

Wholetime Firefighter

Department:	Justice and Home Affairs (JHA)
Section:	States of Jersey Fire and Rescue Service (SJFRS)
Reports to:	Crew Commander
JE Ref:	JHA1103
Grade: FRFF 1-3	JE Date: 17/12/2022

Job purpose

Firefighters work as part of a team and with partner organisations with the ability to carry out tasks individually, adhering to the Government of Jersey and SJFRS values, operational command and procedures.

Firefighters are responsible for being prepared to provide effective operational response and ready to resolve fire and rescue incidents within a wide range of emergency situations with the aims to save and preserve endangered life, protect property and render humanitarian services.

Firefighters work within the community to prevent and protect. Interacting with individuals, groups and the wider community to provide information, advice and guidance to improve health, safety and wellbeing and contributing to the prevention of emergencies.

Job specific outcomes

General Outcomes

FF1	Inform and educate your community to improve awareness of safety matters	Frequency / Risk
D1	<ul style="list-style-type: none"> Educate your community to improve awareness of fire and rescue safety matters. 	Often / major (77 workplace courses 2021)
D22	<ul style="list-style-type: none"> Support and deliver educational programmes to youth and vulnerable groups. 	Often / major (42 school visits 2021)

FF2	Take responsibility for effective performance	Frequency / Risk
D2	<ul style="list-style-type: none"> Take responsibility for effective personal performance in fire and rescue. Adhering to continual assessment for safety critical performance in addition to quarterly evidencing or 	Always / catastrophic

	competency and annual assessments.	
D3	<ul style="list-style-type: none"> Establish and maintain effective working relationships with people. 	Always / major
D33	<ul style="list-style-type: none"> Complete a range of advanced ICT tasks. 	Often / moderate

FF3	Save and preserve endangered life	Frequency / Risk
D4	<ul style="list-style-type: none"> Save and preserve endangered life. Safely conduct a search to locate life involved in fire and other incidents, using a range of rescue equipment. 	Always / catastrophic 55 people rescued from fires & other emergencies in 2021
D5	<ul style="list-style-type: none"> Rescue life (human or animal) involved in incidents. 	
D35	<ul style="list-style-type: none"> Co-responding to a range of life-threatening conditions, including cardiac arrest, severe chest pain, unconscious patients, severe respiratory distress, choking, serious uncontrolled bleeding, symptoms of a stroke, epileptic fits where the nearest ambulance is beyond the critical response time required or unavailable. Taking responsibility for the patient until the ambulance service arrives. 	Often / catastrophic
D6	<ul style="list-style-type: none"> Provide treatment to casualties. 	Often / major
D15	<ul style="list-style-type: none"> Provide emergency response and care to medical emergencies in partnership with local ambulance services. 	

FF4	Resolve operational incidents	Frequency / Risk
Respond and provide resolution to:		
D7	<ul style="list-style-type: none"> fire and rescue operational incidents. 	Always / catastrophic (151 fire responses, 2020)
Respond and provide resolution or support to:		
D26	<ul style="list-style-type: none"> incidents involving missing people. 	Often / catastrophic (45 traffic collisions in 2020)
J2	<ul style="list-style-type: none"> incidents involving road traffic collisions. 	
D29	<ul style="list-style-type: none"> water rescue, including inshore water rescue within three nautical miles of the Islands coasts. 	
Respond and provide resolution to:		
J1	<ul style="list-style-type: none"> cliff rescue incidents, as the sole provider on the Island. 	(Sometimes / catastrophic (427 non-fire
Respond and provide resolution or support to:		
D18	<ul style="list-style-type: none"> rescues involving unstable ground, including sub-surface and 	

	confined space rescues.	emergency responses in 2020)
D31	<ul style="list-style-type: none"> fires on board and/or medical assistance required on vessels on shore or at sea. 	
D19	<ul style="list-style-type: none"> incidents requiring technical rope rescue skills. 	Rarely / catastrophic
D25	<ul style="list-style-type: none"> incidents requiring National Resilience capabilities, including: Chemical, Biological, Radiological, Nuclear (Explosives), Urban Search and Rescue, High Volume Pumping, Command and Control (Enhanced Logistics Support). 	
Respond and provide support to:		
D32	<ul style="list-style-type: none"> high-threat and hostile incidents such as terrorist attacks. 	Often / major
Respond and provide resolution or support to:		
D17	<ul style="list-style-type: none"> incidents involving moorland, and coastlines. 	Often / major
D24	<ul style="list-style-type: none"> incidents involving Bariatric Casualties. 	
D27	<ul style="list-style-type: none"> calls for assistance for person/s involved in a 'fall' incident. 	Sometimes / major
D30	<ul style="list-style-type: none"> floods. 	
Respond and provide support to:		
D23	<ul style="list-style-type: none"> calls for assistance from social services (i.e., with supervision, engaging with requests for fire safety advice in safeguarding concerns/responding to mental health incidents whereby access and/or talking down of the individual is required). 	Sometimes / moderate
Respond and provide resolution or support to:		
D20	<ul style="list-style-type: none"> incidents involving large animals. 	Sometimes / moderate
Respond and provide support to:		
D34	<ul style="list-style-type: none"> mortuary activities in emergency situations. 	Rarely / minor

FF5	Protect the environment from the effects of hazardous materials	Frequency / Risk
D10	<ul style="list-style-type: none"> Protect the environment from the effects of hazardous materials and support people involved. This could include the use of appropriate personal protective equipment (PPE) and decontamination methods. 	Often / catastrophic

FF6	Support the effectiveness of operational response	Frequency / Risk
D8	<ul style="list-style-type: none"> Provide support to people directly or indirectly involved in operational incidents. 	Always / catastrophic
D9	<ul style="list-style-type: none"> Carry out roles and responsibilities, within the incident command system, alongside other agencies during fire and operational incidents. 	
D11	<ul style="list-style-type: none"> Test and maintain equipment to support the effectiveness of operational response following the relevant procedures and standards. 	

FF7	Support the development of colleagues in the workplace	Frequency / Risk
D13	<ul style="list-style-type: none"> Support the development of colleagues in fire and rescue, including mentoring, teaching in a classroom and practical based sessions where qualified to do so. 	Often / major more frequent for specialist Firefighters

FF8	Contribute to safety solutions to minimise risks to your community	Frequency / Risk
D12	<ul style="list-style-type: none"> Collect information on risk and resources in the community. 	Often / catastrophic (136 home visits / 5 vulnerable person 2021)
D14	<ul style="list-style-type: none"> Contribute to fire safety inspections and outcomes to minimise risks to people, property and the environment. 	Often / major
D21	<ul style="list-style-type: none"> Support project management tasks in line with appropriate methodologies. 	Sometimes / moderate

FF9	Drive, manoeuvre and redeploy fire service vehicles	Frequency / Risk
D28	<ul style="list-style-type: none"> Drive, check and ensure safe operation of fire and rescue service vehicles. 	Always / catastrophic
J3	<ul style="list-style-type: none"> Drive / manoeuvre other vehicles in emergency circumstances or where agreements exist. 	Sometimes / major
D36	<ul style="list-style-type: none"> Provide support to the ambulance service to discharge and transport of patients in emergency circumstances (e.g., mass casualties). 	

