

Northern Territory Fire and Rescue Service

Recruit Firefighter Information Booklet



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1. Introduction

Thank you for your interest in applying for a recruit firefighter position at Northern Territory Fire and Rescue Service (NTFRS). NTFRS is strongly committed to building a diverse workforce that represents the diversity within the Northern Territory and strongly encourages applications from Aboriginal people, females and people from culturally diverse backgrounds.

This booklet has been developed to provide applicants with information about:

- information about working for the Northern Territory Fire and Rescue Service (NTFRS)
- remuneration and conditions for Northern Territory firefighters;
- the required criteria successful applicants will be required to meet an understanding and recruitment process; and training, initial application requirements and application process.

Applicants are strongly encouraged to read this booklet carefully prior to completing the application.

You must make full disclosure, which includes all criminal and civil proceedings. Failure to disclose any information may result in your application not being processed or if appointed, the termination of your appointment.

The information contained in this booklet is current at the time of publication. Processes and procedures are subject to change without notice. Please ensure that you use the most recent recruitment information pack when making your initial application.

Personal information provided to the department is protected by the privacy provisions of the *Information Act*. The department collects your personal information for recruitment and management purposes as required by the *Public Sector Employment and Management Act*. The NTFRS will not disclose the information without your consent except where authorised by law. Non-identifying information may be used for statistical purposes.

If applicants have any questions about the information contained in this booklet, or require assistance, please contact the NTFRS Recruitment Office.

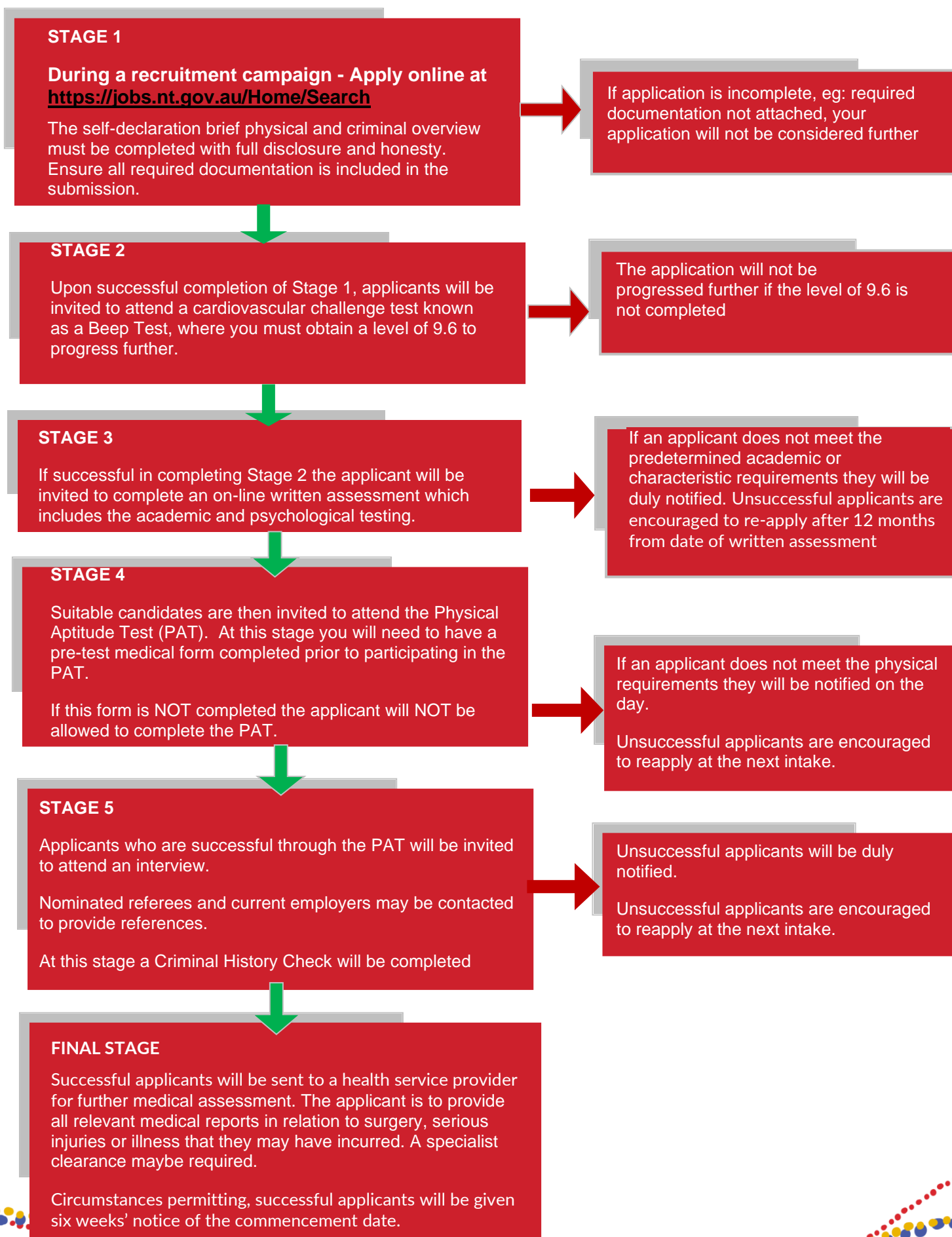
Telephone: 08 8999 FIRE (08 8999 3473)

