



start a new life
save someone else's

Fire & Rescue Service



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Thinking about joining the Fire and Rescue Service?

This brochure will provide you with the information you need to decide whether it's the right career for you. You'll find out what's expected of you, as well as information about the variety of exciting roles, ranging from Firefighter to IT, occupational health to property management. If this taster whets your appetite and you want to join the team, then turn to the back pages for full details on how to contact your local Fire and Rescue Service.

“*Every day we're helping to save lives – and not only by fighting fires.*

We could be rescuing people from traffic accidents or floods or releasing people trapped in lifts. Or we could be doing more proactive work; sometimes just talking to people is all it takes, explaining the risks of fire or installing smoke alarms. And behind the scenes there are loads of other roles that people don't see; the emergency response operators, administration teams, technicians and more. There's much more to the Fire and Rescue Service than meets the eye.”

Breaking the stereotypes



We all have our own idea of what the Fire and Rescue Service does.

We see the pictures every day – the heroes in TV dramas and Hollywood films, putting out fires and putting their lives at risk. Even out on the streets we see the flashing blue lights whiz by and hear the sirens, but few of us know what's really involved.

The truth is that in the modern Fire and Rescue Service **fighting fires is only part of what we do**. Just as important is our work preventing fires and accidents from happening in the first place; this means working in the community, talking to people, listening, teaching, helping, getting involved and developing new solutions. Who knows how many lives have been saved by sharing knowledge and preventing fires before they start?

What's more, **in the twenty-first century we face all kinds of different challenges** – there are unpredictable environmental factors like floods and storms, there are transport accidents and unforeseen events like oil spills and the growing threat of terrorism. Protecting society against all of these dangers requires a forward-looking approach and new kinds of skills and knowledge.

Firefighters advise people on fire prevention, escape routes and hazards at home and in business. Firefighters visit schools, teach and work with children to raise awareness of dangers like fireworks and matches. Firefighters get involved in their communities, encourage safety initiatives, inspect buildings to make sure they meet fire safety regulations.

Many people have no idea that there are so many different opportunities in the Fire and Rescue Service. Or that today, Firefighting is only part of what we do.

The Fire and Rescue Service is welcoming and inclusive. Whatever your background, gender, ethnicity, religion or sexual orientation you'll be treated with equal respect. Perhaps that's what makes the Fire and Rescue Service such an enjoyable and rewarding place to work.



From the outside people think of firefighting as straightforward, dynamic and heroic. But it's about being smart too. People would be amazed to find out how much is really involved.

Darren Buckley, West Midlands



Would you like to be part of a profession where you can put your life skills into action everyday? Where you're part of a close, friendly team? Where the prospects are good for everyone? And where you can make a real difference?

Why not start a new life – and save someone else's.

Serving the community



Our work is about making communities safer – protecting people from fire, and other hazards, in the most effective way possible.

You might think our job is just about climbing ladders and putting out fires. Now it's much more about being proactive and focusing on fire prevention. This kind of work requires a special mix of skills and talents:

Communicating – listening to our communities and spreading the fire safety message.

Understanding – and meeting the needs of our communities.

“Firefighters have respect in the community because people see that whatever we’re doing, we’re always doing it for the good of the community.”

Using **initiative** to spot potential risks and take steps to tackle them before they develop. For example you could be working with construction companies and architects to design fire safety into new buildings. Or you could be talking to businesses and informing them of their responsibilities.

Working with communities is one of the most rewarding elements of working in the Fire and Rescue Service. Every day you get to meet new people and face new challenges. It's all of this work that makes being a firefighter one of the most respected jobs in the community.

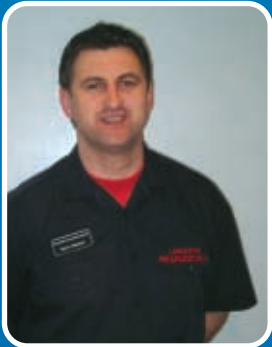


Mention firefighting and most people think of the same old ‘firemen’ stereotypes. But look closely and you’ll see that there’s much more to the service than that.

