Recruit Firefighter Course

Have you got what it takes to become a Firefighter?

Auxiliary and Volunteer Firefighters

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Introduction

Congratulations on considering one of the most rewarding careers anyone can aim for. This booklet has been developed to provide applicants with:

- information about working for the Northern Territory Fire and Rescue Service (NTFRS)
- employment remuneration and conditions for firefighters
- a clear understanding of the criteria successful applicants will be required to meet
- an understanding of the recruitment process
- an overview of the NT Recruit Firefighter training course
- information to assist you with your initial application.

You are encouraged to read this booklet carefully prior to completing the Application Process and Forms.

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. To confirm that you have up-to-date information and forms please contact 08 8999 FIRE (8999 3473) or visit our website www.fire.nt.gov.au

Privacy

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.
Recruitment Flow Chart

STAGE 1
Apply online at www.fire.nt.gov.au
The self-declaration brief physical and criminal overview must be completed with full disclosure and honesty. Ensure all required documentation is included in the submission.

STAGE 2
Upon successful completion of Stage 1 in the application process an acknowledgment letter will be sent to the applicant.
Applicants who are successful in Stage 1 will be invited to the written assessment centre which includes the academic and psychological testing.

STAGE 3
Applicants who are successful in Stage 2 of the application process will be invited to attend the physical assessment. This invitation will include a Pre-Test medical form.
The Pre-Test medical form is to be completed and signed by the applicant’s medical practitioner in order to participate in the physical assessment.
If this form is NOT completed the applicant will NOT be allowed to complete the physical testing.

STAGE 4
Upon successful completion of Stage 3 applicants will be invited to attend an interview.
At this stage applicants must show documentation that they have, or are in the process of gaining their Medium Rigid Licence (manual only) and current First Aid Certificate.
Nominated referees and previous employers may be contacted to provide references.
Applicants may be sent to Health Services Australia for further medical assessment. The applicant is to provide all relevant medical reports in relation to surgery, serious injuries or illness that they may have incurred. A specialist clearance maybe required.

FINAL STAGE
The final selection will be completed. Circumstances permitting successful applicants will be given three weeks’ notice of the commence date.
The Northern Territory

With a population of only 233,000 people across 1.3 million square kilometres, the Northern Territory is a progressive place. Major industries include tourism, mining and pastoral ventures.

The Northern Territory is divided into two distinct regions – the Northern region and the Southern region. Darwin is the hub of the Top End. Residents enjoy great weather, beautiful sunsets, vibrant markets, multicultural society and a legendary laid back lifestyle.

Alice Springs is the central desert’s capital and is home to the red earth of the outback. This desert landscape is punctuated by unique natural wonders –the magnificent MacDonnell Ranges, the majestic Kings Canyon, the massive ochre domes of Kata Tjuta (the Olgas) and of course the iconic Uluru (Ayres Rock).

Detailed information about living and working in the Northern Territory is available at www.australiasnorthernterritory.com.au
Firefighting in the Northern Territory

There is much more to being a Firefighter in the Northern Territory than just putting out fires and performing rescues.

The NTFRS offers an experience unlike that of any other Service in Australia, as we are small in size with large land areas to look after.

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. Working as a Territory Firefighter demands many skills, both physical and mental. Being a part of the NTFRS is much more than a job; it's about teamwork, lifestyle and having a fulfilling career.
The NTFRS is one of the smallest Fire Services in Australia with just over 200 permanent firefighting members and approximately 300 Auxiliary and Volunteer members. It is a modern, professional organisation that forms part of a single agency Tri Service, combining Police, Fire and Emergency Services – the only Tri Service in Australia.

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 (remote area) station 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.

Darwin Fire Station is the headquarters of the NTFRS, officially opened in 1988 and contains operational members as well as the NTFRS Executive. Darwin Station responds to the business and residential hub of the CBD and the industrial areas of Darwin including facilities around the harbour.

The Marrara Fire Station became operational in 2007 and replaced the aging Casuarina Fire Station which was built in 1974. The Marrara Emergency Response Area covers an area of approximately 70 square kilometres and takes in Darwin’s northern suburbs.

