



WHOLETIME FIREFIGHTER KEY INFORMATION GUIDE



Lincolnshire
FIRE & RESCUE

Lincolnshire
COUNTY COUNCIL
Working for a better future

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Introduction

This information pack has been designed to guide you through the different stages of the selection process for the role of Wholetime Firefighter with Lincolnshire Fire and Rescue (LFR).

By reading this pack alongside the information available on our website, you will gain a clear understanding of what the role involves and what is expected of you, helping you decide whether a career as a Firefighter is right for you.

If you have any questions after reading this pack or visiting our website, please contact the Recruitment Team at recruitmentfire@lincolnshire.gov.uk.

About Lincolnshire Fire and Rescue:

Lincolnshire Fire and Rescue has approximately 700 firefighters and fire service staff. The county area is organised into three divisions that support 38 fire stations throughout Lincolnshire.

The majority of the 2,237 square miles of Lincolnshire is covered by on-call firefighters who attend on a call out basis. All of Lincolnshire's fire stations have at least one appliance crewed by On-call Firefighters.

Nine fire stations also have a wholetime crew. If successful, you would be based at one of these stations, depending on need:

Lincoln North, Lincoln South, Gainsborough, Louth, Skegness, Boston, Sleaford, Grantham or Spalding

Lincolnshire County Council is the fire authority and has responsibility for the efficient provision of Lincolnshire Fire and Rescue.

Foreword

A message from Mark Baxter, Lincolnshire Fire & Rescue's Chief Fire Officer:

Lincolnshire Fire and Rescue is proud of its reputation as the emergency service that people turn to when no one else can help. Traditionally, the Fire and Rescue Service has been the go-to service whenever people, in their hour of most need, require help to keep them safe.

Whether it be attending fires and saving people from the dangers of smoke and flame, working relentlessly to prevent fires from happening, reaching out to those trapped in machinery or vehicles when accidents occur, working with our partners to improve the health, safety and wellbeing of our communities or providing life-saving interventions during medical emergencies, we have always been there.

This reputation has been built by the people who help the communities of Lincolnshire through their work for Lincolnshire Fire and Rescue and is a reflection of the quality of those who serve and have served. Our culture guides the way we approach our work and ensures that, as individuals and as teams, we are all able to provide everything we can towards our purpose of keeping the communities of Lincolnshire safe and well.



**Mark Baxter, Chief Fire Officer.
Lincolnshire Fire and Rescue**



Our Values

Core Code of Ethics



Putting our communities first



At Lincolnshire Fire & Rescue, our core principle is centred around the objective of serving our communities. Our primary focus is on the safety and well-being of the public, and we ensure that each member of our team is equipped with the necessary skills and knowledge to respond effectively to emergencies. Our efforts are directed towards promoting better outcomes for the communities we serve.

Integrity



We uphold the highest standards to serve our community, promoting transparency, and consistency in all our actions. Whether in the design and delivery of our training courses or communicating with stakeholders, we maintain an open and honest approach. This ensures that our processes are trustworthy and instils confidence in our colleagues across the service.



Dignity and respect

Our decision-making processes are objective and evidence-based, without any discrimination or bias. We believe in the inherent worth and dignity of every individual, and we strive to create an environment of respect and inclusivity.



Leadership

We believe that leadership is not merely a title, but a mindset that should be embraced by every member. We strive to lead by example and demonstrate flexibility, resilience, and accountability in all our actions. We encourage our team members to challenge any behaviour that doesn't align with our standards and foster a culture of continuous improvement and excellence. We are dedicated to developing the leaders of the future at all levels to better equip our staff to meet the needs of our communities.



Equality, Diversity, and Inclusion (EDI)

Our commitment to Equality, Diversity and Inclusion (EDI) is fundamental to everything we do. We actively promote and celebrate diversity within our service and the wider communities we serve. Discrimination is vehemently opposed, and we strive to create equal opportunities for all individuals.

Positive Action

Lincolnshire Fire and Rescue is an equal opportunities employer and welcomes people from diverse backgrounds. We value, respect and embrace difference, for all our employees helping everyone to recognise the benefits that equality, diversity and inclusion bring to our Service. We want to reflect the communities we serve and one way we can try to achieve this is through a policy of 'positive action'.

