

**Wexford County Council**  
**Fire Service Retained Firefighter**  
**Qualifications**

**1. Character:**

Each applicant must be of good character.

**2. Age:**

Each applicant must be at least 18 years of age and not more than 55 years on the closing date for receipt of application forms.

Any candidate who reaches the age of 55 years prior to appointment will cease to be eligible for appointment on the result of this competition.

**3. Education:**

On the closing date for receipt of completed applications, each candidate **must:-**

- (a) have obtained a good standard of general education.
- (b) hold a **current** Full Class B Driving Licence free from endorsement and have satisfactory experience of driving.

**4. Health:**

Each candidate shall be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

For the purpose of satisfying the requirement as to health it will be necessary for a successful candidate, before he/she is appointed, to undergo a medical examination (which may include x-ray, physical fitness test and/or other special tests), and any further medical examinations required during his/her employment with the Fire Service, by a qualified medical practitioner to be nominated by the local authority. Candidates shall be required to submit details of their medical history to the Council's medical advisor. This information will be treated in the strictest confidence. Failure to successfully complete the medical may necessitate release from the Fire Service.

**5. Garda Vetting:**

Each candidate will be required to co-operate with a Garda vetting procedure. The successful candidate must have Garda clearance.

**Please Note** Selection shall be by means of a competition based on an interview, a basic numeracy/literacy test and a practical assessment, conducted by or on behalf of the local authority.

# **Wexford County Council**

## **Fire Service**

### **Retained Firefighter**

#### **Conditions of Employment**

1. The employment is part-time and will be probationary for one year following appointment.

2. **Age:**

A Fire-fighter must submit a birth certificate to the County Council as proof of age before they are engaged as a recruit.

3. On reaching 55 years of age, or sooner if found to be medically unfit, a Firefighter shall cease to be a Firefighter. The maximum age limit of 55 years may be lowered by the County Council should the normal age for retirement in employment generally be lowered and in such case, the age lower than 55 years shall apply.

Fire-fighters who would be physically capable of working beyond age 55 have the option to continue working for a defined limited period (subject to compulsory medical assessment, on an annual basis). The extended optional period would be to age 58. No Retained Fire-fighter shall be employed beyond age 58, in accordance with the Report of the Expert Group on retirement age for Retained Firefighters (April 2003).

4. **Rostering:**

Firefighters shall participate in any rostering arrangements as agreed.

5. A Firefighter must attend and satisfactorily complete each of the following courses during his/her probationary period or such longer time as the Council decides:-

(a) Retained Recruit Firefighters Course

AND

(b) Breathing Apparatus Wearers Course

AND

(c) Any other course that the County Council may consider necessary.

Drill fees will be paid at the current hourly rate for Firefighters during training.

Failure to successfully complete such courses will result in the termination of the Fire-fighter's employment.

Some or all of the above courses will be held at a recognised training centre which may or may not be situated locally.

6. A Firefighter must reside and work within 2.5 kms of the Fire Station. In addition, on receipt of an alert a Firefighter must be able to attend at the Fire Station within five minutes.

A Firefighter, rostered on duty, must remain within convenient proximity of the Fire Station. Failure to respond promptly to fire or other calls shall, at the discretion of the County Council, result in termination of service.

A Firefighter shall notify the Fire Authority in writing of any subsequent changes of residence or place of employment. A change of residence or place of employment that would place the Firefighter outside these limits will mean automatic termination of employment.

A Firefighter shall be required to report for duty to the Fire Station in its present location, or in the event of change of location to such new location as may be decided by the Fire Authority. Changes in the location of the Fire Station will not result in payment of disturbance money or other compensation.

7. It shall be necessary for Firefighters to be released from their normal employment, on any occasion that attendance at fires or other emergencies shall be required. Written evidence from the employer as to availability must be provided and the County Council in its sole discretion shall decide as to whether the availability as so evidenced is acceptable. Self-employed persons must provide written evidence as to availability. Such written evidence must cover a candidate's availability for initial training and on recruitment for fire and other calls, drills, training, and such other duties which he/she may be required by the County Council to perform. If the County Council deems his/her attendance to be unsatisfactory, it may terminate his/her service.
8. Absence from training or fire calls without good reason will lead to disciplinary proceedings which may include suspension without pay and dismissal from the Fire Service.
9. All Firefighters joining the Fire Service after the 15<sup>th</sup> June 1996, will, as a condition of their employment, operate and be remunerated in accordance with the revised working practices introduced on the basis of the report of the Wexford Fire Services Working Group (November 1995) and the findings of the Arbitrator, Mr. John O'Connell, dated 14<sup>th</sup> June 1996 and will be subject to Composite Agreement of August 1999. This condition will apply whether or not the changes proposed have been introduced on the date of appointment.
10. Firefighters are required to attend Fire Service Training Programmes which will include:
  - Regular or weekly training sessions,
  - The training itemised at 5 above,
  - Full day training session or major emergency exercises,
  - Other training arranged by the Chief Fire Officer including training courses outside County Wexford,
  - It shall be necessary for each Firefighter to undertake driving instructions for fire brigade appliances, as and when decided by the employer in order to qualify as a Category C driver.

11. A Firefighter shall be available at all times when required for attendance at fires or other incidents.
12. Firefighters will be called to attend fires in a manner to be decided by the Chief Fire Officer which may include the following:

- (a) Pocket Alerter

Firefighters will co-operate in reasonable measures designed to facilitate call out. In particular, each Firefighter shall carry a Fire Service pocket alerter at all times and it shall be his/her responsibility to ensure that it is kept in proper working order.

