**Greater Manchester Fire and Rescue Service**

**Resilience Firefighter Crew Recruitment Information Pack**

Here you will find information to guide you through our Resilience Firefighter Crew recruitment process.

**The Recruitment Process**

Over the next month, we will be working to deliver the GMFRS Resilience Firefighter Crew recruitment process to all the candidates who apply.

Below is a flowchart of the different stages of this process and what each area includes:

3Online Application Form

4

Fitness Tests (National Firefighter Selection Test)

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Competency Based Interview

Step 9

Conditional Offer of Employment (subject to checks)

Step 10

Full Medical, Criminal Records Check and Reference Checks

Step 11

Formal Offer of Employment

Two Week Initial Training Course

**1. Online Application Form**

You are able to access the online Application Form on our website, below are a few handy

tips to help your application:

**Do's**

• Do make sure you make note of your user-name and password to enable you to return

to an incomplete application.

• Do make sure you enter the information as accurately as possible, especially contact

details.

• Do be open and honest in the answers that you give.

• Do take your time to fill in all the questions.

• Do copy and paste your responses into our form.

• Do print out your completed application form for your own future reference.

• Do refer to our website before completing your application as this provides useful

information to assist you at [**www.manchesterfire.gov.uk/working-for-us.aspx**](http://www.manchesterfire.gov.uk/working-for-us.aspx)

**Don'ts**

• Don't leave your uncompleted application without saving it first.

• Don't submit your application unless you are completely satisfied with it and you have

answered all the relevant questions.

**The Role of a Resilience Firefighter Crew**

Below is a list of the values and performance objectives for a Firefighter, to help inform your

application.

**Resilience Firefighter Crew Rolemap**

Individuals will be required to staff fire appliances & attend emergency incidents, Individuals will be required to be of a good level of physical fitness, have the ability to problem solve, work in stressful environments, possess good manual dexterity, remain focused, possess numerical reasoning/written skills, be able to assimilate information quickly and follow instructions concisely.

Specific activities of the role:

* ***Responsibility for effective performance***
  + Take responsibility for personal performance
  + Establish and maintain effective working relationships with people
  + Develop own skills to improve performance
* ***Save and preserve endangered life***
  + Save and preserve life involved in incidents
  + On instruction rescue life involved in incidents
  + Provide first aid treatment to casualties
  + Support people involved in rescue operations
* ***Resolve operational incidents***
  + Control and extinguish fires
  + Resolve incidents other than those involving a fire or hazardous materials
  + Support people involved in an operational incident
* ***Protect the environment*** 
  + Mitigate damage to the environment from hazardous materials
  + Decontaminate people and property affected by hazardous materials
  + Support people involved in hazardous materials incidents
* ***Support the effectiveness of operational response***
  + Maintain internal resources
  + Maintain expected level of fitness to carry out the Resilience Crew Operative role
* ***Support the development of colleagues in the workplace***
  + Communicate your own skills and knowledge to colleagues
  + Support development of colleagues

All drivers of Fire Service Appliances must have a Large Goods Vehicle licence

* ***Drive, manoeuvre and re-deploy fire service vehicles***
  + Drive vehicles to incidents and/or other locations within Greater Manchester
  + Manoeuvre, site and re-deploy vehicles
  + Operate specialist vehicles

**2. Fitness tests**

During our assessment we will test your fitness in a number of area’s including:

Shuttle run (8.2)

Ladder exercises

Casualty evacuation

Enclosed spaces

Equipment assembly

Equipment carry

Please click here for more information on each test. We will also be checking your sight and

hearing at this stage to ensure that you are able to meet the key requirements.

**3. Competency Based Interview**

A Competency Based Interview is a method of assessment designed to measure your previous experience and key skills that relate to the key tasks involved in the

Firefighter role.

In preparation before your interview, make sure you do your research into the best way to answer competency based questions.

**4. Medical Checks**

The medical checks that a Firefighter goes through are comprehensive. Please see the

different checks that we do below:

**Vision**

a) Distance:

I. Uncorrected no worse than 6/18 in good eye and 6/24 in weaker eye

II. Corrected 6/9 and minimum of 6/12 in weaker eye

b) Near: Uncorrected/Corrected no worse than N12 binocular at 30cms

c) Normal depth perception, field vision and colour vision.

**Hearing**

**LF Sum HF Sum Speech Sum**

**H1** ≤ 45 dB HL ≤ 45 dB HL ≤ 35 dB HL

**H2** ≤ 60 dB HL ≤ 80 dB HL ≤ 60 dB HL (no value > 25 dB HL)

**H3** ≤ 80 dB HL ≤ 120 dB HL ≤ 90 dB HL (no value > 40 dB HL)

**H4** < 120 dB HL ≤ 150 dB HL ≤ 120 dB HL

**H5** > 120 dB HL > 150 dB HL > 120 dB HL

Notes:

H1 or H2 - Acceptable hearing for Firefighter recruits

H3 - Applicants scoring H3 or lower with significant signs of noise related hearing loss need to have an

additional risk assessment in relation to future noise exposure as well as a capability assessment. A

functional hearing assessment may also be required.

**Lung Function**

No evidence of restrictive, obstructive or combined airways disease on spirometry

testing.

**Blood Pressure**

Within normal acceptable limits with or without prescribed medication.

**Body Mass Index (BMI)**

Acceptable between 18.5 and 30

A medical history will be taken via a Health Questionnaire pre medical, and any pre-existing

conditions will be assessed on an individual basis at medical screening with Occupational

Health.

**5. DBS Checks**

This role is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for a Basic Disclosure Check to be made to Disclosure Scotland to carry out a check of your ‘unspent’ convictions disclosure only. All applicants are obliged to disclose unspent convictions only.

Please note that a criminal record will not necessarily be a bar to obtaining employment; this will depend on the circumstances and background to any offence.

**Further information**

If you have any further questions about the recruitment process for the role of Resilience Crew at GMFRS, please do not hesitate to contact us via email [joinus@manchesterfire.gov.uk](mailto:joinus@manchesterfire.gov.uk), with ‘Resilience Firefighter Crew 2017’ in the subject title.