



Lloydminster Fire Department Recruitment Job Related Physical Capacity Assessment Program

Introduction

To ensure the safety of the applicant and the potential teammates, firefighter applicants will be invited to attend a job-related physical capacity assessment. The assessment is centered around and is meant to replicate the physical and functional demands of the job. The assessment date will be scheduled for a time immediately following a conditional offer of employment and is required to be completed on the applicant's time prior to being hired as a firefighter with the Lloydminster Fire Department.

Testing Overview

Applicants will be provided, in their offer letter, with the date, time and location of the assessment.

When the applicant is scheduled for the assessment, it is their responsibility to ensure they are ready and prepared for the physical demands of the job-related capacity assessment.

Further instructions will be provided to applicants as required.

Please be prepared to be available and on-site for a minimum of three hours on test-day.

If an applicant is unable to attend the scheduled assessment or fails any one of the seven defined tests, it will result in a failure of the physical capacity assessment.

A retest of the complete course will be allowed and will be rescheduled at the end of the testing day with a minimum of one hour's rest provided to the candidate prior to being tested.

Applicants who fail both tests will not meet the mandatory conditions outlined in the offer of employment, resulting in termination of their employment offer.

The job-related physical capacity assessment test will be timed, and the expectation of applicants is to complete all tasks with a focused sense of urgency. (See test explanations further in this document) Depending on availability of facilities and/or weather – testing location may change – tests may vary as described but the intensity of the demands will be equivalent to the stations described. Any changes will be communicated to applicant prior to the scheduled test day and time.



Assessment Day

On the day of the assessment applicants will be expected to check in with a representative from the City of Lloydminster Employee Relations prior to commencing their warm-up and preparations.

Applicants will be allowed approximately 15-minutes prior to test time for a gentle warm-up. Applicants should bring water, gym shorts and/or long pants, two shirts (t-shirts or long sleeve), and running shoes. Leather work gloves will be available for use. If you prefer your own for fit and comfort, we encourage you to bring your own gloves to the testing. It is also recommended to remove all jewelry.

For all physical capacity assessment tests, other than test # 7, applicants will be wearing weighted vest which will be supplied by the Fire Department. (Estimated 50-pounds of weight)

This will simulate some of the weight of the protective gear that firefighters wear on the job.

A walkthrough of the course and demonstration of key points of each test will be provided, but not be an opportunity to demo any of the equipment, activities and/or testing stations by the applicants.

All tests will be run in a continuous motion where an applicant will complete each fitness test in subsequent order and move on to the next test station. If an applicant fails any test they will not be allowed to continue and will be rescheduled for a retest at the end of the day.

Prior to starting Test 7 the applicant will be given a 5-minute rest and transition time.

If applicants are unable to start the test within the defined break period, they will be issued a failure.

- The assessment will be timed from Test station 1 to 6.
- Applicants must complete the testing stations 1 – 6 within 15 minutes.
- Applicant will be allowed a 5-minute rest period prior to Station 7

Test station 7 must be completed within the allotted 11-minute timeframe as described.

All results of the candidates will be reviewed by Employee Relations and Fire Department Hiring manager.

All testing will take place at

Lloydminster Fire Station 1
3752 – 47 street
Lloydminster Saskatchewan



Test station 1- Equipment Carry

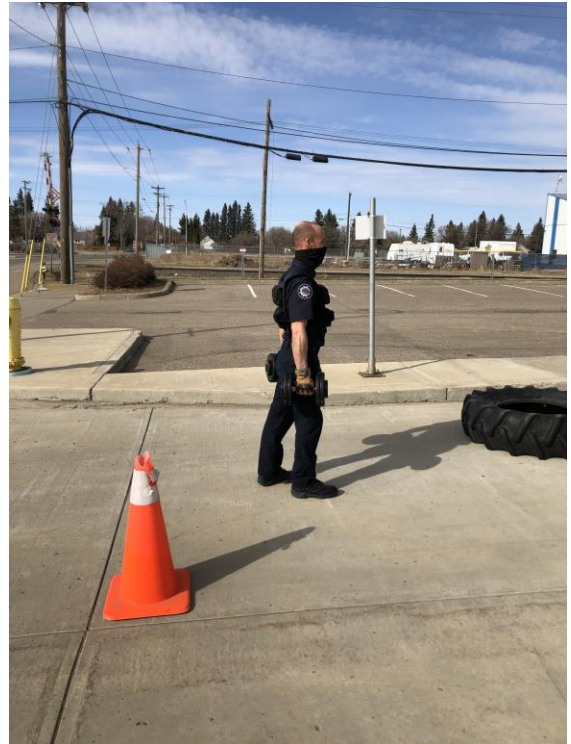
Applicant will be wearing a weighted vest (estimated 50 pounds) and gloves.
(Gloves will be provided if required)

To test upper body strength and endurance, applicants will simulate carrying tools/equipment that firefighters use on a regular basis.