Email: fire.recruitment@nt.gov.au

Website: <https://pfes.nt.gov.au/join-us/careers-firefighting>



2. Recruitment Flow Chart



3. Firefighting in the Northern Territory

Being a firefighter is no ordinary job. The work is varied, challenging and rewarding, often operating in confronting and stressful situations, particularly when people are injured or threatened with injury and loss of life. Firefighting is physically and psychologically demanding especially during major emergencies and involves quick thinking, team work and endurance. While we fight fires and save people from burning buildings this is not all that we do. We are prepared for anything; to help anyone, anywhere, anytime.

The NTFRS offers an experience unlike that of any other Service in Australia. You can experience professional challenges, lifestyles, people and locations that cannot be found anywhere else. Working as a Northern Territory Firefighter demands many skills and due to the Territory's vastness, firefighters are required to display leadership, initiative and resourcefulness to respond to incidents safely and effectively.

Firefighting is about building relationships in the community and making a difference in the lives of people through community awareness and education on fire safety issues, hazard abatement, legislation compliance and many other areas.

A career with the NT Fire & Rescue Service can be much more than fighting fires. You will also have the opportunity to move outside the brigade environment into areas like training, community fire safety and capability development. This helps create a greater understanding of the NTFRS, its role and the services we deliver to the community. It also helps you develop leadership and strategic management abilities.

The roles within each of these areas are varied and can include, building inspections, fire Investigation and training other firefighters and new recruits. Our Special Operations Command ensures our equipment and fleet are of the highest standard by researching and purchasing new and emerging technology.

Working as a Northern Territory Firefighter is more than just a job – it's a rewarding career and lifestyle choice.



Northern Territory Fire and Rescue Service

The NTFRS is one of the smallest Fire Services in Australia with just over 200 permanent firefighting members and approximately 330 Auxiliary and Volunteer members. It is a modern, professional organisation that forms part of an agency that combines, Fire, Emergency Services and Bushfires NT.

Once recruits have successfully completed the training program, they may be posted to Darwin (Northern region) or Alice Springs (Southern region).

Northern Territory Firefighters may be posted to a regional location at some stage in their career, once having fulfilled the career and qualification requirements.



Greater Darwin

As the capital of the Northern Territory and one of the major centres in northern Australia, Darwin is well-served in terms of communications, transport, technology, education and Government services. It is the hub of thriving industries including aquaculture, natural gas, tourism and pastoral ventures.

Darwin has a tropical climate, so the area is subjected to monsoons, cyclones, magnificent electrical storms and approximate temperatures of 14° (dry season night) to 35° (wet season day) with high humidity levels.

There are four 24-hour Fire Stations in the Greater Darwin area. These are Marrara, Darwin, Palmerston and Berrimah Fire Stations. Added to this is Humpty Doo Fire Station which operates between the hours of 0800 and 1800 weekdays and is staffed by four permanent firefighters.

Additional to these fire stations, firefighters are supported and work alongside four volunteer fire brigades being, Howard Springs, Humpty Doo, Virginia/Bees Creek and Koolpinyah.

Alice Springs

Alice Springs lies on the Todd River, which flows only after heavy rains in the hot months from October to March, during which temperatures can rise to more than 40°. The yearly average rainfall is only 275 mm. In May to September daytime temperatures are in the low 20s while overnight minimums can reach -7°.

The Alice Springs Fire Station is the Headquarters for Central Australia. It is a 24 hour station responding to all emergency incidents within the Alice Springs town boundary and further afield for transportation or HAZMAT incidents.

The station is responsible for the management and training of the Alice Springs Volunteer Rural Fire Brigade and Ti Tree Volunteer Fire Brigade.

