



## **FIREFIGHTER**

### **GIBRALTAR FIRE & RESCUE SERVICE**

### **HM GOVERNMENT OF GIBRALTAR**

### **STATEMENT OF PARTICULARS**

#### **Term of appointment**

The appointment will be on an indefinite basis, subject to a one-year probationary period.

#### **Salary**

The post carries the following salary scale:

#### **Firefighter (New Entrant)**

Trainee:	£28,153
Development (2 years):	£29,322
Competent:	£37,520

#### **Qualifications and other requirements**

Applicants must be in possession of:

- (a) 5 GCSE passes at grades A, B or C, two of which must be in English Language and Mathematics, or
- (b) 5 GCE passes 'O' Level, 5 CSE grade 1 or 5 CEE grades 1, 2 or 3, two of which must be in English Language and Mathematics, or
- (c) A full GNVQ (Intermediate), BTEC (Intermediate) or BTEC (First Diploma), OCR National (Level II award), NVQ (Level II award) together with two GCSE pass at grade A, B or C, GCE 'O' Level, CSE grade 1 or CEE grades 1, 2 or 3 in English Language and Mathematics.

Candidates must satisfy a qualified ophthalmologist (eye doctor) or optometrist appointed by the Government that they are fit to undertake firefighting duties and that there is no abnormality or any disease that is likely to affect visual function, temporarily or permanently, so as to incapacitate the individual in carrying out the range of operational duties.

Candidates must also have unaided binocular vision (i.e. vision without glasses or contact lenses, using both eyes together) of 6/6. Have unaided vision of at least 6/6, in each eye and be able to read N12 (roughly equivalent to large newsprint) at 30cm with each eye individually.

Candidates who have undergone refractive eye surgery within the last 12 months, are not eligible to apply.

Candidates who have undergone refractive eye surgery post 12 months from date of application, must meet the following criteria:

- Evidence that all medication relating to the surgery has stopped.
- A report following slit lamp examination confirming that the eye has returned to normal and that there is no loss of transparency over the pupil area.
- A report following refraction, topographic examination and pachymetry to confirm that there is no keratectasia.
- Details of post-operative corneal thickness and any post-operative complications should be supplied.
- Evidence of satisfactory visual performance using a technique sensitive to the presence of scattered light and aberrations, e.g. using a low contrast MAR chart.

Government will not reimburse any expenses which may be incurred in connection with the provision of the abovementioned information.

Candidates must be in possession of a valid 'B' class driving licence (Motorcars with up to 8 passenger seats and up to 3500kg with a trailer up to 750Kg).

Candidates will be required to undergo a selection procedure composed of:

- A 1.5 mile run (timed).
- A physical fitness session comprising of press-ups and sit-ups.
- A practical session comprising of ladder drill, abseiling and working in confined space.

Only candidates who successfully pass the selection procedure will be called for interview.

On appointment, recruits must pass a training course in the basic duties of a Firefighter. This principally entails the use of Fire & Rescue Service appliances and equipment, rescue work and First Aid, prior to being posted to shift work. This training will be carried out at a fire service training centre in the United Kingdom. The course lasts approximately 8 weeks.

## **Functions**

The main functions of a Firefighter are to respond to fires, road traffic accidents, floodings or any other calamities.

Work within the community to increase the awareness of prevention e.g. at schools, homes or voluntary organisations and be able to promote the Fire & Rescue Service's safety messages.

For details, please refer to the job specification.

## **JOB SPECIFICATION**

**TITLE:** Firefighter

**DEPARTMENT:** Gibraltar Fire & Rescue Service

**RESPONSIBLE TO:** Leading Firefighter

### **JOB PROFILE:**

The main purpose of a Firefighter is to respond to fires, road traffic accidents, flooding or any other calamities. Work within the community to increase awareness of fire prevention. A Firefighter will be required to promote the Gibraltar Fire & Rescue Service (GFRS) safety messages, whether it is at schools, homes or voluntary organisations. May also be called upon to carry out many forms of rescue work such as extricate persons under collapsed buildings or trapped in vehicles following road traffic accidents, carry out rescue at incidents where dangerous gasses are present and deal with incidents involving dangerous chemicals.

On appointment, recruits must pass a training course in the basic duties of a Firefighter. This principally entails the use of Fire Service vehicles and equipment, rescue work and First Aid, prior to being posted to shift work. This training will be carried out at a fire service training centre in the United Kingdom and the course lasts approximately 8 weeks.