The applicant will line up at a start line and when given the signal, pick up two (2) 45-pound dumbbells, walk through a 100-foot pylon serpentine and return to the starting point safely and controlled.
If required, the applicant may set down the weights in a controlled manner to readjust their grip.

The applicant will be told to stop by Fire department personnel when the test is completed.

Failure will be determined if the applicant is unable to complete the course or drops weights in an uncontrolled manner.





Test station 2- Forcible Entry

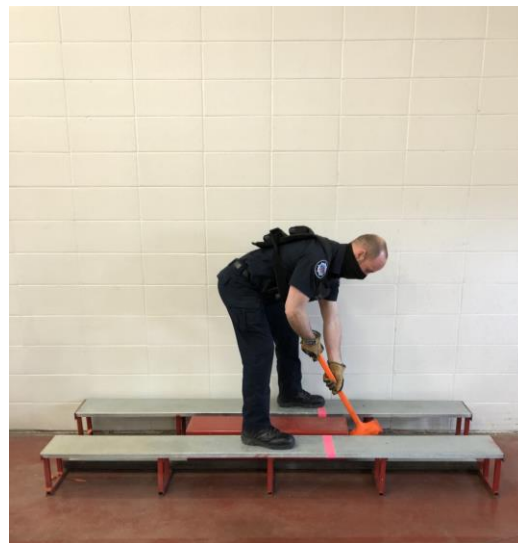
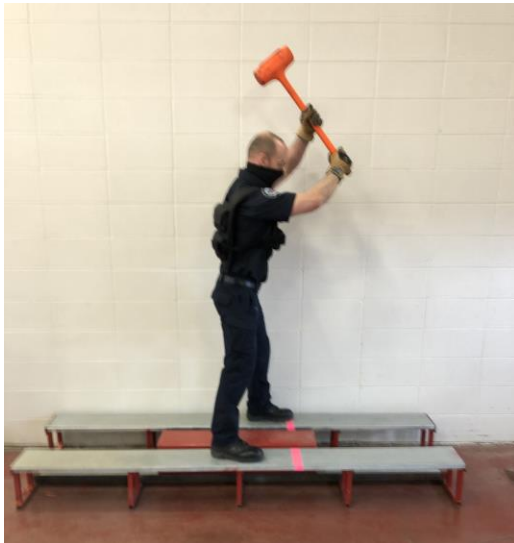
Applicant will be wearing a weighted vest (estimated 50 pounds) and gloves.
(Gloves will be provided if required)

To test upper body strength, power and endurance, applicants will simulate the force needed to perform a forcible entry.

The applicant as directed by testing personal will use a sledgehammer to move a weighted block. 30 cm (12 inches) - as shown in the pictures below.

The applicant will be told to stop by Fire department personnel when the test is completed.

Failure will be determined if the hammer gets thrown or dropped, the applicant pauses more than a few seconds between swings, or the applicant is unable to complete the assessment.





Test station 3- Hose Advancement

Applicant will be wearing a weighted vest (estimated 50 pounds) and gloves.
(Gloves will be provided if required)

To test muscular strength in the lower and upper body, applicants will perform an advancement of a fire hose.

The applicant as directed will drag 3 lengths of charged 45 mm (1 ¾") hose a distance of 30 m (100 ft)
The candidate will hold nozzle and hose securely with two hands over your preferred shoulder, across the chest, then walk forward to advance the hose walking as quickly as possible (no running allowed) until told to stop by Fire department personnel at defined finish line.

Failure will be determined if the applicant drops the hose/nozzle or is not capable of completing the simulation.





Test station 4 - Ladder Climb

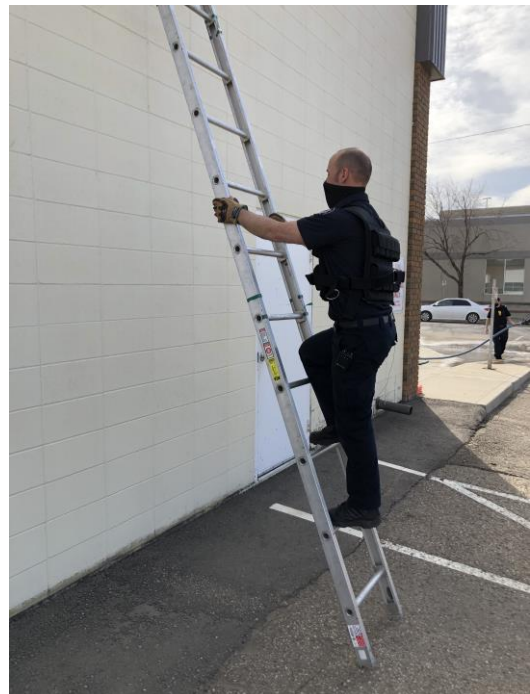
Applicants will be wearing a weighted vest (estimated 50 pounds) and gloves.
(Gloves will be provided if required).

