



# **TASMANIA FIRE SERVICE TRAINEE FIREFIGHTER RECRUITMENT PROCESS**

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**This document was published in February 2009  
Please disregard any earlier versions**

# TRAINEE FIREFIGHTER RECRUITMENT PROCESS

## WHEN TO APPLY

Trainee Firefighter positions in career brigades are usually advertised every two years and applications are only accepted when submitted in response to an advertised position.

Advertisements calling for applications will be placed in the major Tasmanian newspapers (*The Mercury*, *The Examiner* and *The Advocate*), the *Tasmanian Government Gazette* and on the State Service website [www.jobs.tas.gov.au](http://www.jobs.tas.gov.au) under the Department of Police & Emergency Management.

## SELECTION PROCESS

TFS uses the merit principle to make its selection decisions. This means that selection is based on a comparison between the work-related qualities of the applicant and the genuine work-related qualities of the position. The TFS is an equal opportunity employer and actively encourages applications from both men and women.

### Confidentiality

During the selection process, applicants and sometimes their friends/relatives are very interested in the status of their application. In the past, there have been occasions where people have contacted selection panel members for specific information about an applicant's progress through the selection process. While we understand the reasons for the interest, it is essential that all information regarding applicants and their status remains confidential. For this reason, all applicants are advised that, in order to maintain the integrity of the process, they are not to contact any of the selection panel members. They should also discourage any other person from attempting to contact a selection panel member on their behalf. Information will be provided from a central contact point and applicants will be kept as up to date as possible. Applicants should also keep contact with the central contact point to a minimum.

**Please be aware that any attempt to contact panel members, either by an applicant or another person on the applicant's behalf, may have an adverse impact on that person's application.**

### Selection Criteria

All positions have certain key areas of knowledge, skills and attributes that are necessary in order for applicants to be able to successfully do the job. The selection criteria including essential requirements define what these are and can be found in the Statement of Duties.

**In making your application it is critical that you provide a response to every selection criterion. If you don't, your application will not proceed to the next stage.**

### Essential Requirements

Information regarding the following essential requirements is gathered when you first apply and during later stages of the selection process:

- Hold a current manual driver's licence with no restrictions by commencement of Trainee Firefighter Recruit Course planned for July 2009; (Note: If you have a provisional licence, you must be 19 years of age and have held the licence for at least 12 months by July 2009)
- Have a high standard of health and fitness;
- Able to work at heights and in confined spaces;
- Meet the medical requirements of the Tasmania Fire Service.

## Stages in the Selection Process

There are nine stages involved in the selection process. All applicants must successfully complete each stage of the pre-employment selection process to be considered for the position of a Trainee Firefighter. The stages are described in the following pages of this Information Kit.

**Please note that if you are sick or unavailable for some other reason to attend the aptitude, fitness, physical abilities or psychological assessments, you will not be provided with another opportunity to undertake the assessment.**

### 1. PREPARING AND SUBMITTING AN APPLICATION

All applicants need to prepare an application which consists of the following documents:

- ◆ Covering letter.
- ◆ Tasmania Fire Service Application for Employment Form.
- ◆ Resume covering previous work experience and educational/trade qualifications.
- ◆ Current manual driver's with no restrictions by commencement of Trainee Firefighter Recruit Course planned for July 2009; (Note: If you have a provisional licence, you must be 19 years of age and have held the licence for at least 12 months by July 2009)
- ◆ Completed Application Checklist.

**You must provide the documents listed above to have your application accepted.**

#### Covering Letter

Applicants should write a brief covering letter (usually only one page) that sets out their reasons for applying for the position.

#### Application Form and Statement of Duties

The Application Form and Statement of Duties and Recruitment Kit are available from both the State Service jobs website [www.jobs.tas.gov.au](http://www.jobs.tas.gov.au) and the TFS website [www.fire.tas.gov.au](http://www.fire.tas.gov.au) or by ringing 1800 000 699. The Statement of Duties explains the function, objective, duties, responsibilities, selection criteria, essential requirements and working environment for a Trainee Firefighter.