Jason Dean, West Midlands

Profile:

Dave Newton, Fire Service Youth & Community Outreach Worker.



Dave Newton,
Lancashire

Dave Newton has been in the Fire and Rescue Service for 19 years. He's always worked closely with the community and has recently become a Fire Service Youth & Community Outreach Worker; working with children who are involved, or may become involved, in arson and other offences.

“ Through my work I’m hoping to show people that it’s possible to save lives simply by pulling communities together, getting people to think more responsibly and constructively, and by fostering better understanding. The reality is that fighting fires is just a small part of my job. As well as the community work there’s training, research and, of course, that essential admin.”



My biggest aim is to build and strengthen relationships with people in all sectors of society – listening to individuals and helping solve their problems. It’s this link – meeting people face to face – that gives me the biggest buzz. Everyone is just so positive; you can’t help but enjoy yourself.

Dave Newton, Lancashire



Making a difference

Joining the Fire and Rescue Service was a childhood ambition, only later did I see that it was a way to put something back into the community. I still come away from work with a huge amount of job satisfaction.

Raj Dard, Leicestershire



Working in the community is exciting and always varied – every day could bring something different: new people, new situations, new challenges. Here are just some of the ways you could be involved:

- **Touring residential homes and flats** and checking for smoke detectors, fire risks and working with residents to keep them as safe as possible.
- **Visiting schools** and teaching children how fires start, how to reduce the risk and what to do in an emergency.
- **Going to community buildings** such as youth clubs, churches, temples and mosques to discuss community safety issues.
- **Advising the elderly** about safety in their homes.
- **Visiting businesses** and conducting safety assessments of interiors and exteriors. This can also mean checking that businesses conduct regular fire evacuations, and that staff are prepared and know how to use fire extinguishers.
- **Working with industry** particularly those that use chemicals or equipment that might be hazardous. Ensuring employees understand the risks and know what to do in the event of a fire.

Thinking of becoming a firefighter?



Here's what it takes:

Anyone 18 or over can apply to become a firefighter.

However, we are looking for very special people with special skills and abilities. Firefighters are women and men from all walks of life. Some come straight from school or college; others have university degrees, postgraduate qualifications, or may be trained at a particular profession. Everyone is given the right training and development, tailored for them in their specific role.

Much of the job involves working with the public. This means you need good communication skills whether you're visiting peoples' homes to provide fire advice, dealing with an emergency or organising a team. You need to be able to listen to people, empathise and make yourself understood. In some instances you may have to deal firmly, but politely, with people getting in the way of rescue work or at the scene of an emergency.

Firefighters don't have to be big and burly. There are a range of activities within the Fire and Rescue Service for all different types of people. For some roles you may need good fitness levels see page 12 for further information.

You need composure and understanding to be a front-line firefighter. You may need to react quickly in a crisis, or communicate vital information with clarity.

Finally, you need to enjoy working as part of a team. Much of your job will involve working together which means being considerate, resourceful, innovative and decisive. At times you may need to accept directions, on other occasions you'll be asked for your views and input.

There is an exciting range of roles available in the Fire and Rescue Service that go far beyond working on the front-line. For a taster of what else you could do visit page 21.



The public think 'firemen' and all the same old stereotypes just fall into place. As long as you can do the job, we want you.

Jason Dean, West Midlands



What's involved?



Working in the Fire and Rescue Service is varied and rewarding. Here's what you could be doing:

in the community:

- explaining and demonstrating safety measures
- visiting and helping people who may be at risk from fire
- getting involved in community initiatives
- touring schools and other community centres giving presentations

in emergencies:

- putting your training and skills into practice
- taking directions and working as a team
- helping people in distress – and giving first aid
- communicating with the public

in your fire station:

- working together with a team
- being sensitive to the needs and views of others
- looking after fire fighting equipment and vehicles: including maintenance, repairing and testing

in health and safety:

- recognising and following health and safety guidelines at work
- ensuring your own safety and that of others

the Fire and Rescue Service has a new innovative system to help you develop your skills:

- Each role in the Service is clearly defined with a role description showing what's expected of you in terms of technical and personal skills
- Every role is also aligned to National Occupational Standards and National Vocational Qualifications (NVQ)
- The roles are linked together so you can see what's expected if you want to advance your career
- You get a personalised, structured development path based on your own needs
- Everyone gets the same opportunities; there are no glass ceilings



The job details

The hours

Working hours vary within the Fire and Rescue Service depending on your role. While some non-operational positions do follow a traditional 9 to 5 day, most firefighters work within flexible shift systems.