The Marrara Fire Station is the first response station to assist airport firefighting crews to attend aircraft incidents at Darwin International Airport.
The Palmerston Fire Station opened in 1986. Its fire district is the largest segment of the greater Darwin region covering an area of approximately 210 square kilometres. The Palmerston fire district includes the city of Palmerston, the fastest growing community in Northern Australia; Robertson Barracks, the largest military establishment in Northern Australia.

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 was opened in 1997 and 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 Fire Station is in a very strategic position on the Stuart Highway, the main thoroughfare through town.

In addition to the operational section, the Alice Springs Fire Station includes Administration, Training and Development and Community Fire Safety.

Alice Springs Station is also responsible for the Alice Springs Rural Fire Brigade and Ti Tree Volunteer Fire Brigade.

Regional stations

There are five regional stations in the Northern Territory: Jabiru, Katherine, Nhulunbuy, Tennant Creek and Yulara. Regional stations are staffed by permanent firefighters with the support of Auxiliaries and Volunteers.

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.
This station is staffed by two permanent firefighters with the support of nine auxiliaries and a varying number of volunteers. The station provides secure storage engine bays for three vehicles, a breathing apparatus room and facilities for training auxiliary and volunteer firefighters.

**Katherine Fire Station** – Katherine has a population of 11,000 people and beef cattle, 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, personnel attend to incidents in the regional areas extending over 408,500 square kilometres.

The station has three permanent members and twelve auxiliary firefighters who respond to around 500 calls a year. The majority of incidents are grass and bushfires, motor vehicle crashes and hazardous materials spills. The station 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.

Nhulunbuy station is staffed by two permanent officers who are assisted by nine auxiliaries and a varying number of volunteer firefighters.

The Nhulunbuy Fire Station Emergency Response Area covers the main town and the settlement of Yirrkala (maintains a Volunteer Fire Brigade) as well as the Gove Airport.

**Tennant Creek Fire Station** is located on the Stuart Highway about 1000 kilometres from Darwin and 500 kilometres from 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 two permanent members who are responsible for nine Auxiliaries and the management and training of a Volunteer Fire and Emergency Response Groups located at Elliott.
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 (Kata Tjuta) which are about 50 kilometres from the township.

The Yulara Fire Station - 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 Eredunda and north to the Kings Canyon Resort.

Yulara Fire Station has two permanent officers plus nine auxiliaries and many volunteers.

Auxiliary and Volunteer Firefighters

Being a small Fire Service the NTFRS is supported by a dedicated team of approximately 50 Auxiliary Firefighters and approximately 250 Volunteer Firefighters who attend regular training to assist track stations in maintaining service delivery within their community.

Auxiliary firefighters play a vital role in assisting permanent staff in remote locations.

Volunteers are the backbone of our organisation and provide fire and rescue response within a number towns and communities across the Northern Territory.

Volunteers may be called upon to assist full-time firefighters or 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.
Have you go what it takes to become a Firefighter?

The NTFRS is looking for men and women who:

- Have a genuine interest in people and able to get on with people from different backgrounds and cultures
- Are fit and healthy
- Are committed to promoting the safety of their community
- 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
- Would be able to take the responsibility for representing a professional service
- Are committed to maintaining and developing skills
- Enjoy working in a job where change and improvements are constant
- Are prepared to work unsocial work patterns, which include night shifts, weekend work, and public holidays
- Are prepared to commit around 120 days of their life to initial training, with no time off for holidays during that period
- Are prepared, at emergency incidents, to work for several hours in difficult conditions without a break.
- Hold a MR licence (manual) as recognised by the NT Government.
- Be current in First Aid

Further information about the NTFRS and fire fighting in the Territory can be found on our website: www.fire.nt.gov.au.
Overview: Recruit Firefighter Course

A recruit firefighter’s training is divided into two phases.

Phase One

On appointment as a recruit firefighter, you will undertake a nominal 16 -18 weeks recruit course at our training complex in Darwin. This is paid training.

Phase Two

On successful completion of phase one, participate in on-the-job training for a period of eight months where you will continue to undergo an evaluation process and receive essential ‘on the job’ experience and training. At the successful completion of these two evaluations, you will become a permanent firefighter in the NTFRS.

The recruit course is the beginning of a long competency-based learning career. During the course you will become competent 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 director to address operational requirements.
Remuneration

Current wages for firefighters
Firefighters 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

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

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 (Australian Super). 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 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.
Sick Leave
All firefighters are entitled to a total of 144 hours of sick leave a year.

