GOVERNMENT OF WESTERN AUSTRALIA

DFES
Department of Fire & Emergency Services

W.A. FIRE & RESCUE

CAREER FIREFIGHTER RECRUITMENT INFORMATION PACK

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This Information Pack provides a general overview of the firefighter recruitment process run by the Department of Fire and Emergency Services (DFES).

While the recruitment process is known to be highly competitive, thorough and time-intensive, this document aims to help applicants feel informed, prepared and confident before applying.

DFES is committed to building a diverse workforce and strongly encourages women, Aboriginal and Torres Strait Islander people and people from culturally and linguistically diverse backgrounds to apply.

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INTRODUCTION

DFES was established on 1 November 2012 and plays a vital role in coordinating emergency services across Western Australia.

DFES is made up of more than 1,600 operational and corporate staff, and supported by over 26,000 dedicated volunteers, who help deliver essential emergency services to communities across the state.

We work closely with the Western Australia Police Force and St John Ambulance Western Australia to coordinate and conduct land and marine search and rescue operations, as well as respond to road and traffic emergencies. DFES also provides expert advice on emergency management to local, state and national stakeholders.

Across DFES, our people bring a wide range of skills and expertise, all contributing to a safer Western Australia. Together with our emergency management partners, we deliver services across the nation's largest jurisdiction, home to more than 2.5 million people.

Operating 24 hours a day, seven days a week, DFES responds on land, in the air and at sea across Western Australia's vast 2.5 million square kilometres.

OUR VISION, PURPOSE & VALUES

Vision

All Western Australians working together for a safer state.

Purpose

To achieve a safer Western Australia by enabling and protecting the community before, during and after emergencies.

Values

Teamwork
Leadership
Trust
Commitment

DIVERSITY & INCLUSION

We are committed to an inclusive workplace where everyone is encouraged to contribute and is valued for their unique perspectives. We strive to maintain an environment free from discrimination and the effects of both conscious and unconscious bias.

We welcome applications from people of culturally diverse backgrounds, First Nations Australians and people with disability. Recruitment decisions may be prioritised in accordance with the Equal Opportunity Act 1984 (WA).

DFES recognises the importance of safety, comfort and privacy in the workplace. As fire stations often serve as a home away from home, all new DFES stations are designed with individual sleeping quarters to ensure equal space and privacy for all firefighters. Existing stations with shared sleeping areas have been upgraded with privacy screens, and all stations now include lockable, gender neutral toilet and shower facilities to support privacy, dignity and future workforce growth.

JAWS OF LIFE

THE ROLE OF A FIREFIGHTER

Firefighters work as part of a cohesive, collaborative team, whether responding to emergencies or carrying out tasks that support operational readiness and community safety.

They directly participate in emergency incidents to assist and safeguard people, property and/or the environment, including responding to fires, vehicle incidents and rescues.

All firefighters must maintain a high level of physical fitness and be ready to respond quickly to emergency calls and rescuing people from life threatening situations.

In a property fire involving potential life risk, this may include rapidly donning personal protective clothing and breathing apparatus, deploying hose lines and carrying out search and rescue operations. The role often requires working in confined and/or awkward positions and performing effectively under pressure.

Firefighters must be able to operate vehicles and equipment safely and effectively in both emergency and non-emergency situations. They are also required to communicate and collaborate with other agencies, including emergency service personnel, as well as engage with members of the public, including individuals experiencing distress or crisis.

Firefighters also:

- Participate in community education programs and community-centred emergency management activities;
- Carry out or assist with property inspections for building code and fire safety compliance, including risk assessments;
- Contribute to environmental care through appropriate activities including bushfire mitigation strategies;
- Participate in drills, physical training, hydrant servicing, domestic duties and vehicle checks;
- Work a rotating shift work pattern consisting of two day shifts (0800 hrs to 1800 hrs), two night shifts (1800 hrs to 0800 hrs) and a four-day rest period.

ASSESSMENT CRITERIA

The following assessment criteria will be used to determine the suitability of an applicant, in conjunction with other criteria aligned to DFES Values and Behaviours and the Firefighter Success Profile.

