C	



# ESSENTIAL REQUIREMENTS

# ESSENTIAL REQUIREMENTS

---

Before applying to become an on-call 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 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 AN ON-CALL FIRE STATION

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 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 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.

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. On-call firefighters are required to attend a minimum of 75% of regular training drills. A drill is a 2 hour scheduled training session conducted each fortnight.

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



## MINIMUM NSW PROVISIONAL P1 DRIVER LICENSE OR LEARNER MOTORCYCLE LICENCE

You must hold a current NSW driver license with a minimum Provisional (red P1 or learner motorcycle) licence. This requirement may be waived in some regional 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

On-call 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. 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 prior to an offer of employment being made. Any matters arising from a criminal check will be dealt with on a case-by-case basis however it is unlikely that candidates will progress if the following circumstances apply;

- Found guilty, charge proven (including not on record but excluding spent convictions) of (including but not limited to) the following offences: murder, armed robbery, sexual assault, arson, drug trafficking, break and enter, theft.
- Found guilty, charge proven (including not on record but excluding spent convictions) of (including but not limited to) the following offences: minor

property damage, minor assault, drug possession or usage, malicious wounding, inappropriate behaviour in a public place.

Other matters that may not allow your application to progress include outstanding warrants or court orders at the time of commencement as a recruit, currently under investigation, charged or awaiting criminal proceedings.

Candidates who have conviction/s may be asked to provide Police Fact Sheets and/or court transcripts prior to attending a panel interview. Each case is assessed on an individual basis.



# 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 the Pre-Course Activities, Phase 1 and Phase 2 Recruit Training Program.



### GRADUATION

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

# STEP 1 - APPLICATION GATEWAY

---

Go to our website [fire.nsw.gov.au](http://fire.nsw.gov.au) for information on on-call firefighters and their role.

- Identify if you reside or work in an on-call station location. Select Recruitment/ Retained (on-call Firefighters and enter your postcode or suburb/town in the 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 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 [iworkfor.nsw.gov.au](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

## **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 and 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 Branch 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

---

- Being prepared for what lies ahead is part and parcel of being an 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 [fire.nsw.gov.au](https://fire.nsw.gov.au)

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

Detailed information about the PAT can be found in the appendix (page 30)

## 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 18 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.





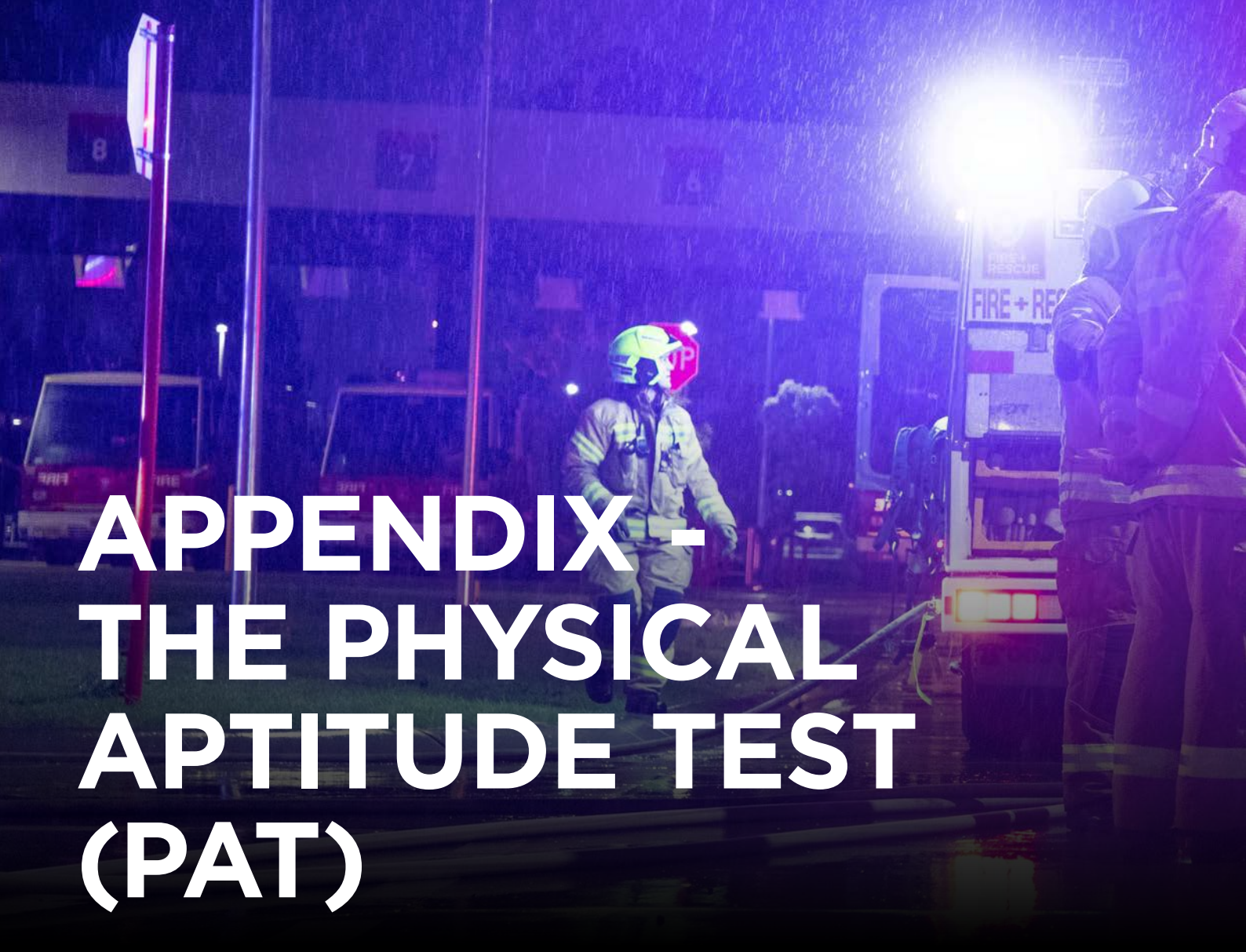
# CONTACTS AND ENQUIRIES

---

For all enquiries regarding FRNSW requirements, selection criteria and the recruitment process please contact your local FRNSW 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 [fire.nsw.gov.au](https://fire.nsw.gov.au)





# 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 [FireFit Training 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 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 20 kg. For video demonstrations of the PAT stages, visit the PAT section of our website or watch our YouTube channel [here](#).



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

Visit [our website](#) for information and videos about becoming FireFit.

Or download the FireFit Training Guide directly at [here](#).



# 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 resistance.

#### 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.



## TASK 3: RESCUE TOOL HOLDS

### Equipment

19kg simulated rescue tool

### 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.



## TASK 4: REPEATED HOSE DRAG

### Equipment

2.8 m length of 38mm hose and nozzle weighted to 11kg attached to resistance reel to provide 11kg of vertical resistance and 27kg of drag (horizontal) 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.



## STAGE 3

The aim is to complete two tasks in 2 minutes

### TASK 1: FIRE ATTACK SIMULATION

#### Equipment

2.8 m length of 38mm hose weighted to 11kg with branch/nozzle attached to resistance reel, to provide 11kg of vertical resistance and 27kg of drag (horizontal) resistance, and a marked 30m corridor.

#### Purpose

To replicate advancing forward a charged hose line while remaining below the neutral plane whilst 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 1.25m for the complete 30m distance. The applicant must be able to complete the full 30m advance while staying below 1.25m 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 resistance and 56kg of drag (horizontal) 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.







