



Gwasanaeth Tân ac Achub  
De Cymru  
South Wales  
Fire and Rescue Service

# Wholetime Firefighter Recruitment Process 2021

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### Frequently Asked Questions (FAQs)

#### When can I apply to be a Wholetime (Full-time) Firefighter?

SWFRS usually recruits for **Wholetime Firefighters** once a year. For 2021, you can apply between 9am on 5<sup>th</sup> January and 5pm on 19<sup>th</sup> January 2021. As this is a highly competitive process, we regret that we cannot accept applications outside of this period. We are recruiting for **On-Call Firefighters** at selected stations throughout the year. Visit our [On-Call webpage](#).

#### What is the minimum and maximum age to apply?

Applicants needed to be at least 17½ years old at the time of applying and 18 years old before attending the training course if successful. There is no upper age limit, as long as you are fit and well to pass all the tests.

#### What qualifications are needed to apply?

There are no specific qualifications required to apply, however, to be successful in the selection process you will need to pass aptitude tests, so having literacy, numeracy and problem solving skills equivalent to Level 2 Essential Skills or above will be required.

#### What are the next stages of the process?

These are the steps of the process:

1. Apply online
2. SWFRS shortlisting
3. Ability test
4. Physical and practical assessments (including a bleep test)
5. Interview

Those successful at interview stage will then need to complete satisfactory pre-employment checks including a full medical examination, DBS (Disclosure and Barring Service) check and references.

View the [full process and timescales](#).

#### Do I have to be a British Citizen to apply?

You can be of any nationality to apply, provided that you have the permanent right to remain without restriction in the UK. You will be required to supply evidence of your right to work in the UK during the recruitment process.



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## **Do I have to live in South Wales?**

To be an On-Call Firefighter you will need to respond to station within 5 minutes.

If you are a Wholetime Firefighter, you do not need to live in South Wales, however you will be required to commute to Station for all rostered shifts or to relocate in time for course allocation.

## **Can I choose which Station to work at?**

No. Firefighters are placed at Stations where there are vacancies. Firefighters may also be required to transfer and work at other stations if needed.

## **Fitness requirements:**

### **Are the recruitment standards different for men compared to women?**

No. The assessments and standards that need to be met are the same for everyone.

### **How fit will I have to be?**

You will need to be reasonably fit and maintain your fitness levels throughout your career as a Firefighter. You will be required to undertake a fitness evaluation to determine your aerobic capacity. More information can be found on our WDS page.

Medical Requirements:

### **Can I apply if I wear glasses?**

You will be required to have an Eyesight Standards form completed by a qualified optometrist. The main eyesight requirements are:

- A minimum visual acuity of, right eye 6.9, left eye 6.9
- Good colour vision (you will be required to complete colour vision assessments if you have a colour vision impairment)
- If Laser eye surgery has been performed, applications will not be considered for a minimum of 12 months after the date of the procedure

### **I am dyslexic, can I receive support?**

Dyslexia is classed as a disability and you will be asked if you have a disability as part of the recruitment process. When you get to the timed written tests you will be asked if you suffer with dyslexia and you should answer "yes". You will then be asked to contact us directly so we can discuss any reasonable adjustments, such as additional time to undertake the assessments. You will be required to provide evidence of your dyslexia from a medical professional.



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## **I have a disability, can I still apply?**

Yes, medical suitability is determined by an individual assessment which will involve due consideration of any opinions or medical reports you may wish to submit.

We are fully committed to meeting our duties to matters of equality as set out in current legislation, specifically The Equality Act 2010.

Fire and Rescue Services cannot make any adjustments to the essential role requirements, as identified in the Person Specification section of the Job Description or to nationally set Fitness Standards. These requirements and standards have been set to ensure that individuals are safe at work, for their own protection and that of others.

If you have a disability and feel that you are able to meet the essential role requirements as detailed in the Job Description and Person Specification, but the selection / assessment process prevents you from fully demonstrating your abilities, reasonable adjustments to the process will be considered. To ensure that the required support is readily available, you are required to bring your specific needs to the attention of the appropriate testing centre in advance.

A medical condition or functional limitation which, despite any reasonable adjustments, gives rise to significantly increased occupational risk of the following is unacceptable:

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

## **Can I apply if I have a criminal record?**

Having a criminal record will not necessarily prevent you from becoming a Firefighter. You are required to declare any convictions for offences that are not spent under the Rehabilitation of Offenders Act 1974. This includes any offences dealt with by a court of law, HM Services disciplinary procedures and any driving offences. To find out if a conviction is unspent visit [www.disclosurecalculator.org.uk](http://www.disclosurecalculator.org.uk)

Before an offer of employment is made a disclosure document from the Criminal Records Bureau will be obtained. If, at any stage, a conviction is highlighted that you have not declared, your application will be withdrawn from the recruitment process.



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## Standards of appearance / Religious beliefs:

### **I have a beard for religious reasons, will I have to shave it off to be a Firefighter?**

Facial hair (beards and sideburns) affect the seal on the Respiratory Protection Equipment (RPE) including Breathing Apparatus (BA) and face masks, all operational staff must be clean shaven as a face seal cannot be guaranteed otherwise.

### **I've got several tattoos, will this be an issue?**

Tattoos are acceptable providing they could not be deemed as offensive. Tattoos are unacceptable if they are rude, crude, racist, sexist, homophobic or violent.

### **I've got several piercings, will this be an issue?**

For health and safety reasons, all piercings must be removed before commencing operational duty.

### **My faith requires me to allocate certain times of the day for prayer, will this be accommodated?**

Due to the nature of the role, there may be times when this is not possible. However, we actively support employees who wish to pray at work to balance their individual beliefs with operational needs. Visit our [equalities webpage](#).

## **On Call to WDS**

### **Will being an On-Call firefighter give me a better chance of becoming Wholetime?**

Being an On-Call Firefighter will give you the *experience* and *knowledge* of being an operational firefighter. Being an On-Call Firefighter will not give you a 'fast track entry'.

Our Wholetime recruitment is a [separate process](#).

## **Transferees**

### **Do you accept transferee applications from competent firefighters from other services?**

Yes we do, however this is a recruitment process that we run separately. Please follow us on our social media and check our website for updates. To be eligible to apply for our Transferee Process you must be deemed competent in a current permanent Wholetime firefighting role.