- High level of physical fitness with no medical conditions that may inhibit performance as a firefighter.
- Ability to work effectively as a team member in a workplace or community settings.
- Demonstrated problem solving ability, including the capacity to learn and follow instructions.
- Good written, oral and interpersonal communication skills.
- Demonstrated understanding of DFES and the role of a career firefighter within the WA community.
- Ability to cope with difficult and stressful circumstances.

Additionally, applicants will be assessed on the following Firefighter Success Profile competencies:

- Adapts to the team
- Builds relationships and establishes rapport
- Achieves goals and work tasks
- Demonstrates integrity
- Copes with pressure and setbacks
- Adapts to change
- Follows directions and procedures
- Development focus
- Innovation.

ESSENTIAL PREREQUISITES

To become a career firefighter, applicants must meet a set of essential prerequisites. Originals or certified copies of all required documents must be provided to DFES at designated stages throughout the recruitment process.

Applicants who do not meet the prerequisites within the required timeframe will be unable to continue in the recruitment process.

There are three essential pre-requisites that you must attain prior to submitting your application:

1. Evidence that you are an Australian citizen, Permanent Resident or New Zealand citizen holding a Special Category Visa. One of the following documents is required:

- Australian passport
- Birth certificate
- Certificate of Australian Residency
- Other evidence of permanent residency or Special Category Visa issued by the Department of Home Affairs (e.g. Vevo Statement).

2. Provide First Aid Certificate (Competency Code: HLTAID011)

If you do not have a certificate or if your certificate is out of date, you can find a training provider using the search feature on the Your Career website.

3. Manual (C Class) vehicle licence

If successful, you will be required to hold or obtain a current Western Australian or National Heavy Rigid (HR) vehicle licence that allows you to operate manual HR vehicles with a synchromesh gearbox. A Manual (C Class) licence is a prerequisite for obtaining your HR licence within five months of applications closing. Visit the Department of Transport website for information about obtaining a Manual (C Class) licence or HR vehicle licence.

Further requirements (within five months of online application)

You will be required to obtain and provide all the following checks and qualifications as you progress through the recruitment process:

- A Western Australian or National HR licence that allows you to operate manual HR vehicles with a synchromesh gearbox. Visit the Department of Transport website for instructions to obtain an HR licence;
- Advanced First Aid Certificate (HLTAID014);
- Advanced Resuscitation and Oxygen Therapy Certification (HLTAID015); and an
- Australian National Police Certificate.

Please note that all essential prerequisites, including licences and training certificates, must be obtained prior to any offer of employment and are not provided by DFES.

RECRUITMENT PROCESS

APPROXIMATELY 5 MONTHS

STAGE ONE Online Application

STAGE TWO Cognitive and Personality Assessments

STAGE THREE Physical Aptitude Tests

STAGE FOUR Written Assessment Task and Interviews

CONDITIONAL FIREFIGHTER RECRUITMENT POOL ESTABLISHED

STAGE FIVE Final Validations

Details of dates, times and location for each assessment stage will be provided to applicants as they progress through the selection process. It is important to note that not all applicants who are successful in each stage will progress to the next stage of assessment. DFES reserves the right to change these stages, including throughout the selection process, with minimal notice.

STAGE ONE

Online Application

Applications for trainee firefighter positions will be advertised on the WA Government Jobs Board: search.jobs.wa.gov.au.

The following **four documents** must be attached to your online application, as these form the pre-requisites required

1. Australian citizenship (birth certificate or current passport) or Permanent Residency for Australia as defined in the Migration Act 1958 or a Special Category Visa Holder (New Zealand citizen)
2. Provide First Aid Certificate (Competency HLTAID011)
3. Manual (C Class) vehicle licence
4. Response to written assessment task (two questions addressed strictly within a one-page document), which will be assessed in stage four of the recruitment process.

Please ensure all required documents are attached to your online application. Applications submitted without the required documentation will not progress in the selection process.