Recreation Leave
Rostered shift workers receive 312 hours of annual recreation leave per year. In addition, 90 hours of leisure leave is also accumulated 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.

Relocation Expenses
Reasonable relocation costs for individuals not located in Darwin to attend 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.
Selection Process

Applicants for the NTFRS are required to display high standards of integrity, professionalism and maturity. 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.

Stage 1 - Initial application

Initial application is made by submitting completed application form and supporting documentation.

Stage 2 - Written Assessment

If your initial application is successful you will be invited to attend the written assessment centre. Assessment centres will be held in all Australian mainland capital cities over a single nominated weekend. The written assessment takes approximately four to five hours to complete. It is suggested that applicants bring snacks and water.

Interstate applicants ONLY, there may be an opportunity to sit the written assessment online. This will be confirmed after assessment of initial application.

The written 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.

The written assessment includes:

- reading, numeracy and writing tests
- psychometric and aptitude tests
- hand-written essay.

Examples are provided in this booklet.

Stage 3 - Physical Fitness Assessment

If applicants are successful at Stage 2 they will be invited to attend the Physical Fitness Assessment Centres. Testing is done in Alice Springs and Darwin as required. Interstate applicants can choose
which centre they wish to attend. All assessments will be conducted over a single nominated weekday. The physical fitness assessment test is designed to assess levels of strength, cardiovascular endurance and job orientated assessments. An outline of the assessment is included in this booklet. Applicants are encouraged to consider undertaking an appropriate physical regime in preparation for the physical tests.

**Similar to the written assessment, 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.**

**Stage 4 - Panel Interview**

Interviews will be conducted in Darwin and Alice Springs. Applicants who successfully complete Stage 3 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.

Interviewees should carefully consider their presentation before the selection panel.

The NTFRS will 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.

**Stage 5 - Medical Examination**

Applicants will be notified within approximately two weeks of interviews whether they are required 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.

- Vision requirements – refer to AFAC Medical Guidelines on NTPFES website
- Hearing requirements – refer to AFAC Medical Guidelines on NTPFES website

**Integrity and Criminal History Checks**

Applicants are required to declare any criminal history at the time of application. You are also required to obtain a Criminal History Check which is submitted with your application. If unable to submit with application you must present at time of interview.

**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 Director. If you are unsuccessful at any stage of the process you will be notified promptly.
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 require 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 (manual only) and medical examination reports.

If you fail to provide legible copies of these reports/certificates when required your application will be cancelled.

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 or have permanent resident status
- have NO significant criminal history
- 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 (manual) Medium Rigid License (evidence to be provided at interview)
- hold a current First Aid Certificate.
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 form 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
Throughout the selection process, applicants will have to demonstrate high levels of integrity and evidence of character and conduct. 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, your exclusion from applying or your appointment being terminated should such information come to light after your commencement.

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 - Fire referees should be current serving members of the NTFRS, who are not related to you in any way.
Recruit Firefighter Pre-Employment Ability and Suitability Profiling

Written Assessment
This document provides sample questions of similar format and content.

Recruit Firefighter Ability Test Sample Questions

Sample Question 1: Grammar
Pick the grammatically correct sentence.

a) Your good teamwork is vital to a good job performance
b) You’re good teamwork is vital to good job performance
c) Your good team working is vital to good job performance
d) You’re good teamwork is vital to good job performance

Sample Question 2: Basic Arithmetic and Numeracy Ability Test
What is 95-36?

a) 61   b) 63   c) 55   d) 59

Sample Question 3
You are travelling to the scene of an accident, and the traffic is congested. Your average speed has slowed 30km/h. Assuming you still have another 10 km to travel, and your speed does not change, how long will it take to arrive?

a) 10 minutes   b) 20 minutes   c) Half an hour   d) An hour

Sample Question 4: Reading and Reasoning Ability Test
The population of Australia is now approximately 20 million. The majority of Australia’s population lives in capital cities. Sydney is the most populous city, followed by Melbourne. Brisbane has the third largest population. Hobart and Darwin have the smallest populations of all capital cities.

