

# Lloydminster Fire Department Recruitment - Job Related Physical Capacity Assessment Program





## Introduction

To ensure the safety of the candidate and the potential teammates, firefighter candidates 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 physical capacity assessment date will be listed in the recruitment posting and is required to be completed on the candidate's time as part of the hiring process with the Lloydminster Fire Department.

## Testing Overview

Candidates will be provided with an email to confirm the date, time and location of the assessment.

When the candidate 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.

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

If a candidate is unable to attend the scheduled assessment or fails any one of the six defined tests, it will result in a failure of the physical capacity assessment. No re-test will be administered.

The job-related physical capacity assessment test will be timed, and the expectation of candidates is to complete all tasks with a focused sense of urgency. (See test explanations further in this document).

## Assessment Day

On the day of the assessment candidates will be expected to check in with a representative from the City of Lloydminster Human Resources department prior to commencing their warm-up and preparations. Candidates will complete a waiver of claim for injury form prior to testing. Candidates will also have their vitals monitored before assessment.

Candidates will be allowed approximately 15 minutes prior to test time for a gentle warm-up.

Following the physical capacity assessment, candidates will be monitored for a minimum of 15 minutes.

Candidates should bring/note

- Water bottle
- Gym shorts and/or long pants (long pants preferred)
- Long sleeve cotton shirt (required)
- Running shoes (required)
- Leather work gloves will be available for use, if you prefer your own gloves for fit and comfort you are encouraged to bring them
- It is recommended to remove all jewelry.



To simulate some of the weight of the protective gear that firefighters wear on the job, candidates will be required to wear a weighted vest for all physical capacity assessment tests. The vest will be supplied by the Fire Department. (Estimated 50-pounds of weight)

A walkthrough and demonstration of the course, along with key points of each test will be provided. This is not an opportunity for candidates to demo any of the equipment/stations. Candidates may ask questions related to the test during this time.

All tests will be run in a continuous motion where the candidate will complete each fitness test in subsequent order.

If a candidate fails any portion of the test they will not be allowed to continue. There will be no re-test.

- The assessment will be timed from Test station 1 to 6.
- Candidates must complete the testing stations 1 to 6 within 15 minutes.

All results and feedback from the candidates will be reviewed by the Human Resources representative and the Fire Department Hiring manager.

All testing will take place at

**Lloydminster Fire Station 1**  
**3752 – 47 street**  
**Lloydminster Saskatchewan**



## Overview – Skills Stations

Firefighting is a demanding career and having good cardiovascular fitness is required for the job. These skills stations demonstrate the aerobic endurance required to operate on a fire scene.

### Test Station 1- Equipment Carry

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

#### Station Structure:

- The candidate 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 candidate may set down the weights in a controlled manner to readjust their grip.

#### Please Note:

- Use of a weighted vest and leather gloves required.
- No running permitted.
- The candidate will be told to stop by Fire department personnel when the test is completed.
- ***Failure will be determined if the candidate is unable to complete the station or drops weights in an uncontrolled manner.***





## Test Station 2- Forcible Entry

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

### Station Structure:

- The candidate, as directed by testing personnel, will use a sledgehammer to move a weighted block 60 cm (24 inches) - as shown in the pictures below.

### Please Note:

- Use of a weighted vest and leather gloves required.
- The candidate 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 candidate pauses more than a few seconds between swings, or the candidate is unable to complete the station.***





## Test Station 3 - Hose Advancement

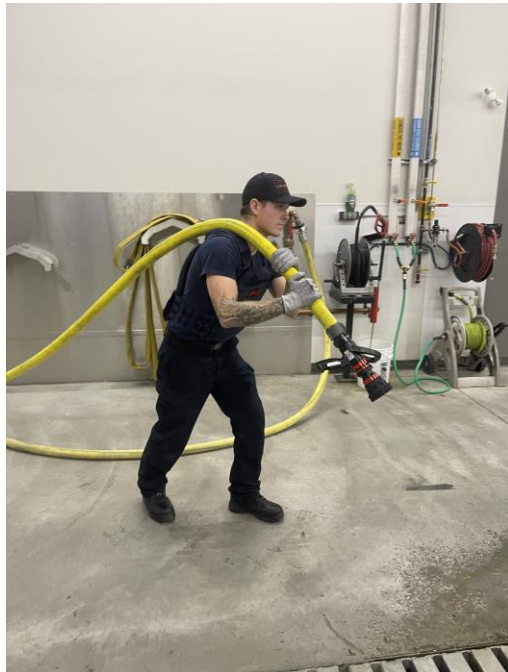
To test muscular strength in the lower and upper body, candidates will perform an advancement of a fire hose.

### Station Structure:

- Candidate as directed will drag 2 lengths of charged 45 mm (1 ¾") hose a distance of est. 30 m (100 ft)
- This will be completed in 2 stages
  1. Pull charged line over shoulder est. 25 m (75 ft) to defined spot by Fire department personnel.
  2. Crouch down and pull remaining est. 8 m (25 ft) hose line hand over hand to candidate's location.
- 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).

### Please Note:

- Use of a weighted vest and leather gloves required.
- To follow directions of Fire department personnel throughout test scenario.
- ***Failure will be determined if the candidate drops the hose/nozzle or is not capable of completing the station.***







## Test Station 4 - Ladder Climb

To test muscular strength in the lower and upper body, candidates will perform the ladder climb.

### Station Structure:

- The test begins with both feet on the floor at the base of the ladder.
- Candidate 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.
- The candidate will climb nine rungs up and down as directed.
- This is repeated five times carefully and as quickly as possible.