STAGE TWO

Cognitive and Personality Assessments

Cognitive assessment

The cognitive assessment evaluates the skills needed to successfully complete the academic components of trainee firefighter school. You may be asked to complete a range of tasks that assess your ability to understand written information, work with numbers, apply mechanical reasoning, interpret diagrams, identify errors and demonstrate spatial awareness.

Personality assessment

The personality assessment explores your personal traits, preferences and behavioural style. This assessment helps determine how well your strengths and behaviours align with the firefighter success profile and the competencies to perform effectively in the role.

STAGE THREE

Physical Aptitude Tests

Stage Three is where you'll demonstrate the physical capability required to become a firefighter. A series of physical aptitude tests are designed to assess your fitness, endurance and ability to perform under challenging conditions.

Applicants only have one opportunity to pass each assessment, so we strongly encourage you to begin preparing as early as possible.

Beep test

The beep test, also known as the shuttle run, measures your cardiovascular fitness. To progress, you'll need to achieve a score of 8.7. This requires you to keep pace with a series of beeps while running back and forth over a 20m course. In total, you'll cover approximately 1,360m over 8 minutes and 4 seconds.

Tunnel crawl

The tunnel crawl gauges your ability to work in confined and potentially claustrophobic environments. Wearing a breathing apparatus and a frosted mask that limits visibility, you'll be required to navigate a series of tunnels and obstacles within 10 minutes. A video demonstrating the tunnel crawl can be found on the career firefighting page of the DFES website.

Circuit

This is a circuit style physical assessment (continuous movement from one task to the next) which must be completed in an allocated time frame. Wearing either a breathing apparatus or a 14kg-weighted vest, you'll need to complete a range of realistic firefighting tasks in under 25 minutes. A video demonstrating the circuit assessment tasks can be found on the career firefighting page of the DFES website.

The tasks may include:

1. Long Extension Ladder Climb

Whilst secured to a safety harness, the applicant will climb the long extension ladder to the top of the building. Once at the top of the building the applicant will climb over the safety rail and place their feet securely on the platform.

2. Equipment Haul

Once on top of the building, the applicant will haul up a 15kg weight (attached to a rope) from the ground to the height of the rail before safely returning the weight to the ground. The applicant will proceed to use the long extension ladder to return to the ground floor.

3. Loaded Stair Climb

Remove a 12kg kettlebell from the locker of an appliance and carry it to the top of a staircase and back down a total of two times.

4. Simulated Rescue

Drag an 80kg dummy around a 30m course. Applicants can only use the short shoulder strap to complete the drag and must always maintain control and continuous movement of the dummy.

5. Equipment Handling Stage One

With the assistance of a firefighter, remove a long extension ladder from the top of the appliance and place it on to the ground. The applicant then moves to another ladder attached to a base plate and underruns it to the vertical position, holds for five seconds before returning it to the ground.

6. Equipment Handling Stage Two

With the assistance of a firefighter, rehouse the long extension ladder.

7. Hose Drag

Drag a fully charged 40mm hose a total of 180m. The hose length is 30m. The drag is completed in increments (30m, 60m, 60m and 30m) and water is shown for five seconds on three separate occasions.

8. Heavy Tool Lift

Hold the Lucas Cutters and Spreaders at three different positions at varied heights for 20 seconds each. A maximum of 20-second rest period is allowed between respective tool holds. The heavy tools weigh 19.5kg and 19.7kg respectively.

PHYSICAL APTITUDE TEST (PAT) PREPARATION GUIDE

A structured physical training program is essential for preparing for Stage Three in the recruitment process, meeting the demands of the Trainee Firefighter School and maintaining long-term physical fitness throughout your firefighting career.

If you have taken a break from regular exercise or have any existing health concerns, consult your GP before starting a training program. You may also benefit from guidance from a qualified personal trainer or exercise physiologist.

The Physical Aptitude Test (PAT) Training Guide is available on the career firefighting page of the DFES website. The training guide provides recommended exercises and a training framework to help you prepare. The guide is designed to support a range of fitness levels and can be adapted or expanded to suit your individual training experience and goals.

