



DORSET & WILTSHIRE
FIRE AND RESCUE

Recruitment FAQs

January 2020

Thank you for your interest in working at Dorset and Wiltshire Fire and Rescue Service, this is an exciting opportunity to become part of the Dorset & Wiltshire Fire and Rescue Service that is committed and passionate about changing and saving lives. Our Service is one of the largest combined Fire and Rescue Services in the country. We hope this document may help with any questions you may have.

Recruitment Process

Please refer to the advert for information relating to eligibility to apply and the recruitment process.

General FAQs

When will I hear about my progress?

After each stage of the recruitment process candidates will be updated on the status of their application.

What is the working pattern at the station?

Please see the supporting document with the advert called *Station Information*.

Are there any allowances for day crewed station employees?

Yes, there are allowances as indicated below:

- Rent allowance of £203.76 per month
- On Call Allowance of £129.77 per month

For fire calls during On Call hours you will be paid £4.10 as a disturbance fee and an hourly rate for the time you are attending the incident.

Hourly Rate Competent £14.22

Compensatory Grant – This is linked to the rent allowance and is paid every April. This is equal to the income tax paid in the previous tax year on both the rent allowance and on any previous compensatory grant received (£400- £500 per year).

Can I apply for a day crewed station even if I currently don't live within a five-minute response time but am prepared to consider alternative accommodation options?

Successful applicants will need to provide an address in the call out area that they are responding from. If you are interested in finding out more information about shared accommodation options that are available at some day crewed stations, this will be discussed at the Information Sessions.

Can you tell me more about the Technical Assessment?

There will be various workstations to assess levels of Firefighter competencies against core skills.

Workstations will include a written paper, a presentation and several practical sessions.

- Existing DWFRS On Call candidates – Will be assessed against DWFRS policies & procedures / Fire Service Manuals
- External candidates – Will be assessed against National Operational Guidance (NOG) / Fire Service Manuals

Are we expected to provide our own PPE for the Technical Assessment?

Yes – you will need to bring your own PPE with you on the day and your kit will need to conform to standard EN:469. You will need to provide evidence of suitability, and that it is fit for service against your home Service Procedures, eg provision of PPE logbook. There will be a PPE check prior to commencement of the Technical Assessments.

You will be expected to arrive at assessments in your home Service work uniform.

Am I entitled to Long Service Leave?

Long-service leave applies to employees who, at the start of the leave year, have at least five years' continuous full-time or part-time service under the Grey book scheme of conditions of service.

Previous service on the retained duty system prior to becoming a full-time or part-time employee shall be included on the basis of three years counting as one year's full-time or part-time service and six years counting as two years' full-time or part-time service.

Will I have a probation period?

Yes, all newly recruited members of staff are required to successfully pass a six-month probation period. This is to ensure sure they meet and maintain our employment requirements in areas such as job performance; behaviour and attitude in accordance with our RESPECT framework; conduct; attendance and time keeping.

I saw on the job advert reference to your RESPECT framework, where can I find out further information about this?

We have developed the RESPECT framework so that all staff, volunteers and Fire and Rescue Authority members understand what is expected of them. If you visit our website you can find out further details: <https://www.dwfire.org.uk/working-for-us/values-and-behaviours/>

If I am successful in my application why do I need to commit to three years at the station I am recruited to?

By having a three-year commitment, we can ensure all our stations are well staffed, this supports business continuity and we can plan ahead fully aware of our staffing numbers. It also offers our crews the opportunity to really grow and develop as a team.

When will I know which station I am being employed at?

We will liaise with you at a later stage in the selection process to request your location preferences. We will try to accommodate requests as much as possible; however, we are unable to guarantee that individuals will be offered roles in order of their preferences.

If successful, what training will be required?

On appointment we will carry out a skills gap analysis and put appropriate training and support in place to ensure that you are working in line with DWFRS practices, procedures and standards.

The advert advises that at the end of the process, a pool of successful individuals will be held. How long will this pool be valid for?

A list of successful applicants will be held until completion of the next Wholetime Recruitment Campaign and we expect that this will start in October 2020. Applicants to this current process who are not successful in obtaining a substantive position will be able to apply to our next Wholetime Recruitment process should they wish.

Where can I find out more information?

Please book onto one of our information sessions:

Date	Location	Time	To book a place click on the following link:
Saturday, 25 th January 2020	Westlea Fire Station The Chesters Stonehill Green Westlea Swindon, SN5 7DB	10:00 – 12:00	https://www.eventbrite.com/e/dwfrs-transferee-information-session-tickets-88099767777
Tuesday, 28 th January 2020	Devizes Training Centre Hopton Industrial Estate London Road Devizes, SN10 2EU	18:30 – 20:30	https://www.eventbrite.com/e/dwfrs-transferee-information-session-tickets-88100722633

FAQs specific to WDS Transferee applicants from other local authority Fire and Rescue Services:

Why do I need a new medical and eye test when I already have one at my existing service?

We need to ensure that all new employees joining the service meet our fitness and medical requirements including acceptable hearing and eyesight, this is the same level we expect from our existing employees.

We will provide a voucher for an eye test at Specsavers at the appropriate point in the selection process.

What evidence of my competence will you need?

Among other pre-employment checks, any offer of employment will be subject to receipt of satisfactory evidence of competence, and maintenance of skills/courses, from your current Fire and Rescue Service.

Will I need to produce qualification certificates in English and Maths?

At the Technical Assessment stage we will ask to see original certificates showing that you have a level 2 qualification in Maths and English. If you are unable to provide this, you will need to sit on-line assessments in English and Maths that we will send to you via a link. There will be a verification assessment carried out in relation to these on-line assessments if you are invited forward to the interview and presentation stage.

This is not a requirement for our current serving competent On-Call staff as they have already undergone these checks or assessments on appointment to DWFRS.

FAQ's specific to current serving DWFRS On-Call Staff:

Will I need to complete a medical and fitness assessment if successful?

You must maintain the Service's current medical and fitness requirements throughout the process.

I currently work in an On-Call role. Can I continue to do this if I am recruited to a wholetime position?

Absolutely, we would encourage this. Where possible anyone already working in an On-Call role is encouraged to continue to do this to support their location Fire Station. However, we do recognise that it may be necessary for us to re-visit your availability commitment with you if you are successful in being appointed.

What happens if I am not successful in passing the Technical Assessment?

This does not necessarily mean that you are not deemed competent but it will mean that, on this occasion, you have not met the higher scoring band that has been applied in this process. However, if your performance has indicated that there is an element where you have been shown to be unsafe there will be a requirement to inform your Station Manager and further action will be taken to re-assess the relevant skills and support you in maintaining your competence.

What does it mean for my On-Call role if I am not successful in this Transferability process?

An application to this process should only have an impact on your On-Call role if you are successful and need to review your On-Call availability. This is a competitive process and only the highest scoring applicants will be successful. Therefore, if you are unsuccessful this is not a reflection on your ability to perform your current role and the Service values

your commitment and dedication; it just means that, on this occasion, you did not score as highly as others in this competitive process.

Will I receive CPD payments if I transfer to WDS?

You will need to have achieved five years' service in the wholetime duty system role before you are eligible to receive CPD. Staff can reference *ED 12 – Development Pathways & Continuous Professional Development (CPD) Procedure*