Regional locations

There are five regional locations that NTFRS operates from, referred to as Track Stations, being Jabiru, Katherine, Nhulunbuy, Tennant Creek and Yulara. Regional locations are staffed by permanent firefighters with the support of auxiliary and volunteer firefighters.

Jabiru Fire Station – Located 253 kilometres east of Darwin in the Kakadu National Park. This station is situated in a high profile tourist area that attracts many thousands of visitors a year.

The Jabiru Fire Station Emergency Response Area (ERA) covers twenty square kilometres within the town boundary, although members respond to motor vehicle crashes and hazardous materials spills outside their ERA. The station also supports the Ranger Uranium Mine and assists the rangers from Kakadu with hazard reduction burning.



Katherine Fire Station – Katherine has a population of 10,000 people and pastoral, mining, horticulture and tourism are its major support industries. Katherine is also an important regional centre for Territory and Federal Governments agencies. The Katherine Emergency Response Area is mainly within the 30 square kilometre town boundary; however, members attend to incidents in the remote areas extending over 408,500 square kilometres.

The station has four permanent firefighters with the support of auxiliary and volunteer firefighters and is responsible for management and training of four volunteer fire and emergency groups at Pine Creek, Timber Creek, Mataranka and Borroloola.

Nhulunbuy Fire Station – Situated on the Gove Peninsula, Nhulunbuy Station is located 650 kilometres from Darwin on the remote north eastern tip of the Gulf of Carpentaria.

The Nhulunbuy Fire Station Emergency Response Area covers the main town and the settlement of Yirrkala as well as the Gove Airport. The station is responsible for the management and training of the Yirrkala Volunteer Fire Brigade.

Tennant Creek Fire Station is located on the Stuart Highway about 1000 kilometres from Darwin and 500 kilometres north of Alice Springs at the junction of two arterial roads, the Barkly Highway and the Stuart Highway. The Tennant Creek Emergency Response Area encompasses an area around the town and extends to Daly Waters in the north to Barrow Creek in the south for transport and HAZMAT incidents.

The station has Three permanent firefighters with the support of auxiliary and volunteer firefighters.

Yulara Fire Station is situated about 460 kilometres south west of Alice Springs. The town provides a range of resort facilities to service thousands of tourists who visit nearby natural geological formations. Major tourist attractions supporting Yulara are Uluru (Ayers Rock) 20 kilometres away and the Olgas (KataTjuta) which are about 50 kilometres from the township.

The Yulara Emergency Response Area is within the Yulara town boundary but also responds over a wide area as far away as the Western Australia border, east to Erldunda and north to the Kings Canyon Resort.

Yulara Fire Station has three permanent firefighters with the support of auxiliary and volunteer firefighters.

Detailed information about living and working in the Northern Territory is available at:

www.australiasnorthernterritory.com.au

4. Auxiliary and Volunteer Firefighters

Being a small Fire Service the NTFRS is supported by a dedicated team of approximately 50 Auxiliary Firefighters and approximately 280 Volunteer Firefighters who attend regular training to assist regional locations in maintaining service delivery within their community.

Auxiliary firefighters enjoy a unique mixture of their normal everyday activities and NTFRS orientated training sessions, either of which, can suddenly be interrupted by a call to attend an emergency.

The role played by auxiliary and volunteer firefighters is crucial to safety in regional communities throughout the Territory. Volunteers are landholders and members of the community - men and women from all cultural backgrounds, age groups and professions – Volunteers are the backbone of our organisation

Volunteers may be called upon to assist full-time firefighters, auxiliary's, local police or respond with just other brigade members. It's not just about fighting fires or road crash rescue; volunteers encounter a range of challenging experiences.



5. Have you got what it takes to become a Firefighter?

The role of a fire and rescue firefighter needs tremendous physical, mental and emotional strength, holding the lives of Territorians in their hands every day. It can be competitive in the recruitment process - everybody can see what an amazing career it is - you have to make sure you give it your best shot and are prepared. The day-to-day requirements of the role may include, but not limited to:

- Periods of intense and sustained physical activity
- Working in confined spaces and with poor visibility
- Hot and humid working environments
- Instantly reacting and responding to emergency calls at any time, day and night
- Wearing of breathing apparatus and protective clothing
- Challenging situations, including where people are injured, distressed or deceased

In addition to these physical and mental demands, Fire and Rescue firefighters must also deal with the likely disruption the role may have on their personal lives.