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time. This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Services

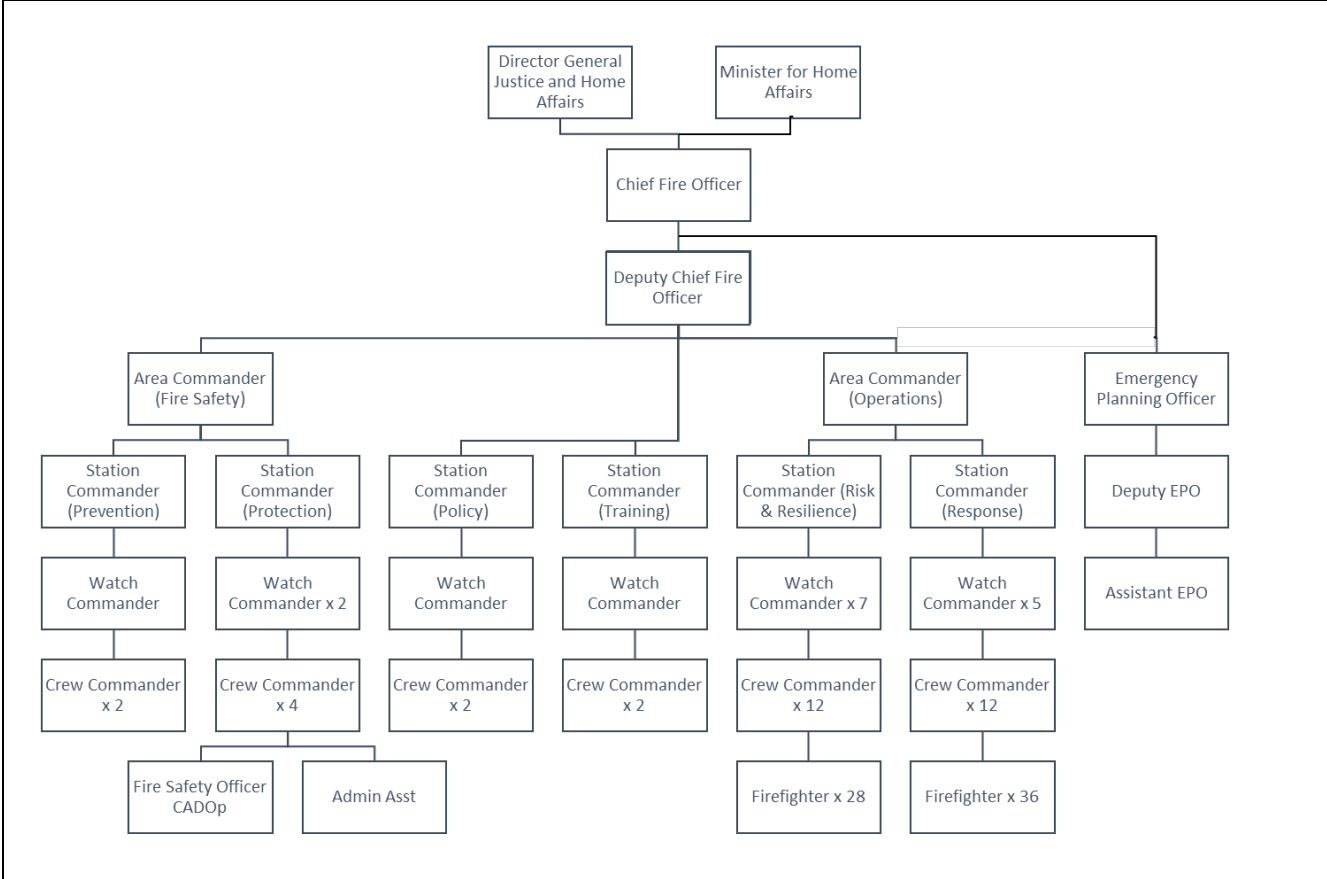
- Fire and Rescue Service

Organisational structure

Government Departments



Organisation chart



Person Specification Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard. It is important to convey what the job requires, rather than what an

individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

Qualifications

Please state the level of education and professional qualifications and / or specific occupational training required.

Foundation training takes from 18 to 24 months (18 weeks at a UK Training School). The post-holder, as part of their conditions of service, will be required to pursue and complete a 4-6 year development programme in order to become fully competent in role. They may then progress to become a Specialist or Senior Firefighter by undertaking the qualifications detailed below:

Firefighter Level	Qualifications	Competencies
Foundation Firefighter (Pre-Qualified Foundation)	On Appointment: Five GCSEs (grade A-C or 4-9) or equivalent. Initial Firefighter Foundation Course Qualified Firefighter Programme (QFP) Modules 1 to 8	National Fire Chiefs Council Leadership Framework the 'Leading yourself'
Intermediate Firefighter (Pre-Qualified Foundation)	Qualified Firefighter Programme (QFP) Intermediate Modules 9 to 16	GOJ Tier X accountabilities and behaviours
Qualified Firefighter	Qualified Firefighter Certificate Ongoing Maintenance Module 17. Additionally Qualified in: <ul style="list-style-type: none"> Emergency Fire Appliance Driving (equivalent to SFJ Level 3 Award in Emergency Response Driving High-Speed), RYA Level 2 Power Boat 	
Post Qualified Firefighter	Post Qualified Firefighter Programme Module 17 – Firefighter in the Community Award, QCF level 3 Fire Safety Foundation certificate (Fire Safety Auditor)	
Specialist	Specialist Firefighter Programme. Modules 18 to 21 CPD. QCF level 3-4 PTLLS teaching qualification. This includes the following instructor programmes / qualifications: <ul style="list-style-type: none"> Water Rescue (Inshore and inland) Instructor - RYA Level 2 Power Boat Instructor Course. Emergency Fire Appliance Driving Instructor - SFJ Awards Certificate of 	'Leading yourself' and 'Leading others' level for Senior and Specialist increments.

	<p>Achievement in Emergency Response Driving Instructor</p> <ul style="list-style-type: none"> • Aerial Ladder Platform Instructor • Physical Training Instructor (Level 2 Certificate in Fitness Instructing - Gym) • Breathing Apparatus Instructor • Tactical Ventilation Instructor • Fire Behaviour Training Instructor • Road Traffic Collisions Instructor • Rope Rescue Instructor – Rope Rescue Technician • First Responder Emergency Care Instructor - Level 3 First Response Emergency Care (FREC) • Urban Search & Rescue Instructor • Breathing Apparatus Technician 	
Senior Firefighter	IFE Level 2 Certificate Module 22. Fit to Command, and Working Safely certificate (IOSH)	

<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	
K2	<p>An understanding of SJFRS’s wider role and purpose. Including:</p> <ul style="list-style-type: none"> • The principles of fire safety and fire engineering, particularly their application in the operational environment. • An understanding of the Island’s challenges, the Council of Ministers’ priorities, Government Plan and JHA Business Plan and how, within the context of the One Government design, the SJFRS and JHA more widely contribute to each. • An awareness of the work and current findings of His Majesty’s Inspectorate of Constabulary and Fire and Rescue Services. • A comprehensive knowledge of all laws and subordinate legislation affecting Fire and Rescue operations, Fire Safety and Emergency Planning.
K3	An awareness of the SJFRS in the operational context including laws, policies and best practice and its range of activities across prevention, protection and response.
K4	An awareness of the important of, and commitment to, protecting our environment.
K5	An understanding of the involvement of the fire and rescue service in providing medical intervention and safeguarding of vulnerable adults and children.

