



Job Description

Job Title:

On Call Firefighter

Responsible To:

Crew and Watch Manager

Responsible For:

None

Grade:

On Call Firefighter Rate

Hours:

Retained Duty System

Provide a minimum of 60 hours of cover per week and a maximum of 120 hours of cover per week

Location:

A Station within the Lancashire area.

A requirement to provide a base within 5 minutes of the Station, 8 minutes for Preesall and Silverdale stations.

Other terms and conditions:

- National Joint Council for Local Authorities Fire Brigades (Grey Book)

Special Requirements

- Ability to work at heights
- Ability to work in confined spaces
- Ability to work in situations where you may see blood, seriously injured and deceased people
- Good aerobic capacity
- Satisfactory hearing
- This role is subject to a Standard check with the Disclosure and Barring Service.¹

¹ With effect from 6 July 2023, Fire and Rescue Authorities have been listed in Schedule 1 of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, meaning that all LFRS roles are subject to a Standard Level Disclosure and Barring Service (DBS) Check as a minimum. Some roles within the Service will be eligible for a higher level check depending on the duties of the role.

Our Aim

The intended result of all our efforts is to: make Lancashire safer.

This is what we are here to achieve. We seek to do this by delivering prevention, protection, and emergency response services; using our trusted position in the community to influence the wider safety of people and working in partnership with other organisations where we have shared objectives.

Our Priorities

- Valuing our people so they can focus on making Lancashire safer.
- Preventing fires and other emergencies from happening.
- Protecting people and property when fires happen.
- Responding to emergencies quickly and competently.
- Delivering value for money in how we use our resources.

The way we work to achieve our priorities is as important as what we do, and our Service values 'Strive' reflects the behaviours we expect from our staff:

- Service: Making Lancashire safer is the most important thing we do.
- Trust: We trust the people we work with.
- Respect: We respect each other.
- Integrity: We do what we say we will do.
- Valued: We actively listen to others.
- Empowered: We contribute to decisions and improvements.

The Service values are underpinned by the national Core Code of Ethics for Fire and Rescue Services in England. The Core Code sets out five ethical principles, which provide a basis for promoting good behaviour and challenging inappropriate behaviour:

- Putting our communities first: we put the interest of the public, the community and service users first.
- Integrity: we act with integrity including being open, honest and consistent in everything we do.
- Dignity and respect: making decisions objectively based on evidence, without discrimination or bias.
- Leadership: we are all positive role models, always demonstrating flexibility and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.
- Equality, diversity, and inclusion: We continually recognise and promote the value of equality, diversity, and inclusion both within the Fire and Rescue Service's and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.

Everyone in Lancashire Fire and Rescue Service is expected to behave in accordance with the Service values and to follow the Core Code, including those working with or on behalf of us.

You can read our full [Community Risk Management Plan](#).

Job Role

To deliver an emergency service by performing firefighting, rescue and other work as part of a team which resolves incidents, saves and preserves life, property and the environment.

Responsibilities

- To provide an immediate response to all emergency and special services calls (including fire, transport and hazardous materials incidents), saving and preserving endangered life and property.
- To assess risk, understand risk and undertake appropriate risk assessments.
- To treat casualties and support people involved in incidents and emergencies.
- To collect and record information from incidents for future use in reports etc.
- To prepare and present evidence for formal proceedings if required.
- To monitor, check, test and maintain fire appliances and related equipment to ensure a high state of preparedness and maintain operational readiness.
- To drive, manoeuvre and deploy Lancashire Fire and Rescue Service vehicles as required.
- To effectively utilise Information Technology.
- To maintain an up to date knowledge and apply health, safety and risk management legislation and practice.
- To acquire and maintain a good working knowledge of buildings and structures, local topography, environmental or special risks and controls, potential hazards, water supplies and fixed installations.
- To take responsibility for personal performance and attend drills, exercises, lectures, training programmes and fitness programmes to maintain a high standard of fitness, practical and technical knowledge and competence.
- To engage in and deliver prevention activity to meet the needs of the Service and the local community.
- To maintain a high standard of personal discipline.
- To consistently display excellent positive workplace behaviours towards colleagues and members of the public.
- To create and maintain a good working relationship with colleagues and contribute to decision making for the effectiveness of the team.
- To work collaboratively with other partners, agencies and other blue light services.
- To support and contribute to local initiatives that may arise from the Station, Watch and local community.
- Demonstrate a commitment to personal development and actively participate in the appraisal process.
- To be aware of the LFRS Safeguarding Procedures and to make referrals as appropriate to the role.
- Promote a positive image of the Service in dealing with all other organisations and members of the public.
- To promote the principles of equality and diversity and comply with Lancashire Fire and Rescue Service Equality, Diversity, and Inclusion Policy at all times.