Based on the information contained in the passage above, it can be safely assumed that the capital city of Adelaide has more population than:

a) Brisbane   b) Sydney   c) Hobart   d) Melbourne

Correct Answers:

Suitability Profiling Sample Questions

Ability Questions
In the sample items below, the first word in each line is printed in capital letters. Opposite it are four other words. You will be asked to circle the one word which means the same thing or most nearly the same thing, as the first word.

i) SMALL – blue, little, noisy, dry
ii) OBVIOUS – abstract, local, sharp, clear
iii) PUNITIVE – weak, rewarding, retributive, erroneous
There will also be questions where you are asked to fill in either a letter or number for each dash (_) which follows information you are given.

Example:

i) D E F G __
ii) 2 4 6 8 __ __

Answers:

i) H
ii) 10

Preferences

Here you will be given two statements which will be about things that you may or may not like, or about ways in which you may or may not feel. You will be asked to make a choice for every pair of statements.

For example:

i) I like to talk about myself
ii) I like to work toward some goal that I have set for myself

To answer the question above you need to consider which of these is more characteristic of what you like. You may like both. In this case you should choose the one that you like better. You may dislike both. In this case you should choose the one that you dislike less.

Here’s another example:

i) I feel depressed when I fail at something
ii) I feel nervous when giving a talk before a group

Opinions about society

Here you will be given two statements about aspects of life in our society. You will be asked to choose the one which you more strongly believe.

For example:

i) People tend to be successful mostly through working hard
ii) People who achieve things in life are mainly those who tend to have good luck

Work place procedures

Here you will be given statements about what goes on in many workplaces. You’ll be asked to indicate whether you agree, disagree or feel uncertain about the statement.

Examples:

A = agree; ? = uncertain; DA = disagree

i) For most people, how much they get paid is the most important part of their job.
   A ? DA
ii) If they put their mind to it, most people can learn how to do more than one job.
   A ? DA

Your personal history and opinions

Here you will be given a series of statements. You will be asked to indicate whether the statement is True (T) or False (F) as it applies to you.

For example:

i) People who know me would usually say that I am pretty even tempered. T F
ii) When I’m working I find that I get easily bored. T F
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 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.

If an applicant is unsuccessful they may continue on with the whole challenge test as part of the group and they will be notified during testing of this outcome and this 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).**

The following descriptions assess the applicant’s fitness to participate.

<table>
<thead>
<tr>
<th>Task</th>
<th>Test Focus</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>STAGE 1</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 Reduced visibility search</td>
<td>Claustrophobia</td>
<td>The applicant is required to wear a frosted face mask which will reduce visibility but will not affect breathing ability. The applicant must then navigate through a dark space as directed by their assessor.</td>
</tr>
<tr>
<td><strong>STAGE 2</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 Single-sided jerry can carry</td>
<td>Upper body strength and endurance, grip strength, shoulder stability</td>
<td>The applicant is required to adopt a unilateral grip on a <strong>26kg</strong> jerry can and walk a distance of 195m distance. The candidate may swap which hand they are carrying the jerry can in as many times as they wish, however it must only ever be carried with one hand at a time.</td>
</tr>
<tr>
<td>2 Stair climb with single-sided jerry can carry</td>
<td>Upper body strength and endurance, lower body strength and power</td>
<td>The applicant is required to adopt a unilateral grip on a <strong>17.5kg</strong> jerry can and step up and down a <strong>26cm</strong> step <strong>36 times</strong>. The candidate may swap which hand they are carrying the jerry can in as many times as they wish, however it must only ever be carried with one hand at a time.</td>
</tr>
<tr>
<td>3 Rescue tool static holds</td>
<td>Upper body strength and endurance, shoulder stability</td>
<td>The applicant is required to perform **40 second static holds at 3 different heights with an <strong>19kg</strong> rescue tool, which must remain parallel at all times. The 3 different heights are: - Above shoulder height - Hip height - Below knee height</td>
</tr>
<tr>
<td>4 Repeated hose drag</td>
<td>Cardiovascular fitness, upper and lower body muscular strength, power and endurance</td>
<td>The applicant must grip the branch or hose (<strong>11kg</strong>) and advance forward along the designated 30m corridor, completing 150m distance in total (5 laps). There is a drag force of <strong>21kg</strong>.</td>
</tr>
</tbody>
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### Further Information

All personal protective clothing including turnout coat and helmets will be provided on the day of 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 assessment day. Each applicant must ensure that they adequately hydrate throughout the day to avoid heat related illnesses.