- Most often work 4 days on 4 days off with 2 x 10hr day shifts followed by 2 x 14hr night shifts
- Work rosters are prepared up to 12 months in advance, including rostered periods of leave
- Regularly work weekends, public holidays, including Christmas, and are called for duty during major emergencies

To deal with these conditions, NTFRS requires firefighters to have a powerful commitment to their role in the community and be able to get on with people from different backgrounds and cultures as well as:

- A high degree of physical fitness, health, dexterity and mental strength.
- Enjoy working as part of a team
- Can follow instructions
- Are dependable and can be relied upon
- Can think on their feet to solve problems, react flexibly and use initiative
- Would be able to deal sensitively with members of the public in difficult and emotional situations
- Are committed to maintaining and developing skills
- Enjoy working in a job where change and improvements are constant
- Are prepared to commit around 120 days of their life to initial training, with no time off for holidays during that period
- Have a basic understanding of mechanical tools and their use
- Hold a Medium Rigid licence as recognised by the NT Government with ability to drive a manual vehicle

These are assessed through a highly competitive selection process.

Further information about the NTFRS and fire fighting in the Territory can be found on our website:

www.fire.nt.gov.au.

6. Essential Criteria

Applicants will be assessed throughout the selection process on a number of criteria. The criteria required for appointment as a Recruit Firefighter with the NTFRS is extensive and in some cases requires applicants to attend training and obtain documents at their own cost.

The initial application is entirely a self-declaration relating to education, employment history, brief medical and physical overview and criminal history. As applicants proceed through the recruitment process they will be required to present documentation to support self-declarations, such as evidence of obtaining Medium Rigid licence and medical examination reports.

If you fail to provide legible copies of these reports/certificates when required, your application will not be considered further.

As an applicant, you have a duty to disclose any information to the NTFRS that may impact on your suitability for appointment as a Recruit Firefighter, including medical information and criminal offences. Failure to disclose any information may result in your application not being processed, your exclusion from applying or if appointed, the termination of your appointment.

It is important applicants are aware of all the criteria prior to submitting their initial application.

Criteria for application

To be eligible to apply for the NTFRS, applicants must:

- be Australian citizens, hold permanent resident status or be a New Zealand citizen
- have NO significant criminal history (Note: past offences will be considered on a case by case basis and may or may not affect the success of your application)
- be fit and healthy
- have at least one of the following:
 - a Senior Secondary Education Certificate (Year 12 or equivalent)
 - a completed Trade Certificate or Tertiary Qualification,
 - be able to demonstrate considerable employment experience (minimum two years full time work experience), life skills and interaction with a variety of people.
- possess a current Medium Rigid Drivers Licence, with the ability to drive a manual vehicle, (must have at least one week prior to commencement)
- hold a current First Aid Certificate.

Criminal History Checks

Firefighters are placed in a position of trust and have privileged access to property and vulnerable people when on official business or during emergencies.

It is therefore imperative that NTFRS conducts stringent assessments of applicants and enforces the need to have a professional, honest, reliable workforce that adheres to ethical principles and standards. All successful applicants must have no significant criminal history record, confirmed by a criminal history and intelligence data check at the time an offer is made and clearance must be obtained prior to a commencement date.

IMPORTANT: Please note that an email address and internet access will be required to submit your application and receive ongoing communication throughout the selection process.

7. Overview: Recruit Firefighter Course

A recruit firefighter's training is divided into two phases and further details of each training phase will be provided to you at the commencement of the recruit program.

Phase One

On appointment as a recruit firefighter, you will undertake a nominal 20 weeks recruit course at our training complex in Darwin. This is paid training.

The recruit course is the beginning of a long competency-based learning career with nationally accredited and non-accredited training being undertaken and qualifications issued from the Northern Territory Police, Fire and Emergency Services (NTPFES) Registered Training Organisation (RTO No. 0384). During the course you will be trained in all areas of firefighting including the use of breathing apparatus, operating fire appliances, fighting bush fires as well as structural fires.

On graduation, you will be posted to either Darwin or Alice Springs. These appointments are made at the discretion of the Chief Fire Officer to address operational requirements.

Phase Two

On successful completion of the initial recruit course, participate in on-the-job training for a period of 7 months where you will continue to undergo an evaluation process and receive essential 'on the job' experience and training.

Ongoing Training and Development

Training does not stop once new recruits leave the training college. Firefighters undertake continuous training and studies to maintain and gain relevant capabilities in an ever changing emergency service environment.

An essential component of a firefighter's job is to maintain and develop skills to ensure best practice. If you are considering firefighting as a career, you must be prepared to undertake continuous training and studies in order to maintain the required capabilities, and to progress in rank. Ongoing training will be a mix of accredited and non-accredited units.