Positive action is a legal, acceptable and deliberate way of targeting people from underrepresented groups with the view of encouraging and increasing the number of applications for employment. Positive Action is NOT Positive Discrimination. Positive Discrimination is unlawful in the UK and gives candidates an unfair advantage in the recruitment process.

Our service is committed to attracting the best candidates from all backgrounds and positive action sets out to simply widen access and encourage people from underrepresented groups to apply.

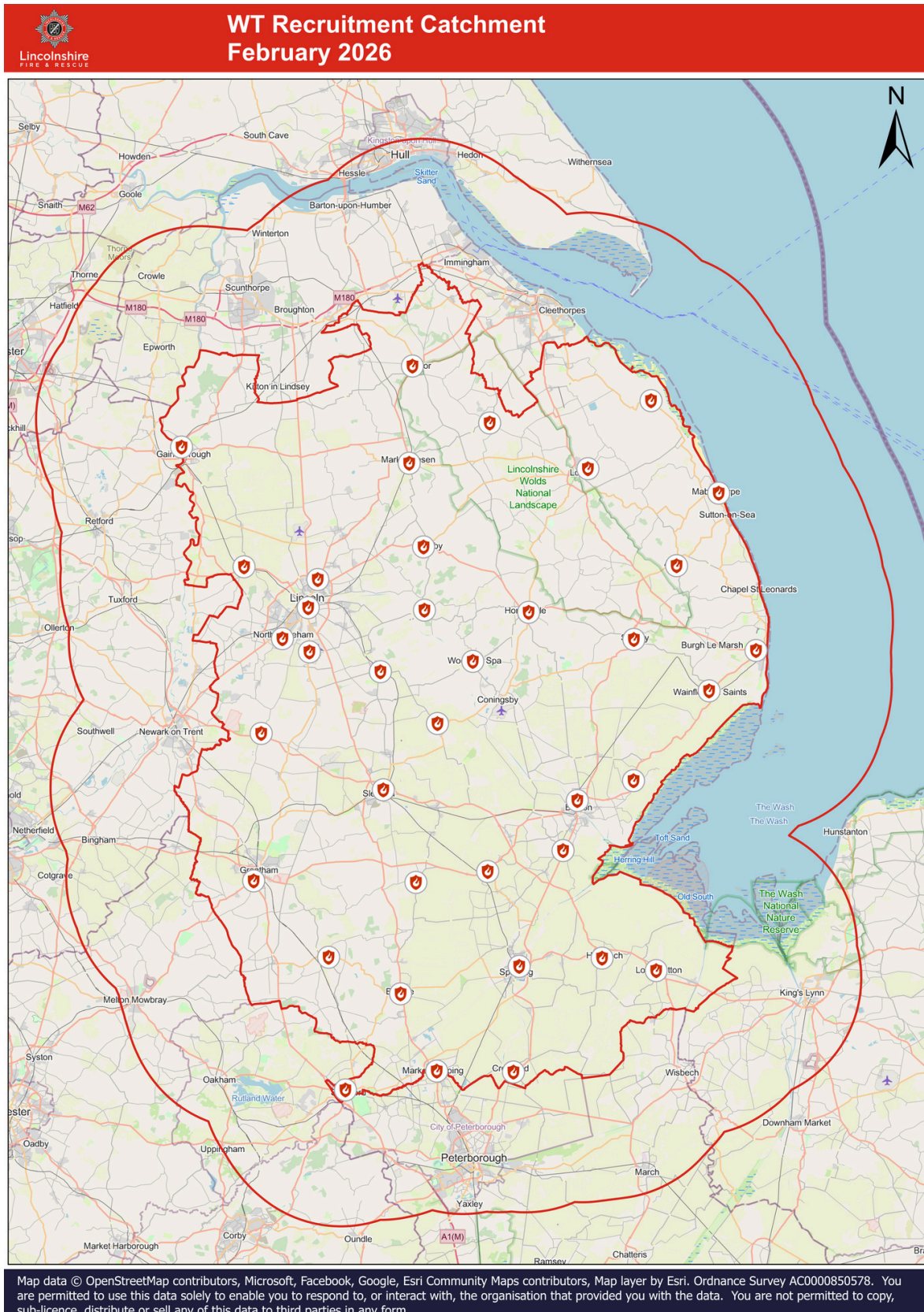
Armed Forces (Current and Former)

We have signed up to the Armed Forces Covenant to treat those who serve, or have served, in the armed forces with fairness and respect.

