I am very interested in the recruitment and promotion system of firefighters. However, data on the UK's firefighter recruitment and promotion system is hard to find on the internet. In particular, there is very little promotion system. Therefore, I need your help.

My question is all about the whole time firefighter.

**Recruitment**

1. In the case of firefighters, are all new recruits of the same rank? For example, if a candidate has no experience as a firefighter, but has a specific certificate or degree, can he or she be hired as an intermediate, such as watch manager?
\* In Korea or Japan, the test can be set separately between the fighter test and the watch manager test, allowing applicants to take the test they want. Of course, the middle-rank examination is much more difficult to pass, with fewer people being singled out than those in the lower rank.

2. In the case of the fire fighter test, are fire truck drivers selected separately?

3. How do the math and English tests in the online test differ from the math and English tests in the assessment center? On-line testing is conducted under supervision of a supervisor or is it conducted individually at the applicant's home?

 4. Does the Assessment center (Interview, Roleplay, Writen Excellence, Verification Test for Maths and English) drop out candidates who are not capable at each stage or rank them by adding scores from all stages?

What is the level of Maths and English requirement?

How many applicants does the Assessment Center select over recruitment? For example, in Korea, twice as many applicants are selected for the written test and the next step is the physical fitness test.

5. In the case of fitness(Physical) tests, if the applicant fails to perform a step-by-step role, will it be rejected? Are they all the same conditions when the action is completed? Or do you evaluate the ranking according to performance and time?

6. In which stages will the final successful candidate be selected? For example, in Korea, twice as many people are selected for written tests, and physical strength tests are taken for those selected. Physical fitness tests give points by performance. The scores of the written test and the fitness test are combined. In the order of high scores, 1.3 times shall be selected to conduct interview tests, and the necessary personnel shall be finally selected by combining the scores of written tests, physical strength tests, and interview tests.

7. Does your FRS also determine the final successful candidate by combining the Assessment center score and the fitness tests score

8. For Firefighter applicants, what certificates or degrees are advantageous for the exam. Or is it advantageous to have an on-call firefighter, controller, or volunteer experience? If it is advantageous, what is advantageous?

9. Firefighter recruitment tests are available for all ages over 18 and there is no age limit. What law is this based on?

10. For example, I am a firefighter in another area. Do I have to take a new recruitment test to work for your FRS? Or if there is a vacancy for the FRS in your area, can I move to another way than the new recruitment test?

11. Can a firefighter be a fire inspector or a fire investigator? Or are fire inspectors and fire investigators selected separately?

12. Firefighter tests include tests using fire equipment such as ladders. Where can applicants practice using these equipment before the test? Does the local fire station always help volunteers use the equipment?

13. How are “References” used? Does it affect applicants' acceptance and rejection?

14. Is a driver's license required for application? Are there any restrictions on educational background? For example, is graduating from secondary school mandatory

15. For fitness((Physical) tests, are the evaluation criteria for men and women the same? Are men and women required separately selected from the new recruitment?

(Is there a separate number of new employees for men and women?)

\*In Korea, men and women are selected separately, and the standards for fitness tests are different.

16. Is the recruitment of new firefighters regularly (once a year or every six months, etc.) or frequently if necessary?

16. In general, what is the ratio between men and women when hiring new employees? Or what is the ratio of men and women to new recruits in 2020 and 2019?

17. How is the ratio of men to women consisting of firefighters currently on duty?

**Promotion**

First of all, in your case of FRS, I couldn't make a specific question because there was no basic information about promotion. I found some data on the Internet, so if it doesn't fit your region, please give me as similar a response as possible.

1. In Korea, the retirement age of firefighters is 60 years old, and those who have birthdays between January and June will be retired on June 30 and December 31 if they have birthdays between July and December. When do most of your FRS firefighters retire?

2. In Korea, the promotion process is mostly carried out in May and November. The local fire Head Quarter conducts promotion procedures for the number of people needed. Does your area do promotions frequently or regularly?

3. South Korea, up to station manager, 50% will be selected through written tests and 50% will be selected through Regular Evaluation Score. For example, if 10 people are promoted to station manager, 5 people will be promoted through written tests and 5 people will be promoted through Regular Evaluation Score. And the higher ranks are selected only through Regular Evaluation Score. What's your area like?

Promotion by regular evaluation scores consists of 60% evaluation by superiors, 20% of current rank work experience, 10% of required education completion, and 10% of physical strength measurement and certificate acquisition. After selecting 2 times the number of necessary personnel in the order of the top score, including these scores, the fire-fighting headquarters shall conduct promotion as many as necessary through final deliberation.

4. In Korea, firefighter to station manager work a certain amount of time in the current class and can be promoted to service without disciplinary experience. (For example, seven years at Firefighter, promoted to crew manager)

Is there a system in your area where you get promoted after working this fixed period of time?

5. Is there a minimum working period by class for promotion to the upper ranks?

Firefighter to Crew Manager :

Crew to Watch Manager :

Watch Manager to Station Manager :

Station to Group Manager :

Area to Brigade Manager :

6. Are there any training required to be received at Fire Service College or Fire Service Training Facilities for promotion to higher ranks by rank?

Or are there required qualifications?

Firefighter to Crew Manager :

Crew to Watch Manager :

Watch Manager to Station Manager :

Station to Group Manager :

Area to Brigade Manager :

7. Does a firefighter in your area have a mandatory experience by rank for promotion? For example, does a firefighter have experience that he or she must go through, such as fire investigation, fire inspection, and fire training, in order to get a promotion?

Firefighter to Crew Manager :

Crew to Watch Manager :

Watch Manager to Station Manager :

Station to Group Manager :

Area to Brigade Manager :

8. West Yorkshire / Group Managers / procedures

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| --- |
| Stage 1 – Identified as showing potential for promotion as part of their Annual Review (AR) (Internal Only)Stage 2 - Completion of an online application form and subsequent shortlistingStage 3 - Online Psychometric AssessmentStage 4 - Operational Command AssuranceStage 5 – Interview and PresentationStage 6 - Pre employment checks |

\* Does a firefighter in your area carry out promotion work similarly? Is the whole rank similar to this?

\* What is the Annual Review (AR)?

\* By what criteria is shortlisting executed? (Duration of service, experience, certificate?, degree?) In shortlisting, applicants are required to pass? Or does your FRS, for example, select twice or three times as many applicants at this stage

\* What is the evaluation of the Operational Command Assurance phase? Does this assess pass or fail?

\* What are the specific criteria for Incident Command Scoring Criteria?

\* Who conducts the evaluation of the applicant's Interview and Presentation?

Who is the evaluator? Are they invited from outside or higher class than the target?

\* What are Pre-employment checks?

\* At what stage is the final candidate chosen? Who finally decides who will be promoted?

9. If the promotion method is different by rank, can you tell me specifically about the promotion method?

10. 10. Do firefighters sometimes take written tests for promotion? In what class are written tests conducted? What areas do firefighters conduct if they take a written test?

11. Does your FRS conduct annual or regular evaluations of firefighters? How do you evaluate firefighters? And what are you evaluating?

12. Are promotion procedures for all ranks carried out by fire service headquarter or  by fire stations for some ranks?

13. When a firefighter makes a special achievement (such as rescuing a person from a fire scene), is there a case where he/she is specially promoted?

It would be very helpful for my research if you send me detailed explanations and documents on recruitment and promotion. In particular, detailed questions were difficult because there was no data on how to promote firefighters. Thank you.