The Application Form will need to be fully completed by you and includes a section where you should provide your response to each of the selection criteria. When addressing the selection criteria, you should explain what you know and what you have done and give examples of when and how you actually used the attribute contained in each criterion. Your examples can be from any context you think is relevant; such as work, sport, hobbies or family. Only include your best examples and write at least half a page, but no more than one page for each criterion.

#### Current Manual Driver's Licence

Please provide a photo copy of your current manual driver's licence.

#### Return Address

You are to send your application, resume, application form and other application documents to the Tasmania Fire Service at [firefighterjobs@fire.tas.gov.au](mailto:firefighterjobs@fire.tas.gov.au) or in an envelope marked "Confidential Firefighter Application" to GPO Box 1526, Hobart, Tasmania 7001. Please do not include originals as they cannot be returned. Copies of certificates from courses, written references, or qualifications should not be included with the application. The selection panel will ask to see them if they are required.

## 2. REVIEW AGAINST ESSENTIAL REQUIREMENTS

When an application is received by TFS, it will be allocated an **identification number** for the duration of the process. This is not to de-personalise the process, but to ensure there can be no bias. This number will be used in all recruitment correspondence and processes. The application will then be reviewed to see whether an applicant:

- ◆ Is an Australian resident or has a valid work visa.
- ◆ Has a current manual driver's licence with no restrictions. If provisional, the licence must have been held for 12 months and the applicant must be 19 years of age by the commencement of the Trainee Firefighter Recruit Course.
- ◆ Has provided all the requested documentation as outlined in the checklist.
- ◆ Has provided information against each of the selection criteria.

**Applications that are either incomplete or do not meet these requirements do not progress to the next stage.** You will be advised in writing within approximately 2 weeks of the closing date for applications whether your application has been successful in reaching the next stage.

## 3. PHYSICAL FITNESS ASSESSMENT

The Physical Fitness Assessment involves undertaking the Shuttle Run (or Beep) Test.

### Purpose and Content

In this test, your cardiovascular fitness level is assessed by the Multistage Shuttle Run test.. This is done to determine your physical fitness and ability to cope with the rigours of fire fighting duties. **The standard required is level 9.6.**

To assist you in preparing for the shuttle run, you can purchase a copy of the test through the Australian Sports Commission, telephone 02 6214 1111. Further information regarding the Shuttle Run is provided in this Information Kit under Attachment A on pages 10-14.

### Medical Clearance

On the day of the assessment you **must** provide a medical certificate from your Medical Practitioner before undertaking the Shuttle Run. The purpose of the certificate is to provide a medical clearance that you are able to safely participate in the physical fitness assessment and the physical abilities assessment. You will need to pay any costs associated with obtaining this medical clearance.

### Preparation

You are strongly urged to undertake some training to prepare yourself for the physical assessments. The information contained in this kit, along with a regular exercise program, will help you to have an appropriate level of fitness. Video clips of the TFS physical fitness assessment and physical abilities assessment is available on the TFS website.

### Location, Timing and Clothing

The Physical Fitness Assessment will be conducted in the North and South of the State. It will usually take two hours to complete the assessment and you will need to wear sports clothing, i.e. shorts, T shirt and sport shoes.

### Proof of Identity

You will need to bring along your driver's licence as proof of identity. This must be the actual licence, no copies will be accepted. **If you do not provide your licence, you will not be permitted to participate in the assessment.**

## Restrictions

The physical fitness assessment is strictly controlled. Only applicants and TFS personnel instructing and overseeing are permitted to be present at the time of testing. Family, friends or members of the public are not able to view the testing.

If you successfully complete the physical fitness assessment, you will be invited to attend the next stage of assessments.

## 4. APTITUDE ASSESSMENT

### Purpose and Content

The written aptitude assessments have been designed to assess an applicant's educational ability to learn the skills, knowledge and behaviours required to be a firefighter. The assessments cover a number of areas including:

- Literacy
- Numeracy
- Problem Solving

To assist in your preparation, there are several books written on the subject of career selection tests. These may be available in local libraries.