Training

Whatever your role, we will provide you with a personalised, structured learning and development path based on your own needs. It may be practical hands-on work or learning about the theory of fire prevention; either way, you will be well equipped for your specific responsibilities.

“In this career you can have fantastic variety within a secure environment”



Career development

There are many exciting opportunities within the Fire and Rescue Service. As you learn and develop you will be encouraged to follow your areas of interest. It could be in training, in education, IT or working with the media.

At the end of the day your future is in your own hands. You can develop and diversify your skills as a firefighter, or take on new challenges in senior roles.

Pay and pensions

There is a national pay scale and pension programme for members of the Fire and Rescue Services. For full details on these and other employee benefits please contact your local Fire and Rescue Service.

The people

In the Fire and Rescue Service we pride ourselves on being in close contact with our communities and today's ever-changing society. Maintaining this contact means having the right people; people who reflect the diverse make-up of the UK, people who can build relationships across communities, people with life experience, with ideas and initiative.

“You spend a lot of your life working, and I want to be able to say ‘I made a difference.’”

Errol Westcarr, Gloucestershire.



Perhaps you're a recent graduate looking for an exciting challenge. Maybe you're a school leaver without formal qualifications but eager to make your mark. Or you may have been working for many years in a profession such as teaching, medicine or law and are now looking for a change of direction. Why not consider moving to the Fire and Rescue Service?

With multi-level entry, you do not have to start at the bottom; you can enter at a level that matches your experience and ability.

The reality is that working as a team means that whatever skills you bring from education or a previous job will be harnessed for the good of everyone.



“ Much of my work involves co-ordinating community fire safety and equalities work, organising fire safety events for all ages as well as visiting local communities. It's an effective way to build partnerships and get the safety message across.”

Rhabinder S. Dhami, Shropshire



Equal opportunities

The Fire and Rescue Service is an equal opportunities employer. We encourage diversity in every aspect of our work. We are an inclusive organisation and welcome applicants from all sections of society irrespective of gender, ethnicity, religious belief, marital status or sexuality. As we face today's challenges and threats, we need the skills of the whole of society to do our work in the most effective way possible.



Stewart Brown,
Strathclyde

“ In the workplace you have a moral and ethical responsibility to the community – at the end of the day, they are our employer. If any member of society has a problem with any firefighter’s attitude as racist or sexist or homophobic, the channels of communication have to be open for them to demand change.”

Profile:

Stewart Brown, Firefighter.

Becoming a firefighter was Stewart's childhood ambition – and temporary work with the local council did nothing to make the dream fade. He joined as soon as he became 18, the minimum possible age.

Working with the Equal Opportunities Team and the Fire Brigades Union to act as a catalyst for good practice in equality and positive management styles has become almost a second full-time job.

“ As soon as the public see the blue jacket and the yellow helmet, they think “I’ve been saved!” If I’m coming to cut them out of a car, there’s blood everywhere and everything happening at once, the last thing on that driver’s mind is worrying about whether I’m gay. All they want is to be rescued by someone competent and committed.”



“ The Fire and Rescue Service supports my Union work because they know it’s a way of progressing the issues they need to progress. I don’t know if I’d have believed it when I joined that I’d be talking openly and one-to-one about gay rights with the Firemaster.”

The media pushes this stereotype of firefighting being a man’s world and a closed shop, just like following your father into working in the mines. I think the work we’re doing is helping to change everything for the better over the years, but we know it’s going to be difficult to change the media and the way they portray the Fire and Rescue Service.

