

SAPIA Fire Fighter Career Path and Competency Guideline



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SAPIA FIRE FIGHTER CAREER PATH AND COMPETENCY GUIDELINE

1. INTENT OF GUIDELINE

This guideline is intended to guide SAPIA members on the competency requirements for different levels of fire fighter professionals. This guideline does not take away the responsibility of the Members to ensure that persons appointed are competent and comply with all legislative requirements specific to their roles and responsibilities.

2. OBJECTIVES

This guideline is intended for SAPIA members in South Africa (SA). Non-SAPIA members will require the permission of SAPIA on the use of this guideline and will do so solely at their own discretion without any liability to SAPIA or its members.

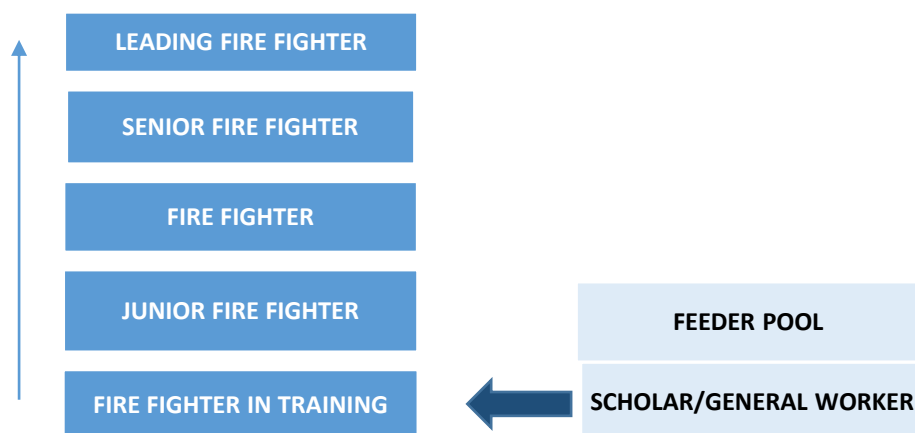
3. GUIDELINE EXCLUSIONS

This guideline is not a legally binding document. It serves to share best practice with respect to fire fighter career paths and competency requirements for related roles. This guideline is also not exhaustive. Risk assessments at facilities may determine unique risks peculiar to specific sites which need to be considered.

4. PURPOSE OF THE ROLE

Fire fighters are critical to preventing the adverse consequences that may result from actual or potential emergency incidents. These include the protection of lives, assets, environment and reputation.

5. PROGRESSION POSSIBILITIES



6. PERSONAL ATTRIBUTES FOR THE ROLE:

1. Resilience
2. Enthusiasm
3. Tolerance for stress
4. Team player
5. Cooperativeness
6. Openness to continuous learning
7. Physically and medically fit for the job

7. GENERIC ROLE OUTPUTS INCLUDE

1. Emergency response and rescue
2. Fire Fighting
3. Fire Fighting equipment servicing and maintenance

8. MINIMUM QUALIFICATION and WORK EXPERIENCE:

Experience in position	Job Title	Minimum Qualification/s	In-house / Additional training
12 Months	Fire Fighter in training: Operations/Maintenance/ Training/ Control room	- Grade 12 with Mathematical literacy - Medically fit for firefighting (incl. functional capacity test / evaluation) - Code B driver's license	- SANS 1475 course (SAQCC)- (Business Unit (BU) Specific) - Registered SAQCC Trainee (BU Specific) - Wildland Firefighting (In-house) 1st Aid Level 3 - Competencies associated with the current and next role category
12 Months	Junior Fire Fighter: Operations/Maintenance/ Training/ Control room	- Grade 12 - Medically fit for firefighting (incl. functional capacity test / evaluation) - Code B driver's license - First Aid Level 3	- Firefighter 1 - Hazmat Awareness - Basic Petro chemical firefighting - Rope rescue Awareness - Confined Space Awareness - Vehicle rescue Awareness - Competencies associated with the next role category
18 Months	Fire Fighter: Operations/Maintenance/ Training/ Control room	- Grade 12 - Medically fit for firefighting (incl. functional capacity test / evaluation) - Code C1 Driver's License - BAA or First Aid Level 3 - Fire Fighter 1 - Hazmat Awareness - Rope rescue Awareness - Confined Space rescue Awareness - Vehicle rescue Awareness - All Junior firefighter level requirements	- Registered SAQCC Technician - Fire Fighter 2 - Hazmat Operations - Intermediate Petro chemical firefighting - Rope rescue 1/Operations - Confined Space rescue 1/Operations - Vehicle rescue 1/Operations 4x4 training - Professional Driving Permit (BU specific) - Wild land firefighting 1 course - Competencies associated with the next role category

18 Months	Senior Fire Fighter: Operations/Maintenance/ Training/ Control room	• Grade 12 • Medically fit for firefighting (incl. functional capacity test / evaluation) • Code EC Driver's License (BU/plant specific requirement) • Fire Fighter 2 • Hazmat Operations • BAA or First Aid Level 3 • Rope rescue 1/Operations • Confined Space rescue 1/Operations • Vehicle rescue 1/Operations • All firefighter level requirements	• SANAS – Technical signatory (BU Specific) • Advanced Petro chemical firefighting course • Hazmat Technician • Professional Driving Permit • Rope rescue 2/Technician • Confined Space rescue 2/Technician • Vehicle rescue 2/Technician • Advanced/ Defensive driving • Pump Operators course (BU specific) • Competencies associated with the next role category.
	Leading Fire Fighter: Operations/ Maintenance/ Training/ Control room	• Grade 12 • Medically fit for firefighting (incl. functional capacity test / evaluation) • Hazmat Technician • Pumper Operator course (BU specific) • Rope rescue 2/Technician • Confined Space rescue 2/Technician • Vehicle rescue 2/Technician • BAA or First Aid Level 3 • All firefighter level requirements	• APC – Junior Instructor • Wildland firefighter 2 course • Fire Service Instructor – NFPA 1041 • Fire Officer 1 • ISO 17020 (SANAS) - Maintenance • Fire Prevention Strategies course • Fundamentals Risk Assessment course • SAQA – NQF Level 4 Firefighter Qualification