The applicant will climb nine rungs up and down as directed.
This is repeated five times carefully and as quickly as possible.

The test begins with both feet on the floor at the base of the ladder, you will climb and place two feet on the ninth rung, reverse direction and climb down until both feet are again on the floor to complete repetition. Applicant will be told to stop by Fire department personnel when test is completed.

You must always maintain three points of contact on the ladder and must climb the ladder rung by rung without missing any of the rungs.

Failure will be assigned if the candidate is not capable of completing the task.





Test station 5 - Victim Drag

Applicant will be wearing a weighted vest (estimated 50 pounds) and gloves.
(Gloves will be provided if required).

To test the core strength and endurance, applicants will simulate the ability to drag a downed victim.

The applicant will drag the rescue mannequin (estimated 185 pounds) a total distance of 100 feet. With the mannequin lying in a “face-up” position, the applicant will lift the mannequin into a drag position. Walking backwards in a controlled manner, the applicant will drag the mannequin a total of 50 feet – around a pilon then return 50 ft. The mannequin must completely pass through the identified finish line and candidate will be told to stop by Fire department personnel when test is completed.

At any time, the applicant can set the mannequin down to re-adjust their grip but are not allowed to take breaks during the course.

Failure is determined if the mannequin is dropped, or the applicant is unable to complete the course.





Test station 6-Stair Climb with Hose Pack and Rope Pull

Applicant will be wearing a weighted vest (estimated 50 pounds) and gloves.
(Gloves will be provided if required)

To test endurance and muscular strength, applicants will simulate carrying firefighting equipment ascending and descending stairs.

This station is a two-part station.

Part 1

Applicants will pick up a simulated high-rise pack that weighs (estimated 50 pounds) and place on the shoulder of choice.

All applicants will start at the base of a stairwell then proceed to the top floor of Firehall training tower with one hand on the handrail of choice.

Once the applicant has reached the top floor landing the applicant will then turn around and descend back down to the main floor.

The applicant will complete this cycle three times without stopping. (Up/Down/Up).

On the second trip going up the applicant will place the high-rise pack back down on the top landing in a predetermined location and complete station two of this test.

All movements will be conducted in a controlled sense of urgency along with a safe and purposeful manner. **(No double stepping)**

Failure will be determined if the applicant drops the simulated high-rise pack weight from their shoulder or does not maintain contact with the stairwell railing.

Part 2

The candidate will immediately start the second station on the second trip up.

The candidate will then, as directed, hoist a length of 65 mm (2 ½") hose (estimated weight 50 pounds) from the ground floor up to the top landing of the training tower and then lower to the ground. This must be completed in a controlled fashion (hand over hand).

The rope is not to slip through the candidate's hands.

The candidate will then pick up the standpipe pack and carry it back to the ground floor placing it on the ground floor as directed.

Applicant will be told to stop by Fire department personnel when test is completed.

If the candidate drops the hose pack and does not maintain contact with the rope going hand over hand while raising or lowering the hose pack.





Test station 7 - 1 Mile Run

Five-minute rest period begins at the end of Station 6

No weight vest and/or gloves required only regular fitness attire required.

To test cardiovascular fitness, applicants will run 1 mile within 11 minutes on a treadmill.

After a 5-minute rest is provided, the assigned timer will let the applicant know when they can start running – time and distance will be measured by indicators on the treadmill display. (Note: treadmill is self-propelled style)

The applicant will be told to stop by Fire department personnel when the test is completed.

(Applicant either reaches distance of one mile distance or 11 minutes of running)

Firefighting is a demanding career and having good cardiovascular fitness is required for the job.

Failure will be determined if the applicant is unable to complete the distance of one mile in under 11 minutes.





Conclusion

Notifications to successful candidates will be made as per timeline provided.

A retest of the complete course will be allowed and will be rescheduled at the end of the testing day with a minimum of one hour's rest provided to the candidate prior to being tested.

These tests are representative of tasks done by a firefighter on a regular basis. It is recommended all applicants prepare for these seven test stations by having completed adequate physical training prior to the scheduled test date.