Stewart Brown, Strathclyde

Physical criteria



The Fire and Rescue Service is made up of many different types of people and naturally, fitness requirements will vary depending on your role. But the good news is you don't have to be an athlete to be a firefighter.

Of course, there are some roles where you must be fit, mainly in front-line positions where you may need to use ladders, hoses and other equipment. However, it's not all about sheer strength; by employing the right techniques many of us can achieve things we never thought possible. To qualify for one of these positions we will need to test your physical fitness – currently tests vary slightly from one Fire and Rescue Service to another but national standards are under development.

If you're considering applying for a front-line position you may want to start a fitness programme. But please remember to check with your doctor before you do.

Some of the best ways to improve your fitness include swimming, running and circuit training. You may also need to build your upper body strength for tasks such as lifting and climbing. But before diving in or getting started, remember to stretch and warm-up – and allow yourself time to rest between sessions.

But firefighting is not just about physical fitness. To do many of our jobs other things are equally, if not more, important; mental agility and communication skills.

When I'm socialising with my mates, all dressed up out on the town, they often say to people 'Guess what she does?' Some of the big blokes don't believe it and say 'How could you carry me out of a burning building?' The answer is technique and training.

Vicky Shakesby, Humberside.

"I used to do a lot of body building and I actually needed to get rid of a bit of mass and become more aerobically fit for the fire and rescue service"

Errol Westcarr, Gloucestershire.



Profile:

Dany Cotton, Assistant Divisional Officer and Station Commander.



Dany Cotton,
London

“ When I joined, female firefighters were rare, but now we’re making a growing contribution. It’s a fantastic career if you’re good with people and enjoy making a difference. As a uniformed officer, I do need to be fit – but with equipment improving all the time, strength isn’t a major issue.”

Dany Cotton is Assistant Divisional Officer and Station Commander at Lee Green in South London. She runs the station, is responsible for training, day to day problem solving and, when needed, joins Fire and Rescue Crews in action. She’s been a fire fighter for 16 years and has seen a lot of changes.

“ Women bring different skills to the Fire and Rescue Service in all sorts of ways. We communicate differently and have a different approach to problem solving. That’s very useful at times – whether it’s talking to people and listening during an emergency or just working with the team around the station. Fighting fires is just a small percentage of the work we do – but the rest is equally rewarding.”



Dany also spends much of her time working with the public on community safety issues and fostering partnerships and ‘joined-up’ operations with the Police.

“ I loved the training from the moment I got there. I’d never got so fit, and it was a real challenge – everything was completely new.”

Dany Cotton, London

Retained Fire and Rescue Service

Retained firefighters are a vital part of today's Fire and Rescue Service. They provide an efficient and effective service that gives emergency cover to more than 90% of the UK.

The 14,000 firefighters that make up the Retained Fire and Rescue Service are generally located in rural communities, although some units are located in busier areas to provide extra fire cover alongside their full-time colleagues.

Retained firefighters are paid volunteers who do the same job as full-time firefighters. However, instead of being based in a fire station, retained firefighters are on standby waiting to be called out.

Equipped with the same kit, vehicles and equipment as a full-time station, a retained crew will be called upon to attend the same range of incidents as their wholetime counterparts at any time of the day or night. In return they are paid a retaining fee along with additional payment for every incident attended.

To be a retained firefighter you need to be physically fit and live and/or work close to the fire station. Many retained firefighters are in full-time employment with agreement from their employers to leave work to attend an emergency call, others are available after work, at weekends or offer time between caring commitments for example when their children are at school. People who are unemployed are also attracted to this worthwhile commitment.

Retained firefighters play a full and valuable role in the Fire and Rescue Service – they receive the same respect from the community and gain the same satisfaction as full-time firefighters.

Retained Firefighter – a day in the life

On average you will be called out two or three times a week for a couple of hours. However, if you cannot be available all the time it's not a problem; you can be paid for being on call for only part of the day or week. Of course, there will be times when you really can't be on call – and in these instances you can sign-off.

To find out more about the Retained Fire and Rescue Service call in to your local station or contact your local Fire and Rescue Service. Contact details are found on page 25.



Profile:

Anne Waters, Retained Station Manager.