### Location and Timing

The aptitude assessments will be conducted over a weekend in the North and South of the State. They take approximately 2 1/2 hours to complete. You will need to make arrangements for your own travel, food and personal requirements.

### Proof of Identity

You will need to bring along your driver's licence as proof of identity. This must be the actual licence, no copies will be accepted. **If you do not provide your licence, you will not be permitted to participate in the assessment.**

### Restrictions

Similar to the physical fitness assessment, the aptitude assessment is strictly controlled. Only applicants and TFS personnel instructing and overseeing are permitted to be present at the time of testing.

You will be advised in writing within approximately 14 days whether you will be invited to undertake the next stage or have been unsuccessful.

## 5. PHYSICAL ABILITIES & PSYCHOLOGICAL ASSESSMENT

### Location and Timing

The physical abilities and psychological assessments will be conducted over a weekend. It usually take a full day to complete the assessments, which may be conducted over two days.

### PHYSICAL ABILITIES ASSESSMENT – SUMMARY INFORMATION

**Many of the Physical Abilities Assessments have changed from assessments undertaken in previous years. Applicants should disregard any prior information or experience they might have in relation to these assessments.**

There are six sections to the Physical Abilities Assessment. You are required to successfully complete each section prior to participating in the next section.

## Purpose and Content

This group of tests is based on actual operational tasks performed by firefighters. The purpose of the tests is to ensure that applicants possess the following abilities - each ability is considered to be a vital component of firefighting.

1. Balance and co-ordination.
2. Work in enclosed space.
3. Anaerobic capacity and agility.
4. Work at height.
5. Physical strength and endurance

### I. Balance Beam

Wearing structural PPC with BA, applicants will walk half way along a 2.5 metre timber beam that is 10cm wide, turn 180 degrees and walk backwards to the end of the beam. Applicants will then walk forward to the starting point and step off to complete the test.

### II. Confined Spaces

Wearing a breathing apparatus (BA), facemask and structural firefighting personal protective clothing (PPC), applicants will walk and crawl through a darkened environment, including a 4 metre tunnel, following a guideline.

### III. Agility Assessment

Wearing structural PPC, applicants will pick up and separately retrieve 4 items of firefighting equipment placed at 5 metre intervals over a 20m course. **Applicants must complete this task within 47 seconds.**

### IV. Tower Climb and Container Haul

Wearing structural PPC and BA, applicants will climb a ladder to the equivalent of 5 storeys (15 metres) to the tower platform. From the platform applicants will be required to lift, by rope, a 15kg container for a distance of 8 metres and place it on to the platform floor. Applicants will then read aloud to the assessors some symbols on the ground. **These three tasks must be completed within 96 seconds.**

### V. Hose Drag

Wearing structural PPC and BA, applicants will drag a 25mm fire hose over a 45 metre course, which includes a 90 degree turn around 200 litre drum filled with water. **Applicants must complete the task within 43 seconds.**

### VI. Casualty Drag

Wearing structural PPC and BA applicants will drag a 90kg rescue dummy around a marked 30 metre course (15 metres to a turning point and return). The dummy can be dragged by the shoulder strap. **Applicants must complete this task within 49 seconds.**

#### PLEASE NOTE:

- ♦ The order of tests may change on the day due to conditions and resource availability.
- ♦ Applicants may be disqualified if they do not follow the specific instructions from assessors on how to undertake each physical abilities assessment task.
- ♦ Applicants are strongly encouraged to read the detailed Physical Abilities Assessment information provided in this Kit under Attachment A.

## Preparation

You are strongly urged to undertake some training to prepare yourself for the physical assessments. The information contained in this kit, along with a regular exercise program, will help you to have an appropriate level of fitness. Video clips of the TFS physical fitness assessment and physical abilities assessment are available on the TFS website [www.fire.tas.gov.au](http://www.fire.tas.gov.au).

