# Emergency Fire Crew Information Sheet

The following information sheet provides candidates for the Emergency Fire Crew (EFC) roles information on the assessment dates and selection process. If you require any further information please contact [HR@rbfrs.co.uk](mailto:HR@rbfrs.co.uk).

## Assessment Stages

### Online Functional Skills Test (21 October –24 October 12:00 hours)

Following the shortlisting of successful applicants you will be invited to complete online functional skills tests that will enable you to demonstrate your knowledge and skills applicable to the role (e.g. English and Maths). You will be provided with a link to the tests, and they must be completed by 12:00 on 21 October 2022.

### Physical Assessments (28 October)

If shortlisted you will be invited to attend a physical assessment day at our Training Centre, Whitley Wood Road, RG2 8SF whereby you will undergo a number of physical tests (these are detailed below).

Please note due to resource requirements we are running a limited number of physical assessment days, therefore it is important that you make yourself available to attend the physical assessment date as we will be unable to provide alternative dates.

More information about the physical tests, including videos can be found on our website [rbfrs.co.uk/careers/wholetime-firefighter/step-three-physical-tests](https://www.rbfrs.co.uk/careers/wholetime-firefighter/step-three-physical-tests/).

##### Ladder Climb

Candidates wear a safety harness and ascend two-thirds of the way up a 13.5-metre ladder and take a leg-lock. They are then asked to lean backwards and outstretch their arms to the sides, and then whilst looking over their shoulder they are to say out loud what symbol is being shown by the assessor at ground level. This will test confidence at heights.

#### Confined Space Exercise

Candidates put on a facemask with un-obscured vision although this will be in a dark environment.  They will make their way through a crawl and walkway. Once inside the crawl/walkway, they have their vision obscured and return to the start. This will test confidence, agility and stamina.

#### Equipment Assembly

Candidates are given a demonstration of the test before having to assemble and disassemble a number of components to make an item of equipment which will test manual dexterity.

#### Drill Ground Assessment

Candidates are required to complete a series of tasks that simulate firefighting activities such as carrying equipment, running out hose and casualty evacuation, within a set time. This is a test of physical fitness.

The tests on this day are designed to assess your level of physical fitness in line with requirements of the role.

#### Ladder Lift Exercise

Candidates are required to lift the ladder lift simulator to the required height and lower it safely under control. The cradle is loaded with 15kg but including the weight of the equipment the total is approximately 25kg.

### Interview (24 October – 4 November 2022)

The main aim of the interview is to find out about you and your motivation and ability to undertake the role of EFC. The interview will be conducted by two people who will take it in turns to ask you questions about you and your experience, taking a set of notes to ensure a record is kept of the examples you give.

The interview will be conducted online, unless you request a face to face interview as an adjustment.

Interview questions will mainly be behavioural based, during the interview you will be asked to give examples of when and how you have demonstrated the behaviours that are important for this role as well as some confirmatory details around career history, qualifications and availability as appropriate. You should answer based on your personal experience.

### Fitness Test (2 November 2022)

This role can be a physically demanding and hazardous, and to ensure effective and safe operational performance an appropriate level of physical fitness is essential.

Your level of physical fitness will be determined by measuring your performance during a number of physical and practical tasks. You will be required to perform an ‘aerobic’ fitness test to predict your aerobic capacity (in mlsO2/kg/min). This allows us to assess your ability to perform exercise for longer periods which is important for this role. The minimum requirement for candidates at recruitment is **42.3** mls/O2/kg/min, by achieving a time of 11 minutes, 11 seconds or under in the drill ground assessment. If you progress to medical, you will be required to demonstrate this level of fitness again on a treadmill walk test to ensure that you have maintained the appropriate level of fitness. Achieving Level 8, Shuttle 8 on the standard bleep test would provide an indication of fitness but is not a guarantee.

### Medical (2 November 2022)

Candidates reaching this stage of the process will be required to attend a medical.

Candidates must meet the minimum eyesight standards. Corrected visual acuity should be 6/9 binocularly, and a minimum of 6/12 in the worse eye. The minimum uncorrected vision for recruits should be 6/18 in the better eye and 6/24 for the worse. There is an upper hypermetropic (long-sighted) limit of +3.00, and colour vision must reach the required standard. Prior to attending a medical appointment candidates will be required to visit an opticians for a full eyesight test, bringing the results to their medical appointment. We must stress that Royal Berkshire Fire and Rescue Service will be unable to reimburse any costs that may be incurred by booking and attending this appointment.

Hearing and lung function will also be tested during the medical and candidates will undergo screening for use of illegal drugs and alcohol misuse.

If you have any of the following conditions you should consider carefully whether the nature of the work and the attendance pattern, (which includes the possibility of very long hours at major incidents), would be detrimental to your health:

* Significant joint injury or disease, especially if it affects the back or knees.
* A chronic respiratory problem, e.g. asthma.
* A history of hypertension, diabetes, epilepsy, cardiac or circulatory disease.
* Contact dermatitis, psoriasis or eczema.
* Vertigo, claustrophobia or acrophobia (fear of heights).

Your medical records from your General Practitioner may be required, for which you will be asked to give consent at the appropriate time.

More detailed information regarding the medical will be available to candidates later in the recruitment process.

You will also be required to undergo a Chester Treadmill Walk Test. The Chester Treadmill Walk Test is a 12 minute graded, treadmill walk test designed to assess whether or not a candidate can achieve the firefighter fitness standard of 42mls O2 /kg/min.

You will also be required to complete a Breathing Apparatus (BA) Mask fitting and a Fire Kit PPE fitting. You will be asked for sizes related to PPE at point of application.

A DBS check is required as part of the application process.