Anne Waters,
Oxfordshire

“ When I’m on standby at nights and weekends I’m just an emergency call away from active firefighting. Once my beeper calls, I quickly rush to the station and can be on the fire engine within minutes. It’s an exciting and very rewarding job – and it’s certainly not just 9 to 5.”

Anne Waters is retained Station Manager at Deddington in Oxfordshire. Before joining the Service, Anne worked as a nurse and still uses many of these skills on a day-to-day basis; organising people at the scene of an accident and keeping calm under pressure.

“ As well as working for the Fire and Rescue Service I’m supporting three children who are at junior school. Balancing the two roles and our social life does take a bit of organisation particularly at the busy times; in summer when there are farm fires or on days when the roads are icy. But there are so many plus points. I get to spend more quality time with my family than I would in a traditional office-job. I get real variety and everyday brings new experiences. And I know that I’m making a real contribution to a community I care about.”

“ The flexible shift

system offers all sorts of people a great opportunity to become retained firefighters and learn new skills. We're trained just like our full-time colleagues but over a longer period, with ongoing training to keep us up to speed with all the latest developments.”

The job and the work that it entails appeal to me because of a strong sense of what I am doing for my community.

Denise Black, Nottinghamshire

Fire and Rescue Service Training



Training and development are essential parts of a Fire and Rescue Service Career. So once you've joined, you'll be given training tailored for your specific role. Here's just a taster of what you could be doing:

As a firefighter your training is challenging but enjoyable, with theory and practical work covering basic rescue techniques. In the first few months you'll learn to use firefighting equipment and breathing apparatus, foam and fire extinguishers, ladders, hoses and hydraulic equipment. You will also study essential life-saving skills such as teaching fire safety and giving first aid.



Much of your training and development will take place either locally (often at your own station or Fire and Rescue Service training centre) or at your regional training centre. The Fire Service College in Gloucestershire also provides specific training and qualifications for Fire and Rescue Service Personnel. It provides core training for Inspecting Officers and Fire Safety Officers, together with additional training for staff working in areas such as community fire prevention, licensing, health care, building design, fire engineering and investigation. You can also take part in management development programmes relevant to your role in the organisation.

“Once I knew I'd been accepted for training, I spent three months getting fitter. I wanted to boost the fitness swimming gave me. There was actually a lot more academic work in the training than I expected.”

Vicky Shakesby, Humberside



Profile:

Pam Oparaocha, Firefighter.

Pam graduated in History and worked as a television researcher before joining the Fire and Rescue Service.



Pam Oparaocha,
London

“ Teamwork means someone will help you if your flat wants decorating, if your car’s making a funny noise someone will look at it. If I come in not smiling, I guarantee that within 10 minutes at least three people will ask if I’m OK. They make jokes, but they really care.”

“ Once you’ve been through the training process to get in as a firefighter, you can always stand more training to do better in your career. If there’s a fire in your front room, you don’t want us coming in with hoses and washing all your furniture down the street – you want us to think about it and use a spray so there’s no water damage. There’s a science to it.”

“ If I was to pinpoint one thing that I get from this job it would be confidence. Lots of people – especially women – assume they can’t do this job because they lack the physical self-confidence. Jobs where my mum would say ‘I must get a man in’, like putting a shower in or putting an exhaust on the car, I’ve done. It’s a life skill, not just a work one.”

“ My parents’ aspirations were for me to be a lawyer or a teacher or something. I did history at university, and that’s what they thought doing well for yourself meant – nice suit, nice office. But now they know about it, they really admire what I’m doing.”

Pam Oparaocha, London

Career progression

Once you join the Fire and Rescue Service there are plenty of opportunities for career development.

How quickly you progress depends on you. It may not be long before you are leading a team or even managing your local Fire and Rescue Service. Progression is in your hands. It doesn't depend on how many years you've served but on your abilities. And we'll help you make the most of those abilities so that, whatever role you undertake and wherever you start in the organisation, you'll be able to realise your full potential.

We're confident that you'll quickly find a role that's right for you.