## Clothing

You will need to bring running or exercise shoes and shorts or tracksuit pants for a short pre-assessment warm-up run, as well as a work shirt, work trousers and sturdy footwear to wear for the physical abilities assessment. The assessment is performed wearing a range of structural firefighting clothing and equipment including firefighting tunic, work wear, breathing apparatus, gloves and helmet. This firefighting clothing and equipment will be provided by the TFS

**For your safety, restrictive jewellery, watches, bracelets or hanging earrings that may get caught in equipment are not to be worn.**

## Proof of Identity

You will need to bring along your driver's licence as proof of identity. This must be the actual licence. No copies will be accepted. **If you do not provide your drivers licence on the assessment day, you will not be permitted to participate in the assessment.**

## Medical Clearance

Although you will not be required to bring along your medical clearance, it is important you notify the assessment supervisors if, on the assessment day, you are suffering any new condition which may affect your safety or wellbeing whilst undertaking the physical assessments. Please note that, at the discretion of the Assessor, **you may be withdrawn from participating at any stage of the physical abilities assessments if you appear to be experiencing serious health problems.**

## Restrictions

Similar to the physical fitness assessment, the physical abilities assessment process is strictly controlled. Only applicants and TFS personnel instructing and overseeing are permitted to be present at the time of testing.

## Physical Abilities Assessment Familiarisation Day

Prior to the Physical Abilities Assessment, the TFS will be conducting a familiarisation day for those applicants who would like to find out more about the job and get a closer look at these assessments. Further details will be sent out to applicants before the Familiarisation Day.

## PSYCHOLOGICAL ASSESSMENT

The psychological assessment involves completing questionnaires that are designed and assessed by an external organisation which employs professional psychologists. All questionnaires and results are handled in a confidential manner.

The purpose of the assessment is to determine the applicant's psychological profile, which is very important because the job of firefighter can be both demanding and stressful. This allows the TFS to compare an applicant's psychological profile against the profile of the type of person who is most likely to be successful in this type of work. In this respect, it is basically no different to the other assessments that are carried out during the selection process. The psychological assessment also increases the likelihood that, if you are selected, your career with the TFS will be rewarding both to yourself and the TFS.

As a result of completing the questionnaire, you may be contacted by the TFS psychologist for further information. This may occur either prior to or after the interviews are held.

## 6. SHORTLISTING

A selection panel of three or four people is appointed by the TFS to assess all applications and make recommendations for appointment. The panel shortlists the applications based on the information contained in the application that addresses the selection criteria and the information gained from the psychological assessments. The selection panel will then invite those applicants who have demonstrated the best ability to meet the selection criteria to an interview.

You will be advised within approximately 2 weeks of the physical abilities and psychological assessments whether you will be invited to an interview.

## 7. INTERVIEWS

### Interview Preparation

Good preparation is an important way of increasing your chance of being successful at the interview. While each person may prepare themselves differently, some common steps include:

- ◆ Re-reading your application and the statement of duties.
- ◆ Familiarising yourself with the organisation eg have a look on the TFS website.
- ◆ Ensuring your interview clothes are selected, clean and ready. Formal clothing is preferred.
- ◆ Checking the time, date and location of the interview.
- ◆ Thinking about what type of questions that may get asked and how you would answer them.
- ◆ Practising, by having a friend or member of your family conduct a mock interview with you.

### The Interview

The interview will be conducted by the selection panel. The purpose of the interview is to gather further information from you and for you to ask questions of the panel. It is intended to be a two-way discussion.

The interview panel will ask a range of questions that are based on the selection criteria, particularly those under Knowledge, Skills and Attributes. The panel may also ask you some questions to clarify feedback received from your psychological assessment. Normally the questions will be behavioural or situational. The behavioural questions will require you to give an example of the behaviour in question from your past experience. Situational questions will suggest a hypothetical scene and ask how you would deal with the situation.