### Please Note:

- 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.
- Use of a weighted vest and leather gloves required.
- Candidates will be told to stop by Fire department personnel when test is completed.
- ***Failure will be assigned if the candidate is not capable of completing the station.***





## Test Station 5 - Victim Drag

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

### Station Structure:

- The candidate will drag the rescue mannequin (estimated 185 pounds) to a total distance of 100 feet. (30 meters)
- With the mannequin lying in a “face-up” position, the candidate will lift the mannequin into a drag position.
- Walking backwards in a controlled manner, the candidate will drag the mannequin a total of 50 feet (15 meters) – around a pylon then return to the starting point.
- The mannequin must completely pass through the identified finish line.

### Please Note:

- Use of a weighted vest and leather gloves required.
- Candidates will be told to stop by Fire department personnel when test is completed.
- At any time, the candidate can set the mannequin down to re-adjust their grip but is not allowed to take breaks during the course.
- ***Failure is determined if the mannequin is dropped, or if the candidate is unable to complete the station.***







## Test Station 6-Stair Climb with Hose Pack and Rope Pull

To test endurance and muscular strength, candidates will simulate carrying firefighting equipment ascending and descending stairs. This station is a two-part station.

### Part 1 – Station Structure:

- Candidates will pick up a simulated high-rise pack that weighs (estimated 50 pounds) and place it on the shoulder of choice.
- All candidates will start at the base of a stairwell then proceed to the top floor of the Firehall training tower with one hand on the handrail of choice.
- Once the candidate has reached the top floor landing the candidate will then turn around and descend back down to the main floor.
- The candidate will complete this cycle two times without stopping. (Up/Down/Up/Down).
- On the second trip going up the candidate will place the high-rise pack back down on the top landing in a predetermined location and complete Part 2 of this test.
- All movements will be conducted in a controlled sense of urgency along with a safe and purposeful manner. **(No double stepping)**

### Please Note:

- Use of a weighted vest and leather gloves required.
- ***Failure will be determined if the candidate drops the simulated high-rise pack weight from their shoulder, does not maintain contact with the stairwell railing, or is unable to complete the station.***



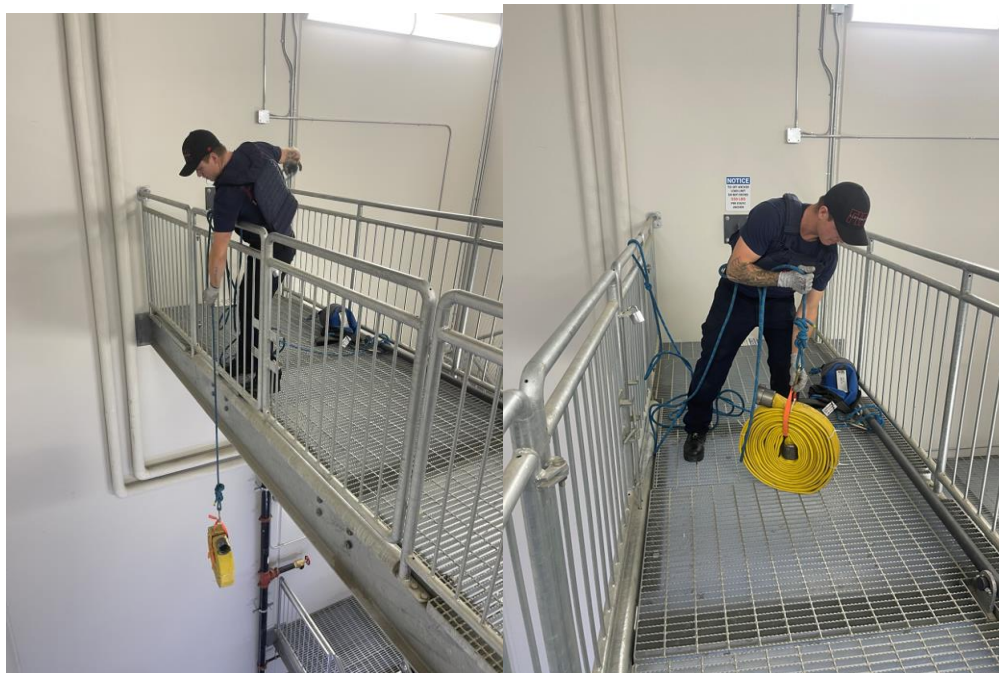


### Part 2 – Station Structure:

- The candidate will immediately start part two of station 6 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 high-rise pack and carry it back to the ground floor placing it on the ground floor as directed.

### Please Note:

- Use of a weighted vest and leather gloves required.
- Candidates will be told to stop by Fire department personnel when the test is completed.
- ***Failure will be determined if the candidate drops the hose pack, does not maintain contact with the rope going hand over hand while raising or lowering the hose pack, or is unable to complete the station.***





## Conclusion

- At the conclusion of station 6 the total time for all evolutions will stop once the candidate reaches the bottom of the stairs and places the high-rise pack in the starting position on the ground in a controlled manner.
- All testing will be completed at this time – the candidate will be expected to be monitored for a minimum of 15 minutes after completing the physical capacity assessment before they are permitted to leave the firehall.
- Notifications to successful candidates will be made as per timeline provided.
- If any candidate is unsuccessful in completing the physical capacity assessment, there will be no re-test.
- These tests are representative of tasks done by firefighters on a regular basis. It is recommended that all candidates prepare for these six test stations by having completed adequate physical training prior to the scheduled test date.