



JOIN OUR MITIGATION CREWS

**MITIGATION
CREW MEMBER / CREW LEADER**

MEDICAL &

PHYSICAL CAPABILITY ASSESSMENT

INFORMATION BOOKLET

1 Overview

The purpose of this booklet is to assist you in applying for a position with the NSW Rural Fire Service (NSW RFS) Mitigation Teams as a Mitigation Crew Member and/or Crew Leader. It is also designed to assist you in preparing for the physical capability assessments as part of the recruitment process.

In order to accurately assess your suitability, we enclose background information on the Medical and Physical Capability Assessment requirements which form part of the application and selection process.

2 Why Medical & Physical Capability Assessments Are Important

Mitigation crews undertake field work that at times is physically demanding. It is recognised that the NSW RFS has a duty of care to ensure mitigation personnel are medically and physically capable of undertaking the tasks allocated to them. Mitigation crews are expected to participate in field work requiring high levels of fitness and endurance, and must maintain these levels during their time of employment.

This work can include occasional demands for extraordinarily strenuous activities often under adverse environmental conditions, over extended periods of time. Adding to this, tasking can involve working from heights, working with heavy plant and machinery, and in and around aviation facilities and assets.

Mitigation crews are expected to display maturity, maintain mental clarity and calmness in periods of high stress, demonstrate teamwork and sustain individual motivation.

3 Medical Assessment Process

[Medical Assessment is to be arranged and undertaken by yourself prior to submitting your completed application.](#) The costs associated with this Medical Assessment are to be covered by the candidate (not reimbursable). For Aboriginal and Torres Strait Islander applicants should this be an issue please contact Mitigation Recruitment on the contact details provided in the advertisement.

The Medical Assessment must be undertaken by a Registered Medical Practitioner.

As part of your Medical Assessment there are two (2) documents you must take along to your Registered Medical Practitioner:

- › NSW RFS Medical Assessment - Specialist
- › Role Profile Report – Mitigation Services

3.1 NSW RFS Medical Assessment - Specialist

This form is required to be completed yourself and your Registered Medical Practitioner and has been designed to ensure that you are medically fit to proceed to future stages of recruitment and to undertake the duties required for a Mitigation Crew Member or Crew Leader.

It is your responsibility to arrange this Medical Assessment.

On completion of your medical assessment, you are only required to submit the last page with your application. Please do not submit the full medical.

3.2 Role Profile Report – Mitigation Services

This document is to be provided to your Registered Medical Practitioner at the time of your medical assessment as it is a guide of the tasks typically undertaken by mitigation crews in the field. Your Registered Medical Practitioner will use this guide to determine your medical suitability for the role.

Mitigation Crew Members and Crew Leaders are required to successfully pass medical and physical capability assessments annually.

3.3 On the Day of Your Medical Assessment

You must take a copy of the NSW RFS Medical Assessment - Specialist and a copy of the Role Profile Report – Mitigation Services to your medical appointment.

On completion of your medical assessment, you are only required to submit the last page with your application. Please do not submit the full medical.

4 Physical Capability Assessment

The Physical Capability Assessment for Mitigation Crew consists of a task based assessment (known as the Arduous Pack Test) and 12 kinetic assessment tasks.

Prior to undertaking the Physical Capability Assessment on the day, you will be required to complete a Physical Activity Readiness Questionnaire (PAR-Q). If you are temporarily unfit to undertake the assessment due to illness, injury or other reasons, this must be declared on the PAR-Q. Participants who commence the Physical Capability Assessment will be assumed to be of good health and capable of undertaking such assessment.

4.1 Task Based Assessment (Arduous Pack Test)

The task based assessment (Arduous Pack Test) consists of:

- › 4.83km walk over level ground, and
- › Wearing a 20.4kg weight vest (15.4kg if you are under 68kg in body weight), and
- › completing the test in under 45 minutes

You must wear suitable clothing (i.e. t-shirt, shorts and comfortable footwear). A hat and sunscreen should also be used.

The Arduous Pack Test is intentionally stressful and is a good indicator of aerobic capacity, muscular strength and muscular endurance. It is used to assess your level of fitness and to provide an indication that you are physically fit to participate in fieldwork.

The test is a brisk walk; as such no running or jogging is permitted.

Personal weight vests or packs can be worn for the Arduous Pack Test as long as they conform to the weight requirement as specified above. Water is not to be used as a weight. Personal vests or packs will be weighed prior to the assessment.

