

# KILKENNY COUNTY COUNCIL

## RETAINED FIREFIGHTER CASTLECOMER FIRE STATION [Open]

Reference No: 2021/FS/O/PT/13

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### QUALIFICATIONS

1. **CHARACTER:**  
Each applicant must be of good character.
2. **AGE:**  
Each applicant must be not less than 18 years and not more than 55 years on the closing date for receipt of application forms.
3. **EDUCATION:**  
Each applicant must have obtained a good standard of general education.
4. **HEALTH:**  
Each candidate must be free from any defect or disease which would render him/her unsuitable to hold the office, and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.
5. **INTERVIEW:**

Applicants may be short-listed on the basis of relevant experience and all other information as set out in their Application Form. The applicants short-listed will be invited to attend for interview (at his/her own expense) and will be assessed during interview under the following competencies:

1. Experience
2. Team Work
3. Communications,
4. Adaptability
5. Work Ethic

Prior to the interview date, candidates will be assessed in the following - Claustrophobia, Heights, Dexterity, Strength, Stamina and Literacy in Kilkenny Fire Station at his/her own expense.

Each candidate will inform his/her employer that he/she is applying for the post and have a note for the interview board that he/she will be released by his/her employer to attend fire service duties when required.

Each candidate must reside and work sufficiently close to the Fire Station to enable him/her to respond promptly to all calls. Response time to fire calls shall generally be 4- 5 minutes after the call is received. If, at any time, his/her availability is affected by change of work or for any other reason, he/she may be required to resign.

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## RETAINED FIREFIGHTER

### [CASTLECOMER FIRE STATION]

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## CONDITIONS OF EMPLOYMENT

1. The employment is part-time. The initial employment will be for a probationary period of one year.
2. The preferred retirement age for Retained Firefighters remains at 55 years with an extended optional period to age 60 years. Such firefighters have the option to continue working for a defined limited period subject to compulsory medical assessment measured against agreed standards. Any significant change in a firefighter's medical condition during the extended period must be notified to the employer.
3. 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) Firefighting Skills Course
  - (b) Breathing Apparatus Wearers Course
  - (c) Attain a Class C (Rigid Truck) Driving Licence

Failure to complete either course or attain the Class C licence will result in termination of employment with the Council. The Firefighters must attend other relevant courses run by the Fire Authority or the National Directorate for Fire and Emergency Management.

4. A Firefighter must reside and work sufficiently close to the Fire Station to enable him/her to respond promptly to all calls. Response time to fire calls shall generally be 4- 5 minutes after the call is received. If, at any time, his/her availability is affected by change of work or for any other reason, he/she may be required to resign.
5. Absence from practices or fire calls without good reason will incur a reduction in the amount of retaining fee to be paid for the quarter in which such absences occur, and continued absences such as these over a period of three months, will incur dismissal from the Brigade. Failure to attend a minimum of 85% of practices in each quarter may result in the with-holding of the quarterly retaining fee.
6. All conditions are subject to the Terms of the 1986 Agreement and the 1999 Composite Agreement.
7. Firefighters in Castlecomer Fire Brigade have a staffing arrangement in place. Personnel maybe rostered.

8. A Firefighter will require written approval from his/her employer that they have approval to be released for Emergency Calls and Training.
9. For safety reasons, beards and/or long side burns will not be permitted.
10. Firefighters will be required to undergo regular medical and health examinations by the Fire Authority.
11. A recruit firefighter shall possess a current Class B Licence. Recruits shall pass a Class C Driving test during probationary period or such longer time as the Council decides after appropriate training. Failure to pass may result in termination of employment. He/She will co-operate with Driver Training of all Fire Service vehicles

I have read and understand the above conditions and duties and I am willing to accept the appointment of Part-time Firefighter on this basis.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

**KILKENNY COUNTY COUNCIL**  
**RETAINED FIREFIGHTER**  
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**DUTIES OF EMPLOYMENT**

1. Firefighters are required to attend regular Fire Brigade Training sessions.
2. A Firefighter shall be available and capable at all times when required for attendance at fires or other type incidents.
3. A Firefighter shall operate a duty-rostering or availability scheme if required by the Local Authority.
4. Firefighters are called out to attend fires in one or more of the following ways:-
  - (a) Siren
  - (b) Pocket Alerter
5. Each Firefighter shall carry a Fire Brigade pocket alerter at all times and it shall be his/her responsibility to ensure that it is kept in proper working order.
6. When required, a firefighter will substitute for any other firefighter absent through sickness, annual leave or any other reason.
7. A Firefighter shall be responsible for items of personal equipment issued to him/her in connection with his/her employment.
8. A Firefighter shall carry out all instructions issued to him/her in connection with his/her employment.
9. 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 ground, to the Station Officer.
10. When required, a Firefighter shall assist in or carry out the cleaning, testing or repair of equipment.
11. A Firefighter shall carry out any further duties which may be assigned to him/her from time to time by the Local Authority.
12. Candidates will be required to successfully pass a 3weeks Recruit Firefighting Skills Course and a Breathing Apparatus Wearers course. Failure to complete either course satisfactorily will result in termination of employment with the Council.