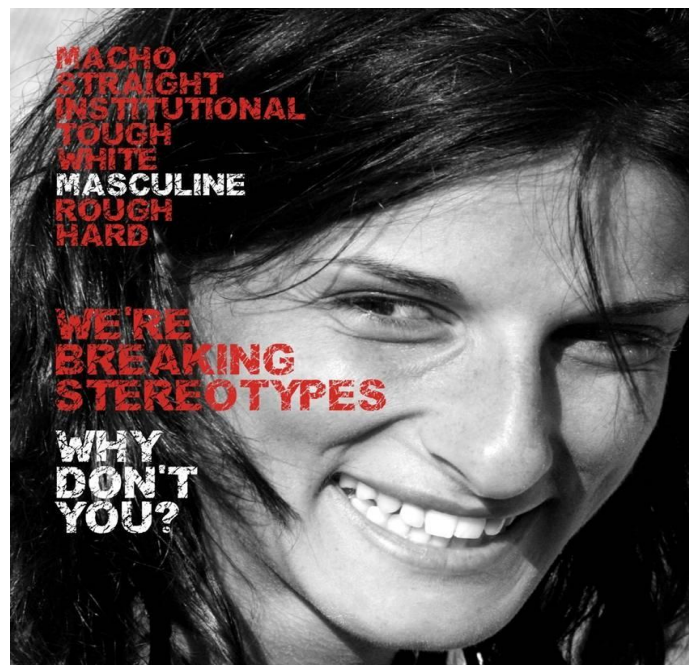




Wholetime Firefighter Information

2012



- ✓ Can you get on with people from different backgrounds and cultures?
- ✓ Do you believe in promoting a safer community to live in?
- ✓ Can you interact with all members of the community?
- ✓ Are you a good and effective communicator?
- ✓ Can you perform as part of a team?
- ✓ Do you have the ability to support other members of the team?
- ✓ Can you work under pressure and still perform to the best of your ability?
- ✓ Do you have the drive and commitment to learn, develop and maintain the knowledge and skills required in the Fire and Rescue Service?
- ✓ Can you think quickly and confidently whilst in a stressful situation?
- ✓ Are you willing to work hard in difficult working conditions?
- ✓ Are you prepared to work weekends, night shifts and during public holidays?
- ✓ Do you have the sensitivity to deal with members of the public who are in an emotional situation?
- ✓ Are you over 18?
- ✓ Are you physically fit?

If you can answer **yes** to all of the above you may have the potential to become a wholetime firefighter.

The Role of the Firefighter

Inform and educate your community to improve awareness of safety matters

Take responsibility for effective performance

Save and preserve endangered life

Resolve operational incidents

Protect the environment from the effects of hazardous materials

Support effectiveness of operational resources

Support the development of colleagues in the workplace

Contribute to fire safety solutions to minimise risks to your community

Drive, manoeuvre and redeploy fire service vehicles



Stages of Selection

The following is a guide to the stages in the selection process; the timetable for which is set to fit in with the Foundation Course at the Scottish Fire Services College for trainee firefighters.

- ✓ **Correctly completed online Application Form including**
 - Equal Opportunities Monitoring Form

- ✓ **Firefighter Ability Tests**

Ability tests include verbal, numerical and situational judgement tests.

- ✓ **Practical Job Related Tests**
 - Ladder Climb – 3rd floor of the tower
 - Hose Running – run out and make up 6 lengths of fire hose in 8 minutes
 - Breathing Apparatus – working in confined space whilst wearing BA
 - Leg/Back strength – standing lift of 25kgs
 - Ladder extension test – simulation of extending a 13.5 metre ladder

- ✓ **Interviews (initial and final)**

The interviews are completed on the same day. If successful at the initial interview you proceed to the final interview. The initial interview is about yourself and your knowledge of the Fire and Rescue Service. The final interview requires more information to be provided and is before a panel of senior management.

- ✓ **References**

Tayside Fire and Rescue require two references, one of which should be your current employer.

- ✓ **Disclosure Scotland Check**

All personnel joining Tayside Fire and Rescue require a Standard Disclosure check.

- ✓ **Pre-employment Medical Assessment / Multi-Stage Fitness Test (MSFT)**
 - Medical and Eyesight Assessment Forms

The medical includes eye test, colour blind test, hearing test and urine test.
The MSFT requires that you achieve level 8.6. The test is a gradual increase in pace between two points that are twenty metres apart and is successfully completed on reaching level 9.6.

Successful Selection

On successfully completing all the stages you will be either offered a place on the next Foundation Course at the Scottish Fire Service College, Gullane or you will be placed on a holding list. The holding list can last up to 2 years and allows Tayside Fire and Rescue to have a pool of personnel available for future courses, however, the move to a single Scottish Fire Service may have implications for our holding list. The holding list personnel will only be offered a job once they have successfully completed a reference check, a Disclosure Scotland check and a medical.

Foundation Course

Trainee firefighters attend the Scottish Fire Service College in Gullane, East Lothian on a 12 week residential course (transport is provided). Prior to attending the course at Gullane all trainees spend a week of Induction at the Perth Training Centre. The Foundation course runs from Monday to Friday with personnel staying at the college and allowed to return home at the weekends. The curriculum involves Task and Task Management, Community Safety Initiatives, First Aid, Road Traffic Collisions, Breathing Apparatus, Health and Safety and Equality and Diversity training. All personnel are continuously assessed throughout the course.

On successful completion of the Foundation Course personnel return to the Perth Training Centre for two weeks of Integration into Tayside Fire and Rescue. This phase is to monitor and ensure that all the trainees have the necessary knowledge and skills to be allowed to start on a watch.

On completion of this training each person will be allocated a station and a watch.

Future Development Opportunities

On completion of the Trainee phase you then move into Development. The development phase can take up to 36 months to complete, on completion of this phase you become a competent firefighter and a Level 3 SVQ .

As a firefighter you may have opportunities throughout your career to become an Emergency Fire Appliance Driver, Water Rescue Technician, Fire Behaviour and Breathing Apparatus Instructor to name just a few.

Educational Support Grants are also available to all personnel within Tayside Fire and Rescue. Opportunities are given to study anything from languages to business degrees as we work closely with colleges and universities to develop the potential of the people we employ.

Opportunities are made available for personnel to develop not only as a firefighter but also for the other roles in the organisation from Crew Manager to Watch Manager right through to Chief Fire Officer.

In joining Tayside Fire and Rescue there will be opportunities to develop your career.

Wholetime Stations

Station 1 - Blackness Road, Dundee

Station 2 - Macalpine Road, Dundee

Station 3 - Balmossie, Monifieth

Station 4 - Arbroath

Station 11 - Kingsway East, Dundee

Station 21 - Perth

Hours of Work

2 day shifts with 24 hours off duty followed by 2 night shifts. 96 hours off duty.

Day Shift 0800 - 1800

Night Shift 1800 - 0800

Salary

Trainee £ 21,157 (as at 01.07.11)

Development £ 22,038 (as at 01.07.11)

Competent £ 28,199 (as at 01.07.11)

For further information visit www.taysidefire.gov.uk