

1.2 GENERAL CONDITIONS FOR RECRUITMENT

The following entry standards should apply to all recruits to the fire service.

1.2.1 Age

Applicants should be over the age of 18.

1.2.2 Strength

The strength of applicants should be assessed by undertaking tests of handgrip and leg/back pull strength, on a load cell dynamometer. The recruit on entry should have handgrip strength of;

Dominant hand 35 kg or above

Subordinate hand 33 kg or above

And a leg/back pull strength of 117 kg or above

1.2.3 Practical Aptitude Tests

It is recommended that brigades continue to apply existing aptitudes tests in the areas of ladder work, working in confined spaces and hose drills.

When checking for height or confined space phobias, particular care should be taken to avoid the exclusion of candidates because of natural hesitation when confronted with an unfamiliar situation, or self-elimination because they are initially frightened by a test which to complete would require the self-confidence developed either by previous experience or proper training. Care should be taken to avoid danger to candidates in carrying out such tests.

1.2.4 Educational Requirements

Retained brigades should ensure recruits have a standard of numeracy and literacy, which will enable them to benefit from training provided.

1.3 MEDICAL AND FITNESS STANDARDS

The Purpose of the medial examination is to determine if the applicant would be fit to undertake operational duties as a fire fighter having regard to –

- I. The operational conditions to which fire-fighters may be subject at a fire or emergency, and
- II. The medical requirements set out hereunder.

The medical requirements and standards set out in this document are based on the Draft Fire Service Guidelines “Medical Requirements for Recruit Fire-Fighters (Whole-time and Part-time)” which were issued in May 1983 by the Dept of Environment, and which have been subject to review by a specialist in occupational health medicine with experience of the fire service.

1.3.1 Medical Standards

The Medical Standards fall into three general categories

- I. Requirements
- II. Disqualifications
- III. Disqualification's susceptible to remedial treatment

1.3.2 Requirements

Applicants shall comply with the following requirements

- I. Physical Capacity – Applicants shall be fit to undertake fire service duties as assessed by aerobic capacity (VO Max) in the step test, and lung function by measurement of the forced expiratory volume in one second (FEV) and the forced vital capacity (FVC)
- II. Limbs – Applicants shall have agility of limbs, and muscle power as defined in para 1.2.2 above
- III. Applicants shall have unimpaired loco motor systems, and be capable of running, climbing ladders, jumping, crawling and performing all kinds of manual labour.
- IV. Hearing – should be tested by audiometric test
- V. Eyesight – Applicants should;
 - a) Have uncorrected visual acuity of 6/9, 6/12 or better.
 - b) Not wear spectacle or contact lens.
 - c) Have no more than +3.00 dioptries of hypermetropia in each eye.
 - d) Have no more than -0.25 dioptries of myopia in each eye (applicants under 25 years)
 - e) Have no more than -0.75 dioptries of myopia in each eye (applicants aged 25 and over)
 - f) Be able to read N12 at 30cm unaided with both eyes open.
 - g) See at least 6/60 unaided with each eye individually.
 - h) Have a normal visual field in each eye, as determined by confrontation techniques.
 - i) Have no history of night blindness or any ocular disease that is likely to progress and result in future failure of the visual standards for firefighters

Colour vision – Applicants should have an appropriate level of colour perception. Individuals with either normal colour vision or slightly abnormal green colour vision are suitable for appointment to the fire service. Applicants will be tested with the Ishihara plates. Those who pass (having made no more than two errors in plate identification) have normal colour vision. Those who fail should be tested by Farnsworth D.15. Applicants who fail this test are unsuitable.

1.3.3 Disqualifications

The following specific conditions could be considered as disqualifying an applicant:

Failure to comply with any of the above in para 1.3.2

History of epilepsy

Alcohol or drug dependency

Chronic bronchitis, asthma or other disabling disease of the lungs

Organic disease of the cardio-vascular system, including blood pressure
All types of diabetes mellitus whether insulin dependent or non-insulin dependent
A history of vertigo or any illness affecting the sense of balance
History of mental instability
History of low back symptoms
History of significant knee joint injury or disease
History of night-blindness
Chronic skin disease, specifically allergic contact dermatitis, irritant dermatitis, and severe psoriasis

1.3.4 Disqualifications Susceptible to Remedial Treatment

The following conditions would render an applicant unsuitable for operational duties but may be susceptible to remedial treatment

- I. Gastric or duodenal ulcer
- II. Patent perforation of one or both ears, otitis media or gross nasal sepsis or obstruction.
- III. Hernia
- IV. Varicose veins
- V. Unsatisfactory dental condition or oral sepsis requiring treatment
- VI. Albuminuria, unless shown to be simple orthostatic of normal renal function
- VII. Over or under-weight – greater or lesser than 15% of predicted body-weight according to standard tables for height and weight
- VIII. Failure at strength tests

1.3.5 Fitness Standards

The fitness of applicants should be assessed on the basis of the step test, with applicants having an aerobic capacity (VO₂ (max)) of 45 ml/kg/minute or greater.

1.4 MEDICAL REPORT FORMS

The following forms are included as an aid to examining and reporting on medical assessments.

1.4.1 Medical Attendants Report (Appendix 1)

The purpose of this form is to enable an applicant's own doctor to report on medical history. The form should be forwarded to the applicant's doctor by the Fire Authority and be returned directly to the medical adviser.

The report form should be completed prior to an applicant, for a fire fighter position, attending the medical adviser for a recruit medical examination and the medical adviser should be in possession of this form prior to examining the applicant. The applicant should have given prior authorisation to the Fire Authority to seek the information necessary to complete the report form. This should be included on the application form for recruitment to the fire service.

1.4.1 Medical Advisors Report (Appendix 2)

The Medical Adviser will send a report to Human Resources advising them of the outcome of the medical. (A standard reporting form is attached at appendix 2). In exceptional circumstances it may be necessary to write a longer report outlining the reasons for the decision.