



RFS



MITIGATION CREW RECRUITMENT

Medical & Physical Assessment Information Guide

OVERVIEW

The purpose of this guide is to assist you in preparing for the medical and physical assessments required as part of the Mitigation Crew recruitment process.

It is recognised that the Rural Fire Service (RFS) has a duty of care to ensure Mitigation Crew personnel are medically and physically capable of undertaking the tasks allocated to them.

Mitigation Crews are expected to participate in fieldwork requiring high levels of fitness and endurance and must maintain these levels during their employment. This work can include occasional demands for extraordinarily strenuous activities often under adverse environmental conditions, over extended periods.

Additionally, 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.

MEDICAL ASSESSMENTS

Medical assessments will be completed through an accredited workplace medical service provider within the designated timeframe. If you are successfully shortlisted for Mitigation Crew opportunities, you will be contacted by the designated medical services provider who will assist with booking your assessment.

If you have undertaken an RFS Arduous Medical Assessment within the last 12 months, please advise the Mitigation Recruitment team via RecruitmentPrograms@rfs.nsw.gov.au, and the team will review if the assessment meets the requirements of the recruitment process.

The RFS will cover the cost of medical assessments for shortlisted candidates through the designated medical provider only.

RFS ARDUOUS MEDICAL ASSESSMENT

The RFS Arduous Medical Assessment has been designed to ensure that you are medically fit to proceed to future stages of recruitment and to undertake the duties required by the Mitigation Crew roles.

As part of the Medical Assessment, all participants over the age of 34 are required to undertake a blood test. The blood test results are utilised to calculate your cardiovascular risk score. These tests include

- Lipids (including total cholesterol and HDL cholesterol) and
- Glucose (blood sugar).

If you have undertaken these tests within the last 12 months, please bring the results with you to your appointment.

PHYSICAL ASSESSMENTS

The physical assessments for Mitigation Crew roles consist of a task-based assessment (known as the Arduous Pack Test) and twelve (12) kinetic assessment tasks. All candidates must receive a 'Fit to Perform' medical outcome before attempting the physical assessments.

ARDUOUS PACK TEST

The physical assessment will commence with an Arduous Pack Test, this test consists of:

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

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 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 before the assessment.

KINETIC ASSESSMENT TASKS

Following the Arduous Pack Test you will be asked to demonstrate a series of kinetic assessment tasks. These tasks have been designed to assess an individual's physical capacity relating to the work-specific tasks of the role.

The tasks consist of:



Climbing into and out of a Category 17 Tanker

Candidates will be required to climb into and out of a Category 17 Tanker (front cab door) five times without any significant break between each ascent. The task starts with the candidate's feet on the ground and whilst maintaining three points of contact they climb up all steps until both feet are on the floor of the cab. The candidate then returns to the ground and repeats the task.



Ladder Climb

The candidate will be required to climb up seven rungs (one rung at a time) and return to the ground whilst maintaining three points of contact at all times. The task is to be repeated six times.



Jerry Can Lift

Candidates will be required to lift a full 20-litre Jerry Can from the ground to the crew refuge area of a Category 17 Tanker. The lift is to be completed with one hand under the Jerry Can and one hand on the top handle. The task is to be repeated five times. Candidates are permitted to stop and adjust their hand position at any time.



Jerry can carry

Candidates will be required to carry a full 20-litre Jerry Can with one hand for a distance of 150m. Candidates are permitted to stop and swap hands at any time throughout the task. However, the Candidate is not permitted to carry the Jerry Can with two hands.



Pole saw lift and hold

Candidates are required to lift and hold a fully extended pole saw three times. Candidates pick up the pole saw from the floor. Lift the pole saw to a waist-high horizontal position. Then lift the pole saw to a 45-degree angle and hold for five seconds. Following the five-second hold, the candidate lowers the pole saw back to the horizontal position and repeats this three times before laying the pole saw back on the floor.



Brushcutter Walk

Candidates must be equipped with a brushcutter harness with the brushcutter attached, along with two full fuel canisters. From one end the candidate walks down the middle straight line (10m) and stops at each set of cones. In a controlled movement candidate rotates 180 degrees over each cone (right and left) and then moves on to the next set of cones.



Chainsaw Hold

Candidates must maintain three static chain saw positions for 45 seconds each using a 16" Chainsaw. Candidates have 15 seconds rest between each hold.

1. Standing upright with the chainsaw above waist height.
2. Standing with bent knees with one arm locked into the body and the other straight.
3. Kneeling (one knee on the floor the other leg planted on the floor) with one arm locked into the body and the other straight holding the top chain saw handle.



Crawl/Crab Walk

Candidates will be required to crawl or crab walk (hands and toes) for a distance of 20m.



Dummy Drag Mannequin

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 position i.e. remaining under 1.5m height.



Kneeling and Squatting

Candidates will be required to kneel or squat for 3 minutes (in a CPR simulation).



Pull Simulation

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.



Sledgehammer

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 two minutes.

PREPARATION FOR THE PHYSICAL ASSESSMENT TASKS

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

Training tips for the Arduous Pack Test include:

- Train with appropriate footwear and clothing
- 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
- Train on varying grounds e.g. grass oval, pavement, treadmill

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