



Frequently Asked Questions

How many positions are available?

The number of positions available in each recruitment campaign varies and will depend on several factors i.e., natural attrition, urban development, staff movements.

How do I apply?

You will need to submit a completed application form including the required supporting documentation. The Application Form and an Information Booklet can be downloaded from our internet site www.fire.nt.gov.au or one can be sent to you by mail or email.

How long does the process take?

The entire recruitment process takes approximately 18 weeks from the start of the recruitment campaign to the recruit course start date. This can vary depending on public holidays etc.

What is the course start date?

The course start date will be set once the recruitment process is finalised.

Do I need a MR Licence to apply?

No, not to submit an initial application. However, it is important to note that if your application is successful you **will** need to have your MR Licence (manual) at least **1 week prior to the course start date**. If you do not have your MR Licence (manual) in place your position will be forfeited and offered to another applicant.

Evidence will be required at interview to show that applicants have started the process of obtaining their Medium Rigid Licence (manual).

Do I need to have my first aid certificate?

Yes, however the Northern Territory Fire and Rescue Service (NTFRS) will provide extra emergency care training as part of our recruit course in order that participants become familiar with NTFRS procedures and equipment. Your First Aid Certificate will have to be presented to the Recruitment Officer at time of interview.

I wear glasses can I still apply?

Refer to the medical guidelines on our website. There are levels of corrected sight and each case is assessed individually by the Director or their delegate. Applicants are required to provide a report from their optometrist that will assist the Director/Delegate with their assessment.

I am colour blind can I still apply?

Refer to the medical guidelines on our website. There are levels of colour blindness and each case is assessed individually by the Director or Staff Officer. Applicants are required to provide a report from their optometrist that will assist the Director/Delegate with their assessment.

Can I transfer my long service leave from defence?

In most cases, yes, if successful the NTFRS will make contact with you prior to your start date.

Are there age limits – too young too old

No, however there may be age restrictions in relation to the Medium Rigid Licence, this is something you should check with your local Motor Vehicle Registry office.

I didn't finish year 12 can I still apply

You are still eligible to apply if you have completed a trade certificate or other tertiary or Vet qualification.

If you have not completed the above but have completed at least 2 years of full time employment demonstrating your ability to acquire new skills and have continued a reasonable amount of learning through your adult life then your application will be considered.

I am from interstate can I still apply?

Yes you can. The NTFRS invite and welcome any person who wishes to submit an application, regardless of where they currently reside. Being an interstate applicant will have no bearing on your prospects.

I am an interstate applicant do I have to be in Darwin for testing?

The NTFRS can arrange for you to sit the Written Assessment with one of our providers on-line. However, all physical assessments and interviews will be conducted either in Darwin or Alice Springs. If you are successful to this stage you will have to make your own arrangements for travel and accommodation.

Can I do the physical test another time or in another state at a fire station if I am not able to make the set dates?

No. All states have their own standards and requirements, therefore testing can only be done in Darwin or Alice Springs on the set date.

Does the NTFRS pay for travel?

Not in the assessment and interview stages. However, should you be successful the NTFRS will make arrangements for you and/or your families' relocation to Darwin or Alice Springs.

I am from overseas can I apply?

To be employed as a permanent employee of the Northern Territory Government you need to be either an Australian citizen or have Permanent Residence status. Once you have either of these you are able to apply.

I sat the written assessment 12 months ago, can I reapply

As long as it has been more than 12 months since you were advised then yes you can apply. If you were tested less than 12 months ago but were unsuccessful at the physical stage, we will require you to sign a form allowing us to use your current written test results. Unlike other states there is no limit on the amount of times you can apply.

I applied last time and got to the physical assessment stage do I have to submit another application?

Yes, once a squad has been recruited the file is closed and all previous applicants are required to re-apply.

Note: Written assessments remain valid for 12 months. If you sat your written assessment less than 12 months prior to making your new application, you should speak to the Recruitment Administration Officer.

How often does the NTFRS recruit?

There is no set Recruiting Program, recruitment depends on staffing requirements and varies accordingly.

What can I do to enhance my chances of being successful?