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

### Important 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 [www.fire.nt.gov.au](http://www.fire.nt.gov.au) or contact the Recruitment Officer on 08 8999 FIRE (8999 3473) during business hours.

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<table>
<thead>
<tr>
<th>STAGE 3</th>
<th>Fire Attack</th>
<th>Functional strength and endurance</th>
<th>The applicant must grip the branch or hose (11kg), adopt a crawling posture and advance forward along the designated 30m corridor with their entire body below the 1.25m height level, completing 30m distance in total. There is a drag force of 21kg.</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Firefighter Rescue</td>
<td>Whole body functional strength, endurance and power, aerobic and anaerobic capacity</td>
<td>The applicant must lift the 30kg firefighter harness interface off the ground and walk 10m backwards in a half squat against a 26kg drag force. Their entire body must <strong>remain below the 1.55m height line</strong></td>
</tr>
</tbody>
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AUTHORITY TO RELEASE CRIMINAL HISTORY
AND INFORMATION HOLDINGS, INCLUDING SPENT CONVICTION
(Release of information to a Third Party)

ONLY FOR USE OF
THE NORTHERN TERRITORY POLICE, FIRE & EMERGENCY SERVICES
(Please tick one:) ☒ EMPLOYEES, ☐ VOLUNTEERS ☐ CONTRACTORS

Please use BLOCK LETTERS

*(Mr./Mrs./Miss/Ms) ......................................................................................................................... (Family Name) ............................................... (Given Names)
*Maiden Name ...................................................................................................................................... (Family Name) ............................................... (Given Names)
*Other Name(s) ..................................................................................................................................... (Include any other names by which known/or previous names legally held, including name change by Deed Poll)
*Born on …… / …… /………at ............................................................................................................................
Sex: M / F
(Town/City, State, Country)

*of (Full & current Residential Address) ..........................................................................................................
.................................................................................................................................................................................... Postcode ............................

*Telephone Number (Work) ….............. (Home) ….............. (Mobile) …..............

*Periods of residence during the past five (5) years, including the Northern Territory, all Australian States and Territories and or international addresses. *Write N/A if not applicable.

   Period       Full Address
   …… / …… /………to …… / …… /……… ..........................................................................................................................
   …… / …… /………to …… / …… /……… ..........................................................................................................................
   …… / …… /………to …… / …… /……… ..........................................................................................................................
   …… / …… /………to …… / …… /……… ..........................................................................................................................

Applicant must present the original of two of the following three identification types and have copies certified by an Authorised Officer

1) Driver's Licence/18+ Card No. .................................................. State/Territory of Issue …............
2) Passport No. ................................................................................. Place of Issue ….............
3) Birth Certificate/Extract No. ..................................................... Place of Issue ….............

Please Note: This service is provided by BIRB & NTP-OIS. Turn around is within 15 working days.
I HEREBY CONSENT to a check of criminal records, or other information, kept by the Northern Territory Police of Australia interstate and overseas police services, and release of details of any convictions, or other information, INCLUDING, pursuant to section 15 of the Criminal Records (Spent Convictions) Act 1992, convictions which are "spent convictions" under the Criminal Records (Spent Convictions) Act 1992, recorded against my name, either in the Northern Territory of Australia or elsewhere.

Name and Postal Address of the Manager (NTPFES) to whom the Criminal History result is to be forwarded to:

Recruitment Officer
NT Fire and Rescue Service
PO Box 39764
Winnellie NT 0821

For the purpose of: Recruit Firefighter

AND IN SO DOING, hereby indemnify the Northern Territory of Australia, its servants and agents against all liabilities and against all actions, suits, proceedings, claims, demands, costs, and expenses whatsoever which may be taken or made in respect of the release or use hereunder of any details of any convictions, or other information purporting to either relate to or involve me. (See over for Privacy Statement)

Applicant's Name: ......................................................         Applicant's Signature: .......................................................

Authorised Officer:

Signature: ...................................................................

Station/Section/Unit: NTFRS Recruitment            Telephone Number: 08 8946 4107

Date: ....... / ....... /………

INSTRUCTIONS

Please ensure that:

(a) All details are printed clearly in ink.