It is very important during the interview that you listen carefully to the questions being asked and stick to the question when giving your answers. If you don't understand the question you can ask the interviewer to repeat it or perhaps phrase it in a different way.

## 8. REFEREE REPORTS

The Selection Panel will contact referees prior to making a final decision on successful applicants. Applicants should give serious consideration to the selection of their referees. One of your referees should be a recent supervisor. Where this is not possible, the name of an earlier supervisor or a work colleague should be provided who can testify to your ability to fulfil the work requirements, particularly with regard to the Selection Criteria.

### Post Interview

You will be advised within approximately 2 weeks of the interviews whether you are required to participate in the medical assessment.



## **9. MEDICAL ASSESSMENT AND PRE-EMPLOYMENT CHECK**

The final stage of the selection process is to participate in a medical assessment and a pre-employment check to determine whether an applicant has any conviction that may exclude them from being appointed as a Trainee Firefighter.

### **Medical Assessment**

The medical assessment is necessary to make sure that you are medically able to work under the rigorous conditions, both physically and mentally, of firefighting. The assessment guidelines are based on the inherent requirements of the job of a firefighter. The costs of the medical assessment will be met by the TFS.

There are a range of medical conditions which may indicate a person is not medically able to be a firefighter. It is not possible, however, to state that a person may not become a firefighter because the person has a specified medical condition. The specific nature of the individual's condition will need to be taken into consideration. As a result, a medical review by a specialist or specialists may be required if the medical assessment shows a person has a condition which may be of concern.

### **Pre-Employment Check**

The State Service Commissioner has determined that a person nominated for appointment as a Trainee Firefighter is to satisfy a pre-employment check before taking up the appointment, promotion or transfer. Convictions that may exclude a person from being considered for appointment include:

- ◆ arson and fire setting;
- ◆ crimes involving dishonesty (eg theft, burglary, breaking and entering, fraud);
- ◆ crimes involving deception (eg obtaining an advantage by deception);
- ◆ making false declarations;
- ◆ violent crimes and crimes against the person; and
- ◆ sexual offences, malicious damage and destruction to property.

The purpose of the Record of Conviction check is to ensure that you have no criminal record. The nature of a firefighter's duties mean they have privileged access to property and vulnerable people when on official business or during emergency incidents. Our firefighters must be people who can be trusted in these positions.

If it is likely the TFS will nominate you for appointment to a position of Trainee Firefighter, you will be required to provide a Record of Convictions in relation to the above offences from Tasmania Police.

### **Final Selection and Appointment**

You will be advised whether or not you have been successful and have been nominated for appointment as soon as possible after the interview, referee reports, medical assessment and pre-employment check. The timing of this advice will depend on the availability of relevant reports.

## **STARTING WORK WITH THE TASMANIA FIRE SERVICE**

On appointment as a Trainee Firefighter, you will undertake a Recruit Course at our Cambridge training complex that usually lasts 12 weeks. You will also be on probation for the first six months of your employment commencing on the first day of the Recruit Course.

The Recruit Course marks the beginning of career long competency based learning. During the course, Trainee Firefighters become competent in all facets of firefighting including the use of

breathing apparatus, driving fire appliances and fighting bushfires as well as all types of structural fires. Both day and night training is conducted. Qualified instructors assess each trainee's performance throughout the induction course. If, for some reason, a trainee is not performing to the required level, the instructors will provide advice and assistance.

The course is not a competition! Each person on the course has a confirmed position at the end of it as long as they are competent, however, continuing employment is dependent on the trainee being competent at the end of the course and satisfactorily completing the probation period.

The TFS retains the right to have all firefighters medically and/or physically assessed at any stage of their careers.

The TFS also requires that all firefighters reach the position of Senior Firefighter (pay point 6), which is achieved by gaining further competencies and experience over 3 years.

Further information about your career once you've joined the TFS is available in this Kit.