K6	An understanding of the importance of maintaining physical and mental wellbeing.
S13	Is prepared to wear ballistic personal protective equipment (BPPE)
	Knowledge of local road safety regulations, main Island network roads.
	All Firefighters require knowledge / training in the following: <ul style="list-style-type: none"> • Emergency Fire Appliance Driving (EFAD) • Aerial Ladder Platform • Co-responding • Rope Rescue • Water Rescue • Urban Search and Rescue (USAR) • Marauding Terrorist Attack (MTA)
	Selected Firefighters require knowledge / training in: <ul style="list-style-type: none"> • Trauma Risk Management Practitioner (TRiM) • Maritime Incident Response Group (MIRG)* • Chainsaw use • Drone operations • Fire Investigation
	<i>* While the MIRG group is an offshore ship firefighting capability of a select group of firefighters, all firefighters are trained in elements to support its capability and all firefighters have the same responsibility to fight fires in ships which are in port. Therefore, the firefighting training requirements (apart from the training to appropriately transfer to the offshore casualty vessel) are essentially the same.</i>

Technical / Work-based Skills	
<i>This relates to the skills specific to the job, e.g., language fluency, vehicle license etc.</i>	
	All Firefighters require the following technical/work-based skills:
S11S15	Holds a full category C (Heavy goods/HGV) driving licence and competence in Emergency Fire Appliance Driving (EFAD) response driving in car, medium goods, 4x4 training, trailer handling, heavy fire appliances, other emergency vehicles and effective navigation skills.
	Able to operate an Aerial Ladder Platform. Specialist Firefighters that provide instruction require additional qualifications (please see above).
	Able to administer first-aid skills acquired from a first-aid qualification and a minimum standard of Level 2 First Response Emergency Care (FREC). Specialist Firefighters that provide instruction require the additional qualifications (please see above).
S7	Able to work at height.
	Able to undertake technical rope rescues, having undertaken the appropriate in-house technical rope rescue training, including the rigging and operation of full systems for raising, lowering and highline rescues. Specialist Firefighters that provide instruction require additional qualifications (please see above).
S8	Able to operate in or around water during flood response and rural rescue.
S12	Able to swim for the purpose of performing water rescues both inland and at sea. Trained Water Rescue Swimmers (can undertake all types of water

	rescue and search operations in deep and/or moving water, including swim rescues) - training guidelines underpinned by DEFRA Flood Rescue Operations and the NFCC Water Safety and Rescue Training Standards used as best practice.
	Able to support the launch and operation of the SJFRS rescue boat for inshore rescue (min. three nautical miles off the Islands coasts). All crew members are qualified to RYA Level 2 Power Boat capable of handling and navigating the boat as required, and using VHF Radios (i.e., RYA Marine Radio SRC Course). Specialist Firefighters that provide instruction require additional qualifications (please see above).
S9	Able to work in confined spaces.
	Able to operate other specialist Fire & Rescue equipment to the appropriate standards via training (e.g., Hydraulic Rescue Tools)
	Selected Firefighters will also be required to:
	Able to apply training relevant to the Maritime Incident Response Group (MIRG) as the only Channel Islands declared offshore fire response asset. Including competence in helicopter transport and ditching safety, sea survival and be willing to be deployed to an offshore vessel and potentially not return to their home port but elsewhere in Europe, working alongside crews of multiple nationalities.
	Operate chainsaws, having undertaken the appropriate training for the use of chainsaws (e.g., Level 3 LANTRA award in Chainsaw maintenance and Cross-Cutting for the purpose of severing uprooted or windblown trees in rescues (or to provide critical road access).
	Operate drones and acquire the Channel Islands Director of Civil Aviation Permission for Aerial Work qualification.
	Carry out Fire Investigations having undertaken SFJ Awards Level 2 Award in Introduction to Fire Investigation Institute of Fire Engineers accredited practical course in Fire and Arson Investigation Training. Up to Level 5 Award.

General Skills / Attributes	
<i>This relates to more general characteristics required to do the job effectively, e.g., effective written communication skills, ability to delegate, motivation or commitment etc.</i>	
S14	Has advanced ICT skills, such as knowledge of use of Office 365 and bespoke SJFRS systems. Including mandatory e-learning of internal and wider Government of Jersey policies.
S1	Able to carry out administration, including the use of technology (e.g., mobile communication and IT systems)
S3	Communicates effectively through listening, writing, speaking and presenting information.
S4	Able to work methodically with attention to detail.

S5	Has the sensitivity to deal with people when they are injured, distressed, confused or being obstructive. Through being assertive, assured and compassionate.
S1 S2	A commitment to diversity and inclusion in the workplace and more widely. Aware and celebrates difference and is adaptable to communicate inclusively with people from all communities, across a variety of backgrounds, cultures and differing personal circumstances to establish and build relationships.
B1	Able to accurately follow instructions and react appropriately under pressure and in difficult situations. Demonstrating excellent personal resilience.
B2.	Takes responsibility for the health and safety and welfare of themselves.
B3	Has a proactive approach to continuously learn and develop.
B4	Is committed to maintaining their own health & fitness including mental and physical standards (i.e., in line with required aerobic capacity and strength fitness for all firefighters - measured as a minimum of 42.3 ml/kg/min VO2max and a shoulder press equivalent of 30kg).
B5	Actively contributes to problem-solving and is open, willing and adaptable to change, with a willingness to adopt new ways of working.
B6	Demonstrates taking responsibility for effective performance.
B7	Supports the development, safety and welfare of others, including colleagues, other emergency responders and members of the public.
B8	Always embraces and promotes the values of SJFRS and the GoJ at all times and challenges inappropriate behaviours.
B9	Demonstrates integrity, reliability, respect and responsibility.
B10	Is prepared to work with people in need.
B11	Is willing to work to deliver a 24/7 service, working shifts, which involve being present and available at the station overnight.

Experience	
<i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i>	
K1	Previous experience of working and/or volunteering in the community.
S6	Has proven experience of working effectively with others.
	Intermediate Firefighters require experience as a Foundation Firefighter
	Qualified Firefighter requires experience as an Intermediate Firefighter
	Post Qualified Firefighter requires experience as a Qualified Firefighter
	Specialist and Senior Firefighters require experience as a Post Qualified Firefighter.

Personal Attributes

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier X core accountabilities attributes and behaviour indicators.

Additional job information {removed from the job description}

The following sections are included to ensure that a complete picture of the job can be gained for job evaluation purposes. The requirements of the job are summed up in the preceding sections; nothing in the following sections should sit at odds with the earlier information.

Contextual Information

Communication and Relationships

Tell us about the skills required by a typical post-holder to communicate, establish and maintain relationships and gain the cooperation of others. Let us know the skills required to motivate, negotiate, persuade, make presentations, train others, empathise, communicate unpleasant news sensitively and provide counselling and reassurance. You should also include any difficulties involved in exercising these skills.