4.2 Kinetic Assessment Tasks

A series of kinetic assessment tasks have been designed to assess an individual's physical capacity relating to the work specific tasks for their role. The kinetic assessment tasks consist of:

- › **Climbing into and out of a Category 1 tanker.** Candidates will be required to climb into and out of a Category 1 Tanker (rear cab door) five (5) times in a 30 second period. The task starts with the candidate's feet on the ground and whilst maintaining three (3) points of contact they climb up all steps until at both feet on the floor of the cab. The candidate then returns to the ground and repeats the task.
- › **Ladder climb.** Candidates will be required to climb up seven (7) rungs (one rung at a time) and return to the ground whilst maintain three (3) points of contact at all times. The task (ladder climb) is to be repeated four (4) times in 30 seconds.
- › **Jerry can lift.** Candidates will be required to lift a full 20lt Jerry Can from the ground to the crew refuge area of a Category 1 Tanker. The lift is to be completed with one (1) hand under the Jerry Can and one (1) hand on the top handle. The task is to be repeated five (5) times in 90 seconds. Candidates are permitted to stop and adjust their hand position at any time.

- › **Jerry can carry.** Candidates will be required to carry a full 20lt Jerry Can with one hand a distance of 150m. You are permitted to stop and swap hands at any time throughout the task, however you are not permitted to carry the Jerry Can with two (2) hands. This task will need to be completed in 120 seconds.
- › **Hose bowl and roll.** Candidates will be required to retrieve a 30m length of 65mm layflat hose from a Category 1 Tanker locker. Candidates will then bowl out the hose to its entire length. Candidate will then be required to roll up the length of hose (Dutch roll) and return it to the locker. There is no time frame set for this task.
- › **Hose drag.** Candidates will be required to drag a charged 65mm hose from the rear of a Category 1 Tanker through a series of turns and return to the starting position. This task is to be completed in 90 seconds.
- › **Hose drain / discharge.** Candidates will be required to drain a 30m length of 65mm layflat hose utilising a hydrant bar above head height. Candidates will be assisted by another to secure the end of the hose. This task is to be completed twice within 30 seconds.
- › **Crawl / crab walk.** Candidates will be required to crawl or crab walk (hands and toes) for a distance of 20m. This task will need to be completed in 30 seconds.
- › **Dummy drag.** Candidates will be required to drag a 50kg manikin a distance of 20m. This task is to be completed twice. The first task is to be done in an upright position and the second task is to be done in a stooped (under 1.5m height) position. Both these tasks are to be completed in 90 seconds.
- › **Squat / kneel.** Candidates will be required to kneel or squat for 3 minutes (in a CPR simulation).
- › **Hand tool pull.** Candidates will be required to pull a large tyre (with its inner sleeve weighted) with a hand tool (McLeod tool or similar) for a distance of 10m. This task is to be completed in 30 seconds.
- › **Sledge hammer.** Candidates will be required to strike a tyre positioned flat on the ground. Candidates are to position themselves adjacent to the tyre and strike the side of the tyre 60 times within a two (2) minute period.

4.3 Preparation for the Physical Capability Assessments

It is strongly recommended that you are prepared before undertaking any physical activity.

Training tips for the Arduous Pack Test:

- › Train in appropriate footwear and clothing (including hat & sunscreen)
- › Check your heart rate – generally it should be less than $(220 \text{ less your age}) \times 0.75$
- › Drink sufficient amounts of water
- › Warm up and cool down with dynamic stretching exercises
- › Train with care and seek medical advice if required

Below is a suggested training plan to assist in preparing for the Arduous Pack Test:

Week	Action	Frequency
1	Walk 2.4km in 22 minutes	3 times / week
2	Walk 4.83km in 45 minutes	3 times / week
3	Walk 4.83km in 45 minutes with 4kg of weight	2 times / week
4	Walk 4.83km in 45 minutes with 7kg of weight	3 times / week
5	Walk 4.83km in 45 minutes with 10kg of weight	2 times / week
6	Walk 4.83km in 45 minutes with 13kg of weight	3 times / week
7	Walk 4.83km in 45 minutes with 17kg of weight	3 times / week
8	Walk 4.83km in 45 minutes with 20.4kg of weight	2 times / week



Photo: @SutherlandRFS Twitter