



HEREFORD & WORCESTER  
**HWFR**  
FIRE AND RESCUE SERVICE



# Wholetime Firefighter

Recruitment Information  
2025





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## Introduction

This recruitment information is about wholetime firefighter recruitment and selection process we follow. More detailed information, outlining the application and selection process will be released when applications open.

### Criteria

Some key things you need to know are:

- ✓ You need to be 18 years or over on your first day of employment.
- ✓ You need to have a minimum of English and Maths GCSEs grade C / Grade 4 or above (or equivalent).

If you did not study GCSE's, or for general information and guidance on qualifications, please visit:

[www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels](http://www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels).

- ✓ You must have a valid driving licence and be eligible to drive within the UK.
- ✓ You will need to be eligible to work in the UK without restrictions.
- ✓ This is a physical role so you need to have a good level of fitness and health – which you'll need to maintain throughout your career with us.

### General responsibilities

We expect all our employees to perform their duties in accordance with the provisions of the Equality Act 2010, Hereford & Worcester Fire and Rescue Service Ethical Framework

and Code of Conduct and other policies designed to protect employees and service users from discrimination and harassment. In addition, HWFRS recognises and is in support of the [Core Code of Ethics](#). It is the duty of all our employees to actively promote equality, encourage a workplace culture of inclusivity and not to act in an unlawfully prejudicial or discriminatory manner towards others.

HWFRS is fully committed to meeting its duties under the Equality Act 2010. We value equality of opportunity and developing a workforce that reflects the diversity of our community. We encourage everyone who has the necessary skills and experience to apply.

We expect all our employees to promote health, safety and welfare at work and also towards our service users through adhering to our Health and Safety policies and all other relevant statutory requirements and to lead by example.

We expect all our employees to protect the confidentiality at all times of our service users, partner organisations and other third parties and comply with all relevant and applicable IT security policy and procedures.

### Safeguarding

HWFRS recruitment and selection procedures reflect our commitment to safeguarding and promoting the welfare of Adults, Children and Young People. All staff and volunteers are expected to share this commitment.





## The Recruitment Process

Our selection process to become a wholetime firefighter follows a number of stages. More information on what is involved at each stage will be communicated as and when a wholetime recruitment campaign is started. You must complete and be successful at each stage to progress to the next one.

Firefighter recruitment is an extremely competitive process and the selection process is set to meet our recruitment needs. We reserve the right to carry out additional filtering to reduce the numbers based on skill and ability.

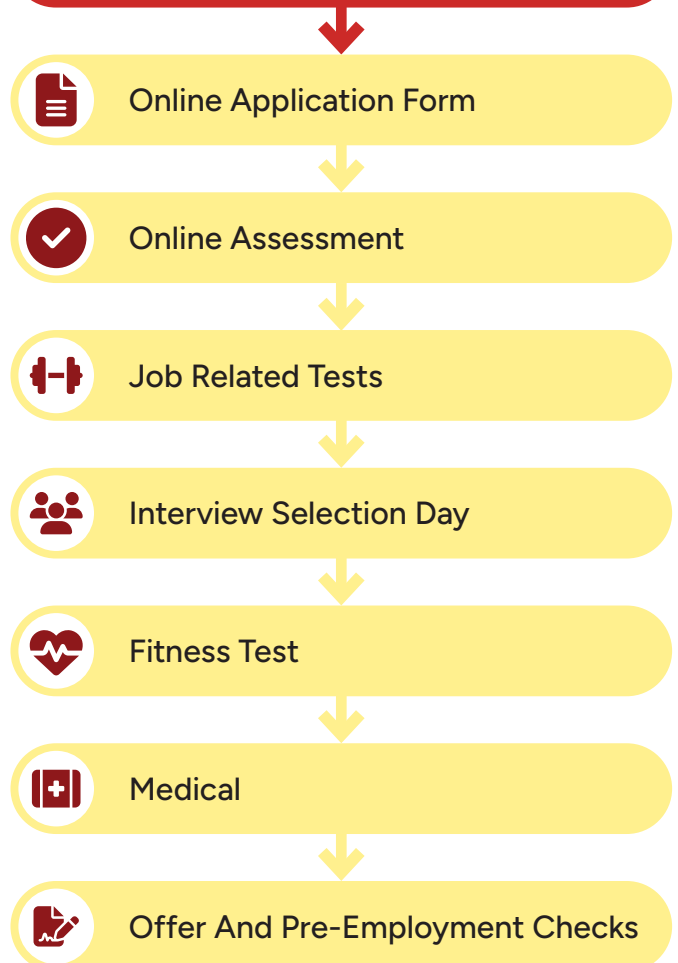
### Attendance

We are unable to progress your application if you cannot attend or complete all stages of the process.