As a general guide, your training program should include 4-5 sessions per week and incorporate a variety of training methods, including cardiovascular training (both aerobic and anaerobic), strength training and metabolic circuit training.

STAGE FOUR

Written Assessment Task and Interviews

Written assessment

The written assessment is completed and submitted as part of the Stage One online application. While it contributes to the overall assessment process and is formally reviewed during Stage Four, applicants are required to submit their response when completing their online application.

This assessment evaluates your ability to review information and communicate in a clear, concise and professional manner. Responses must be limited to one page. Written assessment questions vary between recruitment periods and details can be found within the relevant job advertisement on WA Government Jobs.

Speed interviews

The speed interviews require applicants to sit down one-on-one with an assessor and answer interview style questions. The speed interviews involve small groups of applicants being interviewed and assessed by four panel members in a single session. Applicants will rotate to the next assessor every 10 minutes, a total of four times. The interview questions are designed to assess behaviours, competencies and experiences.

Panel interview

The interview may consist of up to four panel members, including both operational and corporate personnel from DFES and external consultants. You must provide your resume prior to the panel interview.

STAGE FIVE

Final Validations

Applicants who successfully complete the first four stages may be selected to progress to Stage Five. The final validations ensure applicants are suitable for employment as a firefighter.

Driving proficiency evaluation

The driving proficiency evaluation is overseen by driving instructors from the DFES Fire and Emergency Services Training Academy. The assessment will review each applicant's ability to safely handle a heavy rigid vehicle.

Medical assessment

These examinations, undertaken by a medical practitioner appointed by DFES, are designed to highlight any conditions that would prevent or hinder an applicant from effectively carrying out firefighting duties and which may put the individual, DFES personnel, or members of the community at risk.

The medical practitioner provides DFES with an applicant's suitability for the role of firefighter based on all the information available. Applicants who do not meet the required standards of any part of the medical examination will not be offered a position as a trainee firefighter. Any increased risk of injury or other potential issue identified will be considered, taking into account the nature of the concern and the likelihood of injury or another adverse impact. While not exhaustive, the following information provides further details about the medical requirements.

General assessment

Applicants are required to be occupationally, physically and medically fit, and free from any disease, disability or impairment that would prevent them from carrying out all operational duties of a firefighter.

Examples of medical conditions generally considered incompatible with unrestricted operational firefighting duties include, but may not be limited to, asthma, previous heart attack, implantable defibrillators, epilepsy, diabetes requiring insulin, hearing aids, permanent need for blood thinning medications, joint replacement surgery or eyesight disorders.

Medical history

Emphasis is placed on an applicant's medical history, and the applicant may be questioned closely about specific aspects. Failure to disclose medical history or deliberately providing misleading information will result in applicants being removed from the selection process.

Drug and alcohol screening

Applicants will be tested for alcohol, amphetamine type substances, benzodiazepines, cannabinoids, cocaine, methadone, and opiates. The tests also check for adulterants, creatine levels and specimen temperature in compliance with the current Australian/New Zealand Drug and Alcohol Testing Standards.

Referee checks

All applicants must undergo referee checks. Please provide contact details, including email addresses, for at least two referees. At least one referee must be a supervisor or manager (not a peer) from your current or most recent employer. Your second referee should preferably be a previous supervisor or manager. Please inform your referees that they may be contacted. DFES also reserves the right to seek alternative referees.

National Police Certificate and Statutory Declaration

Applicants recommended for appointment to the position of trainee firefighter will be required to provide a satisfactory National Police Certificate and Statutory Declaration prior to being offered a position.

Criminal records

A criminal record will not automatically disqualify an applicant from the selection process. Generally, single, non-recent, petty offences do not disqualify an applicant. Multiple offences, sex offences, violence, dishonesty and habitual theft may disqualify an applicant. If rejection of an applicant is considered purely because of a criminal record, they will be given the opportunity to discuss the matter before a final decision is made.

Investigations, suspensions from employment and pending criminal charges

If an applicant is under investigation for any matter or suspended from employment or a volunteering organisation, information on the matter must be provided to DFES.