Firefighter You'll keep people in your community safe by educating them about the risks they face, and you'll be there to help them when things go wrong. You will deliver community safety programmes and you'll work within a team to develop others and deliver the service.

Supervisory Manager You may be leading a team of firefighters to deliver the community safety programmes and providing leadership and support at fires and other operational incidents. You could also be leading a team of fire control officers or administrative specialists.

Middle Manager You may be responsible for one or more fire stations or a specialist department. As well as providing leadership and management, you will be working with the community and others who have an interest in the Fire Service.

Strategic Manager You will create the vision, set the strategy, and lead the organisation, making sure that the Fire and Rescue Service is meeting the needs of the community. You will identify, justify and control brigade resources to meet the objectives in the corporate plan. You will provide strategic leadership and support.



Profile:

Jagtar Singh, Deputy Chief Fire Officer.

Jagtar Singh is Deputy Chief Fire Officer with management responsibility across the Bedfordshire and Luton Fire and Rescue Service. He's been a firefighter for 27 years, rising steadily through the ranks and is passionately committed to diversity.

“ People ask me why I chose to become a firefighter when I could have gone into business management or accountancy. But being a firefighter suits me perfectly – it's an active job supporting the community, working as part of a team and helping people in distress.”

“ I don't want the Fire and Rescue Service simply to reflect the community. I want it to reflect the very best – from every community.”

“ Once I'd joined, I recognised the contribution I could make to help the Fire and Rescue Service reflect and influence the community. For instance, I've organised multi-faith seminars for the Fire and Rescue Service and worked with the Asian community to encourage greater safety at home and work.”

My main satisfaction comes from the feeling that I'm making a positive contribution; helping save lives, improving safety and encouraging first-rate recruits from a range of backgrounds to join the Service.

Jagtar Singh, Bedfordshire



Jagtar Singh,
Bedfordshire

“ Working in the Fire and Rescue Service is always challenging and varied. In my role I'm responsible for managing major incidents, negotiating budgets, dealing with health and safety issues, consulting with MPs and local authorities and a great deal more.”

Non operational roles



There's much more to the Fire and Rescue Service than just the obvious firefighting. Look beneath the surface and you'll find a rich variety of roles. There are control room staff who take emergency calls, personnel specialists, administrators, technicians and many more. Every position is equally valued and helps make a real difference.

“When I’m out socialising, meeting people for the first time, and I tell them I work for the Fire and Rescue Service, they think I save peoples lives by physically pulling people out of burning buildings. Few realise how many other jobs exist within the service. When I tell them, they really respect you all the same. They understand that by being part of the support team we all contribute in one way or another to the organisations goal of saving life – and that is something I am very proud of.”

The next few pages give a flavour of some of the wide ranging career options within the Fire and Rescue Service. To find out more about the diverse range of jobs contact your local Fire and Rescue Service.

Here are some of the many positions available:

- Administration
- Catering
- Clerical support
- Computer aided design
- Finance
- Information technology
- Mobilising and communications
- Occupational health
- Information technology
- Mobilising and communications
- Occupational health
- Information technology
- Mobilising and communications
- Occupational health
- Property management
- Vehicle Maintenance
- Visual services

Profile:

Stephen Bone, Senior Fire Control Officer and Watch Training Officer.



Stephen Bone,
Humberside

“ I won’t deny it’s challenging work. You’ve got to think fast and make decisions on the logistics of getting firefighters and equipment to an incident. You’ve got to have lifesaving skills and be able to use them on the phone, getting someone to do the right thing until the engine arrives – your advice can make all the difference. ”

Stephen Bone is a Senior Fire Control Officer and Watch Training Officer. He’s been with Humberside Fire and Rescue Service for 23 years and serves in Fire Control at the Service’s Hull headquarters.

