

Leading Firefighter test FAQs

- Q1. Eligible Senior Firefighters (SFs) in Operational Support can only apply for 1 of the 40 Leading Firefighter (LF) positions initially available within the GSA. Will these Operational Support staff be competing with all other SFs within the GSA?

The 40 SFs in the GSA with the highest test scores will be accepted. The score achieved by no. 40 will be the cut-off score for Operational Support applicants. Every Operational Support applicant who achieves a higher score than that will also be accepted, so 40 LF positions advertised for Sydney are a minimum, not a maximum.

- Q2. Who is the Independent Assessment Centre (IAC) who will be conducting the tests? Is this the same external provider used for the Inspectors' trial last year?

Randstad will be conducting the IAC. Randstad are able to facilitate supervised testing in the GSA as well as regional areas. This is a different company to the one used in the IPP process.

- Q3. What does the test involve?

The IAC will conduct a supervised psychometric assessment and a behavioural test to assess and measure the applicants' suitability for the LF rank. The psychometric assessment will cover verbal reasoning, numerical reasoning and error checking. The behavioural test gauges the applicants' likely "fit" for the LF rank by measuring work strengths, work preferences and interpersonal skills.

- Q4. How is the test relevant to the LF rank?

The psychometric assessment and behavioural test assess and measure the applicants' suitability for an operational and station leadership role. As a LF you will be acting up to Station Officer (SO), a very important rank in FRNSW.

- Q5. What is the format of the testing?

The psychometric assessment and behavioural test will both consist of questions with multiple choice answers. There will be no free-form answers or face-to-face interview.

- Q6. How long does the test take to complete?

The psychometric assessment will take approximately 30 minutes. There will be a short 5 minute break. The behavioural test will take approximately 20 minutes. In total the testing should take around 1 hour.

- Q7. Where will the test be held?

The IAC will operate in the GSA and, depending on the applications received, in selected transfer register areas. All applicants will be advised of the location they will need to attend as soon as possible following closure of the application process.

Q8. Will the test be held on the same day across all locations?

There will be a large number of applicants which will mean the testing cannot be conducted on the same day for all applicants. The testing will be conducted as quickly as possible, having regard to the number and location of the applicants and the capacity of the IAC, but this is expected to take no longer than 4 weeks in total.

Q9. Will everybody who sits this test be asked the same questions?

Tests conducted at different times or at different locations will ask different questions, however the questions will always be at the same standard or level. This overcomes the possibility of some applicants gaining an advantage over other applicants.

Q10. What happens if more than one candidate receives an identical score?

The testing will be conducted in such a way that it is highly unlikely two applicants will receive the same score. If this does happen, and the test scores would affect which SF was accepted, then those applicants will undertake further testing to achieve a clear result.

Q11. If I am not successful can I apply again in future?

Yes. There is no restriction on the ability of eligible SFs to apply whenever applications are called for LF within their area.

Q12. Is there a limit to the number of times I can apply/sit the test?

No, but the IAC test can only be undertaken once in any 12 month period. SFs who re-apply within 12 months of their last test will be required to rely on that last test's score.

Q13. Do I attend the test on or off shift, and if off-shift will I get paid to attend?

The IAC tests will be conducted and, if off-duty, paid in accordance with Clauses 16 and 19 of the Award. Further details will be made available to each applicant when FRNSW knows the final number and location of all applicants.

Q14. Is there any study or practice I can do to prepare for the test?

There is no preparation required for the IAC, however applicants may like to research psychometric testing to better understand this type of assessment method, including by reviewing the information contained in the following link

<http://www.psc.nsw.gov.au/employmentportal/resources/fact-sheets>

Q15. Is there anything I need to bring with me to the test, or that might help me (eg, a pen, or a calculator)?

You will need to bring photo identification, eg FRNSW employee card, motor vehicle license or passport, to the IAC. All required materials will be provided by the IAC.

Q16. Is there a benchmark score/pass mark that must be reached to proceed successfully through the test?

Acceptance will be determined by order of the test scores achieved by the applicants for that location, but LF is an operational and station leadership rank so a minimum score of 70% will be required.

Q17. Is feedback provided in the event of being unsuccessful at the test?

Yes. The IAC will provide feedback to each applicant shortly after the testing is completed.

Q18. Will the IAC provide my test results to the Department? What information will the IAC provide to the Department? How confidential will my test results be?

No. The IAC will not release the test scores or results to any other party except the applicant. The IAC will provide a list of successful applicants (only) for each area correlating to the number of LF positions available within that area. Individual test results will remain confidential unless they are disclosed by the applicant.

Q19. Can I appeal my results?

There will be no appeal mechanism.

Q20. Do the test results only apply to my application for LF vacancies? If I apply for an Operational Support position, will my LF test result be used or considered relevant?

The testing conducted for progression to LF will not be used for any other FRNSW application process or purpose.