30% Internal Communications within SJFRS			
Contacts	Level	Purpose	Frequency
Fire and Rescue Service	Firefighters, Crew, Watch or Incident Commanders	To develop good working relationships with other crew members and managers to provide an effective operational response. Clearly communicate (face to face or via radio communications) relevant and timely information that identifies risk, which is critical to the successful management of operational incidents using common principles, practices and procedures. Firefighters are expected to speak out promptly if they see or hear of a safety or organisational risk (organisational effectiveness - NFCC 'Leading Yourself' Level of Leadership).	High
20% Internal Communication with other Government Directorates / Divisions			
Contacts	Level	Purpose	Frequency
Ambulance	Ambulance Technicians/ Paramedics/Leading Paramedics	Multi-agency operations. Clearly communicate relevant and timely information that identifies risk, which is critical to the successful management of operational incidents using common principles, practices and procedures. Rescue human life involved in incidents. Providing treatment to casualties. Providing emergency response and care to medical emergencies in partnership with the Ambulance	Medium

		service.	
Police and Honorary Police	Police Officers/Sergeants	Multi-agency operations. Clearly communicate relevant and timely information that identifies risk, which is critical to the successful management of operational incidents using common principles, practices and procedures. Rescue human life involved in incidents. Public disorder	Medium
Schools	Secretaries/Teachers	To deliver a variety of educational programmes to youth groups, with the ability to engage with and educate young people to motivate behavioural change (e.g., fire/home safety).	Medium
People & Corporate Services	Officer	To pose personal queries relating to their employment.	Low
Modernisation & Digital	Officer	To receive training in use of specific ICT	Low
10% Communication with Arm's Length Organisations			
Contacts	Level	Purpose	Frequency
Ports of Jersey (Arm's Length Organisation)	Coastguard	To clearly communicate relevant and timely information that identifies risk, which is critical to the successful operational response to resolve fires on board vessels on shore or at sea, or other water rescue incidents – as a minimum within three nautical miles of the Islands coasts.	Medium
RNLI Lifeguards	Lifeguards	To clearly communicate relevant and timely information that identifies risk, which is critical to the successful response to water rescue incidents – as a minimum within three nautical miles of the Islands coasts.	Low
Ports of Jersey (Arm's Length Organisation)	Airport Fire-fighters	To clearly communicate relevant and timely information that identifies risk, which is critical to the successful response to fire and rescue incidents. Testing equipment or presenting training to Firefighters at the Airport in specific areas.	Low

40% External Communications			
Contacts	Level	Purpose	Frequency
Businesses	Various depending on size	To carry out fire safety checks of business premises and liaise with specialist fire safety staff to assist in reducing risk in premises and other environments. To give advice, using tact and persuasion to ensure compliance.	Medium
Vulnerable people	Various	To carry out fire safety checks for vulnerable people in the community, as well as providing advice, fitting fire safety equipment and making referrals to other agencies if necessary. To give advice, using tact and persuasion to motivate behavioural change	Medium
Community or school fire safety events	Various	To present and demonstrate safety information to a variety of community groups, with the ability to engage with and educate others to motivate behavioural change (e.g., fire/home safety). Collecting information on risks in the community.	Medium
Individuals/ groups of members of the public	Various	To rescue life involved in incidents. To provide support to people directly or indirectly involved in operational incidents. To provide counselling and reassurance.	Medium
Training providers	Specialists	To give and receive training in a range of rescue equipment/new methods of working etc.	Medium
Other	Military, UK / French coastguard, merchant navy, cruise liner staff.	To rescue life involved in incidents. To clearly communicate relevant and timely information that identifies risk, which is critical to the successful operational response.	Low

Analytical Skills

Please describe the analytical and judgemental skills required to fulfil the requirements of the job. Consider any requirements for analytical skills to diagnose a problem or situation, or to understand complex situations or information, and judgemental skills to formulate solutions and recommend/decide on the best course of action.

Problem solving

Firefighters are expected to actively contribute to problem-solving and take time to understand issues fully (as per the NFCC Levels of Leadership, a Firefighter is at the 'Leading Yourself' Level). The analytical / judgements skills required by a firefighter vary as follows:

Those that involve a range of facts or situations, with relatively straightforward choice of options for example:

Working in the Community:

- To prevent and protect, Firefighters are required to inspect and identify hazards and risks a workplace/building that may affect people and the environment. They need to analyse/assess the risk and suggest appropriate actions that need to be taken by applying practices that maximise health and safety. This can be exemplified in the domestic context by performing Home Fire Safety Visits to ensure safer living but also in the wider public arena of entertainment venues and licensed premises where larger volumes of people may be at risk if identified hazards are not acted upon, to those that are more complex, that require analysis/judgement to deliver an effective operational response to an emergency/potentially life-threatening incident. While Firefighters would be acting under the Incident Command System, such emergency incidents can often be complex, comprising several components (e.g. the weather, location, time of day, number of casualties, hazardous materials, available resources) that require individual as well as command-level analysis/judgement on conflicting information. While the individual components of an incident may be considered rarely as a new problem, most incidents differ in their component parts. For example:

Incidents:

- To control and extinguish a fire, Firefighters are required to analyse the use of their equipment and extinguishing media to ensure it is used within its limitations and capabilities to meet the needs of the incident and the known and anticipated risks. Identifying the extent, nature and location of the fire, and reporting this to the relevant people at the earliest opportunity. The dynamic nature of emergency incidents exposes firefighters to changing situations which require constant evaluation of trained knowledge, the environment and hazards to minimise risk to themselves and others. While working within the Incident Command System, firefighters must be competent to take necessary action to achieve the incident goals in ways that may not have been anticipated by the Incident Commander. For example, while wearing breathing apparatus and committed internally for structural firefighting, Firefighters can alter their designated search patterns based on evident hazards or casualty location. They must also regulate their air consumption to determine set tasks are achievable within safe parameters, and if a suspected fatality is located, make a judgement on their next actions in order to assist with subsequent investigation. They may also be required to support the incident commander with specific aspects of problem solving to better understand more complex scenarios. As well as applying analytical/judgement skills to identify and preserve evidence to meet the needs of an investigation.

Multi-agency responses:

- To provide treatment to casualties, a Firefighter would need to check for signs and symptoms to prioritise their response to casualties. Apply analytical and judgement skills to administer treatment to support the stabilisation of casualties' conditions. Use appropriate risk assessments to minimise the risk to themselves and others. Meet the needs of casualties by using their equipment within its limitations and capabilities, minimising the risks to life. Liaising with other agencies (e.g., Ambulance, Police) involved in the incident to meet the needs of the casualty/incident. A Firefighters actions/communication will also influence further treatment of casualties.
- Where Firefighters are required to enter a potential hazardous zone as part of responding to a Marauding Terrorist Attack (MTA). This would require analytical and judgement skills to triage injured members of the public to address multiple casualties by a hierarchy of needs. During the incident Firefighters may also be required to assist the States of Jersey Ambulance Service in dealing with mass casualties as part of a large or protracted release of a hazardous material where mass decontamination of members of the public would be required, supporting the Paramedic response.

Planning & Organisation

Please tell us about the planning and organisational skills required to fulfil the job responsibilities. You should include a description of the skills required for activities such as planning or organising services, departments, rotas, meetings, conferences, events and for strategic planning. Please reference the complexity and degree of uncertainty involved in these activities. Include details of the length of typical planning horizons.

Within the NFCC Levels of Leadership, a Firefighter is at the 'Leading Yourself' Level which states that Firefighters are expected to:

- plan ahead and prioritise their work, managing their time effectively to get things done.

Firefighters are also required to plan and manage diaries for community events, school educational events, fire safety inspections, Site Risk Inspections and also arrange training in disciplines for which they are specialised/qualified.

Day to day objectives/duty rotas are set by the Watch Commander.

Longer-term goals are set by the Station Commander or the Area Commander.