Applicants will similarly be required to provide information as to whether they have had any legal proceedings against them or whether they are subject to any pending criminal charges, both nationally and internationally.

It is important to note that if an applicant was subject to a disciplinary investigation with the WA public sector and either leaves the public sector or is employed by another public sector agency, the investigation may continue, and this may impact on future employment with DFES.

Any declaration made by an applicant will not automatically result in disqualification from the selection process. If the information disclosed in a declaration raises concerns that could affect the applicant's suitability for appointment, they will be given an opportunity to discuss the matter before a final decision is made.

Working With Children Check

A valid Working with Children Check (WWCC) is a condition of employment for firefighters.

If you already hold a current WWCC, DFES will request evidence of your card once a formal offer of employment has been made.

If you do not currently hold a WWCC, DFES will provide the necessary application documentation for you to obtain one upon commencement of your employment.

TRAINEE FIREFIGHTER SCHOOL

Successful applicants may be offered a placement in a trainee firefighter school.The training school is a fixed term, paid, intensive training program of 15 weeks duration at the WA Fire and Emergency Services Academy located in Forrestfield. This school is not a live-in program, and trainees are required to arrange their own accommodation where necessary.

The school is designed to train recruits in the following areas:

- Breathing apparatus
- Fire prevention and fire safety awareness
- Communication and teamwork
- Firefighting skills
- Practices and procedures
- Driving
- Specialist equipment
- Rescue awareness (road, confined space, urban)
- Hydrants and extinguishers
- Radio procedures and signals
- Ropes, knots and hose layouts
- Hazardous materials

Trainees will need to be proficient in various computer software packages to successfully complete the theoretical and practical components of the program. Most of the training is conducted at the Academy, with excursions to other locations when required. The hours of duty at the school are generally Monday to Friday between 0700hrs and 1700hrs; however, trainees may be required to work weekends and/or evenings, often with little notice. Therefore, it is advised that you clear your schedule over this period, including participation in team sports and other non-essential commitments you may have.

Upon graduation from the school, a trainee firefighter has gained the necessary competencies to undertake the role of a firefighter. Graduates from the Training Academy are accredited with the following qualifications:

- PUA20622 - Certificate II in Public Safety (Firefighting and Emergency Operations)
- PUA30622 - Certificate III in Public Safety (Firefighting and Emergency Operations)

It is at this stage that permanent appointment to the position of firefighter may be offered.

Failure to complete the school and graduate will result in employment being terminated. Additionally, there may be circumstances that result in DFES not proceeding with an appointment. Where this occurs, any conditional offer of employment may be withdrawn.

EMPLOYMENT CONDITIONS

Shift work pattern

Firefighters work a cycle of four days on duty followed by four days of rest. This amounts to an average of 42 hours per week and consists of two 10-hour dayshifts (0800hrs to 1800hrs) followed by two 14-hour nightshifts (1800hrs to 0800hrs). Firefighters are paid for 40 hours per week with the additional two hours per week accruing as additional annual leave.

2 Day Shifts 08:00 – 18:00	2 Night Shifts 18:00 – 08:00	4 Days Off

Superannuation

Membership of the Fire and Emergency Services Superannuation Fund (FESSuper) is compulsory for firefighters. FESSuper is a Defined Benefit Fund, designed to provide a lump sum benefit based on the member's period of service, final average salary, and accrual rate (currently 18%). Members are required to contribute 6.25% of their gross salary per week (which can be salary sacrificed) with DFES contributing 11.75%. Defined Benefit Members also receive a 3% contribution from DFES into a separate Accumulation Account. For further information regarding the FESSuper Fund, please visit fessuper.com.au or call (08) 9382 8444.

Annual leave

Firefighters accrue 56 calendar days (336 work hours) of annual leave per annum, taken on a roster of 32 calendar days (192 work hours) every 208-day cycle. As the leave is rostered, there is minimal opportunity to change the leave a firefighter is allocated.

Long service leave

Thirteen weeks accrued after the first 10 years of service and every seven years thereafter. This leave is also taken in accordance with a roster.

