



**CAMBRIDGESHIRE  
FIRE & RESCUE SERVICE**  
*Working together to improve community safety*

# ON-CALL FIREFIGHTER SELECTION

## Pre-application check lists 1 and 2

Thank you for considering becoming an on-call firefighter with Cambridgeshire 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 an on-call 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

Being an on-call firefighter is challenging and can involve a number of situations not commonly found in other jobs. Before completing the application form, take a moment to answer these questions.

### **Are you prepared to:**

- |  |                              |                             |
|--|------------------------------|-----------------------------|
| Work at height and in enclosed spaces?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Work outdoors sometimes getting wet?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Work as part of a team, sometimes working under pressure?  | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Develop and maintain both practical and theoretical skills?  | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Get hot / cold whilst working?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Carry heavy / bulky equipment?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Work day and / or night, evenings, weekends and Public Holidays?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Work in situations where you may see blood, seriously injured or dead people?  | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Deal sensitively with people in difficult situations?  | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Talk to people in the local community about fire safety?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Commit to maintaining your physical fitness?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Be punctual, dependable and reliable?  | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Commit to a period of 10 weeks (mixture of evenings, weekends and days) of initial training at Huntingdon Training Centre? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Represent your Service even when you are not at work?  | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Work in a disciplined environment and take instructions from other people?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Keep to rules including how you should wear your hair at work?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Cope with routine?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |

If you have ticked the grey box for any of the questions in Pre-application Checklist 1, we strongly suggest you think seriously about whether being an on-call firefighter is right for you.

Should you wish to continue with an application, move onto Pre-application Checklist 2.

## Pre-application Checklist 2

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 4 & information pack)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Do you have good eyesight with or without glasses or contact lenses? (See Note 4 & Visual Standards Notes in the information pack)	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Do you have good hearing? (see Note 3)	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 3)	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 4)	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 5)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Have you made any other applications to be a Firefighter? (See Note 6)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Do you commit to practice and actively promote the Fire & Rescue Service Core Values (See the information pack for the core values)	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Do you have any access requirements / disabilities? (e.g. dyslexia) (See Note 7)	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 to the above 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?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Does your current contract of employment require you to be moved from your normal place of work, affecting your ability to fulfil your contractual availability with CFRS for periods of more than 2 weeks / for periods of more than 4 weeks in any calendar year / with less than 1 months' notice	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

**If you have ticked any of the grey boxes in Pre-application Checklist 2, we strongly suggest that you contact Recruitment at Service Headquarters on 01480 444500 before completing an application.**

If you wish to continue, please bear in mind that the information you provide in your application 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 an on-call firefighter if you are aged between 17 years 6 months old as long as you are 18 years old once you commence training.

**Note 2.** If you are unsure whether this relates to you, please contact Recruitment.

**Note 3.** 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 grey box you should contact Recruitment for advice and to discuss any reasonable adjustments that could be made to enable you to proceed with your application.

**Note 4.** 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 grey box you should contact Recruitment for advice before proceeding with your application.

**Note 5.** Under the Rehabilitation of Offenders Act 1974 you are obliged to declare any unspent convictions or criminal proceedings pending as these may bar you from working as a Firefighter, this should also include driving offences.

**Note 6.** If you are currently going through, or have recently been through, a selection process with another Fire and Rescue Service, and were rejected at any stage, please ensure that you give as much information on your Application Form as possible.

**Note 7.** If you have any access requirements or disability (e.g. Dyslexia) that we need to know about at this stage, please contact Recruitment.

**Note 8.** 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 Huntingdon.

Please note that passing each stage or completing the process does not guarantee a role with CFRS.

**If you have any questions please contact Recruitment on 01480 444500.**