Physical Skills

Tell us about any physical and sensory skills, hand-eye co-ordination, dexterity, manipulation and/or requirements for speed and accuracy, keyboard and driving skills required by the role Include the reason it is needed, and how frequently it is used. Please ensure that this information is in line with the Person Specification.

The nature of the physical skills required of a Firefighter differs depending on the task they are carrying out:

Type	Examples	Frequency
Dexterity	<ul style="list-style-type: none"> • Assemble and disassemble items of equipment. • Maintenance/safety checks on all equipment and vehicles. • Administering first-aid. • Operating dials/instruments on equipment. • Tying knots. 	Medium
Emergency response	<ul style="list-style-type: none"> • Immediate response to emergency calls from current actions or rested when on duty (i.e., moving quickly, bending and gripping to don their appropriate PPE). • Fast response to the incident scene. • Advanced driving of the appropriate fire service vehicles. 	Medium
Emergency medical treatment and rescue	<ul style="list-style-type: none"> • Apply emergency medical treatment/rescue in locations not accessible to the Ambulance service/first on scene as part of their Co-responding duties • Clear airways. • Administering CPR and external defibrillation. • Inspection/monitoring vital signs. • Applying bandages/pressure to wounds. • Administering medical gases (oxygen & entonox). • Transport on a spinal board. 	Medium

Policy and Service Development

Tell us about any responsibilities of the job for development and implementation of policy and/or services. Let us know the nature of the responsibility and the extent and level of the jobholder’s contribution to the relevant decision-making process, for instance, making recommendations to decision makers. Also, tell us whether the relevant policies or services relate to a function, department, division, directorate, the whole trust or employing organisation, or wider than this; and the degree to which the responsibility is shared with others.

Firefighters have access to a comprehensive national infrastructure and repository of standards, guidance and tools that are embedded in their own local service delivery.

Within the NFCC Levels of Leadership, a Firefighter is at the ‘Leading Yourself’ Level which states that firefighters are expected to:

- work within the organisations policies and procedures (organisational effectiveness)

- offer ideas and feedback to improve services (e.g., through consultation), and take on board other's ideas.

Financial and Physical Resources

Include any financial sums important to the job and briefly explain the job's active involvement (e.g., payments processed, budgets monitored, budgets managed, procurement and/or contract values, how much the job may spend, efficiency savings etc.). If this feels difficult to answer because amounts vary across teams, then include for each team, or state a range.

Let us know of any physical assets (including clinical, office and other equipment; tools and instruments; vehicles, plant and machinery; premises, fittings and fixtures; personal possessions of patients/clients or others; goods, produce, stocks and supplies).

Please describe the nature of the responsibility clearly (e.g., careful use, security, authorised signatory, maintenance, budgetary and ordering responsibilities); the frequency with which it is exercised; the value of the resources; and the degree to which the responsibility is shared with others.

Firefighters are not responsible for a budget, procurement or contracts. However, they are involved in researching/testing equipment to achieve value for money.

Within the NFCC Levels of Leadership, a Firefighter is at the 'Leading Yourself' Level they are responsible for:

- being careful with all types of resources (money, time, materials, fuel and energy) to provide value for money.

This includes a shared responsibility of the careful use of high value specialised vehicles and equipment for example:

- the Aerial Ladder Platform, ~£750k.
- drones costing ~£15k.
- driving fire appliances and equipment on-board amounting to ~£400k.

Most equipment areas of work have safety critical equipment which is expensive by nature and valuable in its purpose.

Specialist Firefighters have an active role in their area of specialism, in which researching and sourcing equipment is done so against the budget available to it and preparing orders for the appropriate lead manager to sign-off.

Staff Management

Let us know about any responsibilities of the job for management, supervision, co-ordination, teaching, training and development of employees, students/trainees and others in an equivalent position.

Include work planning and allocation; checking and evaluating work; undertaking clinical supervision; identifying training needs; developing and/or implementing training programmes; teaching staff, students or trainees; and continuing professional development (CPD). It also includes responsibility for such personnel functions as recruitment, discipline, appraisal and career development and the long-term development of human resources. The nature of the responsibility of the responsibility is more important the precise numbers of those supervised, co-ordinated, trained or developed.

Wholetime firefighters do not have any substantive line management responsibility (i.e., reports), however, they often provide direction to junior colleagues and Retained Firefighters during training/incidents. Particularly those new in service informing or demonstrating procedures, working practices and duties pertaining to the role. They also provide general advice and support as a team member.

Firefighters are also required to facilitate learning through demonstration and instruction (e.g., Fire Safety, First-Aid Fire Fighting, Calling Emergency Services, Fire Survival methods and raise awareness of SJFRS) through both formal and informal activities with the local community.

Specialist Firefighters, however, are also required to provide more specialist advice or training and/or assessment to other crew members in specific disciplines where they are qualified to do so. This applies in an operational sense and also that of staff welfare, for example, in lieu of an in-house medical advisor, Physical Training Instructors are the first line in health observation, collecting data and sign-posting firefighters to appropriate health professionals. Senior Firefighters are also required to mentor less experienced Firefighters in the station and training environment and at operational incidents where they assume the role of Officer in Charge.

Within the NFCC Levels of Leadership, a Firefighter is at the 'Leading Yourself' Level they are responsible for:

- looking after themselves and others, seeking help if they need it. As well as looking after their own mental health and challenging inappropriate behaviour of others.

Information Resources

Tell us about any specific responsibilities of the job for information resources (e.g., computerised; paper based etc.) and information systems (both hardware and software e.g., HR or medical records).

Let us know about the nature of the responsibility (security; processing and generating information; creation, updating and maintenance of information databases or systems) and the degree to which it is shared with others.

Firefighters are required to have advanced ICT skills, such as knowledge of use of Office 365 and bespoke SJFRS systems to send and receive emails, create incident reports, presentational materials, input/record data and Continuous Professional Development (CPD).

For example:

Senior Firefighters can attend and be in charge of fire service assets and personnel at a non-emergency incident and will be responsible for completing incident reports after determining that no further resources are required at the incident. They will also be expected to complete risk assessments and incident handing over forms where necessary.

All Specialist Firefighters are required to complete records of CPD to remain as an authorised instructor and create presentations to deliver to staff.

Additionally, all Firefighters are required to enter incident and driving records into the PDR Pro maintenance of competence system and will manage crewing disposition and arranging for the recalling of staff to cover overtime. In the absence of a Commander or Senior Firefighter Firefighters also assume the role of taking charge of non-emergency incidents, which brings incident report responsibility to the Firefighter.

Freedom to Act

Please tell us about the context in which the job operates, illustrating the extent to which a typical post-holder would have accountability for their own actions and those of others, to use own initiative and act independently; and the discretion given to the jobholder to take action. Consider supervisory/managerial control; instructions, procedures, practices and policies; professional, technical or occupational codes of practice or other ethical guidelines; the nature or system in which the job operates; the position of the job within the organisation; and the existence of any statutory responsibility for service provision.

Station:

In the station, a Firefighter may have some time performing unsupervised/routine task (e.g., equipment repair, maintenance & cleaning, personal study & physical training).

Community:

Generally, when working within the community to prevent and protect, inspections and educational programs, advising members of the public are performed unsupervised. This can be performed individually, often with a colleague but not necessarily a Supervisory Officer.

Under Law, Firefighters (all ranks) are 'Inspectors' with all the attendant duties and powers. This involves powers of entry (without a warrant and with a warrant), powers to inspect, to take measurements, to take samples etc.

