

# ROYAL BERKSHIRE FIRE AND RESCUE SERVICE

<b>Job Title:</b>	<b>Emergency Fire Crew</b>		
<b>Post Reference:</b>		<b>Temporary/Permanent:</b>	Temporary
<b>Grade:</b>	£11.51 per hour	<b>Hours:</b>	Variable
<b>Reports to:</b>	EFC Supervisor or nominated team leader		
<b>Line Management responsibilities:</b> (Direct and Indirect)	None		
<b>Directorate/ department:</b>	Service Delivery		
<b>Location:</b>	Various throughout Berkshire		
<b>Politically restricted:</b>	No		

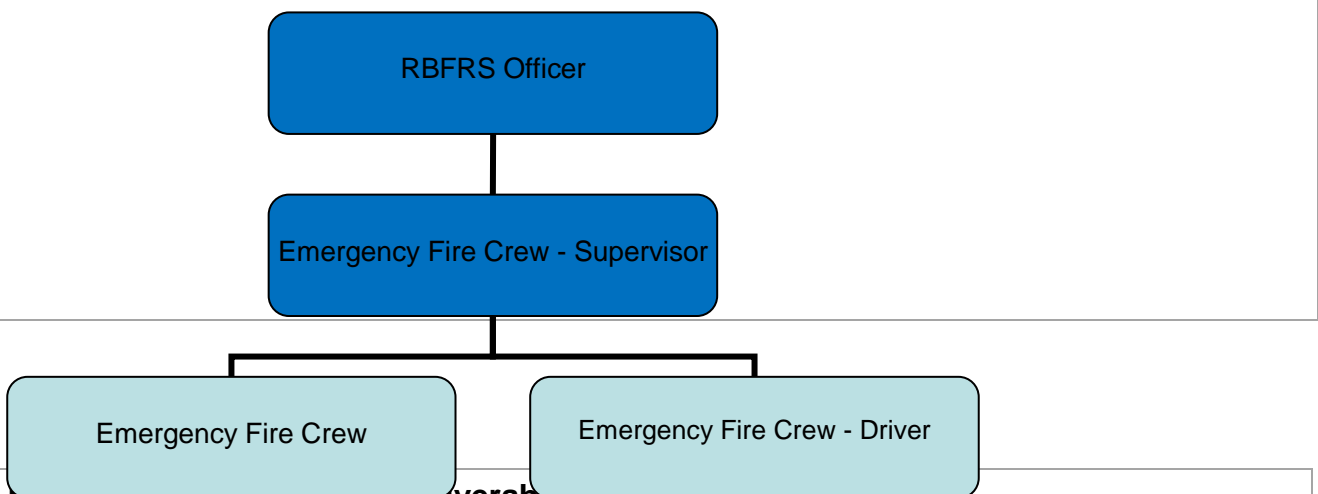
**Main Purpose of the Job:**

To protect and serve the community by responding to emergencies and minimise their impact by providing firefighting and rescue services.

Carry out firefighting and other emergency activities as directed by a Supervisor or Incident Commander, and within the operational parameters of their role.

This is a fixed term post within the structure to cover a period of industrial action for resilience purposes.

**Organisational Structure**



**Key Responsibilities and Deliverables.**

Emergency Fire Crew will be required to staff fire appliances and attend emergency incidents. Training will be provided to enable them to deal with a limited range of incident types.