Public holidays and weekends

Firefighters rostered on shift on public holidays and weekends do not receive time off in lieu or additional pay. The firefighter rate of pay incorporates loadings for this work.

Personal leave (for illness, injury, carers leave etc.)

Firefighters receive a total of 126 hours per annum in paid personal leave. Cumulative credits not used during the year are carried forward into the next year. Evidence of the reason for leave is required for more than five days in any calendar year or more than two consecutive shifts of leave.

Overtime

Overtime is payable for any time worked outside your ordinary rostered hours. Additional allowances for meals and travel may also apply in some instances.

Firefighter development program

Once you have graduated from Trainee Firefighter School and have been promoted to the rank of 5th Class Firefighter, you will commence the compulsory five-year Firefighter Development Program (FDP). As you progress through the FDP and obtain the required practical experience and theoretical knowledge, you will be promoted through the ranks up to 1st Class Firefighter, then Senior Firefighter.

Promotional opportunities

DFES offers equal opportunities for all staff. Career progression is offered to all firefighters, and all applicants are selected on merit. Once firefighters have completed their mandatory five-year FDP, they have obtained all the necessary competencies to be considered for other opportunities. This includes promotion to Station Officer and higher, with further training provided. There are also opportunities to work in more specialist areas including training, state operations, rescue, and many more.

SENIOR FIREFIGHTER SPECIALISATION AREAS

- Urban Search and Rescue
- Aerial Rescue
- Air Intelligence
- Training and Instructing
- Communications
- Logistics
- Analysis and Fire Investigation
- Leadership and Management roles

Firefighter gross income (inclusive of allowances)

RANK	WEEKLY ($)	YEARLY ($)
Trainee	1,730.30	90,263.98
5th Class Firefighter	1,863.20	97,196.93
4th Class Firefighter	1,896.50	98,934.08
3rd Class Firefighter	1,979.60	103,269.13
2nd Class Firefighter	2,029.40	105,867.03
1st Class Firefighter	2,195.60	114,537.13
Senior Firefighter	2,278.70	118,872.18
Station Officer 1	2,528.00	131,877.33
Station Officer 2	2,611.00	136,207.17
Area Officer	2,819.60	147,089.13
District Officer	3,028.10	157,965.88
Superintendent	3,269.90	170,579.78

The above rates are current as of September 2026.

There are higher ranks outside of those listed above, including Chief Superintendent, Assistant Commissioner, Deputy Commissioner and Fire and Emergency Services Commissioner.

Further information regarding rates of pay and other terms and conditions can be found in the Western Australian Fire Service Enterprise Bargaining Agreement 2023, available on the Western Australian Industrial Relations Commission website, wairc.wa.gov.au.

GENERAL INFORMATION

Applications must be submitted via the WA Government Jobs website and are only open for a short period of time. Applications that proceed through the selection process will be assessed on an as-needs basis and may be subject to departmental priorities.

Assessment occurs throughout all stages of the recruitment process. Any observation of discriminatory behaviour, harassment, racial bias, inappropriate language or lack of respect may result in you being removed from the process immediately.

Communication during recruitment

Communication to applicants will occur via email so please ensure you regularly check your email to give you the greatest opportunity to be available for each assessment stage. Further, you will be required to book in your own session times and dates. Therefore, the earlier you book, the greater opportunity you have to select your desired time.

Additionally, during an active recruitment process, it may be more difficult to contact the Firefighter Recruitment team. Please allow at least 48 hours for a response, with additional time over weekends and public holidays.

Exceptional circumstances

Due to the large number of applicants undertaking the recruitment process, applicants must be able to attend each stage at specific dates and times. You must be available for all stages throughout the selection process and failure to arrive to a test session or a stage will result in you no longer be considered.

If you are scheduled for a test and cannot make it, contact firefighter recruitment to re-book for a later date if a place is available. If there is not, no special considerations will be made, you will no longer be considered and will be removed from the process.

GET IN TOUCH

Firefighter Recruitment
firefighter.recruitment@dfes.wa.gov.au
1800 889 140

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