(b) All sections of the form are completed.

(c) No wording of this form is altered in any way.

(d) Attend a Police Station anywhere in Australia, NTFRS Fire Station or SAFE NT Office (Woods St Darwin) and produce the original documents for identification purposes. No photocopied Documents or facsimiles will be accepted.

* Applicant must present the original of two of the following three identification types to be photocopied and certified as True copies by an Authorised Officer. (Authorised Officers are NTPFES Employees and Interstate or Overseas Police Officers, or Justices of the Peace).

1) Driver's Licence/18+ Card
2) Passport
3) Birth Certificate /Extract

(e) The application form is signed by the applicant in the presence of the Authorised officer.

Please forward the completed application form and certified copies of ID documents and Recruit Firefighter Application Checklist to:

Email: fire.recruitment@pfes.nt.gov.au

Postal: Fire Recruitment
NT Fire and Rescue Service
PO Box 39764
Winnellie NT 0821
**EXCLUSIONS IN RELATION TO SPENT CONVICTIONS**

*Criminal Records (Spent Convictions) Act - Section 15*

Section 11 and 13 of the Act do not apply in relation to the following. This means that Spent conviction is required to be disclosed for the purpose of:

- a) Applications for appointment to or employment as a Judge, Magistrate, Justice of the Peace, Police member, Prison Officer, Parole Officer, Probation Officer Youth Justice Officer, Youth Detention Centre/Worker home Detention Surveillance Officer or Community service order, Supervising Officer.
- b) Omitted
- c) Application for appointment as Fire Fighting or engage in Fire Prevention where spent conviction is with respect to offences relating to Arson or Attempted Arson.
- d) Request made by a public authority to determine whether a Person’s licence, permit or registration can be granted, re-issued or revoked under the *Firearms Act*, if the Spent conviction is with respect to offence relating to Violent Offence.
- e) Considering a person’s suitability to become a Juror.
- f) Disclosure of spent conviction in court, where the court is in the opinion that in the interest of justice, and at a given circumstances, spent conviction is required to be published.
- g) Person making application for an operator's or manager's licence under the *Prostitution Regulation Act* (Refer S24 (3)) are exempt with respect to any previous disqualifying offence or an attempt to commit such an offence.

*Section 15A (Exclusions in relation to Spent Records)*

1) Section 11 and 13 also do not apply in relation to spent record of a person making an application for appointment or employment to do work principally involving the care, instruction or supervision of vulnerable persons.

*Private Security Act - Section 16*

*Crimes Act - Section 85 ZZH (G)*

*Defence Force*

**PRIVACY STATEMENT**

**NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES (NTPFES) IS COLLECTING INFORMATION ON A PF166 AUTHORITY TO RELEASE CRIMINAL HISTORY TO ENSURE THAT THE CORRECT PERSON IS ENTITLED TO RECEIVE THE CRIMINAL HISTORY REPORT. THIS COLLECTION IS AUTHORISED OR REQUIRED BY THE NORTHERN TERRITORY CRIMINAL RECORDS (SPENT CONVICTIONS) ACT. THE INFORMATION PROVIDED ON THIS FORM IS ONLY USED TO IDENTIFY THE APPLICANT FOR THE PURPOSE OF PROVIDING A CRIMINAL HISTORY CHECK. FAILURE TO SUPPLY ANY MATERIAL REQUESTED WILL RESULT IN YOUR APPLICATION NOT BEING PROCESSED. YOU CAN ACCESS YOUR PERSONAL INFORMATION PROVIDED IN AN AUTHORITY TO RELEASE CRIMINAL HISTORY. IF YOU HAVE ANY QUERIES OR WISH TO ACCESS THIS INFORMATION, PLEASE CONTACT NTPFES BUSINESS INFORMATION AND REPORTING BRANCH (BIRB) ON 89 858930.**

**ATTACH ‘CERTIFIED CORRECT’ PHOTOCOPY OF ORIGINAL DOCUMENT, PROOF OF IDENTIFICATION.**

**POLICE USE ONLY**

- ☐ A name check only has been conducted within the Northern Territory.
- ☐ The above name appears / does not appear recorded.
- ☐ A fingerprint check has been conducted.
- ☐ Attach is a copy of the record.