

SOUTH TIPPERARY COUNTY COUNCIL

FIRE SERVICE

PART-TIME FIREFIGHTER

CHARACTER: Each candidate must be of good character.

HEALTH: Applicants must be free from any defect or disease which would render them unsuitable to hold employment, 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 the requirements as to health, it will be necessary for each successful candidate, before appointment, to undergo a medical examination by the Council's Fire Service Medical practitioner, to be nominated by the Council.

SUPERANNUATION: Newly retained fire fighters will, on appointment be offered an option of

- (a) becoming a member of the Local Government Superannuation Scheme, or,
- (b) not becoming a member of the Local Government Superannuation Scheme in order to avail of the existing gratuity arrangements for retained firefighters.

CONDITIONS OF EMPLOYMENT:

1. The employment is part-time and is subject to a probationary period of at least one year from the date of appointment.
2. Employment is subject to successful completion of Recruit and Breathing Apparatus wearers Courses.
3. Firefighters are under the immediate control of the Station Officer of the Brigade to which they are attached and must report their intended departure at any time from their Station Grounds.
4. Persistently poor attendance at fire calls or practices (i.e. less than 85%) without good reason will debar payment of retaining fee and continued absences may incur dismissal from the Brigade.

5. Firefighters must report for duty with the utmost speed on notification of an incident – normally within 5 minutes. Confirmation document attached to application form must be signed and returned.
6. Firefighters must remain at duty until:-
 - a) the fire has been extinguished and the Brigade has returned to the Station and the crew dismissed by the Officer in charge, or
 - b) relieved by another member on the orders of the Officer in charge, or
 - c) is dismissed by the Officer in charge, or
 - d) suspended by Superior Officer for failure to carry out duties in a satisfactory manner.

No firefighters shall leave a post unless the prior approval of the Officer in Charge is obtained and shall not relieve another firefighter without the prior expressed approval of the Officer in Charge.

7. Firefighters are responsible for firefighting under the direction of Fire Officers and for the carrying out of such other orders as may be given them from time to time by an Officer.
8. Firefighters must be prepared to accept the many risks entailed in the execution of their duties and to fulfil to the best of their ability their duty as Firefighters, in the protection of life, limb and property, in the event of a fire or other emergency.
9. Firefighters, who through illness, holidays, or other reasons will be absent for a period of more than one week shall send notice of the fact to the Station Officer.
10. The Local Authority reserves the right to terminate the employment of firefighters at any time.
11. Fire Fighters shall partake in the Occupational Health Scheme for the Fire Service as required by the Council.
12. Firefighters are issued with at least the following items of protective clothing and are responsible for the care and maintenance of all items issued to them:-
 - a) one helmet
 - b) one pair of rubber boots

- c) one protective coat
- d) one pair of protective pull-ups

Firefighters are required, while on duty, to wear the appropriate clothing at all times.

13. Firefighters shall operate subject to the terms of the 1973 Agreement regarding rostering. Firefighters shall conform to the arrangements made by the Council from time to time in the answering of calls. The present arrangements which apply are that the firefighters will be available and respond to each call on every second week. This shall mean that for the week that the firefighters are “on call”, they will be available for all periods during that week. If they are not available for any reason, it shall be their responsibility to ensure that there is a replacement firefighter available and they shall notify the Station Officer, or such officer as may be in charge, of the name of such replacement. During the week that they are not “on call”, they shall respond to all fire calls to which they are alerted. The Council reserves the right to alter the arrangements in regards to this matter at its absolute discretion.
14. The retirement age for part-time firefighters is 55 years.
15. Where a firefighter changes residence or employment or other circumstances, the Council reserves the right to terminate employment and will do so where it is satisfied that such change in circumstances warrants such termination. Firefighters are obliged to notify the Council immediately of change of employment or residence.
16. 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. Confirmation of this release (in writing) from the employer will be required prior to interview and must be submitted with application form.
17. Each firefighter shall attend at any course, as required.
18. Holiday leave shall be taken within the appropriate year (the leave year being the 1st April to 31st March).
19. The agreed Grievance and Disciplinary Procedure for Part Time Firefighters will apply to this employment.
20. Firefighters shall be subject to the 1999 Composite Agreement for Retained Firefighters.

SELECTION PROCESS WILL CONSIST OF THE FOLLOWING:

1. Depending on the number of applications received, shortlisting of candidates may be necessary. Shortlisting will be based on the information provided on application forms.
2. Selection of candidates for appointment shall be by means of a competitive interview.
3. Applicants who are called for interview will be required to undergo and pass a numeracy test on site on the same day as the interview.

APPOINTMENT PROCESS WILL CONSIST OF THE FOLLOWING:

4. Applicants who are successful at interview and who are being considered for appointment will be required to undergo and pass a physical test.
5. Applicants who are being processed for appointment will be required to attend for and pass a medical examination.
6. Applicants who are being considered for appointment will be required to attend and pass a two week Recruitment Course and a two week Breathing Apparatus Course (Breathing Apparatus Training may take place after appointment but permanent appointment remains subject to successful completion of this training and a 12 month probationary period).
7. All appointments will be subject to receipt of satisfactory references.
8. All appointments will be subject to Garda Vetting.