GFRS personnel are subject to the Fire Service Discipline Code and Government General Orders.

The main functions of the post are:-

- Operational duties as directed (inclusive of diving and cliff rescue).
- Comply with all orders and instructions from time to time issued by the GFRS.
- Participation in all training exercises.
- Comply with GFRS Health and Safety Policy and instructions.
- Take part in continuous training and learning programmes by attending lectures, exercise, simulated incident, practice drill sessions and other forms of training to achieve and maintain competence levels (inclusive of overseas courses).
- Preparation and giving of instruction as directed.
- Maintain an appropriate standard of fitness to enable efficient and safe operation on the fireground.
- Driving of GFRS appliances and vehicles as directed (must obtain driving licences 'C', 'C1' and 'C1+E').
- Inspection of risks and be knowledgeable with local topography.

- Hydrant testing and inspections.
- Ensure that operational appliances, firefighting equipment and GFRS vehicles are always ready for use to allow a rapid and safe response.
- Fire Safety training, inspections and plan drawing.
- Fire Safety education. Advise and educate the community on all aspects of Fire Safety, in the home, workplace or school, to increase awareness and reduce the number of casualties and damage to property caused by fire.
- Undertake routine administration tasks and perform duties within the Fire Safety Department being on occasions on a temporary-secondment basis as directed by the Chief Fire Officer or his representative.
- Carrying out any other duties, appropriate to the post, as directed by the Chief Fire Officer or his representative.

## PERSON SPECIFICATION - FIREFIGHTER

CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications and Experience:</b>	<p>5 GCSE passes at grades A, B or C to include English Language and Mathematics or equivalent qualifications.</p> <p>Willingness to undertake and successfully pass the examinations for Leading Firefighter and Sub Officer.</p>	<p>Accredited qualification in Firefighting or any other relevant field.</p> <p>Successfully completed the Institution of Fire Engineers Level 2 Certificate or higher qualification.</p>
<b>Key Skills and Behaviours:</b>	<p>Demonstrate an ability to work at heights.</p> <p>Effectively utilise breathing apparatus in confined spaces to ensure safety and to maximise efficiency on the fireground.</p> <p>Effective communication skills, both verbal and written. Carry out administrative duties and write clear and precise reports.</p> <p>Ability to work effectively as part of a team.</p> <p>Ability to demonstrate self-discipline and remain calm under pressure.</p> <p>Ability to work unsupervised if required.</p> <p>Able to demonstrate an ability to follow instructions/orders.</p>	<p>Possess an aptitude for using tools and mechanical equipment as necessary.</p> <p>Evidence of work or other experience in problem solving skills and initiative.</p> <p>Possess an awareness of the range of activities of the Fire Service, a commitment to serving the community and an understanding of personal responsibility of self and others in Health and Safety at work.</p>
<b>Other Requirements:</b>	<p>Candidates must satisfy a qualified ophthalmologist (eye doctor) or optometrist appointed by the Government that they are fit to undertake firefighting duties and there is no abnormality or any disease that is likely to affect visual function, temporarily or permanently, so as to incapacitate the individual in carrying out the range of operational duties.</p>	

<p><b>Other Requirements (Cont'd):</b></p>	<p>Candidates must also have unaided binocular vision (i.e. vision without glasses or contact lenses, using both eyes together) of 6/6. Have unaided vision of at least 6/6, in each eye and be able to read N12 (roughly equivalent to large newsprint) at 30cm with each eye individually.</p> <p>Candidates who have undergone refractive eye surgery within the last 12 months are not eligible to apply.</p> <p>Candidates who have undergone refractive eye surgery post 12 months from the date of application, must meet the following criteria:</p> <ul style="list-style-type: none"> <li>• Evidence that all medication relating to the surgery has stopped.</li> <li>• A report following slit lamp examination confirming that the eye has returned to normal and that there is no loss of transparency over the pupil area.</li> <li>• A report following refraction, topographic examination and pachymetry to confirm that there is no keratectasia.</li> <li>• Details of post-operative corneal thickness and any post-operative complications should be supplied.</li> <li>• Evidence of satisfactory visual performance using a technique sensitive to the presence of scattered light and aberrations, e.g. using low contrast MAR chart.</li> </ul> <p>Must be physically fit.</p> <p>Must be in possession of a valid 'B' class driving licence.</p>	
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