Take responsibility for effective performance	<ul style="list-style-type: none"> <li>• Take responsibility for personal performance, including your own health and fitness and maintaining required Standards.</li> <li>• Establish and maintain effective working relationships with people within the organisation and externally</li> <li>• Maintain standards of dress and personal appearance in keeping with the image of the Fire and Rescue Service</li> </ul>
Save and preserve endangered life	<ul style="list-style-type: none"> <li>• Conduct searches in line with training to locate life involved in emergencies as directed</li> <li>• Rescue human life involved in emergencies</li> <li>• Provide first aid as appropriate</li> <li>• Instigate protective measures to safeguard members of the public from hazards.</li> </ul>
Resolve operational incidents	<ul style="list-style-type: none"> <li>• Take initial actions to enable firefighting operations to commence</li> <li>• Control and extinguish fires</li> <li>• Respond to a range of emergencies other than those which involve fire or hazardous materials</li> <li>• Give physical and emotional support to people directly and indirectly involved in emergencies</li> <li>• Liaise with other agencies to maintain security at the scene and resolve the emergency as directed.</li> </ul>
Protect the environment from the effects of hazardous materials	<ul style="list-style-type: none"> <li>• Take initial actions to enable firefighting operations to commence</li> <li>• Mitigate actual and potential damage to the environment from hazardous materials</li> <li>• Basic decontamination of people and property affected by hazardous materials</li> <li>• Support individuals involved in hazardous materials emergencies as directed</li> </ul>
Support the effectiveness of operational response	<ul style="list-style-type: none"> <li>• Check, test and conduct routine maintenance on appliances, equipment and PPE (and recording of such)</li> </ul>
Support the colleagues in the workplace	<ul style="list-style-type: none"> <li>• Communicate your own skills and knowledge and limitations to colleagues as appropriate</li> </ul>
Drive, manoeuvre and redeploy fire service vehicles	<ul style="list-style-type: none"> <li>• Drive vehicles safely and deal with hazards which may arise en route NB: no requirement for blue light driving.</li> </ul>

## Personal Specification

Qualifications and training	On recruitment	After Training
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Current UK/EU driving licence	X	
<b>Qualifications and training (desirable)</b>	<b>On recruitment</b>	<b>After Training</b>
Current First Aid qualification including CPR	X	

<b>Knowledge, skills and experience</b>	<b>On recruitment</b>	<b>After Training</b>
Able to communicate effectively with a wide range of individuals in English, both orally and in writing.	X	
Able to work effectively with and support others	X	
Understand and respect diversity and adopt a fair and ethical approach to others.	X	
Practical/manual ability	X	
Committed and able to develop self.	X	
Able to be confident and resilient in challenging situations.	X	
Able to cope with pressure, including helping and supporting others under pressure.	X	
Able to read, understand, recall, apply relevant information presented in English.	X	
Able to be aware of danger and react safely	X	
A conscientious approach to work	X	

### **Other Requirements**

Ability to travel to other locations within the county of Berkshire

Able to work flexibly including unsociable hours

Provide a commitment to an initial training period of up to 12 days and a commitment to ongoing training as required

Be able to provide availability for periods of Industrial Action as notified

Age 18 or over

Eligible to work in the UK and satisfy the Disclosure and Barring Service requirements

Able to satisfy the medical and fitness requirements of the role, including minimum standards of eyesight, colour vision and hearing

Able to work at height and in restricted spaces

Able to attend for training and various work locations

Committed to providing a service to the community

Be able to wear Personal Protective Equipment provided during any period of employment as EFC

<b>RBFRS Behaviours</b> RBFRS Behaviours are contextualised into 4 levels. The level this role operates within is identified below <ul style="list-style-type: none"> <li>• Leading Yourself <input checked="" type="checkbox"/></li> <li>• Leading Others <input type="checkbox"/></li> <li>• Leading the Function <input type="checkbox"/></li> <li>• Leading the Service <input type="checkbox"/></li> </ul>	
Personal Impact	<p>Comply with all finance and procurement policies, procedures and practices, demonstrating the highest levels of integrity at all times. Adhering to the RBFRS code of Conduct and related policies.</p> <p>Take responsibility for your own performance (including personal fitness) and participate positively in development activities.</p>
Working Together	<p>Promote and adhere to the Service's policies on equality and fairness. Value the contributions of a diverse workforce and respond to the different needs of individuals and group. Ensuring familiarity of Safeguarding Policy and practice. Contribute to the development of others.</p>
Delivering Quality and Service	<p>Treat members of the public with respect.</p> <p>Respond to the different needs of individuals and groups within the organisation and in the community.</p>
Organisational Effectiveness	<p>Uphold and promote the values of RBFRS complying with the required standards of conduct, integrity and behaviour.</p> <p>Demonstrate commitment to helping the service achieve its corporate commitments and vision.</p>
Safety and Wellbeing	<p>Practice and Promote the Services policies to support the health and safety of themselves and their colleagues and anyone else who may be affected by their actions.</p>

<b>Profile prepared by:</b>	Senior HR Adviser		
<b>Approved by:</b>	Head of HR and L&D		
<b>Profile Effective from:</b>	1 September 2022	<b>Last reviewed:</b>	N/A
<b>Post holder name</b>		<b>Signature</b>	
		<b>Date</b>	