“ At Control, we’re the public’s first contact in an emergency, from traffic accidents and chimney fires to major incidents. We’ll take a couple of hundred calls a day, rising to 600 or more at extreme times like when there’s a storm or flooding. Calls are logged and timed by computer and we mobilise the necessary resources, manpower and equipment to the correct location as quickly as possible and manage the incident through to its conclusion, mobilising any additional equipment or welfare needs as requested. ”

“ During my shifts I’ve had very frightened people on the line, trapped in burning buildings. I keep them as calm as possible, use my life-saving skills to advise them on the best way to protect themselves against smoke and fire. I’ll talk about anything to keep them on the phone and prevent panicking. I’ve heard the noise of a firefighter coming through the window to rescue them – there’s a huge sense of achievement knowing that another life has been saved ”

The public only see the red fire engines and front-line firefighters, but their work wouldn’t be possible without Control, directing and controlling from afar. We’re an essential part of the team.

Stephen Bone, Humberside

Profile:

Surinder Chima, Admin Officer.



Surinder Chima,
Derbyshire

“ With being one of the first Asian’s to join the Fire Service, I found it comfortable to wear my traditional clothing in warm weather, making sure that I always had a change of clothes and protective wear just in case I was called out to a site visit or inspection.”

Surinder is an Administrative Officer in Derbyshire Fire and Rescue Service’s property section and has been with the Fire and Rescue Service since 1991.

She has a very diverse role but her main responsibility is to provide a responsive property maintenance service for the 31 fire stations and three office facilities within the Derbyshire’s property portfolio. This sometimes requires some out of hours work in the event of an emergency.

“ I enjoy the interaction with staff, consultants and contractors and also the site visits and inspections”

“ It’s a brilliant job, I wanted a career with variety and to be part of a team, this I found contained within my role, the bonus is, no two days are ever the same”



“ I get a lot of satisfaction knowing that I am involved in helping the frontline people get on with their job in a safe environment. It may not seem it, but I feel as if I’m helping to saves lives too”

I am a mother of four children, the flexible hours which I work fit in nicely with my parental responsibilities and are great for me within my role in the workplace

Surinder Chima, Derbyshire

Profile:

Mark Adams, Data Communications Manager.



Mark Adams,
Staffordshire

“ One of the great things about being in the Fire and Rescue Service is that you can follow your interests and make use of them at work. After some IT training I had the opportunity to have a two-week secondment to the IT department – and I’ve been here ever since. The job is very rewarding and challenging.”

Working for the Fire and Rescue Service doesn’t only mean donning a uniform for physical front-line duties. Behind the scenes there’s the support of non-uniformed staff like Mark Adams. He’s Data Communications Manager for Staffordshire Fire and Rescue Service.

“ Although there are more uniformed than non-uniformed staff, we work side-by-side as one organisation. My job is to support the front line people with IT, whether they’re fighting fires or out and about spreading the fire safety message, perhaps visiting local schools or inspecting businesses.”

“ Being disabled and in a wheelchair, doesn’t make a difference to my work. I use the many access facilities for the disabled you’ll find in our buildings today – ramps, lifts, special toilets and so on. It gives the independence every disabled person deserves.”

It’s been fascinating seeing how things have changed. We originally had just 8 computer users – now we have 300-plus. We use computers in every part of the organisation, from making sure equipment is in the right place at the right time, to area command level management.

Mark Adams, Staffordshire

Profile:

Helen Morrison, Occupational Health Nurse.



Helen Morrison,
Derbyshire

“ I work with our full-time Occupational Health Physician, carrying out medical checks, health education and training. An important part of my work is helping assess people’s fitness if they’re returning to work after illness, whatever their role within the service. If they’re on the front line, it could mean lighter duties or a new fitness programme. For maintenance or office staff, it might be a phased return to work or reduced hours until full fitness is resumed.”

Helen Morrison is Occupational Health Nurse with Derbyshire Fire and Rescue Services. It’s her job to ensure that everyone in Derbyshire FRS – from frontline firefighters to office staff – stay fit and healthy to provide the best possible service to the public.

“My work with the Fire and Rescue Service is very different from the general nursing I did before moving into Occupational Health. It’s far more pro-active – promoting health, fitness and safety at helping to keep all our people as healthy as possible, particularly the frontline firefighters.”

“I work three days a week in a job share, so there’s a good balance between work and my family life as a mother with two children. And there’s the satisfaction of helping everyone stay healthy in a Service where fitness and good health are so important to all of us.”

