

Gwasanaeth Tân ac Achub
De Cymru



South Wales
Fire and Rescue Service

BE MORE



AR-ALWAD
ON-CALL

FIREFIGHTER

FREQUENTLY ASKED QUESTIONS

This booklet has been designed to answer the questions asked about becoming an On-Call Firefighter within South Wales Fire and Rescue Service (SWFRS). We are committed to recruiting the best people to work with us and support our communities.

DO I **NEED** TO LIVE NEAR A **FIRE STATION**?

You must be able to respond to your local On-Call station within a specific satisfactory time from your home or work address, using normal road speed. Timed runs will be made to ensure this. If you are responding on foot or bike, timed runs will still take place.

IF I AM **RESPONDING** FROM **WORK** WHAT DO I **NEED** TO DO?

We must have consent from your Employer. Timed runs will also be made.

WHAT **QUALIFICATIONS** DO I **NEED**?

Formal qualifications are not required for the role of Firefighter. However, it is desirable to have attained Literacy and Numeracy skills to Essential Skills Level 2 (Key Skills Level 2) or GCSE to Grade C or above.

It's important to note that your numeracy and literacy levels will be tested within the Ability Assessment used as part of the Selection Process.

DO I HAVE TO BE A **BRITISH CITIZEN**?

You can be of any Nationality to apply, provided that you have the permanent right to remain without restriction in the UK. European Economic Area (EEA) and Swiss citizens are automatically eligible to apply. Proof of ID will be required.

WHAT IF I HAVE **CRIMINAL** CONVICTIONS?

All unspent convictions must be declared on your Application – please note that convictions and cautions will not necessarily stop you from being considered.

Under the 'Rehabilitation of Offenders Act 1974', you do not have to declare spent convictions. If you are not sure if your convictions are 'spent', please refer to the Nacro Disclosure Service website www.nacro.org.uk where you can find a full list of the main sentences and orders and their rehabilitation periods.

IS THERE AN **AGE** LIMIT?

Candidates must be a minimum of 17 years and 6 months of age on the date of application and a minimum of 18 years of age on the first day of the Firefighter Training Course to be eligible to apply.

There is no upper age limit.

ARE THERE ANY **HEIGHT** RESTRICTIONS?

There are no height restrictions.

WHAT **HOURS** WILL I **WORK**?

There are currently seven On-Call contracts available, although 42 hours a week will be initially offered.

WHAT ARE THE **WAGES**?

For detailed information on salaries, please refer to the 'On-Call Firefighter - Information Booklet' which is available on our website www.southwales-fire.gov.uk.

IS IT OK TO HAVE A **TATTOO** OR **BODY PIERCING**?

You must convey the image of the Service with regard to their attire, hairstyles, facial hair, nails, jewellery, piercings, make-up and body art.

In the interests of Health and Safety, all piercings must be removed before starting operational duty.

It is the Services procedure that a person with visible body art that is above the collar line, below shirt sleeve or any that are deemed obscene or offensive in anyway are unacceptable unless agreement is made to cover up, at own cost.

HOW **MANY JOBS** ARE THERE?

The number of vacancies available depends on a number of factors such as Station establishment, retirement rates and organisational needs.

IF I AM **SUCCESSFUL**, WHEN WILL I **START**?

It is hoped that successful candidates will be offered a place on the next available 2 week On-Call Firefighter initial training course, although in some cases, candidates will be placed on a list. When vacancies arise, candidates will be offered places on the next 2 week training course.



HOW WILL I BE **ASSESSED?**

The Selection Process consists of a number of stages, and candidates will have to be successful at each individual stage to be invited to move onto the next.

The stages are:-

Application Stage
Candidates are required to fully complete the application.
Suitability Interview
This interview is designed to discuss the expectations, commitment and contracts.
Ability Assessment
Candidates will sit an assessment which includes Numeracy, Literacy and Problem Solving.
Job Interview
The interview is designed to assess that the candidate has a positive approach to life and work.
Physical and Practical Assessment
Candidates will undertake a series of tests designed to assess that they are able to fulfil the physical requirements of the Firefighting role.
References
References covering 3 years will be required from Employer and Character (Government requirement).
Medical Assessment
This assessment is designed to test that you are medically fit to be able to undertake the duties of a Firefighter without putting yourself or others at risk. Eyesight and colour perception tests are carried out and also a drugs and alcohol test.