The NT Fire and Rescue Service cannot recommend any form of study. You may wish to seek similar processes from the internet. All we can advise is that you be competent in school levels Yr. 10 - 12. A brief overview of the recruitment process can be found in the information booklet at www.fire.nt.gov.au

Start your physical training now. If you require extra assistance you may wish to consider a personal trainer. Physical assessments are available on the Internet www.fire.nt.gov.au.

Can you recommend any websites or tests that I can practice the written assessment?

The written assessment is a multiple choice paper of written ability and psychometric profiling. The NTFRS use the assessment to match up characteristics of applicants with characteristics of a firefighter. There is no real way to study for psychometric profiling, just be you when answering the questions. A brief overview of this process can be found in the information booklet at www.fire.nt.gov.au

I am a firefighter with another brigade/fire service do I have to go through the recruitment process?

Yes, unfortunately the NTFRS does not have a lateral entry policy for firefighters. However should you be successful it will be at the discretion of the District Officer Training and Development, Director's Staff Officer and the Curriculum Development Officer whether you will be required to undertake the entire recruit course or just skills validation.

Do I get a choice of where I will be posted?

Applicants should be aware that upon becoming a firefighter they can be placed at any Fire Station in the Northern Territory and this decision is made by the Director of the NTFRS. Recruits and fire members are sent where they are needed operationally according to staffing level requirements etc.

I have a criminal history can I still apply?

The NTFRS are aware that people make mistakes. All criminal history matters are assessed by the Director's Staff Officer and consideration will be given to a demonstrated ability and desire to overcome adversity.

Foreign Nationals. My current visa status is a provisional residence visa (309) which will become a permanent residence visa (100) in two years. Is it possible for me to apply for a position as a recruit on my present visa or must I wait for the two year period to finish?

Fulltime employees require permanent Residency or Australian Citizenship therefore you would be unsuccessful in your application due to your current Visa. Once this is changed to the permanent visa you would be eligible to apply. It is NT Government Policy to employ only permanent residents or Australian citizens.

Next Recruitment Date

Check the NTFRS Web Site www.fire.nt.gov.au or contact the Recruitment Office on 08 8999 FIRE during business hours.

What are the pay and conditions like?

Current Wages for Firefighters (effective 08/011/12)

Position	Wage
Recruit Firefighter	\$58,852 p.a. (first three months 78% FF A Class)
	\$61,871 p.a. (next nine months 82% FF A Class)
Firefighter D Class	\$64,133 p.a.
Firefighter C Class	\$65,642 p.a.
Firefighter B Class	\$73,941 p.a.
Firefighter A Class	\$75,450 p.a.

Allowances

Northern Territory Allowance (NTA)

Members with dependants will be eligible to claim the Northern Territory Allowance of \$960 per annum.

First Aid Allowance

Members who are deemed qualified by the Director or his delegate receive a First Aid Allowance of \$852.00 per annum.

Superannuation

In accordance with the Federal Government requirements, the Northern Territory Government will contribute an amount equal to 9% of the member's salary into a superannuation fund nominated by the member. You are not required to provide any contributions from your salary. However, voluntary contributions and salary sacrifice are permitted.

Members may nominate the superannuation fund of their choice as long as it is a compliant fund. If a superannuation fund has not been nominated after 28 days of employment, contributions will be paid into the Australian Government Employee Superannuation Trust (AGEST). Members may elect to transfer to a compliant fund of their choice at any time following commencement.

Conditions of Service

Hours of Duty

As an operational Firefighter you will be required to work on a rotational shift basis consisting of two consecutive day shifts of 10 hours each day followed by two consecutive night shifts of 14 hours each night followed by four consecutive days off. The four day cycle will then begin again.

Day shift hours are 0800 hours to 1800 hours

Night shift hours are 1800 hours to 0800 hours

Office based work hours are Monday to Friday 0800 hours to 1630 hours.

Sick Leave

All Firefighters are entitled to a total of 144 hours of sick leave per annum which equates to 12 shifts per year (six day shifts and six night shifts).

Medical certificates are required for periods of sick leave of two days or more except for four separate single day or night absences a year.

Recreation Leave

Rostered shift workers receive 312 hours of annual recreation leave per annum. In addition a further 90 hours of leisure leave is also accumulated on an annual basis.

Long Service Leave

Long service leave is accumulated with every 10 years of continuous service at a rate of four months for every 10 years service.