### Feedback

Unfortunately, due to the large number of applications we receive for wholetime firefighter recruitment, we will be unable to provide feedback on reasons why you are not being taken forward.

### Recruitment Process Timeline





# The Recruitment Process

## Continued

### Candidate Application Form

The first stage of the process is an online application form which includes your personal details and a number of questions to assess your eligibility to apply. Applications must be completed accurately and honestly, and you are encouraged to read all instructions carefully to ensure you fully understand what you are being asked to do. If you fail to complete a section or complete it incorrectly, your application will not be progressed.

Any false, misleading or inaccurate information in connection with your

application will result in you being withdrawn from the process, the withdrawal of any offer of employment that may be made or formal disciplinary action if you have already been appointed.

### Online Assessments

Following the application stage of the process, there will be an online assessment. Further details of what is involved in our online stage will be communicated as and when a recruitment campaign opens.





# The Recruitment Process

## Continued

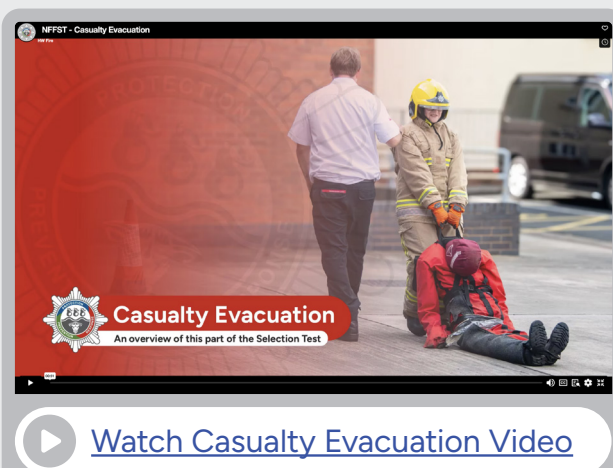
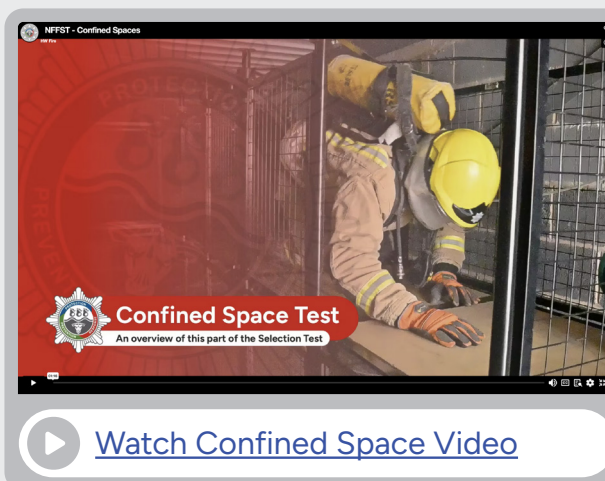
### Job Related Tests

If you are successful in the online stage, the next stage is the job related tests. These tests will determine whether you have the required levels of fitness, strength, stamina, co-ordination and manual dexterity to carry out the role of a firefighter. You will be provided with all the necessary personal protective equipment/clothing (PPE) required on the day.

You should not be concerned at the prospect of taking these tests, as you will be closely supervised. The tests are as follows:

#### Enclosed Space

This timed test is designed to assess confidence, agility and stamina. Candidates in full PPE wearing an 11kg Breathing Apparatus set with obscured vision will make their way through a Breathing Apparatus crawl gallery. Once inside the gallery they will be required to follow a guideline to the end.



#### Casualty Evacuation

This is a timed test designed to assess upper and lower body strength and co-ordination. Candidates wearing full PPE are to drag a 55kg dummy backwards around a 30M course, by a carrying handle fixed to the dummy.

