



Firefighter Recruitment Pack

New recruits and initial training



Jersey Fire & Rescue

..making Jersey a safer community



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Chief Fire Officer

Introduction

The States of Jersey Fire and Rescue Service (SJFRS) exists to make life safer. All of our people are committed to this key goal; it's who we are.

Recognising the critical role SJFRS plays in protecting Jersey and the increasing complexity of our operating environment, the Government is investing in the Service over the coming years. There is much to do, but I believe this is the best time to join in a generation. More challenges, more roles, more opportunities to specialise or move into leadership positions and shape the future.

Being a firefighter isn't just a job, it's a career that calls to people who share a passion for making a positive difference. SJFRS is much more than you see in the headlines. It's about preventing fires and other emergencies through engagement, education, and helping people to reduce risk to themselves. It's about protecting people who are less able to protect themselves by ensuring buildings and other places are designed, engineered and managed safely, enforcing laws and taking action against people who don't take their responsibility for others seriously. Of course, it's also about a quick, professional response to an extremely wide range of emergencies, being there for people in their worst moments.

If you don't want to change careers completely, being an on-call firefighter (the Retained Duty System) is also an excellent way to continue doing what you enjoy while making an immediate, positive difference to your community. Some major island employers support their colleagues to be on-call firefighters. Training for core skills, teamwork, leadership, medical and trauma first responder skills and driving heavy vehicles is rewarding for our firefighters and a valuable addition to any workforce.

If you think you'd like to be a firefighter and if you bring the right attitude and abilities, whoever you are and whatever your background and experiences, you are the right fit, and we want you to apply.

What a firefighter does

The role of a firefighter is exciting, varied, and challenging. Every day is different.

Our work essentially falls into **three key categories**:

1 Response



Firefighters deal with a range of emergency situations such as:

- Fires and Road Traffic Collisions
- Flooding and Sea Rescue Incidents
- Emergencies that may involve hazardous materials
- Co responding with other services

Fighting fires and saving lives is still a crucial part of the firefighter's role, however, just as important is the work that they do to prevent fires and accidents from happening in the first place.

2 Prevention

Our firefighters have a key part in educating our communities, to try to make a safer and healthier environment for everyone.

They spend a considerable amount of time carrying out Safe and Well visits to vulnerable people's homes and delivering safety sessions at schools.

Our fire investigation team provides valuable information about the causes of fires. This helps us to ensure that we understand risks and target our resources effectively.



3 Protection



Our protection work is all about making businesses and the economy stronger, and our communities safer.

Our firefighters visit high-risk and tall buildings, including flats, hospitals, schools, and vulnerable businesses to keep us safe and reassure those who live, work or visit Jersey.

We also advise companies on fire safety legislation, to keep their staff and customers safe and help their businesses to grow. Where necessary we can go further and take enforcement action, including prosecution where we feel the risk is significant.



Key skills and requirements

Before you can apply to be a firefighter, you need to meet certain entry requirements.

You must:

- be at least 18 on your first day of service.
- have been continuously resident in the Island for the past five years.
- hold a full, clean driving licence.
- be healthy and fit.
- be able to swim 50 metres.
- have good sight (including contact lenses or glasses wearers) and colour perception in both eyes.
- be confident working at height and in enclosed spaces.

- be happy to work a shift system and at weekends.
- have the ability to deal with people in difficult and emotional situations.

In addition, to be an on-call firefighter you must:

- have permission from your employer if you'll be responding from work.
- be able to respond from work or home to your assigned fire station within 15 minutes (or within 10 minutes if you live by the Western Fire Station).
- be available to train on a Monday or Tuesday evening (for Town on-call) or Wednesday evening (for Western on-call).

Permanent firefighter hours of duty

Contracted hours of duty are 42 hours per week. Whilst you will need to work regular shift patterns, you may find that it actually allows for more flexibility in your everyday life.

The current operational shift system is based around 4 shifts (2 x 9 hour days and 2 x 15 hour nights) followed by four days off duty.

- Shift 1: 09:00 – 18:00 (day)
- Shift 2: 09:00 – 18:00 (day)
- Shift 3: 18:00 – 09:00 (night)
- Shift 4: 18:00 – 09:00 (night)
- 4 days off duty

On call hours of duty

On-call firefighters carry a pager and respond from their home or work. The requirement is to provide one period of 24 hours on call every 4 days if working from St Helier, or 12 hours on call on alternate evenings if working from St Brelade 'Western Fire Station'.

Annual leave

Permanent firefighter annual leave is accrued depending on years of service. On appointment, annual leave is 3 calendar weeks and 4 days. On-call firefighters are allowed up to 5 drill nights per year.

Pay scales

A [full-time firefighter's salary](#) starts at £41,194

On-call firefighters receive a monthly standby payment and get an hourly payment for weekly evening training sessions and when they respond to calls.

Further information about permanent firefighter's salary can be found [here](#).

As an [On-call firefighter](#), you will be paid an annual wage of £4,594, after becoming a qualified firefighter the salary will be £7,048 per annum.

You will also get an hourly rate from £18.71 for when you're on active duty or on training sessions.

Further information about on-call firefighter's salary can be found [here](#).



Expectations

When arriving at an incident firefighters have to absorb a great deal of information rapidly and apply the skills, they have learnt in conditions which will often be extremely challenging. Despite all the training given in preparation for such incidents, firefighters will from time to time be faced with new situations where they may individually be required to provide solutions using previous experiences as a guide.