If you would like more information about any of these stages, please refer to our range of On-Call Firefighter Information Booklets which are available on our website www.southwales-fire.gov.uk.

IF I AM **UNSUCCESSFUL** AT ANY **STAGE**, CAN I **RE-SIT**?

You **have** to be successful at each stage of the selection process to progress.

You **may** get the opportunity to re-sit certain elements of the selection process such as the Physical and Practical Assessment, the Ability Assessment and/or the Job Interview.

WHAT IF I **CAN'T** MAKE AN **ASSESSMENT** DATE?

If you make us aware that you are unable to attend on a specific date in advance, we will endeavour to accommodate you.

WHAT IF I **HAVE** A **MEDICAL** ISSUE?

Decisions relating to whether or not your medical issue will prevent you from becoming a Firefighter can only be made following a detailed and individual assessment with our Occupational Health Team.

If you currently have, or have had a medical condition which might present problems, the following general guidance should help you consider your medical suitability before applying. Any medical condition that would significantly increase risk of the following would be unacceptable:

- Sudden collapse or sudden incapacitation;
- Impaired judgement;
- Altered awareness;
- Substantial physical or psychological injury/ill health;
- Any other effect which would pose a substantial health and safety risk to yourself and others.



WHAT IF I HAVE **DYSLEXIA**?

If you have dyslexia, or suspect you may have dyslexia, we are able to put appropriate measures in place to support you through the selection process. You will need to identify this on your Application and should you be shortlisted to the ability assessment, you will be asked to submit an Assessment Report from an appropriately qualified health or education professional. This Assessment Report will help us identify how best we can support you, not only at selection stage but potentially throughout your Fire Service career.

I WEAR **GLASSES**, CAN I STILL **APPLY**?

You must reach a minimum uncorrected (unaided) vision standard of 6/9 in each eye in order to be considered.

I THINK I AM **COLOUR BLIND** - IS THIS AN ISSUE?

Individuals with either normal colour vision or slightly abnormal colour vision are suitable for appointment to the Fire and Rescue Service. You will be tested to ensure that you meet these requirements using the Ishihara Test (2 errors maximum permissible).

I HAVE HAD **LASER EYE TREATMENT**, CAN I STILL **APPLY**?

You are unable to apply to be a Firefighter until one year after the date of your treatment. At this stage, your eyesight will be tested in the usual manner to ensure that your eyesight meets the standard requirement of 6/9 in each eye.

WHAT IS THE **BLEEP TEST** STANDARD?

We currently use the Bleep Test as a measure of your fitness. We look for candidates to achieve level 8.8

WHAT IF I HAVE **ASTHMA**?

Asthma does not necessarily prevent you from becoming a Firefighter. Your condition will be assessed at the medical stage by our Occupational Health medical team, after which a decision will be made as to your suitability for the role of Firefighter.

DO I **HAVE** TO BE **FIT** TO **APPLY**?

You will need to be fit and maintain your levels of fitness throughout your career as a Firefighter. This includes maintaining a healthy weight.

WHERE CAN I **FIND** OUT **MORE** ABOUT **PREPARING** FOR THE **FITNESS** TEST?

Details of the Physical and Practical Assessments are available in the Physical and Practical Assessment Booklet which is available to download from the South Wales Fire and Rescue Service website www.southwales-fire.gov.uk

A 'Preparatory Fitness Programme' is also available for you to download to help with your preparation for the tests and your career as a Firefighter.

WHERE CAN I GET AN **APPLICATION**?

Please visit our website www.southwales-fire.gov.uk and fully complete the relevant application.



South Wales Fire and Rescue Service

Recruitment and Assessment Team
Fire Service Headquarters
Forest View Business Park
Llantrisant
CF72 8LX

Recruitment Line - 01443 232200
recruitment1@southwales-fire.gov.uk



@SWFRS_Careers



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