

Scottish Fire and Rescue Service

ON CALL FIREFIGHTER

RECRUITMENT INFORMATION PACK

We are *SFRS*
YOU are *SFRS*



CAREERS

WE ARE *SFRS*
YOU ARE *SFRS*



Blue Light Together



THANK YOU

for your interest in the role of on call firefighter with the Scottish Fire and Rescue Service. Once you register your interest, you will commence on our Pre-Recruitment Engagement Programme which will provide you with a full appreciation of the Service, the expectations at station level, as well as more information about the role itself.

We are committed to helping you prepare for and will support you throughout the recruitment process.

Key information is provided within this pack and further detail is available on the Careers Section of our website. We recommend that you take time to read all the information available – particularly in relation to the role and the medical and fitness requirements.

The SFRS recognise and celebrate the vast diversity of the local communities of Scotland that we serve and aspire for this to be reflected within our workforce. We encourage candidates from diverse backgrounds, experience and beliefs, who share “Our Values” and want to make a difference in the community, to consider working for us.

THE ROLE

On call firefighters are a vital part of the SFRS, providing a professional emergency fire and rescue service in remote and rural communities across Scotland.

On call firefighters undertake a range of activities that contribute to the protection of people and to making communities safer;

- **COMMUNITY ACTIVITIES** – Educate the local community on fire safety and carry out home fire safety visits / deliver fire safety advice and identify potential risks within the home, delivering important water safety and prevention of wildfire advice.
- **OPERATIONAL ACTIVITIES** – Attend all types of emergencies, e.g. fires, road traffic collisions, rescue of persons, floods, incidents involving hazardous materials as well as supporting partner agencies when required.
- **NON-OPERATIONAL ACTIVITIES** – Develop and maintain skills by attending drill nights, training courses and exercises.



WHO CAN BE AN ON CALL FIREFIGHTER

No previous experience is necessary, but you must meet the following criteria;

- eligible to work in the UK.
- 18 years of age or over (at point of application).
- readily available to attend station within a specified time of an emergency call out.
- have a good level of physical fitness.
- meet the required standard of vision and colour perception.

If employed, you must have the express permission of your employer to allow you to be released for on call firefighter duties. We can help you talk to your employer to explain the commitment required.