The diverse role of a firefighter means we're looking for people with the following skills and personal qualities:

- Confidence and resilience
- The ability to deal sensitively with members of the public in difficult and emotional situations.
- The ability to function under pressure, often with great courage and in distressing circumstances.
- Brilliant team working skills.
- The ability to accept change.
- A high standard of self-discipline
- Punctuality, dependability, and commitment with the ability to follow instructions.
- Ability to learn new skills and retain information quickly and accurately.
- Prepared to work unsociable hours, including night shifts, weekends, and public holidays; and to work outside in adverse conditions.
- Ability to communicate clearly both verbally and in writing.
- High standards of personal fitness and stamina with a capacity for rapid intense and sustained efforts.
- Self-confidence, enthusiasm, initiative, and tenacity.

The recruitment process

There are eight steps to joining the Fire and Rescue Service for both **Permanent** and **On Call** candidates. You will be expected to pass each assessment point to progress to the next.

1. Application form

Apply online; The application form provides us with your personal details such as work history or qualifications and gives you an opportunity to demonstrate any evidence that you are required to meet the employee specification. If an area is essential, you cannot be considered for the role of firefighter unless you evidence that you have that element of the criteria.

2. National Firefighter ability tests

You will undertake tests to assess the ability to process information, problem solve and work with numbers. The tests are carried out online and you will be sent a link via email to participate.

The assessments are:

- Verify Calculation Test (Working with numbers) Timed 10 minutes.
- Verify Verbal Reasoning Test (Understanding information) 19 minutes.
- Personal Job Match Test (Firefighter Screener Test) Untimed.

3. Physical test

You will be tested in various tasks to assess your level of fitness, strength, and manual dexterity as well as your confidence in simulated exercises.

You'll be required to complete the following physical tests:

- physical test
- ladder climb
- casualty evacuation
- ladder lift / lower simulation
- enclosed spaces
- equipment assembly
- equipment carry.

You will need to demonstrate a VO2 max of 42.

4. Interview

The interview consists of a face-to-face discussion with a panel of trained interviewers. The format will be a series of questions about your experience, knowledge, skills, and abilities and based on the National Fire Chiefs Council Leadership Framework under the paragraph "Leading Yourself".

5. Swim test

If you are successful in the interview process, you will be invited to undertake a swim test. You must swim 50 metres, swim under water for 5 metres and tread water for 3 minutes.

6. Occupational health medical assessment

Good standard of eyesight or corrected vision is required and is determined by our optician during the health surveillance stage of the process. A full enhanced DBS check will also be conducted.

7. Final part

Once you have passed all the tests the final part of recruitment, depending on available vacancies you will either be offered employment or be added to our Talent Pool, which we will keep for 12 months. If you are offered a position, you will be reassessed on your fitness to progress if after 12 months.

8. Appointment

Full time Personnel

If you have passed your interview, medical, vetting and referencing, you will be invited to a uniform fitting and booked on to the next available intake date to start your formal training as a student firefighter in the UK for 14 - 18 weeks.

On-call Personnel

If you have passed your interview, medical, vetting and referencing, you will be invited to a uniform fitting and selected to join West or Town On-call firefighters, and you will be required to train on a two-week local course.



The training programme

Trainee wholetime firefighter

As a firefighter with Jersey Fire and Rescue Service, you'll be on a journey of continuous learning, training, and personal development. After successfully completing the recruitment and selection process, you will receive a date for your initial 14 - 18 week firefighter training course on which you'll absorb a large amount of practical and theoretical information and material.

The practical side of the course focuses on using breathing apparatus, hoses, ladders, hydraulic rescue equipment, fire-fighting techniques, first aid and trauma management.

The theoretical side of the course involves a strong emphasis on the prevention work you'll be doing, learning how we support the health agenda, first aid and trauma management and working with the most vulnerable members of our community. The course is intensive, requiring dedication and commitment. Studying in your own time, at night and at weekends, must be expected. Your progress will be continually monitored and assessed, both practically and theoretically.

On successful completion of your initial training course you'll be assigned to a Watch. Once with a Watch, you'll be developing the skills you have gained throughout your training course (14 - 18 weeks) and you will continue to be assessed via the Qualified Firefighter Programme.



The training programme (continued)

On-call firefighter

After successfully completing the recruitment and selection process, you will receive a date for an initial 14 day firefighter training course based locally on which you'll be expected to absorb practical and theoretical information and material. The course focuses on using hoses, ladders, fire-fighting techniques, knots and lines and an introduction into first aid, trauma management and Road Traffic Collisions.

The course is intensive but rewarding, requiring dedication and commitment. Your progress will be continually monitored and assessed, both practically and theoretically. On successful

completion of your initial training course, you'll be assigned to a duty crew at your respective Station. Once with a crew, you'll be developing the skills you have gained throughout your 14 day training course, and you will continue to learn and develop.

Your ongoing training will consist of a 2.5 hour training session every week with an extended 3 hour training session undertaken once a quarter. You may also be expected to undertake training sessions and courses to broaden your knowledge of Fire Service Operations over certain weekends through the year of which you will be paid the hourly rate commensurate to your role.

Fitness

As part of your continual training, you will be expected to maintain a high level of fitness. Allocated fitness time will be provided during your shift and on the yearly anniversary of your start date, you will be expected to undertake a fitness assessment using the Chester Treadmill Walk Test method for 12 minutes.

The Fitness requirements are role related therefore are the same for wholetime and on-call firefighters.



Please visit jhacareers.gov.je to find out more and what job opportunities are available. This is also where we will post for the next recruitment.

Good luck and we look forward to meeting you!