## ATTACHMENT A

### DETAILED INFORMATION: PHYSICAL FITNESS ASSESSMENT AND PHYSICAL ABILITIES ASSESSMENT

#### PHYSICAL FITNESS ASSESSMENT

##### Multistage Shuttle Run Test

###### Purpose of the Test

The physical fitness assessment is based on the shuttle run test. This is used to test for cardiovascular fitness. This test has proven to be functionally related and a valid measure of performance.

Firefighting will involve strenuous physical work undertaken in adverse conditions while wearing heavy protective equipment. This places a heavy load on the cardiovascular, oxygen consumption and musculoskeletal systems of the body.

###### Physical Fitness Assessment Process

The Shuttle Run Test will be conducted either on a marked asphalt surface or may be held indoors.

In this test you will be required to run between two cones that are placed 20 metres apart. A compact disk emits a single beep at regular intervals. You need to run between the cones and to have reached each end by the time you hear the beep. At the end of each minute the time interval between beeps will decrease so that running speed will need to increase.

Each increase in speed is referred to a level (e.g. level 1, level 2, etc) and is denoted by a triple beep on the cassette. **You will be required to achieve level 9.6 to successfully complete the test.** This test will take approximately 10 minutes.

###### Clothing

You are required to wear sports attire.

###### Precautions

A degree of caution is required in participating in the test because you may have to push yourself relatively hard to maintain the pace dictated by the CD. If you are not familiar with regular aerobic exercise, you should seek professional assistance and visit your doctor for a clearance to exercise vigorously. Remember that you will need to provide a medical clearance on the day of the physical fitness assessment.

On the day of the test, if you are suffering any injury or illness that is likely to worsen as a result of participation, or you are not in good general health, you are advised not to participate in the test.

###### Preparation

To ensure you have the best possible chance of successfully completing the test, you should follow these guidelines:

- Seek assistance from a suitably trained fitness professional to develop an exercise program to improve your cardiovascular fitness.
- Maintain a healthy diet and keep weight under control.
- Prepare well in advance. Aim to exercise regularly (at least 3 times per week) for several months prior to application. Your best chance at preparing is to maintain your fitness, rather than just train for a specific event.

- To improve your aerobic (heart/lung) fitness, you need to participate in exercise such as jogging, cycling, and swimming for at least 20 minutes at a time, 3-4 times per week.

On the day of the test:

- Do not eat a heavy meal in the 2 hours before the test (it is strongly advisable that you have eaten some food in the 4 hours preceding the test).
- Wear suitable sports attire and non-slip footwear with laces securely fastened.
- Ensure you are well hydrated.
- The day before the test, refrain from participating in heavy exercise.
- Do not exercise on the day of the test, other than a gentle warm up.
- Perform a general body warm up activity and stretching exercises, prior to commencement of the shuttle run.

### Applicant Instructions

You will receive the following instructions on the day of the test. Please read these and make sure you understand what is required of you. Be sure to ask any questions in advance of participation.

“The Shuttle Run Test is a test for aerobic fitness. You will be allocated a number. The cones you see are 20 metres apart. You will listen to the instructions on the tape and then be given a five-second count down to start the test. You will be required to run back and forth between the two cones, keeping up with the beeps on the cassette. The timing of the beeps starts off very slow, but gets progressively faster.

You are required to place one foot either on or behind the 20 metre mark at the end of each shuttle. **If you arrive at the end of a shuttle before the beep sounds, you should turn (by pivoting) and wait for the beep, then resume your running. If you do not reach the line at the bleep, you must continue to the line, place your foot on or over the line, then turn and run to the other side.** (Demonstration provided).

You will be required to continue to run until you have reached level 9.6. This will take approximately 10 minutes. When the cassette calls level 9.6, you must continue to the 20 metre line and wait to hear the instructor tell you to stop. This is the end of the test. It is recommended that you cool down by walking and drink some water.