Incident:

At an incident, Firefighters are fully supervised under the incident command system, generally by their Crew Commander or Watch Commander.

The Incident Command System provides a structure for supervision at incidents however, when crews are committed to a fire in a building (in a pair) or down a cliff face (as an individual in first instance) they have freedom to act based on the circumstances they are faced with, which may not be as originally envisaged by the supervisory officer. Firefighters may often have to make quick decisions to balance strict operational guidelines, with the need to improvise with equipment and personnel to affect a quick resolution in dynamic high-risk situations.

Under Law the 'Senior Firefighter present' at a fire has 'sole charge of all operations. While the Incident Command System provides a supervisory framework, in the event that supervision is not in place (low frequency) the law places the duty on the 'Firefighter', the legal definition of which is all ranks.

Also, while the Senior Firefighter position exists to take charge of non-emergency incidents, Firefighters will carry out this role if a Commander or Senior Firefighter is unavailable, which may also require them to lone work if no other crews are available – prior to the introduction of the Senior Firefighter role it was standard practise for Firefighters to assume this role and it still occurs.

• **Decision making**

Under Law Firefighters (all ranks) have the power to do anything they believe to be necessary to protect people, place and environment (paraphrased, which is not however, unlimited as in the case of the Chief Fire Officer). This includes for example, the power to require people to leave a place (involving individual decision making) or to investigate fires (usually under supervision but may not be).

Within the NFCC Levels of Leadership, a Firefighter is at the 'Leading Yourself' Level which states that firefighters are expected to:

- take decisions based on supporting evidence, risk, and prior knowledge of good practice (about task)
- speak out promptly if they see or hear of a safety or organisational risk (organisational effectiveness)

Firefighters that have developed their own specialist knowledge and skills may be assigned to specific areas by the incident commander.

At larger incidents the commander may assign specific areas to individual firefighters. These may include:

- Marshalling
- Breathing apparatus

- Hazardous materials or environmental protection
- Water management
- Foam management
- Management of reliefs including crew rehabilitation and welfare
- Communications
- Media liaison (i.e., social media)

Firefighters are expected to contribute to aspects of the JESIP Joint Decision Model utilised at multi-agency incidents. By either providing specialist skills (where they have the required knowledge or skills) or working with other available resources with knowledge and expertise to assist with problem-solving or other types of assistance.

- **Responsibility for customer / rescuee / casualty care**

Firefighters are customer facing role, whether it be to individuals or groups. Providing fire/home-safety advice or care in the form of rescue or initial medical treatment. The latter may also include straightforward medical advice, in the absence of medical experts (i.e., first on scene).

Physical Effort

What level of physical effort (e.g., normal office work, lifting, pushing, pulling, applying force etc.) is required, including approximate weights, for what reason and how frequently is it required.

The nature of the physical effort required of a firefighter differs depending on the task they are carrying out:

Type	Examples	Exposure
Confined spaces	<ul style="list-style-type: none"> • Crawling, crouching, bending and stooping in awkward/confined spaces (e.g., roof voids, tunnels) wearing full PPE and RPE. • Negotiating obstacles/tight spaces whilst trying to conserve air. 	Medium frequency
Firefighting	<ul style="list-style-type: none"> • Navigating flights of stairs, ladders whilst wearing heavy and awkward PPE and RPE weighing in excess of 25kg (dry normal Firefighting PPE and RPE), or heavier in wet conditions, and at the same time be expected to carry/lift equipment up to 25kg over distance. • Firefighting in high-rise buildings, basements and ships are the most arduous tasks any firefighter can perform with likely delay of additional resources, requiring greater exertion and repeated exposures before relief crews are provided. • Some of the most physically demanding tasks required of a firefighter include: 	Medium frequency

	<ul style="list-style-type: none"> ○ moving equipment upstairs to the floor of a fire while wearing PPE in a building ○ breaking through a roof while on a ladder ○ using a ceiling hook to pull down a ceiling ○ dragging a charged hose ○ directing a charged hose for prolonged periods at ground level or from ladders while performing a leg lock ○ laying hose to fire sites from a distant water source ○ rescuing a victim using a ladder ○ using an axe while on a ladder ○ Management of hazardous materials ○ Conserving property ○ Conserving the environment ○ Securing an emergency scene for public safety ● Cutting away: <ul style="list-style-type: none"> ○ pulling down damaged walls, ceilings and other structure to examine for fire. ○ using heavy force application, overhead and awkward positions on unstable surfaces. ○ removal of debris from sites/clean up from firefighting activities which may involve bending, stooping, shovelling, lifting, carrying, pushing, pulling, reaching and mopping whilst working in slippery, wet and unstable environments. 	
Non-emergency physical effort	<ul style="list-style-type: none"> ● Drills (2 hours on average per shift). ● Training/retraining on equipment. ● Servicing/maintenance of equipment used in an incident (i.e., cleaning, mopping, scrubbing, testing for proper operation of hoses, breathing apparatus, PPE and other firefighting equipment used). ● Driving to different site locations to carry out community engagement initiatives and inspections (i.e., a combination of standing, sitting). 	High frequency
Heavy lifting	<ul style="list-style-type: none"> ● Lifting heavy equipment, including: <ul style="list-style-type: none"> ○ carrying and pulling hoses charged (full of water or uncharged). ○ 14 metre/100kg ladders (25kg per person) ○ Average weight adults, or in extreme cases bariatric casualties in excess of 30 stone (190kg). 	Medium frequency

	<ul style="list-style-type: none"> ○ When working with the ambulance service it is expected that firefighters will take the lead in manual handling tasks. ○ using hand and/or power tools in awkward positions to enter a structure or complete a rescue operation (e.g., hydraulic rescue tools). 	
Rural/coastline rescues	<ul style="list-style-type: none"> ● Climbing, walking on uneven ground. ● Rope rescues (i.e., ascending, pulling ropes, descending managing friction and speed, transferring loads) on cliffs, steep edges. 	Medium frequency
Water inshore rescues/floods	<ul style="list-style-type: none"> ● Wading through water. ● Performing rescues in all weather & sea conditions while wearing full water PPE. ● Swimming above/below water at various depths (i.e., can be up to three nautical miles of the Islands coastlines/reservoirs) ● Steering/acting as a crew member on the SJFRS inshore rescue boat (all weathers). 	Medium frequency

Mental Effort and Concentration

Describe the type and extent of tasks that require concentration. E.g., the period and continuity. This might include practical tasks including driving, and desk-based work.

Type	Examples	Exposure
Driving	<ul style="list-style-type: none"> ● En-route to emergencies, firefighters must adopt a much-heightened level of concentration and focus in order to navigate a large HGV to the scene operations safely. Upon safe arrival there is often a moment of mental fatigue due to the level of concentration required, particularly on longer responses, caused by firefighters having to adhere to their EFAD training, travelling in an HGV in excess of normal speed limits and negotiating unpredictable responses from other road users. 	Medium frequency
Situational awareness	<ul style="list-style-type: none"> ● Firefighters rely heavily upon vision, hearing, speech and touch in their daily duties. They must maintain good situational awareness/vigilance of the environment to promote safe and effective working. ● Firefighters must also be able to communicate key information with co-workers and commanders within emergency incidents (i.e., in noisy, poor visibility and chaotic environments). 	Medium frequency

	<ul style="list-style-type: none"> • Good visual attention is required for using/monitoring dials/instruments on equipment (requiring appropriate level of colour perception). 	
Training	<ul style="list-style-type: none"> • A Firefighter must successfully complete an intensive fire-specific training program prior to and continuously while an active firefighter – covering a broader spectrum of training relevant to the needs in Jersey. 	High / frequency

Emotional Effort
Describe the nature, level and frequency of emotional circumstances the job directly encounters. The test is not whether a specific person is upset by what happens as a regular part of the job, it is whether any reasonable person would become upset.