If you're currently serving outside our eligible postcodes, you can still apply. We will also consider applications from those outside the postcoded area who have left the armed forces within the last year. All successful applicants must be able to take up their contract of employment with Lincolnshire Fire and Rescue prior to the start of the training course.

To make sure everyone has an equal chance of applying, we don't make special provisions for current or former military personnel. Your experience may help you with discipline and fitness, but there's much more to the role of a modern firefighter. There's no process for direct transfer into the Fire and Rescue Service, just as there's no process for firefighters to transfer directly into the military.

Boundary Map





Pay, Benefits and Hours

- National Firefighters Pension Scheme (2015) Firefighters (wypf.org.uk)
- Employee discounts, e.g Blue Light Card
- Paid holidays (30 days per year plus public holidays)
- Rates of pay are set out below (correct at the time of publishing)

Firefighter	Basic annual	Basic hourly rate	Overtime rate
Development	£30,384	£13.87	£20.81
Competent	£38,881	£17.75	£26.63

Hours of work

There are two duty systems within the Service and you will be required to work days, nights, evenings, weekends and public holidays within both of them.

The “Lincolnshire Crewing System” is based around the rota pattern – 5 on, 3 off, 4 on, 4 off, 4 on, 4 off.

A shift will consist of 11 positive hours and 13 on-call hours running consecutively. Each positive hours shift will start at 07:30hrs and finish at 18:30hrs. On-call duties will commence at 18:30hrs on the first day of duty, finishing at 07:30hrs following the last day of duty. This rota system attracts a 20% pay enhancement. Suitable residential accommodation will be provided whilst carrying out on-call duties, if your home address is not within 5 minutes of the station.

Our Lincoln South Station run a different rota consisting of 2 days from 0730hrs -1830hrs, 2 nights from 1830hrs -0730hrs and 4 days off (no on-call duties between days or nights and no enhancement to pay).

Application

To apply you will need to fill out an application through our online recruitment site, this can be found on the Lincolnshire County Council jobs and careers page. The process will be managed online and supported by email, and you will be given clear instructions and how to access support if needed, at each stage.

Due to the high volume of applications, no alternative dates are available or will be offered for any step of the process.

You must read this guide carefully before starting the online process along with the information on our website. It will help you understand and complete the process successfully without the need to contact us directly. Should we need to contact you we will do so directly by email or telephone when necessary.

As part of the registration process you will also be asked if you meet the following essential criteria:

- Reside within the county of Lincolnshire or 10 miles of the boundary of the county of Lincolnshire (armed forces exception - see 'Armed Forces' section page 6)
- Have a full manual car driving licence valid for the UK
- Be able to permanently live and work in the UK without any restrictions
- Be aged 18 or over at the start of the application process
- Have no live convictions or CCJs.
- Not undergoing disciplinary or capability procedures in your current workplace.
- Have 2 GCSEs or equivalent (grade C or 4 and above) in Maths and English (proof will be required of your qualification)
- Align to our Service Core Values, the Code of Ethics, and the Equality Act 2010; and must not have any tattoos that are offensive in nature including, but not limited to, any sexist, homophobic, racist, or violent references



Testing and Dictation

BLEEP TEST / SHUTTLE RUN.

As a firefighter, you must maintain a high level of cardiovascular fitness to safely perform the physical demands of operational duties. The fitness assessment is conducted using the Multi-Stage Shuttle Run, commonly known as the “bleep test”.

During the test, you will run back and forth between two markers set 20 metres apart, keeping in time with a series of audio bleeps. The pace gradually increases at each level. The assessment measures your aerobic endurance and ability to sustain effort under increasing physical demand.