### Warnings and Disqualifications

At any stage in the test, if you fail to reach the line at the beep and are also outside the designated area, an official will call out your number and give you a warning (e.g. Number 3, warning). If you fail to reach the line and are not inside the designated area a **second and successive time** (within a given level) you will be called out and withdrawn (e.g. Number 3, out). If you are withdrawn from the test you will be deemed to have not completed the test.”

You will also be disqualified and withdrawn from the test under the following circumstances:

- If you run outside of your lane and block the way, or crash into another applicant.
- If your shoelace becomes undone, threatening to trip you up and possibly cause danger to yourself and/or others.
- If, at the discretion of the Instructor, you appear to be experiencing serious health difficulties.

## PHYSICAL ABILITIES ASSESSMENT (FIREFIGHTING TASK COURSE)

Firefighting requires considerable physical abilities. The physical abilities assessment (firefighting task course) is designed to test an applicant's ability to perform basic strenuous tasks that firefighters must perform. The assessment involves a series of tasks, which are simulations of actual tasks performed on the job. These tasks must be completed consecutively without a break.

A total of 5 abilities are assessed in this assessment:

1. Balance and co-ordination.
2. Work in enclosed space.
3. Anaerobic capacity and agility.
4. Work at height.
5. Physical strength and endurance

Each attribute is a vital component of firefighting. You will need to successfully complete each task.

Instructions for each task will be given to each applicant **prior to commencement of the tasks**. You **will not be provided with detailed instruction during the assessment**. You will be provided with firefighting tunic, gloves, breathing apparatus and safety helmet.

**The following tasks must be completed consecutively.** You will be guided between tasks to ensure you receive the minimum recovery period. **You may not run.**

### 1. BALANCE BEAM

#### Purpose of the Test

The test is designed to simulate the task of walking on narrow timber or steel beams in houses and buildings. It tests balance and coordination.

#### Assessment Process

Wearing structural PPC with BA, applicants will step on to a 10 cm wide by 2.5 metre long timber beam and walk to the centre. At this point applicants will turn 180 degrees and continue by walking backwards to the end of the beam. Without stepping off, applicants will then walk forward to the other end (start line) to complete the test.

#### Warnings & Disqualification

You will be given one warning and required to re-start the test if you place a foot on the ground. If you place a foot on the ground a second time you will be disqualified.

#### Success Criteria

You have completed this assessment without being disqualified.

### 2. CONFINED SPACES

#### Purpose of the Test

This task is designed to test the applicant's ability to work in a confined, darkened environment and to identify if wearing a facemask or the confined space restricts their capacity to do this.

#### Assessment Process

During this task you are to wear structural personal protective equipment and a breathing apparatus facemask (for this test only). You will be able to breathe normally. You will need to listen and follow the instructions given to you by the assessor.

You will move and crawl through a darkened area using a rope guideline for direction. An assessor will be with you at all times monitoring your performance and asking questions you must answer. **You must not remove the facemask until indicated by the assessor.**

If you feel you cannot continue, you are to stop and inform the assessor. You will be assisted from the darkened area and deemed to have not successfully completed this task.

### **Warnings & Disqualification**

Disqualification will result if you remove the facemask, cannot follow the assessors instructions or fail to complete the task.

### **Success Criteria**

Applicants who follow all instructions in the darkened area, do not remove the facemask during the task and reach the end of the confined space will have successfully completed this task.

## **3. AGILITY ASSESSMENT**

### **Purpose of the Test**

This test is designed to simulate the requirement to rapidly move items of firefighting equipment safely at an incident. It assesses anaerobic capacity and agility.

### **Assessment Process**

The Agility Assessment consists of a series of four shuttles where participants wearing structural PPC without BA are required to retrieve pieces of equipment on a marked track. From the start line, applicants are to jog or trot, but not sprint, to the 5 metre line, retrieve a coil of hose and walk quickly back to the start line. There applicants must place the equipment on the ground and continue by retrieving the standpipe at the 10 metre line, a branch at the 15 metre line and a hose key at the 20 metre line.