13. When required, a Firefighter will substitute for any other Firefighter absent through sickness, annual leave or any other reason.
14. A Firefighter shall be responsible for items of personal equipment issued to him/her in connection with his/her employment.
15. Firefighters are issued with personal protective clothing as listed below;
  - a) one firefighters helmet
  - b) two pairs of firefighters boots
  - a) two firefighters tunics
  - b) two pairs of firefighters pants
  - c) two pairs of firefighters gloves
  - d) two flash hoods

Firefighters shall ensure that all personal protective clothing issued is maintained to a satisfactory standard.

16. A Firefighter, as and when required, shall perform such duties as are assigned to him / her from time to time by the Chief Fire Officer and/or other designated person by the Council and without prejudice to the generality of this requirement, driving duties and general firemanship duties such as the wearing of breathing apparatus, the operation of pumps, lifts, hoists, rescue and cutting equipment, hydrant testing, etc. All activities shall be conducted in accordance with Wexford County Council's Safety Management System and comply with the Safety, Health and Welfare at Work Act 2005.

Firefighters are under the immediate control of the Station Officer of the Brigade to which they are attached and must give adequate notification of their intended departure at any time, from their station ground, to the Station Officer.

A Firefighter shall report for duty in a sober manner in accordance with the Safety, Health and Welfare at Work Act 2005.

17. When required, a Firefighter shall assist in or carry out the cleaning, testing or repair of equipment. Cleaning of Fire Station premises and environs is included in this requirement.
18. A Firefighter shall carry out any further duties which may be assigned to him/her from time to time by the Local Authority. These duties may include driving duties (when the Firefighter is

suitably qualified) or deputising for the Station Officer or Sub-Station Officer, where necessary.

19. Wexford County Council recognises the Trade Union SIPTU as having negotiating rights for Firefighters. Firefighters will be bound by agreements entered into on their behalf by their Trade Union.

**20. Recruitment:**

Selection shall be by means of an interview, a basic numeracy/literacy test and a practical assessment, conducted by or on behalf of the local authority.

A local authority may decide, by reason of the number of persons seeking admission to a competition, to carry out a short listing procedure. The number of persons to be invited to interview shall be determined by the local authority from time to time having regard to the likely number of vacancies to be filled. A Panel may be formed on the basis of the interview. Candidates whose names are on a panel and who satisfy the local authority that they possess the qualifications declared for the post and that they are otherwise suitable for appointment may within the life of the panel be appointed as appropriate vacancies arise. The life of the panel, unless extended by Chief Executive's Order, will not exceed 12 months. The County Council will not be responsible for any expenses a candidate may incur in attending for interview.

**21. Health:**

A Firefighter shall be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

Medical Examination, etc.

Under the terms of the agreed Occupational Health Scheme for members of the retained fire service, you will be required to undergo a regular medical examination by a Medical Practitioner nominated by the Council.

Retention as a Firefighter will depend upon receipt of satisfactory reports by Medical Examiner(s) and to the general condition above as to health. An operational Firefighter must maintain a good level of physical fitness.

**22. Sick Leave:**

Any absence on sick leave must be reported to the Station Officer or Sub-Station Officer on the first morning of illness.

Where a Fire-fighter is absent due to sickness, a certificate from a qualified Medical Practitioner must be submitted on the third day of a continuous absence and on a weekly basis thereafter.

Return to Work Form must be completed by any staff member absent on uncertified and certified sick leave. The form must be countersigned by the Station Officer and forwarded to a Senior Fire Officer prior to submission to Human Resources. The medical certificate should state the general nature of the illness. This information will be treated in confidence. The local authority reserves the right to refer you for an independent medical examination. A certificate of fitness will be required before resuming work.

Where a Firefighter becomes incapacitated as a result of serious illness or injury, retainer fee shall be paid for twelve weeks on receipt of a Medical Doctor's report. The retainer fee may be extended to six months depending on the merits of the case and the applicant's attendance records. Extended sick leave would generally only be extended to a Firefighter on one occasion only. Where a Firefighter is absent on sick leave he/she must inform the Station Officer. If the period of sick leave extends for more than two consecutive days he/she must submit a sick leave certificate from a Medical Practitioner to the Council.

23. Annual leave shall be provided in accordance with the organisation of Working Time Act, 1997 and the Organisation of Working Time Act (Regulations) 2001. Annual leave shall be taken within the appropriate leave year, such leave should be pre-approved. The present annual leave entitlement is 28 days per annum.

You will be required to participate in the rostering of holidays at the commencement of each quarter to ensure that the appropriate number of personnel approved by the Station Officer will be available for duty.

24. Remuneration will be as follows:-

- (i) An annual retaining fee, paid in instalments.
- (ii) Fees for attendance at fires, training and other incidents.

(Rates for (i) and (ii) above will be as determined from time to time. The current rates are attached).

Payments to Firefighters will be made fortnightly for fire fees and quarterly for retaining fees.

Payment of the retaining fee will be subject to satisfactory attendance at Training Sessions.

**Wexford County Council**

**Fire Service**

**Retained Firefighter**

**Present Rates of Pay : Operative from 1<sup>st</sup> October, 2020.**

<b>Retaining Fee :</b>	0- 2 Years	€8,194.00
	2-5 Years	€9,106.00
	5-10 Years	€10,210.00
	10 Years Plus	€11,221.00

**Hourly Rate of Attendance:** Attendance at Fire Practices and Drills

**Drill** Rate Per Hour €21.61

**Fire** Hourly Rate of Attendance

<b>Day</b>		<b>Night/Weekend</b>	
1st Hour	€43.42	1 <sup>st</sup> Hour	€86.46
Subsequent Hour	€21.61	Subsequent Hour	€43.42

(A 75% attendance or excused at fire drill during the year ending the previous 31<sup>st</sup> March is necessary to be eligible for clothing allowance).