

On-Call Firefighter Selection

Pre application checklists 1 and 2 plus notes



Norfolk Fire and Rescue Service

Thank you for considering On-Call firefighting duties with Norfolk Fire and Rescue Service.

Making an application will require quite a lot of time and effort from you.

Before starting the application, please complete the two pre-application checklists. These will help you decide whether you are likely to enjoy working as a Firefighter and whether you are eligible to apply.

Please read all of the questions and relevant notes before answering the questions.

This checklist is for your information only. Once completed please keep for future reference.

Pre Application Checklist 1

Are you prepared to:

Work at height and in enclosed spaces?

Work as part of a team, sometimes working under pressure, in a disciplined environment taking instructions from other people?

Work outdoors sometimes getting wet?

Develop and maintain both practical and theoretical skills?

Maintain your physical fitness?

Carry heavy/bulky equipment?

Be punctual, dependable and reliable?

Get hot and cold whilst working?

Work during the day or night, evenings, weekends and Public Holidays?

Work in situations where you may see blood, seriously injured, or even dead people?

Deal sensitively with people in difficult situations?

Cope with routine?

Talk to people in the local community about Community Fire Safety?

If you have answered yes to the questions above then we think you may have what it takes to be an On-Call Firefighter.

Before you complete an application form, please take the time to have a look at 'Pre-Application Checklist 2'. If this raises questions that you may be unsure of the answers to then please use our call back facility link on our website to speak to an operational officer who will call you back.

Pre Application Checklist 2

(right click mouse on box, click properties, checked or not checked)

Are you over 17 years and six months of age? (see Note 1)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Do you require a work permit in order to take up permanent work in the UK? (see Note 2)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Are you colour-blind? (see Note 3)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Do you have good eyesight with or without glasses or contact lenses? (see Note 4 & 6)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Do you have good hearing? (see Note 5)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Do you have any disability that reduces your ability to grip, hold or lift objects, or to lift or lower yourself? (see Note 5)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Have you ever had a blackout, fit/seizure or have you suffered from dizziness or fainting recently? (see Note 6)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Have you ever been convicted of a criminal offence?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Do you have any unspent convictions? (as defined under the Rehabilitation of Offenders Act, 1974 (see Note 7)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Do you commit to practice and actively promote the Fire and Rescue Service Values and Behaviours? (see Application Form Part 1)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Do you have any special requirements/disabilities? (e.g. dyslexia) (see Note 8)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Do you hold a current, full driving licence with no pending issues? If you have answered No, please answer the next question	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Do you hold a provisional driving licence and are learning to drive? (whether you have ticked Yes or No, see Note 9)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

If you have ticked any of the red boxes in Pre Application Checklist 2, we ask that you contact jobs@norfolk.gov.uk before completing an application.

If you wish to continue, please bear in mind that the information you provide will be checked and as such, contribute to our decision on whether to take your application further.

Notes for Pre Application Checklist 2:

Note 1. It is a requirement to be aged 18 or over at commencement of training. You may apply to be a Firefighter if you are aged 17 years 6 months plus.

Note 2. If you are unsure whether this relates to you, please contact our Human Resources department.

Note 3. All applicants that reach the medical stage of the recruitment process will have their colour vision tested. Applicants that are found to have colour deficiencies will have their condition assessed on an individual basis and may be invited to undertake a 'Colour Function Test'.

Note 4. To find out what the eyesight requirements are, visit the 'Be an On-Call Firefighter' page of our website and under the 'Fitness Assessment and Medical Examination' heading you will find a link, alternatively follow this [link](#)

Note 5. On 1 October 2004 the exemption for Firefighter from the employment provisions of the Disability Discrimination Act (DDA) was removed. With the change to DDA legislation Fire and Rescue Authorities are now required to assess each applicant on an individual basis with regard to their suitability to perform the role of a Firefighter. If you have ticked a red box you should contact Human Resources for advice and to discuss any reasonable adjustments that could be made to enable you to proceed with your application.

Note 6. Health & Safety legislation places the obligation on Fire and Rescue Authorities to ensure that individuals are safe at work for their own protection and that of others. (In the context of the Fire and Rescue Service "others" includes colleagues and members of the public). If you have ticked a red box you should contact Human Resources for advice before proceeding with your application.

Note 7. Under the Rehabilitation of Offenders Act 1974 (exceptions) you are obliged to declare any spent or unspent convictions, and past or present criminal investigations as these may bar you from working as a Firefighter, this should also include driving offences. For more information on this please take a look at the 'Application Form Part 2' on our 'Be an On-Call Firefighter' page of our website.

Note 8. If you have any special requirements or disability (e.g. Dyslexia) that we need to know about at this stage, please contact Human Resources. If you're unsure let us decide.

Note 9. While candidates who are applying for the role of on-call firefighter do not need to hold a current full driving licence on application, it is likely that you will be required to learn to drive as a Firefighter. You will also need to consider how you would travel to your on-call station and training courses held in Norwich/Coltishall.

Please note that passing each stage or completing the process does not guarantee a role with Norfolk Fire and Rescue Service.