- To observe all rules governing health and safety and use safety equipment where it is provided.
- To support LFRS in its commitment to prevent pollution and minimise its impact on the environment.
- The post holder may be requested to undertake the duties of higher graded staff subject to consultation. In addition, other duties at the same responsibility level may be interchanged with/added to this list at any time.

It is unacceptable for any Lancashire Fire and Rescue Service employee to be under the influence of alcohol or illegal drugs at work. Such employees pose unnecessary risks to themselves and to their colleagues. Further, the behaviour of those who work in safety critical roles and safety critical support roles can affect both the safety of members of the public and public confidence in the Authority. Lancashire Fire and Rescue Service has legal obligations under the Health and Safety at Work Act 1974 to take reasonable steps to ensure the safety of its employees, and employees are obliged not to endanger the health or well-being of others by their acts or omissions.

Employee Specification

Please note all criteria are essential unless otherwise stated.

Knowledge, Skills, and Abilities

- Numeracy and Literacy skills
- A willingness to support and work with local communities
- An ability to work in a practical way and identify solutions to problems
- The ability to work independently and on your own initiative and an awareness of the role of a Firefighter
- A commitment to equality, diversity and an ability to adopt a fair and ethical approach to other people
- The ability to support and deal sensitively with vulnerable people who have different needs and are in difficult situations
- The ability to use Information Technology competently
- The ability to communicate clearly and at a level appropriate to the audience
- The ability to work effectively with others in a team, and as part of a multi-disciplinary team
- A commitment to being flexible to meet the needs of the Station
- A commitment to personal development
- An ability to maintain a calm, confident and resilient response in highly challenging situations
- An ability to understand the importance of a safe working environment and an ability to take active steps to promote safe working
- The ability to follow instructions, assess risk, learn, understand, retain, recall and apply information
- The ability to apply a knowledge of safeguarding (as appropriate to the role)

Special Requirements of the Post

- Ability to work at heights
- Ability to work in confined spaces
- Ability to work in situations where you may see blood, seriously injured and deceased people
- Good aerobic capacity
- Satisfactory hearing
- Provide a base within 5 minutes of the Station, 8 minutes for Preesall and Silverdale stations.

Terms and Conditions

Job Title:

On Call Firefighter

Responsible To:

Crew and Watch Manager

Grade:

On Call Firefighter Rate

Hours:

Retained Duty System

Provide a minimum of 60 hours of cover per week and a maximum of 120 hours of cover per week

Location:

A Station within the Lancashire area.

A requirement to provide a base within 5 minutes of the Station, 8 minutes for Preesall and Silverdale stations.

Car Parking:

Free Car Parking Facilities are available at all On Call Firefighter stations.

Pension:

Fire Fighters Pension Scheme

Annual Leave Entitlement:

The Human Resources department will calculate the number of annual leave days for an On Call Firefighter based on their contracted number of days of cover, as detailed below:

7 Days Per Week = 28 annual leave days

6 Days Per Week = 24 annual leave days

5 Days Per Week = 20 annual leave days

4 Days Per Week = 16 annual leave days

3 Days Per Week = 12 annual leave days

2 Days Per Week = 8 annual leave days

1 Day Per Week = 4 annual leave days

Other Terms and Conditions:

- National Joint Council for Local Authorities Fire Brigades.

Car Categorisation

None

Clearances:

- Satisfactory references
- Occupational Health Assessment
- Standard Disclosure and Barring Service Check²

It is unacceptable for any Lancashire Fire and Rescue Service employee to be under the influence of alcohol or illegal drugs at work. Such employees pose unnecessary risks to themselves and to their colleagues. Further, the behaviour of those who work in safety critical roles and safety critical support roles can affect both the safety of members of the public and public confidence in the Authority.

Lancashire Fire and Rescue Service has legal obligations under the Health and Safety at Work Act 1974 to take reasonable steps to ensure the safety of its employees, and employees are obliged not to endanger the health or well-being of others by their act or omissions.

To this end, Lancashire Fire and Rescue Service will screen all candidates selected for employment for illegal drugs and alcohol. This will be carried out at our Occupational Health Unit, under strict protocols and confidentiality. Any candidate who refuses to be screened will not be employed. Any candidate who tests positive for illegal drugs or unsafe levels of alcohol will not be employed.

² With effect from 6 July 2023, Fire and Rescue Authorities have been listed in Schedule 1 of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, meaning that all LFRS roles are subject to a Standard Level Disclosure and Barring Service (DBS) Check as a minimum. Some roles within the Service will be eligible for a higher level check depending on the duties of the role.