The required standard to pass is Level 8.8.

We strongly encourage candidates to prepare in advance to ensure they are confident and able to meet the required level. Maintaining fitness is an essential part of the firefighter role and supports both personal safety and effective team performance at incidents.

DICTION TEST

A firefighter has to be able to translate verbal information into a written format that is clear, concise and can be understood by any person on the incident ground. This could be a firefighter or an individual from another agency like the Police or building control worker. The test will take 10 minutes and will assess your ability to listen to and accurately record a message by writing it exactly as it is heard. The message will be played twice. During the first play you listen to the message; during the second play you write the message exactly as heard.

If you are unsuccessful in either element, you will be withdrawn from the recruitment process and your application will progress no further.



Selection Day

JOB RELATED TESTS (JRT'S)

The physical tests are designed to assess your fitness, strength, stamina, coordination, dexterity and ability to understand and apply information. The tests also look at your ability to work at heights and in darkened confined spaces. All the tests are relevant to the role of a Firefighter.

LADDER LIFT TEST

This test assesses your upper and lower body strength and co-ordination. You will raise the bar of a ladder lift simulator to the required height, with 15kg of weight placed on the simulator cradle, and then lower it safely under control. The combined weight you will be expected to lift is approximately 33kg.

LADDER CLIMB TEST

This test assesses your confidence and co-ordination at heights. You will climb a 9m ladder and carry out a number of tasks. After a demonstration, you will be given the opportunity to practice at ground level before ascending two thirds of the way up, carrying out selected tasks as instructed, before descending correctly.

CASUALTY EVACUATION TEST

This test is designed to assess upper and lower body strength and co-ordination. Within a time limit, you will drag a 55kg dummy backwards around a 30m course at walking pace.

EQUIPMENT ASSEMBLY TEST

This test assesses manual dexterity. Within a time limit, candidates assemble and disassemble a number of components to make a piece of equipment, following a series of diagrams. You will be given a demonstration of the test beforehand.



Selection Day

EQUIPMENT CARRY TEST

This test is designed to assess aerobic fitness, stamina, upper and lower body strength and co-ordination. Within a time limit, you will carry various items of fire and rescue service equipment up and down a course between two cones placed 25m apart. You will be given demonstrations on correct lifting techniques and have the opportunity to practice picking up the items beforehand.

SIMULATED HOSE RUNNING

This test assesses your upper body strength, stamina and your ability to follow practical instruction. Candidates will be asked to simulate the running out, under running and making up of 8 lengths of hose by using a weighted medicine ball. This task must be completed within a 12 minute time limit. You will be given a demonstration on the techniques required.

ENCLOSED SPACE TEST

This test is designed to assess confidence, agility and stamina. Wearing a face mask, with your vision obscured, you will make your way through a crawl way. You will be instructed to perform various tasks on the way. This task must be completed within a time limit.

CHESTER STEP TEST

The Chester Step Test is used to assess your cardiovascular fitness in a controlled and progressive way. During the test, you will step on and off a platform in time with an audio signal, with the pace gradually increasing at set intervals. Your heart rate is monitored throughout to measure your aerobic capacity and ensure you meet the required fitness standard. This assessment helps confirm that you are physically prepared to meet the demands of operational firefighting safely and effectively.





Swim Test

As part of the recruitment process, candidates will be required to successfully complete a swim assessment. This involves swimming two full lengths of a standard swimming pool continuously and demonstrating the ability to tread water for a minimum of 60 seconds. The purpose of the swim test is to ensure candidates possess a basic level of water confidence, stamina and self-sufficiency in an aquatic environment.

Firefighters may be required to operate near or around water, including incidents involving flooding, rescues from water, or working alongside specialist water rescue teams. While not all firefighters will undertake specialist water rescue duties, it is essential that every operational firefighter can remain safe, composed and capable in water should the need arise. The assessment therefore supports personal safety, team safety and operational readiness, ensuring candidates are physically prepared to work in a range of challenging environments.