8. Remuneration

Current wages for firefighters

Firefighter's wages are governed by the Northern Territory Public Sector Fire & Rescue Service Enterprise Agreement (year specific) and can be found at www.ocpe.nt.gov.au

District Officer	\$154,393
Snr Station Officer	\$133,809
Station Officer	\$123,515
Leading Firefighter	\$113,222
Snr Firefighter	\$108,074
Firefighter Class A (Qualified)	\$102,930
Firefighter Class B	\$100,868
Firefighter Class C	\$89,547
Firefighter Class D	\$87,489
Recruit Firefighter – Next 8 months	\$84,403
Recruit Firefighter – First 4 months	\$80,285

Allowances

A range of specialist and other allowances apply to firefighters within the NTFRS. Information will be provided on confirmation of employment.

After having completed the initial training and upon commencement on shift, firefighters are entitled to a General Firefighting allowance of 4%.

Firefighters who commence duty in Alice Springs will also be entitled to a further allowance of 5.2%.

Superannuation

In accordance with the Federal Government requirements, the Northern Territory Government will contribute an amount equal to 11.5% 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 Northern Territory Government Default Fund (Hostplus Super). Members may elect to transfer to a compliant fund of their choice at any time following commencement.

9. Conditions of Employment

Hours of Duty

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

Day shift hours are 0800 hours to 1800 hours (10 hours).

Night shift hours are 1800 hours to 0800 hours (14 hours).

Office-based positions work Monday to Friday 0800 to 1630 hours.

Personal Leave

All firefighters are entitled to a total of 144 hours of personal (sick) leave a year. This leave can be used for a personal illness or to care for an immediate family member.

Recreation Leave

Rostered shift workers receive 312 hours of annual recreation leave per year. In addition, 90 hours of leisure leave is also accrued on an annual basis, bargained through industrial negotiation, as compensation for the impact of shift work on work/life balance.

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. It cannot be accessed until after 10 years' service and from then on a pro rata basis.

Parental Leave

Parental leave is available to all employees with the amount of paid leave varying depending on length of service.

Relocation Expenses

Reasonable relocation costs for individuals that are not located in Darwin to commence training will be met by the NTFRS for new recruits.

Reasonable relocation costs for members transferred from Darwin to Alice Springs at the completion of their recruit course are also met and will include immediate family.

The NTFRS will not be responsible for the cost of relocating pets. Transport costs of extra vehicles, trailers, boats and caravans etc., are the recruits own responsibility.

Uniforms

A full supply of uniforms, accoutrements and physical training attire are provided free of charge at the start of recruit training and are replaced on a fair wear and tear basis.

10. Selection Process

The NTFRS has developed a staged selection process that maintains high standards of selection criteria. The selection process is demanding and it may be a number of weeks before the result of your application is known. The following is a guide only and may vary slightly without notice.

10.1. Stage 1 – Initial application

Initial application is made by submitting an application through the NT Governments electronic recruitment system <https://jobs.nt.gov.au/Home/Search>. By logging on to the online application page you will be provided with the Job Description and other necessary documents that you will need to download and complete, once you have filled in all necessary information you will need to upload it to your application. If the required documentation is not uploaded to your application, your application will not be considered further.

Applicants will be required to provide certified true copies of supporting documentation.

Supporting documentation should be attached to your on line application as a PDF document rather than a JPEG (photo).

Personal Integrity and Character Assessment

Throughout the recruitment process your strength of character, life experience/maturity and integrity will be assessed. To this end, the following criteria will be highly considered.

Life Experience

The NTFRS place a significant value on the applicant's life and work experience. Applicants should demonstrate their life and work skills through their application cover sheet and resume. Studies or training undertaken since completing school, including tertiary qualification, certificates and apprenticeships will also be considered. Significant work experience will also be considered with a required 2 year minimum of continuous full time work.

Personal Integrity

A background check will be conducted and will be taken into account when assessing the applicant's suitability for appointment as a Recruit Firefighter.

Providing incorrect information or withholding any information that may adversely affect the assessment of your integrity, may result in your application being rejected or your exclusion from applying.

10.2. Stage 2 – Beep Test

Candidates who pass through the initial application stage will be invited to undertake the cardiovascular challenge test known as the "Beep Test". This test consists of a shuttle run, where a level of 9.6 must be obtained for the applicant to progress further in the recruitment process. Information about the beep test can be found on the internet.