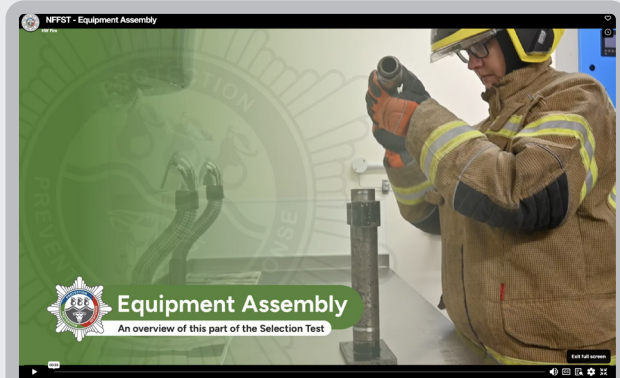


# The Recruitment Process

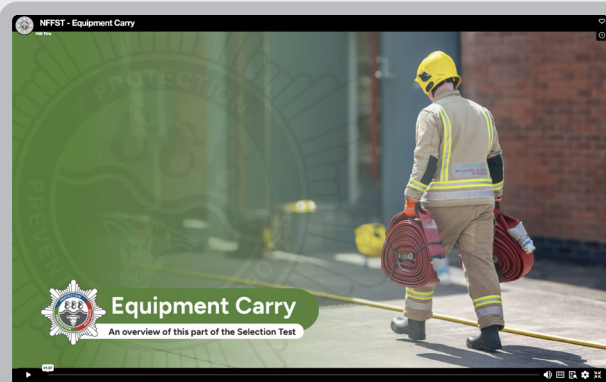
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### Equipment Assembly

This is a timed test designed to assess manual dexterity. Candidates will be given a demonstration of the test before having to assemble and disassemble a number of components to make an item of equipment.



[Watch Equipment Assembly Video](#)



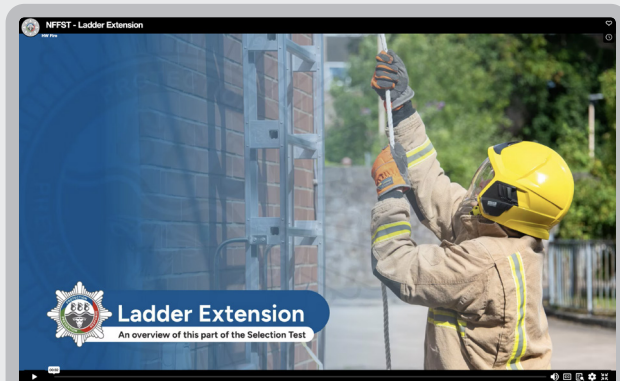
[Watch Equipment Carry Video](#)

### Equipment Carry

This is a timed test designed to assess upper and lower body strength and co-ordination. Candidates are to carry items of equipment up and down a course between two cones placed 25m apart. They will be given brief demonstrations of correct lifting techniques and permitted to practice picking up the various items.

### Ladder Extension

This test is designed to assess upper body strength, grip strength and coordination. Candidates will need to demonstrate the ability to extend and lower a ladder safely and under control.

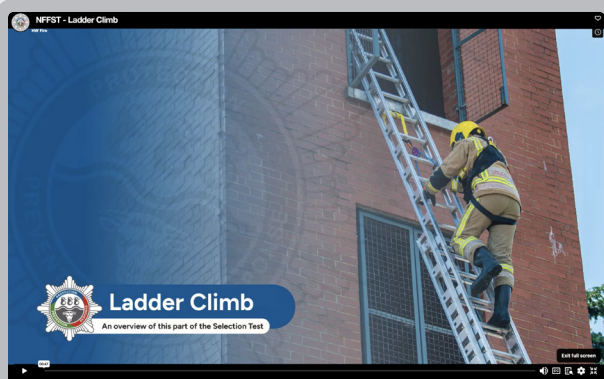


[Watch Ladder Extension Video](#)



# The Recruitment Process

## Continued



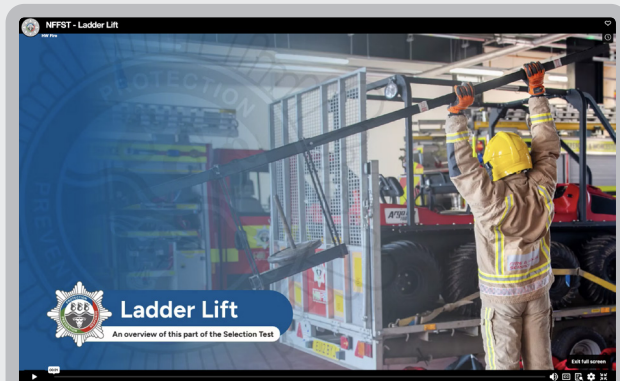
[Watch Ladder Climb Video](#)

### Ladder Climb

This test is designed to assess confidence at heights. An instructor will provide a demonstration. Candidates in full PPE must wear a safety harness and practice a leg-lock at ground level. The candidate then has to ascend 2 thirds of the way up the ladder then take a leg-lock. They will then be asked to lean backwards and outstretch their arms to the sides, and then whilst looking over their shoulder they should say out loud what symbol is being shown by the assessor at ground floor.

