

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 assessment date will be scheduled for a time following the completion of all interviews 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 seven defined tests, it will result in a failure of the physical capacity assessment.

A single 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.

Candidates who fail both test attempts will not move on to the next steps of the recruitment process.

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). 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 the candidate prior to the scheduled test day and time.



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 prior to commencing their warm-up and preparations.

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

Candidates should bring/note

- Water bottle
- Gym shorts and/or long pants (long pants preferred)
- Two shirts (t-shirts or long sleeve preferred)
- Running shoes
- 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 of the course and demonstration of key points of each test will be provided. This is not an opportunity to demo any of the equipment, activities and/or testing stations by the candidates.

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 and will be rescheduled for a retest at the end of the day.

Prior to starting Test station 2 the candidate will be given a 2-minute rest.

If candidates 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 7.
- Candidates must complete the testing stations 1 to 7 within 40 minutes.

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

All testing will take place at

Lloydminster Fire Station 1
3752 – 47 street
Lloydminster Saskatchewan



Test Station 1 – Treadmill Test for Aerobic Endurance

Firefighting is a demanding career and having good cardiovascular fitness is required for the job. This station demonstrates the aerobic endurance required to operate on a fire scene. The use of a weighted vest is required.

Station Structure:

- **5-minute warm-up phase**
 - After a 5-minute warm-up at 3.0 mph and 0% incline,
- **8-minute stage -incline phase**
 - The incline and speed will increase for the candidate to walk at 3.5 mph and 10% incline for 8 minutes.
- **5-minute incremental phase**
 - The treadmill speed remains at 3.5 mph, but the grade increases 1% every minute to a maximum of 15%.
- **5-minute cool down phase**
 - The candidate returns to 0 % incline and a 5-minute cool down walk.

Please note:

- The candidate will be told to stop by Fire department personnel when the test duration is completed
- This is a pass / fail test.
- Failure will be determined if the candidate is unable to complete the duration of the test time or grabs onto the treadmill railings at any time during the test.
- Two-minute rest period begins once 5-minute cool down phase is completed.





Test Station 2- 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. This includes walking 50 feet one way and return to start line
- 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 course or drops weights in an uncontrolled manner.***





Test Station 3- 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 assessment.***





Test Station 4 - 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 3 lengths of charged 45 mm (1 ¾") hose a distance of est. 30 m (100 ft)
- This will be completed in 3 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 hose line hand over hand to candidate's location.
 3. Pull est. 25 m (75 ft) of charged line back to starting position over the shoulder
- 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 through out test scenario
- ***Failure will be determined if the candidate drops the hose/nozzle or is not capable of completing the simulation.***





Test Station 5 - 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 task.**





Test Station 6 - 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 pilon 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 the candidate is unable to complete the course.**





Test Station 7-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 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 three times without stopping. (Up/Down/Up).
- 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 or does not maintain contact with the stairwell railing.***



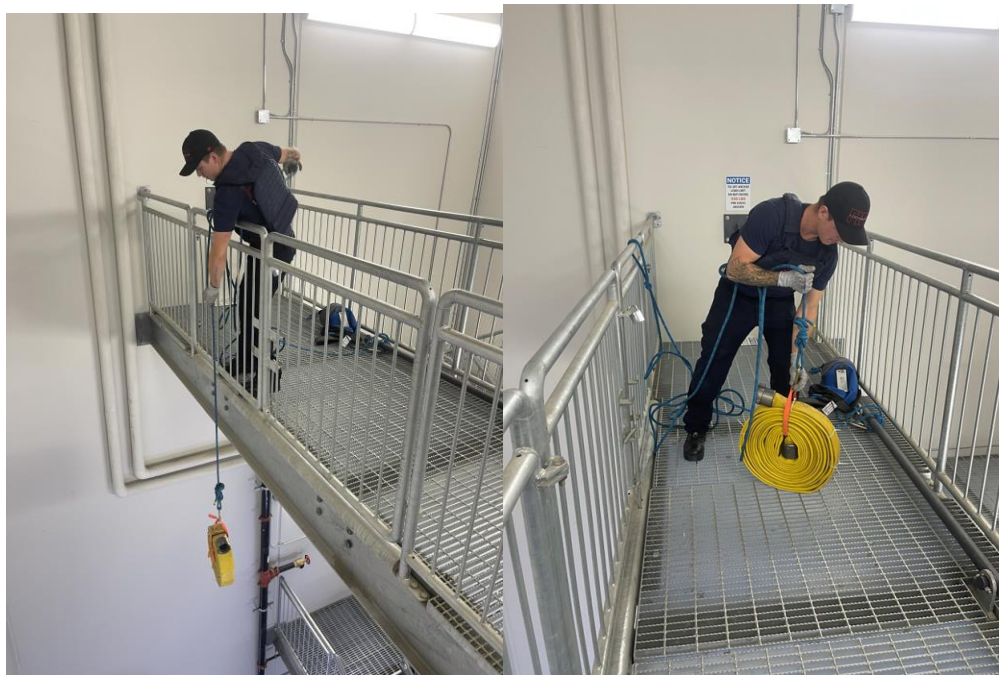


Part 2 – Station Structure:

- 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.

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.
- ***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.***





Conclusion

- At the conclusion of station 7 the total time for all evolutions will stop once the candidate puts the high-rise pack in the starting position.
- All testing will be completed at this time – candidate will be expected to be monitored for a minimum of 15 minutes prior to leaving the firehall
- 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 candidates prepare for these seven test stations by having completed adequate physical training prior to the scheduled test date.