Assessment Day

Once you have successfully completed all elements of the initial selection process, you will be progressed to the Assessment Day. This stage is designed to further evaluate your suitability for the role of wholetime firefighter and will assess a range of competencies aligned to Service values and operational expectations.

The Assessment Day will consist of 2 group activities. Following these you will be invited to a presentation exercise and a formal interview. These elements are designed to assess your communication skills, ability to work collaboratively, problem-solving approach and alignment with Service values and behaviours. You will be given clear instructions for each stage on the day, and the assessment panel will be looking for evidence of how you demonstrate professionalism, teamwork and sound judgement in a range of scenarios.

Medical Requirements

You will be required to attend a medical assessment with our Occupational Health provider on successful completion of all elements of the process.

At your appointment you will undergo the following tests:

- General health questionnaire - history of physical and mental health (with additional respiratory questions for the Asbestos Regulations)
- Measurement of pulse, blood pressure, height, weight and waist measurement
- Urinalysis (glucose, protein, blood)
- Vision (both near and distance) plus colour vision
- Spirometry (lung capacity test)
- Audiometry (hearing test)
- Drug and alcohol screening
- General physical examination (e.g., cardiovascular, neurological, respiratory, musculoskeletal etc.)

Vision standards for eyesight:

- Use of aids to vision, e.g. glasses, is possible at the recruit stage
- Corrected visual acuity should be 6/9 binocularly and a minimum of 6/12 in the worse eye
- The minimum uncorrected vision for new recruits should be 6/18 in the better eye and 6/24 in the worse eye for both full time and on-call firefighters
- An upper hypermetropic limit of +3.00
- Vision must be binocular
- Be able to read N12 at 30cm unaided with both eyes open (applicants aged 25 and over)
- Be able to read N6 at 30cm unaided with both eyes open (applicants under 25 years of age)
- Visual fields - normal binocular field of vision is required

Operational firefighting staff, at their point of entry to the service, are required to meet a minimum hearing standard H2 without the use of any kind of hearing aid.





Pre-Employment Checks

DISCLOSURES AND BARRING SERVICE (DBS)

As part of the recruitment process for becoming a Wholetime Firefighter, you will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check. For this check we will require three forms of ID, this will include photo identification and proof of address.

Lincolnshire Fire and Rescue takes into account all convictions, both spent and unspent, in line with the Rehabilitation of Offenders Act 1974. For more information, please refer to the Home Office booklet, A Guide to the Rehabilitation of Offenders Act (1974), issued by HM Stationery Office.

We only accept applications from individuals of good character who can demonstrate a commitment to our Service values, which can be found on our website.

Further Information

For further information regarding any element of the recruitment process, please contact the Talent, Resourcing and Learning Team at

Tel: 0800 358 0204 Recruitment Information Line

Website: www.lincolnshire.gov.uk/lfr

Email: Recruitmentfire@lincolnshire.gov.uk

All information contained within this booklet was correct at the time of publication. Lincolnshire Fire and Rescue reserves the right to amend or update any part of the process where necessary to reflect operational, legislative or organisational requirements.



Apprenticeship

Joining us as an apprentice in Lincolnshire Fire & Rescue is an opportunity to earn while you learn in one of the most rewarding and community-focused professions. You'll gain real operational experience from day one, supported by high-quality training that builds the skills, knowledge and behaviours needed to progress in a modern fire and rescue career.

All Fire & Rescue apprenticeships are designed by sector specialists and approved by Skills England. Each programme is built around an Apprenticeship Standard, which sets out the national requirements every apprentice must achieve.

Operational Firefighter Level 3 Apprenticeship

This apprenticeship develops the full range of operational and safety-critical skills required to serve as a competent firefighter. Your training will cover:

- Responding safely and effectively to emergency incidents
- Firefighting tactics, equipment use and operational procedures
- Fire behaviour, fire prevention, community safety and risk reduction
- Working in high-pressure environments and making sound decisions
- Using PPE, specialist tools and breathing apparatus
- Teamwork, communication, resilience and emergency preparedness

You will combine rigorous training with practical operational duties, ensuring you develop the confidence and capability to protect your communities.

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www.lincolnshire.gov.uk/lfr



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