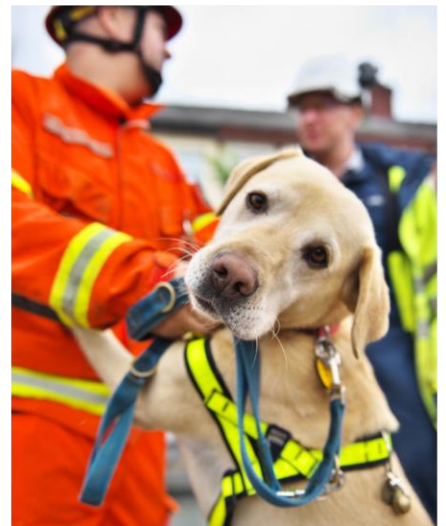




GREATER MANCHESTER  
FIRE AND RESCUE SERVICE

# Greater Manchester Fire and Rescue Service



## GMFRS TASTER DAY INFORMATION

This document includes as much information as possible, to provide you with a clear overview of what is involved in a Greater Manchester Fire & Rescue Service Firefighter Taster Day. There is also a list of frequently asked questions, which I hope will provide further insight into both the Taster Day itself and wider recruitment process.

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### What is a Taster Day?

Taster Days are an opportunity for anyone interested in the career of a Firefighter, to book onto an event and:

- Have a go at some of the elements included in the National Firefighter selection test (which is based around physical fitness)
- Hear from our recruitment team who will talk through the full end to end recruitment process
- Understand more about the Apprenticeship programme, and our minimum functional skills requirements (Currently Level 1 in Maths and English)
- Speak first hand with operational Firefighters
- Ask any questions you might have to receive a clear picture of the commitment and expectations of the role
- Gain eligibility to apply for the role as and when the recruitment is live  To decide if the career of a Firefighter is for them

## Why Do We Run Taster Days?

Taster Days provide Greater Manchester Fire & Rescue Service with an opportunity to:

- Gain commitment from candidates prior to the application going live
- Speak first hand with candidates and set clear expectations as to GMFRS values and behaviours
- Provide further information about the Firefighter Apprenticeship programme
- Offer honest feedback to those that need fitness & functional skills development
- Answer any individual questions or queries in a volume setting

## What Does a Taster Day Include?

- Taster Days will run from 09:00 to an approx. finish time of 16:30
- The recruitment team will be on hand to start the day with a morning brief and to complete all health & safety forms
- All candidates booked onto the Taster Day will then be split into four groups and will follow the day plan included on the next page

## Process to Attend a Taster Day

Anyone interested in the career of a Firefighter for GMFRS needs to register their interest, which the link to this can be found on the 'Join Us' page of the Manchester Fire Website.

Once a candidate has registered their interest and a Taster Day has been organised, the recruitment team will email the whole database, inviting everyone to book a place via an Eventbrite link. There are 100 places per Taster Day available and places will be booked on a first come first served basis to ensure fairness in process.

Candidates that book and attend their Taster Day will gain eligibility to apply to the Wholetime Firefighter Application form, as and when recruitment is live.

Candidates who book a Taster Day place but fail to attend (without reason), will have their details removed from the expression of interest database.

# Taster Day Timetable

## *Morning Session*

Group 1 & 2 (X50)		
Time	Activity	Location
09:00 – 09:30	Arrival & Introduction	Manchester Conference Suite
09:30 – 12:00	Recruitment Talk	Manchester Conference Suite
12:00 – 13:00	Lunch	TDC Canteen

Group 3 (X25)		
Time	Activity	Location
09:00 – 09:30	Arrival & Introduction	Manchester Conference Suite
09:30 – 10:30	Functional Skills Practice Test	Bolton Suite
10:30 – 12:30	Physical Taster	TDC Yard
12:30 – 13:00	Lunch	TDC Canteen

Group 4 (X25)		
Time	Activity	Location
09:00 – 09:30	Arrival & Introduction	Manchester Conference Suite
09:30 – 11:30	Physical Taster	TDC Yard
11:30 – 12:30	Functional Skills Practice Test	Bolton Suite
12:30 – 13:00	Lunch	TDC Canteen

## *Afternoon Session*

Group 3 & 4 (X50)		
Time	Activity	Location
13:00 – 16:00	Recruitment Talk	Manchester Conference Suite
16:00 – 16:30	Final Q & A	Manchester Conference Suite

Group 1 (X25)		
Time	Activity	Location
13:00 – 14:00	Functional Skills Practice Test	Bolton Suite

14:00 – 16:00	Physical Taster	TDC Yard
16:00 – 16:30	Final Q & A	Manchester Conference Suite

<b>Group 2 (X25)</b>		
<b>Time</b>	<b>Activity</b>	<b>Location</b>
13:00 – 15:00	Physical Taster	TDC Yard
15:00 – 16:00	Functional Skills Practice Test	Bolton Suite
16:00 – 16:30	Final Q & A	Manchester Conference Suite

***Recruitment Talk:***

The recruitment talk will be ran by the GMFRS recruitment team and will provide you with information about the end-to-end recruitment process. We will run this talk like a workshop with table top exercises and mind mapping ideas, to provide you with thoughts to take away and further research at home prior to the recruitment opening.