Type	Examples	Exposure
Traumatic incidents	<ul style="list-style-type: none"> • Exposure to highly emotional situations, including witnessing people in distress and severe injury or death. Firefighters need to cope with their own exposure to stressful/traumatic situations and at the same time be able to respond positively to vulnerable persons and the emotional impact upon affected family members at an incident. Sometimes there is very little recovery/debriefing time after an exposure to such situations due to having to respond to another call. 	Medium frequency
Stressful environments	<ul style="list-style-type: none"> • Firefighters must demonstrate resilience and confidence in highly challenging situations. 	Medium frequency
People	<ul style="list-style-type: none"> • Consoling/providing reassurance to highly anxious or upset victims, or their families, relatives or friends. 	Medium frequency

Working Conditions
Tell us about the nature, level, frequency and duration of demands arising from inevitably adverse environmental conditions (such as inclement weather, extreme heat/cold, smells, noise, and fumes) and hazards, which are unavoidable (even with the strictest health and safety controls), such as road traffic accidents, spills of harmful chemicals, aggressive behaviour of patients, clients, relatives, carers.

All aspects of SJFRS service deployment and delivery are covered by standard operating procedures and safe systems of work, that include risk assessments and tactical planning via the command systems to ensure control measures are in place to minimise risks/hazards.

The following outlines some of the most prominent hazards a firefighter may be exposed to linked to specific incidents, context or activity in line with the NFCC Training Framework [Training | NFCC CPO \(ukfrs.com\)](https://www.ukfrs.com/training)

Hazards	Example or risks	Equipment and PPE	Exposure
Weather conditions/ Reduced visibility	Responding in all weather conditions including extreme rain, wind, snow, ice (cold) and sun (heat) impact on self and the incident.	PPE includes wet, cold & extreme weather clothing	High frequency/High duration
Casualty care/ Infectious diseases	Providing appropriate treatment to casualties Contact with blood, bodily fluids, traumatic fatalities.	First-aid equipment including defibrillators (AEDs). PPE includes CPR face shields. Equipment for decontamination (e.g., cleaning, disinfection, sterilisation).	Medium frequency/Low duration
Confined spaces or complex environments	Limited space and movement, dark or obstructed visibility, high temperatures, restricted access or egress, dirt, dampness, potential for collapse, harmful substances (e.g., gases, liquids, flowing materials – potentially explosive atmosphere).	PPE (e.g., hard hat, gloves, boots, ear/eye protection, safety harness, body protection, communication system, lighting), RPE (e.g., respirators and breathing apparatus) or specialist resources and equipment. Atmospheric testing equipment (e.g., gas detectors). Ventilation equipment.	Medium frequency/Low duration
Driving to incidents	Handling vehicles in emergency response situations, not keeping to speed limits/going through red traffic lights – without causing undue risk to members of the public, rollover risk of vehicles with higher centres of gravity, fatigue, stress, members of the public, on-board technology.	Seatbelts and airbags, collision avoidance systems, crash sensor systems, vehicle data recorders, vehicle design (chassis, cab, optics and stability). Closed-circuit television (CCTV) information from control room. Equipment for appropriate vehicle maintenance.	High frequency/Low duration
Fires and firefighting	Fire/thermal radiation, humidity, thermal/airway	PPE (e.g., heat protective clothing, flash hoods, boots, helmet,	Medium frequency/Medium duration

	burns/heat illness, explosives, flammables, combustible dusts, smoke, fire gases, debris, oxygen deficiency, flashovers, backdraughts, fire gas ignition, burning or collapsed buildings/floors, fire spread, falling objects/projectiles, glass, noise, wet (from hose spray), hypothermia, activity declared as carcinogenic to humans by agency of the World Health Organisation..	gloves, ear and eye protection). RPE (e.g., respirators, breathing apparatus, airlines, face masks) PPE/RPE testing/maintenance equipment. High pressure hoses.	
Fires in buildings	Rescue and extraction of injured persons, restricted access and egress, fire spread, structural collapse, live electric cables, utilities, entanglement, poor structural integrity, accessing lift/lift shafts.	Tools for forcible entry (e.g., fire hooks, axes and pry bars). Thermal imaging equipment to locate and avoid cables/electrical utilities. Electrical gloves.	Medium frequency/Medium duration
Fires on board vessels	Rescue and extraction of injured persons, restricted access and egress, unstable vessels, cargo, flammables, live electrics, vessels taking on water.	Thermal imaging equipment/infrared thermometers to locate cargo/flammables/live electrics.	Low frequency/Medium duration
Hazardous materials (HazMat)	Occupational Safety and Health Administration (OSHA) which defines hazardous materials as “any substance or chemical which is hazardous to people's	PPE (e.g., hard hat, gloves, boots, ear/eye protection, chemical protective clothing), RPE (e.g., respirators and breathing apparatus) or specialist resources and	Medium frequency/Medium duration

	health or is physically hazardous.” This includes chemicals such as carcinogens, irritants, corrosives, toxic agents, sensitizers, agents that damage the lungs, skin, eyes). In addition to combustible, explosive, water-reactive chemicals.	equipment. Atmospheric testing equipment, ventilation equipment.	
Heights	Rescue and extraction of persons or animals trapped at height (e.g., cliffs, high rise buildings, towers, cranes, masts and shafts), acrophobia, falls, falling use of equipment, weather conditions (e.g., high winds, heavy rain).	Ladders. Aerial appliances. Mechanically operated extendable aerial ladders. Rope-based systems. Harnesses.	Medium frequency/Medium duration
Machinery	Uncontrolled movement of machinery, casualty trapped by machinery.	PPE (e.g., hard hat, gloves, boots, ear/eye protection, protective clothing).	Low frequency/Low duration
Manual handling	Firefighting equipment, collapsed debris, crushing, rescue and extraction of injured persons, including stretchered casualties, bariatric casualties.	Manual handling techniques and equipment (e.g., hydraulic rescue equipment, lifting cushions, pulley blocks, winches and jacks, hand tools), bariatric lifting equipment.	High frequency/Medium duration
Multiple casualties/ major incidents	Rescue and extraction of injured persons, multiple tasks, highly stressful, emotional, traumatic.	Multi-agency resources (i.e., Ambulance, Police) JESIP M/ETHANE model. Monitoring wellbeing.	Low frequency/Medium duration
Noise/ vibration	Noise from fires, explosions, machinery, vehicles and equipment, distraction.	PPE (e.g., ear protection).	Medium frequency/Low duration
Public	Verbal or physical	Avoid/withdraw from	Low