### **Warnings & Disqualification**

Applicants will be given one warning if they run or stumble without touching the ground with their hand. A second offence will result in disqualification and throwing any item of equipment or falling over will result in immediate disqualification.

### **Success Criteria**

Applicants must complete the entire task within 47 seconds and not receive more than one warning.

## **4. TOWER / LADDER CLIMB AND CONTAINER HAUL**

### **Purpose of the Test**

The tower / ladder climb tests your ability to climb heights and is also used to identify whether you will be able to work at heights. This test is designed to simulate the critical tasks of climbing stairs/ladders and hauling equipment up several floors through a vertical distance. It tests your aerobic capacity, lower body muscular endurance and upper body muscular strength and endurance.

### **Assessment Process**

Wearing structural PPC with BA, a safety harness and line will be fitted to applicants ascending the ladder. Applicants will be required to climb the ladder to a 15 m platform and climb onto the tower platform. When climbing, applicants must grasp the ladder rungs, not the side rails, and

concentrate on placement of hands and feet. Applicants are to move smoothly, safely and continuously. Once on the platform, applicants will then haul a 15kg weight (plastic drum containing 15 litres of water) for a distance of 8 metres, lift it over the rail and lower it 1m on to the platform floor. A “hand over hand” method will be used to lift the weight. Applicants will then go to the side of the tower, lean over and read two symbols held below and state what they are before descending the ladder to the ground.

### **Warnings & Disqualification**

Applicants will be given a warning if their feet slip off the rungs or they lose control of the container. If either occurs a second time the applicant will be disqualified.

Applicants will be immediately disqualified if they:

- ◆ Don't grasp the rungs when climbing or descending
- ◆ Don't follow the supervisor's instructions during the task
- ◆ Don't use the hand-over-hand lifting method
- ◆ Don't lift the container over the rail and place it on the platform
- ◆ Don't look down, read & callout the symbols
- ◆ Can't proceed (freeze) or fall off the ladder

### **Success Criteria**

The applicant will have successfully completed the test by climbing the ladder, hauling the container and identifying the symbols within 96 seconds without receiving more than one warning.

## **5. HOSE DRAG**

### **Purpose of the Test**

This test is designed to simulate the task of dragging out a 25mm hose line. It tests muscular strength and endurance of the arms and legs.

### **Assessment Process**

Wearing structural PPC with BA, applicants will drag a 25mm fire hose from a fire truck over a straight distance of 25m to a 200 litre drum and continue on in a straight line for a further 7 metres to a marked position. Applicants will then move in an arc across 90 degrees to their left and proceed a further to the finish line, which is 20m from the drum.

### **Warnings & Disqualification**

Applicants will be given a warning if they stumble without their hand(s) touching the ground and will be disqualified if they receive a second warning or if they:

- ◆ Step outside the designated area.
- ◆ Completely stop ie cannot continue dragging the hose
- ◆ Drop the branch (hose end) or fall over

### **Success Criteria**

Applicants will have to complete the test in 43 seconds and not receive more than one warning.

## 6. CASUALTY DRAG

### **Purpose of the Test**

This test is designed to simulate the critical task of rescuing an injured firefighter from a fire scene. It tests the applicant's anaerobic and aerobic capacity and muscular strength and endurance in the legs, back and arms.

### **Assessment Process**

You are required to hold the 90kg rescue dummy/mannequin by straps attached to a harness. You will then be required to drag the dummy around the marked course and back, a distance of 30 metres. This task will be conducted on a carpeted, flat surface.

You will be able to pause during this task in order to readjust your grip or compose yourself, however you cannot let go of the dummy, and the timing of the task will not be suspended or halted.

Once you have completed this task, the dummy can be placed on the ground.

### **Warnings & Disqualification**

One warning will be given if the applicant does something which may cause injury to themselves or the casualty e.g. drag the dummy by the head or a limb

Applicants will be disqualified if they let go of the dummy or fail to complete the task within the prescribed time limit.

### **Success Criteria**

The successful applicant will have completed the task within 49 seconds and received no more than one warning.