“When we’re recruiting for certain roles, I also help check applicants have suitable standards of health and fitness to undertake the work activity. We run health initiatives and assess any risks at work, providing advice about the best way to approach physical work. It’s important that we help people avoid slipping into bad habits which could cause problems in the future.”

I’m based at our Headquarters in Derby, but my work involves getting out of the department and visiting stations, meeting people, putting up posters and offering advice. Fitness levels are high and we want to keep it that way, so every frontline firefighter does 45 minutes of physical exercise on each shift. Some stations have mini-gyms or they can play volleyball, five-a-side football – whatever kind of exercise they enjoy.

Helen Morrison, Derbyshire

Profile:

Paul Allsopp, HR.

Paul Allsopp joined the Fire and Rescue Service in Powys, mid-Wales in 1989 after a successful career in local government. Today he's in charge of the Service's equality and employment policy issues across the whole of Mid and West Wales.

" I'd wanted to work for the Fire and Rescue Service because every day you could be helping people. We do many things the public don't even realise, much more than putting out fires. In fact, my job is just as focussed on helping people; dealing with equality, co-ordinating recruitment, looking into workplace related issues"

" I also help train employees, and encourage them to have their say and put forward their views so that together we can make the Service an even better place to work. And often I'm the person team members turn to if they have any issues of concern at work. Together we identify the best way of resolving issues and challenges they may face. It's immensely satisfying dealing with people and finding real solutions together."

I work across every aspect of the Mid and West Wales service. We have 1,400 people working for us, front-line firefighters both wholetime and retained, office and maintenance staff. So there's lots of variety in my work – and it's striking just how many different opportunities there are for a truly rewarding career.

Paul Allsopp, Mid and West Wales



Paul Allsopp,
Mid and West Wales

" Because we work in the community, it's important that the Fire and Rescue Service reflects the community. So it's my job to promote diversity in our recruitment, encouraging different types of people from a wide range of backgrounds to consider joining the Service in a field that suits them. "



Want to take it further?

For more information on the job, the training and the rewards, contact your local Fire and Rescue Service. Their telephone number is in the Phone Book and their address may be stamped on the back of this brochure.

Alternatively, call in at your local fire station where you can talk to the people already doing the job.



Further information

If you are interested in joining the Fire and Rescue Service, call us now.

Avon	Tel: 0117 926 2061	Kent	Tel: 01622 692121	West Sussex	Tel: 01243 786211
Bedfordshire & Luton	Tel: 01234 351081	Lancashire	Tel: 01772 862545	Tyne & Wear	Tel: 0191 232 1224
Berkshire	Tel: 0118 945 2888	Leicestershire	Tel: 0116 287 2241	Warwickshire	Tel: 01926 423231
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Fire Service College:

<http://www.fireservicecollege.ac.uk>

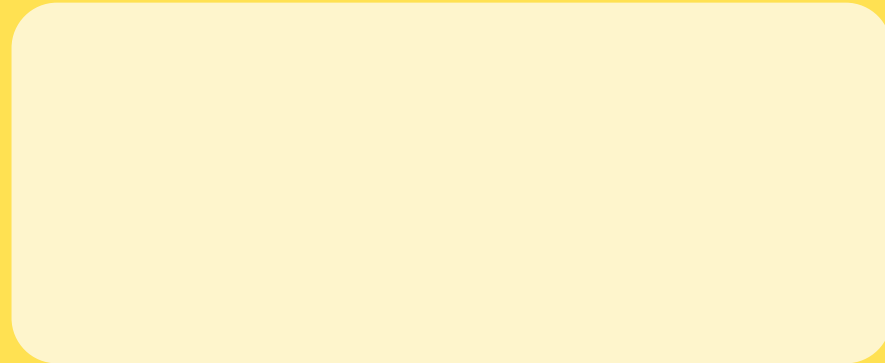
Notes



Office of the
Deputy Prime Minister

Creating sustainable communities

If you want to know more, contact your local Fire and Rescue Service.



Further copies available from

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