10.3. Stage 3 – Written and Psychometric Assessment

If you are successful through the Beep Test stage, you will be invited to complete a written and psychometric assessment through an online portal. The online assessment takes approximately 90 minutes to complete. It is suggested that you have a quiet comfortable place to undertake the assessment and the use of a computer with a separate mouse, it is not recommended to use a smart phone or tablet.

The NTPFES psychometric assessment includes:

- Cognitive reasoning assessment
- Personality Questionnaires
- A reading comprehension assessment.

Cognitive ability assessment

Cognitive ability is important because it influences how quickly somebody can learn, how readily they can adapt, how easily they can understand, and how adeptly they can solve novel problems. There are 3 components that we will be assessing:

Verbal Reasoning Examines the ability to identify relationships between concepts described in words. It is about thinking, reasoning, and solving problems based on verbal concepts.

Numerical Reasoning Looks at the ability to spot relationships between numbers. It is about identifying, interpreting, and analysing numerical information.

Abstract Reasoning Assesses your ability to perceive and understand the relationship between abstract shapes and patterns.

Personality Questionnaires (Online)

The personality assessments look at your interests, preferences, and feelings about a range of things. While there is no time limit, most people take around 30-40 minutes to complete these surveys.

1. The personality questionnaire is not a test; there are no right or wrong answers. Questions are aimed at discovering your interests, preferences, and feelings.
2. Avoid the middle answer where possible. The middle answer typically represents a neutral response on these assessments. Naturally we would prefer you to provide your opinion wherever possible.
3. If in doubt with any particular question, think of yourself in a typical **work** setting.
4. Make sure you answer every question, even if they do not seem to apply to you.
5. Be as honest as you can and avoid answering how you think we want you to be. The questionnaire is designed to detect faking and disproportionately positive responses to questions. This acts as a screening measure against impression management. Your profile will be used for interviewing and training purposes. Please be as honest and open as you can.
6. The fastest, and most accurate, way to answer the questionnaire is to give your first intuitive response.

Reading Comprehension (Online)

You will be asked to read passages and answer questions that require applying understanding of what you have read. This assessment takes approximately 10 minutes to complete.

To help you understand what to expect from the assessment process and give yourself the best chance of success, you can access practice assessments <https://www.podium365.com/candidate-practice>.

10.4. Stage 4 – Physical Aptitude Testing

If applicants are successful at Stage 3, they will be invited to attend the Physical Aptitude Testing Centre. Testing is done in Darwin and Alice Springs in a controlled temperature environment. All assessments will be conducted over a single nominated weekend.

The physical fitness assessment test is designed to assess levels of strength, cardiovascular endurance and job orientated assessments. Applicants are encouraged to consider undertaking an appropriate physical regime in preparation for the physical tests.

Details of the Physical Aptitude Test is outlined in the Appendix at the rear of this booklet.

The physical assessment is conducted in a strictly controlled environment. Only applicants and NTFRS personnel instructing and overseeing are permitted to be present at the time of testing.

10.5. Stage 5 – Panel Interview

Interviews will be conducted in Darwin and Alice Springs, or by video link up if required.

Applicants who successfully complete Stage 4 will progress to a panel interview. Applicants undertake a structured interview to assess:

- personal suitability for a fire career
- general attitudes, beliefs and values
- thought processes and problem solving skills
- communication and interpersonal skills
- knowledge of the NTFRS.

This interview will take approximately 1 hour and all panel members will ask questions at some stage throughout the interview. The panel will not expect you to have an in-depth knowledge of NTFRS training, policy and procedures or be trained in firefighting; however, questions will refer to knowledge of the Northern Territory and NTFRS to enable an assessment of your thoughts and reasoning processes.

Prior to the interview taking place download the guide that will assist you in with tips on how to prepare for the interview. <https://www.pfes.nt.gov.au/Fire-and-Rescue/Careers-in-firefighting.aspx>

The NTFRS may contact your referees during this stage. Due care is taken to establish the credibility of your nominated referees and to ensure confidentiality of information provided.

Referee checks

To support your initial application you are required to nominate:

- One character referee – someone who has known you personally for at least two years and is not a relative.
- Two professional referees – including your current employer or a senior representative of your current employer. If you are self-employed or unemployed you must nominate your most recent employer. Please note the NTFRS will not contact your current or most recent employer in the initial stage of the recruitment process. This may occur if you reach the Panel Interview stage.
- Optional; a NTFRS member referee – NTFRS referees should be current serving members of the NTFRS, who are not related to you in any way.

