CORK COUNTY COUNCIL

RETAINED FIREFIGHTER – BANTRY BRIGADE QUALIFICATIONS

1. **Character**

Each candidate must be of good character.

2. **Age**

Each candidate must be at least 18 years of age on 1st FEBRUARY 2020. Retirement age for Retained Fire-fighters is 55 years of age (up to 58 years of age subject to conditions).

3. **Health**

Each candidate must be free from any defects which would render that person unsuitable to perform the duties of the post and 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 this requirement, it will be necessary to undergo at the candidate’s own expense an initial medical examination, by a qualified medical practitioner to be nominated by Cork County Council. Note the requirement to complete and pass the Chester Step Test detailed below. On taking up appointment, the expense of the medical examination will be refunded to the candidate. Retained Fire-fighters will be required to undergo regular and ad-hoc medical examinations at any time.

Given the strenuous nature of fire-fighting duties the medical examination will be of a very thorough nature. Please note that the following disabilities will render an applicant unsuitable for fire-fighting duties and will lead to disqualification at the examination.

1. history of epilepsy
2. Alcohol or drug dependency
3. obesity
4. Chronic bronchitis or asthma or other disabling disease of the lungs
5. organic disease of the cardio vascular system
6. diabetes mellitus
7. unaided vision less than 6/12 in either eye
8. inability to hear a forced whisper or conversational voice separately in either ear at 20 feet;
9. evidence of labyrinthine disturbance
10. a history of vertigo or an illness which would affect sense of balance
11. history of mental instability

Please note that it is recommended that Retained Fire-fighters be vaccinated against the Hepatitis B Virus and in this connection the vaccine will be made available free of charge to successful candidates.
Fitness Test

Part of the pre-employment medical examination includes completing the fitness test. Candidates successful at interview must successfully complete the fitness test prior to employment being offered. The fitness test at the recruit medical is the Chester Step Test. The Chester Step Test measures aerobic capacity and fitness and entails a moderately vigorous level of physical activity. The level of fitness needed to pass this test requires regular exercise and the test pass level is difficult to achieve if the candidate does not already have a good level of physical fitness prior to the test. Medical examiners advice is that fitness needed for this test does not come overnight; realistically it takes at least a few weeks and often longer to appreciably improve your fitness level. Candidates who fail the initial Chester Step Test will be offered one further fitness test only. This may be a Chester Step Test or a Shuttle Run test, as determined by Cork County Council. No further retests will be offered.

4. Residence/Availability

Only applicants from competent persons who reside and work within 2 miles of the fire station of the relevant unit and whose ordinary activity does not take them away from the town, in which a brigade is located, will be considered. On receipt of a fire or other emergency call you should be in attendance at the station within five minutes. Unemployed persons are not precluded from applying, provided that they satisfy the residence and availability requirements.

5. Licence:

Each applicant must hold a full current Category “B” European Community Model Driving Licence free from endorsement.

6. Garda Vetting:

Candidates successful at Interview will be required to undergo Garda Vetting, which will be directly arranged by Cork County Council.
PARTICULARS OF EMPLOYMENT

1. The employment is part-time. Panels may be used to fill permanent and temporary vacancies.

2. New entrant retained fire fighters who commence on or after 1 January 2013 will be members of the Single Public Service Pension Scheme (SPSPS), as established by the Public Service Pensions (Single Scheme and other Provisions) Act 2012. The Single Scheme does not provide for a Retained Fire fighters Gratuity. New Entrants will pay superannuation contributions each quarter, with SPSPS pension lump sum and pension payable on retirement, subject to certain conditions.

3. Retained Fire-fighters must retire (on their birthday) upon reaching the age-limit for the employment. (Currently 55 years of age and up to 58 subject to conditions).

4. A successful candidate will only be offered employment on a probationary basis as a Retained Fire-fighter subject to satisfactory completion of the following courses:-
   (a) **Recruits Suitability Training Course**
       This course is a full-time, three-week course, which will be held in Ireland and will involve staying away from home on a Monday to Friday basis for the three weeks.
   (b) **Breathing Apparatus Course**
       This course is of a full-time nature, normally of two or three weeks duration and is held outside the county (these may be held in the U.K.). Please note that for Breathing Apparatus purposes all facial growth below the line of the upper lip must be removed, i.e. beards. etc.
   (c) **Occupational First Aid Course**
       This course is of a full-time nature, normally three days duration and is held within the County.
   (d) **Class C HGV driving licence**.

N.B. The above does not preclude the Council from offering temporary employment but failure to complete either of the above courses satisfactorily will result in termination of employment.

7. Subject to compliance with the Conditions of item 3 (immediate preceding), the employment is subject to a probationary period of one year and will be terminable by the giving of one weeks notice by either side during that period. After the employment has been confirmed, it will be terminable at any stage on the giving of the required notice by either side under the Minimum Notice and Terms of Employment Act, 1973. or without notice in circumstances justifying immediate dismissal.
8. Retained Fire-fighters must be prepared to attend other courses which may be held in Ireland or the UK.

9. Retained Fire-fighters must be available for duty at all times except with the special permission of the Station Officer, which will be given only in circumstances which will permit of an adequate crew being available at all times, including Saturdays, Sundays and Holidays. If in the future, a successful candidate should change residence or employment and as a consequence is outside the 2 mile radius of the fire station, it will be necessary for the Council to terminate his/her employment. You are further obliged to notify the Chief Fire Officer immediately of (a) your new address if you should change residence (b) any change of conditions in your current employment which would require you to leave the town (c) the name and address of your employer should you change or obtain employment.

10. Members of brigades shall be subject to such rules and regulations as may be issued from time to time. It should be particularly noted that Retained Fire-fighters must, in the matter of drills, attendance at fires or in other emergencies, comply strictly with the orders and discretion of the Station Officer, or in his absence, such other Brigade Member as maybe in charge. Any Retained Fire-fighter guilty of infringement of this regulation will be dismissed. Generally, members of all brigades will be under the general control and supervision of the Chief Fire Officer, Senior Executive Fire Officer, Assistant Chief Fire Officer, Assistant Fire Officer or other appropriate officer as the case may be.

11. While on duty, Retained Fire-fighters shall use the clothing and personal equipment provided by the Council and same shall be left in the Station immediately after the cessation of duty. Retained Fire-fighters may not use such clothing and equipment save while on duty. Retained Fire-fighters must comply fully with safety policy and directives in force from time to time.

12. Rostering of Retained Fire-fighters will take place at the Council’s discretion.

13. (a) The rates of pay are as follows:

Annual Retainer: 
- 0 – 2 years service: €8,033
- 3 – 5 years service: €8,927
- 5 - 10 years service: €9,838
- 10 + years service: €10,010

Allowance for attendance at Drills: €21.19 per hour

Allowance for attendance at Fires: €42.38 for the 1st hour or part thereof during the day, €21.19 per hour thereafter.
The above rates are increased to double time for fires at night, weekends and public holidays 10.00 p.m. – 7.00 a.m. Monday to Friday 10.00p.m. Friday – 7.00 a.m. Monday

(b) Payments will be made monthly on the certificates of the Council’s Authorized Fire Officer

(c) The Retaining Fee will not normally be paid to any member who has failed to attend at least 85% of drills during the quarter.

(d) The clothing allowance will be paid at the 31st March each year to members who have attended not less than 85% of drills during the preceding twelve months, or pro-rata to the period which they commenced employment in the said twelve months.

N.B. Drills are currently held on a two per month frequency each of two and a half hours duration. The Council reserves the right to alter the frequency duration of drills at its discretion.

PERSONNEL DEPARTMENT
FEBRUARY 2020