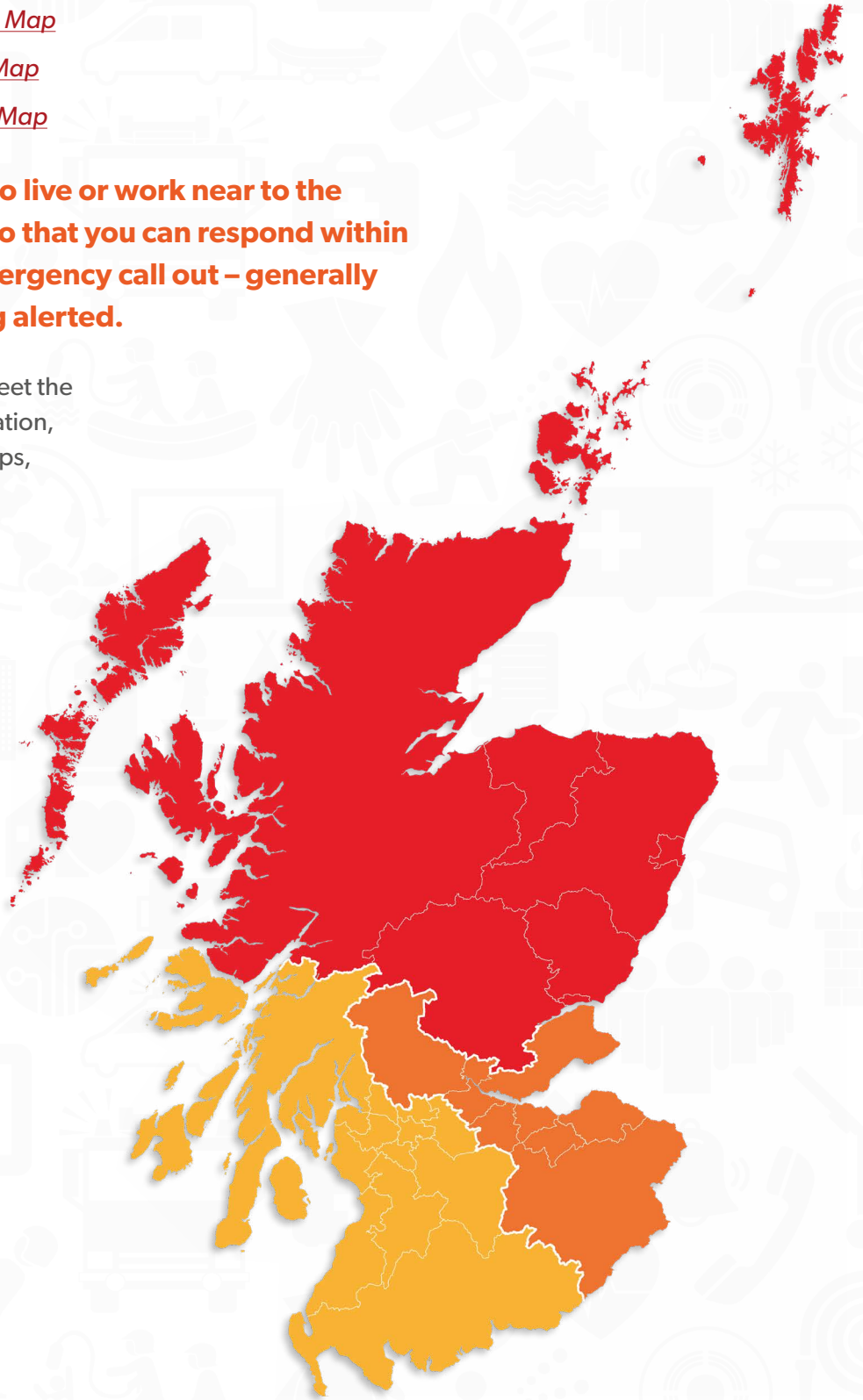
FIND YOUR NEAREST ON CALL FIRE STATION

Click on the relevant link below to identify if there is an on call fire station near you;

- [North Service Delivery Area Map](#)
- [East Service Delivery Area Map](#)
- [West Service Delivery Area Map](#)

Remember, you require to live or work near to the Community Fire station so that you can respond within a specified time of an emergency call out – generally within 8 minutes of being alerted.

To establish whether you can meet the response times for your local station, we suggest you use Google Maps, to calculate the time it will take from your base location to reach your local station, under normal driving conditions.



LEVEL OF COMMITMENT REQUIRED

On call firefighters are contracted to provide cover for weekdays, evenings, nights and weekends and are hugely important to the communities they serve.

On call firefighters require to live or work near to the community fire station they serve, to be readily available to attend the station within a specified time of an emergency call out. Many are in full or part-time employment, are self-employed, or are studying at college or university and successfully balance their on call firefighter duties with their work or personal commitments.

The SFRS contractual bands of availability and associated annual value of the retaining fees for On call Firefighter (RDS) employees are as follows:

	Level 1	Level 2	Level 3	Level 4	Level 5
Hours of availability per week	Up to 30 hours (by exception)	31 hours per week (and up to and including 60 hours per week)	61 hours per week (and up to and including 90 hours per week)	91 hours per week (and up to and including 119 hours per week)	120 hours and above per week
Retaining Fee	5% of equivalent Wholetime role	7.5% of equivalent Wholetime role	10% of equivalent Wholetime role	12.5% of equivalent Wholetime role	15% of equivalent Wholetime role.

Being on call doesn't stop you from going about your normal life but you will need to have flexibility in your work or home-based activities, as when there is an incident during the hours you have committed to be available, you will need to make your way to the fire station to be part of the team in the emergency response.

PAY & BENEFITS

On top of developing yourself, helping your community, and helping to make Scotland safer, there are a variety of benefits associated with the on call firefighter role.

On call firefighters operate on either the Retained Duty System (RDS) or the Volunteer Duty System (VDS). The roles are broadly similar, however the terms and conditions associated with each system are slightly different.

- For full details of the [RDS terms & conditions, go to our website.](#)
- For full details of the [VDS terms & conditions, go to our website.](#)

THE RECRUITMENT PROCESS

There are a number of steps involved in the recruitment process, designed to assess your potential to carry out this challenging role.

We want to support you in your aspiration to be an on call firefighter. Once you register your interest, you will commence on our Pre-Recruitment Engagement Programme, designed to provide guidance and support you in your preparations for the formal fitness and practical selection tests (PSTs). Here's what to expect...

On Call Firefighter

Register Your Interest	When you apply, you will be asked to complete a short engagement questionnaire and registration of interest form.
Pre-Recruitment Engagement Programme	Following registration, the local station team will contact you to arrange a suitability discussion, to confirm that you meet the required response and availability requirements. You will also be offered advice and coaching on how to prepare for the fitness and practical selection tests.
Assessment Day: Fitness & Practical Selection Tests	For further information for the fitness test, click HERE . For further information on the Practical Selection Tests, click HERE . Your calculation ability will also be assessed at this stage in the process.
Offer & Pre-Employment Checks	If successful, we will issue a conditional offer of employment. For further information on the pre-employment checks, click HERE .
Medical Assessment	We need to make sure that our firefighters are both medically and physically fit. For further information on the medical assessment, click HERE . For further information on the eyesight requirements, click HERE .
Initial Training Course	This is a 2-week training course delivered at key sites across Scotland. *3 days for CRU personnel, delivered locally. Upon completion, trainees attend training nights at their home station and are then required to complete further training courses such as Breathing Apparatus, Road Traffic Collisions etc within their first year in service.

WE ARE CURRENTLY RECRUITING THROUGHOUT SCOTLAND

Help protect your local community – join our team of on call firefighters!



SCOTTISH FIRE AND RESCUE SERVICE

FIRE



CAREERS

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We hope this guide provides you with enough information to determine if this is something that you could consider to support your local community.

If you need any further information, please do contact us at [SFRS.OnCallFirefighterRecruitment.gov.uk](https://www.sfrs.gov.uk/OnCallFirefighterRecruitment)

www.firescotland.gov.uk



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