10.6. Stage 6 – Medical Examination

Once the testing stages have been completed, those applicants that are considered to be suitable for appointment will be notified to attend a medical assessment. Prior to appointment to the NTFRS applicants must be certified 'medically fit'. They will be required to be examined by an approved medical practitioner. Full disclosure, supported by appropriate medical documentation, must be provided about any previous or current medical conditions and/or injuries. Any injuries or illness highlighted in the original health assessment form will be brought to the attention of the medical examiner.

Final Selection

The recruitment process requires the applicant to undertake a number of stages. All of these are designed to assess each applicant's suitability to undertake both the academic content of the Recruit Firefighter curriculum as well as deal with the subsequent demands of the job.

Applicants who have been deemed suitable during the Panel Interview and who are declared medically fit and return satisfactory background checks and criminal history reports, will be considered for appointment. The interview panel makes recommendations to a Final Review panel which in turn makes recommendations to the Chief Fire Officer. If you are unsuccessful at any stage of the process you will be notified promptly.



Further Information

All personal protective clothing including turnout coat and helmets will be provided on the day of the physical assessment by the NTFRS.

Applicants will be responsible for providing all personal attire such as shorts, shirts and appropriate sporting footwear.

Cold water will be provided on the physical assessment day. Everyone attending either the physical assessment day or Beep Test is encouraged to bring enough water to ensure they remain adequately hydrated throughout the assessment to avoid heat related illnesses.

Note: NTFRS Training and Development Command maintain the right to amend sections of the physical assessment as required without prior notification.



11. Recruitment Dates

There is no set Recruiting Program Calendar. Recruitment depends on staffing requirements and varies accordingly. Check the NTFRS Web Site for application closing dates <https://pfes.nt.gov.au/fire-and-rescue-service> or contact the Recruitment Officer on 08 8999 FIRE (8999 3473) during business hours.

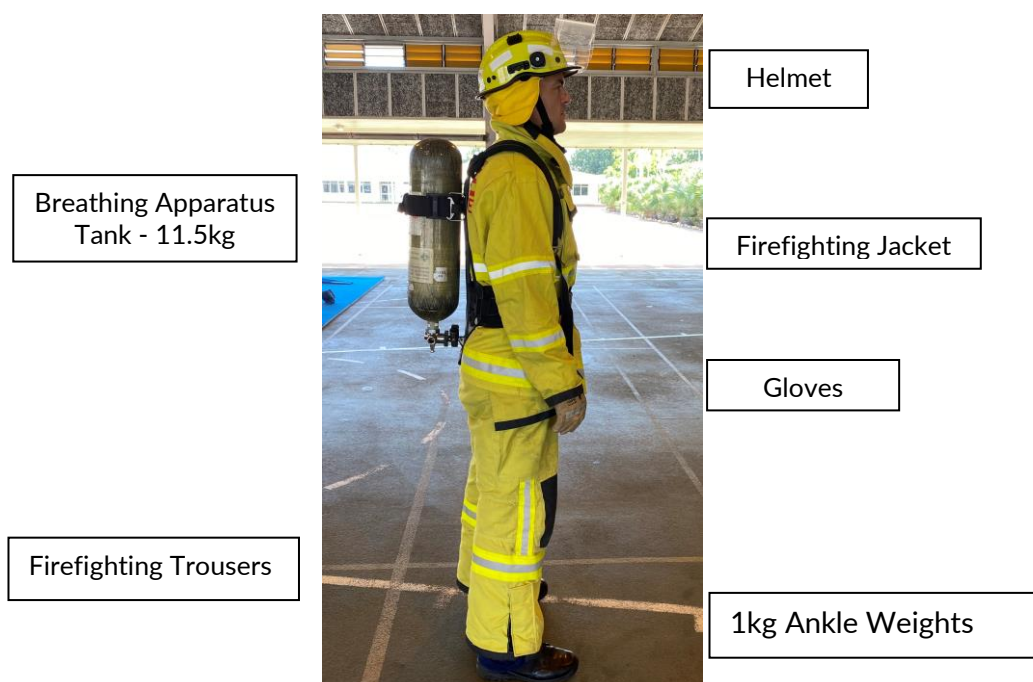
12. Appendix - Recruit Firefighter Physical Assessment

Physical Assessment

The Recruit Firefighter Training Course aims to give you the skills, knowledge and confidence to undertake firefighting duties.

In order to be considered for the NTFRS Recruit Firefighter Training Course you are required to undertake a number of physical tests to determine your ability to meet the physical demands of the Training Program.

The physical assessment is undertaken wearing personal protective clothing including turnout coat and helmets which will be provided on the day of assessment by the NTFRS.