We will also provide recruitment information, hints & tips and again this will not give you the answers, but instead will steer the home research in the right direction.

***Functional Skills Practice Test:***

All candidates will be required to sit both a Maths & English assessment as part of the Wholetime Firefighter recruitment process. On the Taster Day, you will have a go at a sample test for each subject and go through all answers together in a group setting.

This should give you a clear view of what may need to be worked on at home, prior to the recruitment going live, using useful free links we will signpost you to (such as BBC Bitesize) to help with this development.

***Physical Taster:***

You will begin your physical taster with a bleep test, which will be ran to level 9.6. The team will be on hand to discuss fitness development with you and talk through the all bleep test techniques.

After the bleep test, you will be provided with personal protective equipment (PPE). You will then be split into smaller groups to work your way around different physical tests, such as the ladder climb, dummy drag, BA crawl, equipment assembly and ladder carry. These tests form part of the National Firefighter selection test and may be an automatic de-selector for some candidates who present with phobias, such as enclosed space or height.

The physical taster is designed to give you a clear picture of what our minimum fitness requirements are and if necessary, an opportunity for you to go home and begin to work on your fitness development with a clear objective in mind. We also have fitness plan handouts for you to take away from your Taster Day, which simulate the National Firefighter Selection test elements into a gym setting I.E. how to complete the bleep test on a treadmill.

***Final Q&A:***

This final session to finish the Taster Day will be the final opportunity to ask any further questions you may have to both the recruitment team and crew.

Questions on previous Taster Days have mainly be aimed towards the crews, asking about your own experience in the job, the initial training course, life on station and any advice you could offer. We recommend you think about any questions you may have prior to attending your Taster Day, to ensure you get the most out of this Q&A.

## **Taster Day FAQ**

### **Q: How do I book onto a Taster Day?**

A: You can express your interest via our Manchester Fire Website. Once registered, you will receive all invite emails to the Taster Days.

### **Q: How are Taster Day places assigned?**

A: All Taster Days are booked and ticketed through the Eventbrite website. When we have organised a Taster Day, we email the whole database of candidates at the same time with the Eventbrite link and tickets are booked on a first come first served basis.

### **Q: How many Taster Days will there be?**

A: Taster Days will be running throughout both November and December. Once you secure a Taster Day, you will be emailed all details of location, what to bring etc.

### **Q: What happens after I attend a Taster Day?**

A: All candidates that have attended a Taster Day will be eligible to apply for the Wholetime Firefighter application form, as and when it is live. Eligible candidates will receive an email to inform them when the recruitment is live and the link to the application form.

### **Q: Will lunch be provided on a Taster Day?**

A: No, please bring your lunch with you on the day and you are welcome to use the fridge facilities provided. Tea, coffee and water fountain facilities will also be available.

### **Q: Can I attend a Taster Day if I am currently injured?**

A: Due to health and safety, we ask that you do not book a place on a Taster Day if you have an injury, as you will not be able to complete the fitness element of the day. We ask instead that you wait until you are fully recovered and/or if necessary, until our next recruitment drive.

### **Q: If I have already attended a GMFRS Taster Day, do I need to attend another?**

A: Yes. As it has been over a year since our last Taster Day, we would ask all candidates (still interested in applying for this role), re-apply for a Taster Day to gain their eligibility for this recruitment. This will also be a brilliant opportunity to meet again with the recruitment team and find out any changes to the end-to-end recruitment process.

### **Q: Can I pass or fail a Taster Day?**

A: No. Taster Days are not assessable. However, we will use the day as an opportunity to provide you with honest feedback. Similarly, you may decide not to continue in this process for reasons such as it is not the career for you, phobia of heights or enclosed space etc.

### **Q: What if I can't attend a full day due to other commitments such as childcare?**

A: If you secure a place on a Taster Day but are unable to attend the full day, please contact the recruitment team by emailing [JoinUs@manchesterfire.gov.uk](mailto:JoinUs@manchesterfire.gov.uk) and we will get back to you ASAP.

### **Q: Once I have attended a Taster Day, can I provide feedback?**

A: Yes, definitely. We would welcome and encourage any feedback from you, which in turn, will improve all future Taster Days and recruitment events.

### **Q: What If I have other queries regarding Taster Days, who should I contact?**

A: Due to the volume of candidates expressing interest for this role, where possible, please refrain contacting the recruitment team via telephone. Instead (and where possible) please email your enquiry to [JoinUs@manchesterfire.gov.uk](mailto:JoinUs@manchesterfire.gov.uk) and a member of the recruitment team will respond.