disorder	abuse or injury. To provide protection when supporting high-threat and hostile incidents.	confrontation or public disorder. Multi-agency resources (i.e., Police).	frequency/Low duration
Search and rescue/ missing person	Dark or poor visibility, uneven terrain, unstable/collapsed structures, working in the vicinity of helicopters (UK or French air assets).	Multi-agency resources (i.e., Ambulance, Police) PPE (e.g., hard hat, gloves, boots, ear/eye protection, protective clothing, harnesses) Lighting/thermal imaging equipment. Drones for search.	Low frequency/High duration
Traffic collision	Rescue and extraction of injured persons, upturned vehicles, other traffic, crash debris, cargo, alternative fuels, oil, high voltage vehicle components, use of radios, risk of vehicle fire, emission of toxic gasses.	Multi-agency resources (i.e., Ambulance, Police) PPE (e.g., hard hat, gloves, boots, ear/eye protection, protective clothing), RPE (e.g., respirators and breathing apparatus). Hydraulic rescue/cutting equipment.	Medium frequency/Medium duration
Terrorist attacks	Rescue and extraction of injured persons, chemical biological, radiological and nuclear threats.	Multi-agency resources (i.e., Ambulance, Police) JESIP, MTA, JOP. PPE (e.g., hard hat, gloves, boots, ear/eye protection, protective clothing), RPE (e.g., respirators and breathing apparatus), Ballistic Personal Protective Equipment (BPPE)	Low frequency/High duration
Rural/ coastline/ cliff rescues	Rescue and extraction of injured persons, unstable or fragile ground, cliffs, steep edges, gorse, slips, trips and falls.	Fall protection systems. Rope based systems. Equipment that can be used to spread the load, reduce weight/pressure.	Medium frequency/High duration
Water/ inshore rescues/	Rescue and extraction of injured persons, vessels taking on	PPE (e.g., buoyancy aids, suitable helmet, footwear, dry/thermal	Low frequency/High duration

floods	water, individuals caught in rip currents, various water depths (e.g., within three nautical miles of the Island's coasts), various sea conditions (including rough), caves, damp, cold temperatures, hypothermia, slips, snags, uneven ground.	protection suits). Inshore rescue boat (IRB).	
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Any other information
Include any information that you believe is important to ensure that we have a sound understanding of the role that is not included anywhere else in the form.

Context

Jersey's local context is important to consider. Jersey Fire and Rescue personnel have to be able to deal with a broad range of incidents that many UK Fire and Rescue Services would have specialist teams or Stations trained for that particular incident type, such as Road Traffic Collisions, Hazardous Materials, Height and Coastal Rescue etc., yet without the availability of cross-county/border assistance or support arrangements for large or multiple incidents. Jersey firefighters, even with additional On-call crews, can proceed from one physically/technically challenging incident to another without respite – where the number of available firefighters is more limited than that comparative UK Fire and Rescue Services can call upon. Therefore, all Firefighters within SJFRS are required to undergo a extensive range of training to use a wide range of equipment to enable appropriate response/capability. In essence, Firefighters in the UK have specialist teams to undertake a large proportion of what SJFRS consider as their core role. There also exists an expectation that Firefighters may work overtime to secure safe minimum crewing levels. In the event of a large, major or protracted incident, a recall-to-duty policy exists with the expectation that staff will make themselves available outside of normal working hours as the Island's only resource.

Jersey Firefighters also already undertake additional work as part of their role that their UK counterparts are only trialling on an ad-hoc basis, such as “EMR” Emergency Medical Responding and responding to “MTA” Marauding Terrorist Attacks. This is also true compared to colleagues in Guernsey, where all Jersey Firefighters are trained to attend incidents covering Inshore Rescue and Height Rescue, in Guernsey, these incident responses are undertaken by volunteers from the climbing fraternity and RNLI, respectively.

The Service's truncated rank (role) structure determines that, for all levels including Firefighter, there is an amount of crossover into the roles and responsibilities superior to

itself, much unlike the UK, making direct comparison of the similar roles difficult unless the local context is understood.

Jersey is not 'low risk'. A 'tall building', a particular difficult incident for any Firefighter to deal with defined for National Operational Guidance, is one of seven or more floors (18+ metres). Jersey has a significant stock of tall buildings with more buildings of this type very likely in the coming years. There are more than 30 buildings that fall into this category with around 23 being high rise residential buildings (HRRBs); there are many more already in the planning pipeline. The 'per capita' number of HRRB in Jersey is higher than for the whole of the UK, even when including London. If Jersey had the same rate of HRRB as the UK (including London), there would be 18. Indeed, the only part of the British Isles with a higher density of HRRB is London itself; Jersey has almost double the density of HRRB of Manchester. A normal pre-determined attendance in the UK for these types of Fires is 30+ personnel, where Jersey we could only send 15 in the first instance.

Jersey is also not operationally, 'quiet'. If in England, the fire station in St. Helier would be comfortably in the top quartile for operational activity. The number of dwelling fires in Jersey, per capita, would place SJFRS in the top ten of the 44 English Services. For non-fire emergencies, Jersey is busier than the UK average. Risk potential is not low in Jersey. We have a very large stock of medium rise buildings, at least double (but possibly treble) the number of Houses in Multiple Occupation in the whole of Derbyshire for example, a CAT 6 airport with Airbus A321 as the main aircraft type, a Prison, a combined General/Acute/Ambulatory Hospital, a COMAH gas site, a Buncefield Type Site fuel storage and distribution facility, a commercial port, power station, waste incinerator, waste storage sites.

For clarity, the task analysis revealing a requirement for a Pre-Determined Attendance (PDA) of c.30 personnel is *not* based upon a fire in a tall building where containment and fire safety systems have failed. It is a standard response to deliver a safe and effective intervention to any fire in a tall building. Ensuring an effective and safe intervention is vital for residents and firefighters in any situation; in Jersey it is amplified further because there is no back up.

From the JFR2020 annual report, averaged figures over the preceding 5 years would suggest the following, compared to HMICFRS national average data:

- 2.3 fires incidents per 1000 population (2.7 UK average)
- 3.2 non-fire incidents per 1000 population (2.7 UK average)
- 4.7 fire false alarms per 1000 population (3.8 UK average)

Impact

The impact of the roles within SJFRS is not only to save lives, but also to change lives in support of JHA's vision for Jersey to be a desirable place to live, work and visit, because people are safe and feel safe.

Where roles within SJFRS have changed over time, with some significant reductions in the likelihood of fire, they have also had to respond to the needs of our local community (e.g., population growth, an aging society, modern methods of construction technology and innovation) and to emerging public safety and security challenges. There are also the challenges posed by climate change leading to increasing risks of flooding, wildfires and water shortages. Therefore, the skillset of the role of a Firefighter has had to broaden.

Firefighters now plays a greater role in the regulatory environment, intended to raise greater fire safety awareness and change behaviours to contribution to a safer, more prosperous society.

The role of a firefighter and their standards of service delivery, not only have a direct impact on the customer but also the image and reputation of the Government, IHE and its respective Directorates (JHA).

I agree that this job description is an accurate reflection of my role.

Post-holder(s) agreement of job content (if appropriate/BAU)

Sign and date:	Print name:
Sign and date:	Print name:
Sign and date:	Print name:

I do not agree that this job description is an accurate reflection of my role.

Post-holder(s) disagreement of job content (if appropriate/BAU)

Sign and date:	Print name:
Sign and date:	Print name:
Sign and date:	Print name:

Reason for disagreement – this must be based on significant aspect(s) of the role which have not been included:

Line Manager's agreement of job content

Sign and date:	Print name:
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Business Unit Manager's agreement of job content

Sign and date:	Print name:
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Post number