The NTFRS has designed a physical assessment for all applicants to undertake. The assessments consist of both fitness and simulated on-the-job tasks and is therefore considered a valid indicator of the applicants ability to successfully complete physically demanding tasks as required by operational Firefighters at emergency incidents.

This physical testing consists of 3 stages:

1. Reduced Visibility Search) Not timed
2. Single-sided can carry)
3. Stair climb with can)
4. Rescue tool hold) 17 Minutes
5. Repeated hose drag)
6. Fire attack crawl)
7. Firefighter rescue)

If an applicant is unable to complete a task in the allocated time, they may, with the permission of the instructor, continue on with the whole challenge test. The applicant will be notified during testing of this outcome and will be confirmed in notification by mail.

This will allow the applicant to experience the whole challenge test should they apply again.

Applicants should consider their preparation before the physical assessment such as:

- Hydration
- Food intake
- Suitable foot wear and clothing for humid conditions (a change of clothing is recommended).

Task 1: Reduced Visibility Search



The reduced visibility search is designed to test the applicant's ability to operate in a darkened environment with reduced visibility

Minimum time of 2 minutes – applicants will be asked a series of general interest questions during the task.

Task 2 - Single Sided Jerry Can Carry (26kg)

The single sided jerry can carry simulates a hazmat incident where firefighters carry drums, equipment or casualties.

Assessment Procedures

- grip the jerry can in one hand, lift it using a half squat (Assessor commences timing for stage 2).
- carry the jerry can in an upright posture for 195 metres (6½ laps of the marked 30m course)
- place the jerry can on the ground next to the 15 metre marker

The applicant may swap hands at any time by placing the jerry can on the ground using half squat, swapping sides and lifting using half squat (see below picture)



Task 3 - Stair Climb with Single Sided Jerry Can

Carry (17.5kg)

Stair climbing with single sided jerry can carry simulates firefighters climbing stair with heavy equipment including PPV Fans.

Assessment Procedures

- grip the jerry can in one hand, lift it using half squat lift
- step up and down for 36 steps. One complete step is both feet on the step, both feet returning to the ground.

The applicant may swap hands at any time by placing the jerry can on the ground using half squat, swapping sides and lifting using half squat.

Task 4 - Rescue Tool Static Holds (19kg)

The rescue tool static holds simulates the use of a rescue tool at a motor vehicle accident.

To complete the task the applicant will perform 40 second holds of the simulated rescue tool at three different heights (above shoulder, waist and below knee). A 20 second recovery occurs between each height.

Assessment Procedures - Above shoulder, waist and below knee hold

- the applicant will grip the rescue tool using the D-handle and simulated throttle (rear handle), then lift tool using a squat
- ensure a firm grip on the rescue tool and a stable stance, before allowing them to attempt to raise tool to shoulder height
- hold the rescue tool in position with the centre bar above shoulder height and parallel to the ground for 40 seconds
- ensure the applicant returns the rescue tool safely to the ground using a squat
- applicant now rests for 20 seconds

The assessment timing of 40 seconds hold and 20 second rest continues for the waist and below knee hold. **NOTE:** during the waist hold, the elbows must NOT rest against the body but elbows CAN rest on the knees for the last hold.



Task 5 - Repeat Hose Drag

The repeat hose drag simulates repeatedly advancing a pressurised hose during a bushfire response.

Assessment Procedures

- grip handle attached to hose and place the hose over their shoulder
- advance the hose forward, ensuring they remain in a forward upright position for the full 30 metres
- once the sled has reached the 30 metre mark, the assessor will place the hose at the reverse side of the sled so the applicant can repeat the drag
- the hose is advanced 4 times over the 30 metre distance



Task 6 - Fire Attack Simulation

The fire attack simulation replicates firefighters advancing a charged hose whilst keeping below the neutral plane of a structural fire.

Assessment Procedures

- adopt a crawling position remaining under 1.25mts, with the hose tucked under their arm and gripping the handle ready to start.
- advance the hose in a crawling position for the full 30 metres



Task 7 - Firefighter Rescue

This task simulates a single person rescue of a firefighter from a structural fire.

Assessment Procedures

The applicant will squat and grip the harness straps at the top of the back plate and move the back plate into a vertical position;

- the applicant is to lower themselves below the 1.55m string line and move backwards for 10 metres, keeping the back plate off the ground at all times.
- applicants may stop to adjust their grip; however they must stay under 1.55m and ensure the back plate is off the ground before continuing.
- must move backwards and complete the full 10 metres
- the harness must not drag on the ground