### Ladder Lift

This is a test designed to assess upper and lower body strength and co-ordination. Candidates wearing full PPE are to raise the bar of a ladder lift simulator to the required height with 15 kg of weight placed on the simulator cradle, which gives a total lift load of 24 kg. Candidates are directed to perform a practice lift with 5 kg of weight on the cradle to ensure they are prepared for the test.



[Watch Ladder Lift Video](#)



# The Recruitment Process

## Continued

### Interview Day

You must successfully pass all parts of the job related tests before you can be invited to the interview selection day. The interview selection day assesses your knowledge, skills and abilities in relation to the role of a firefighter. Further details regarding the day will be available to those applicants that successfully reach this stage.

We are committed to equal opportunity for all. As part of our interview process, we remove all candidates' personal details prior to issuing the interview packs to the interview panel. This includes information directly related to sex or gender, age, disability, or marital status, and seeks as far as possible to remove information that may indirectly identify any of these characteristics.

In addition, no information contained in the diversity monitoring, previous convictions, or medical information sections of the application form are passed to the interview panel.

The interview process is an opportunity for you to evidence how your skills, abilities and knowledge, match with those of the role of a Wholetime firefighter. Additionally, the interview will also seek to assess your own values and behaviour and how they align to the [Service's Core Code of Ethics](#).

### Fitness Test

The cardiovascular fitness test is to measure the ability of the heart, blood cells and lungs to provide oxygen-rich blood to the working muscle tissues and the ability of the muscles to use oxygen to produce energy for movement. Its unit of measurement is VO2 max which is expressed as millilitres of oxygen per kilogram of body weight per minute.

The VO2 max requirement for recruits is 42 or above. This will be assessed using a Chester treadmill test. The test is a 12-minute graded treadmill walk test designed to assess whether or not you can achieve the minimum recommended VO2 max.

### Medical

We need to ensure that our firefighters are both medically and physically fit. You will be asked to complete a medical questionnaire, and undergo and pass a medical assessment. The medical assessment will examine your general health and fitness against the required standard and will include a discussion on your completed medical questionnaire.

Your medical assessment will include measurement or assessment of:

- Height
- Weight
- Blood pressure
- Spirometry (lung function assessment)
- Audiometry (hearing assessment)
- Urinalysis
- Analysis of any skin conditions
- Review of your medical history
- Clinical examination of eyes, ears, mouth, heart, lungs, reflexes, abdomen and mobility

Your health information is strictly confidential to our health assessment professionals. They will identify and discuss with you any medical conditions that may affect your ability to undertake the role of a firefighter. In some cases, we may need to see further information from your GP.



# The Recruitment Process

## Continued

### Offer and Pre-employment Checks

If you are successful in the recruitment process, we will issue you with a conditional offer of employment. The offer of employment will be conditional and subject to the following pre-employment checks:

#### 1. Confirmation of right to work in the UK without restrictions.

Anyone applying for a role with HWFRS must demonstrate that they are eligible to work in the UK without restrictions. Documented evidence of your eligibility will be requested as part of the selection process, and this will be checked and verified before any offer is made.

Full information on the types of documentary evidence that will be accepted, can be found here: [www.gov.uk/government/publications/right-to-work-checklist](https://www.gov.uk/government/publications/right-to-work-checklist)

#### 2. Receipt of satisfactory references.

When completing the online application form you will be asked to include details of two referees. We recommend that you obtain their approval prior to submitting your application. If we do not receive references within a reasonable time this may affect your start date and appointment with HWFRS.

#### 3. Enhanced Disclosure and Barring Check (DBS).

You will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check and this will be carried out as part of your pre employment checks.

More information regarding DBS checks can be found [here](#). The Recruitment team will organise your check; you are not required to apply for one yourself.

#### 4. Vetting.

Some of our stations share a site with West Mercia Police. As a result, employees working at these stations will be required to complete NPPV Abbrv Level 2 vetting. If you are allocated a station where this is the case, you will be contacted on an individual basis to arrange for the vetting check to be completed.



### Keeping in touch

All communications during a recruitment process will be sent to the primary email address provided by you on your application form. Please ensure that you keep your personal details updated at all times and that you regularly check your email account and spam folder. You are advised not to change your email address during a recruitment process to ensure we can communicate with you effectively.





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