CONTENT DESCRIPTION:

Item	Description
Minimum qualifications and experience required	It means minimum qualifications and years of experience required for the rank category
In-house / Additional training for level competency	It means skills trainings to be provided as per agreed personal development plan (PDP's).

QUALIFICATION NOTES:

Item	Note
Minimum qualifications and experience required	Employees appointed prior to 2014 who have been employed in the fire service without a grade 12/matric/senior certificate will remain eligible for progression/promotion without the required grade 12/matric/senior certificate.
Mathematics literacy	The requirement for mathematical literacy only became a requirement from 2022 and it was not a requirement for employees appointed prior to 2022. The requirement will not prevent employees appointed prior to 2022 to be appointed/progressed/promoted.
In-house / Additional training for level competency	It means skills trainings to be provided as per agreed personal development plan (PDP's).

9. TASKS AND ACTIVITIES

Business and Financial Results		Operations/Training					Maintenance					Control Room	
Task	Activity	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leadin g Fire Fighter	Senior Fire Fighter	Leadin g Fire Fighter
Preparedness of resources	Perform vehicles, appliance and equipment check and report defects	x	x	x	x	x	x	x	x	x	x	x	x
	Ensure smooth operation of vehicles, appliances and equipment				x	x				x	x	x	x
	Recharging of fire fight extinguishers and breathing air cylinders where applicable			x	x	x			x	x	x		
	Recharging of fire fight extinguishers and breathing air cylinders under supervision where applicable		x				x	x	x	x	x		
	Cleaning of vehicles and equipment	x	x	x	x	x	x	x	x	x	x	x	x
	Carbon dioxide extinguisher recharging		x	x	x	x		x	x	x	x		
	Hydrostatic testing of dry chemical powder, water and foam extinguishers		x	x	x	x		x	x	x	x		
	Hydrostatic testing of carbon dioxide fire extinguishers, oxygen cylinders, sample bombs and breathing air cylinders								x	x	x		
	Recharging of oxygen cylinders									x	x		
	Ensure communication equipment is assigned and collected											x	x
Emergency Response	Turn out to emergencies and assist in handling incidents on a world class standard	x	x	x	x	x			x	x	x		
	Form part of the Incident Command System, assisting with activities				x	x				x	x	x	x
	Perform firefighting/rescue activities under supervision	x	x	x	x	x			x	x	x		
	Take lead of a crew in assigned emergency response activities at a scene of veld fires				x	x					x		
	Take lead of a crew in assigned emergency activities at a scene of hazmat incidents					x					x		
	Drive and operate Emergency Management vehicles below 3500kg		x	x	x	x		x	x	x	x		

	Drive/Operate Emergency Management vehicles above 3500kg to 16000kg			X	X	X			X	X	X		
Business and Financial Results		Operations/Training					Maintenance					Control Room	
Task	Activity	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Senior Fire Fighter	Leading Fire Fighter
Emergency Response (cont.)	Drive and operate Emergency Management vehicles above 16000kg				X	X							
	Correctly identify hazardous material and interpreting MSDS's or ERG information			X	X	X					X	X	X
	Correctly identify hazardous material and dam, dyke and divert the hazard				X	X					X		
	Correctly handle hazardous material incidents					X					X		
	Perform vehicle extrication activities as directed under supervision		X	X	X				X	X	X		
	Perform supervisory role at vehicle extrication activities					X					X		
	Perform high angle/confined space rescue activities as directed under supervision		X	X	X				X	X	X		
	Perform supervisory role at high angle/confined space rescue activities					X					X		
	Apply correct firefighting techniques under supervision	X	X					X	X	X			
	Apply correct firefighting techniques			X	X	X					X		
	Correct operation of pumps on emergency vehicles		X	X	X	X							
	Perform level 3 primary emergency medical care			X	X	X			X	X	X		
	Perform BAA primary emergency medical care				X	X							
	Give guidance during medical emergencies											X	X
Recovery	Partake in post incident critique sessions	X	X	X	X	X	X	X	X	X	X	X	X
Safety	Apply SHE best practices during all activities pertaining to emergency management	X	X	X	X	X	X	X	X	X	X	X	X
Special Services	Assist OMEs with emergency related services that are needed	X	X	X	X	X	X	X	X	X	X	X	X

	Assist in maintaining plant life safety equipment	x	x	x	x	x	x	x	x	x	x		
Business and Financial Results		Operations/Training					Maintenance					Control Room	
Task	Activity	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Senior Fire Fighter	Leading Fire Fighter
Special Services (cont.)	Assist Emergency Mngt Maint, Training, Administration, Operations and Control Room sections where applicable	x	x	x	x	x	x	x	x	x	x	x	x
	Ensure relevant IM and other Systems are used as prescribed					x					x	x	x
	Produce reports e.g. incident, inspection, deviation					x					x	x	x
	Work shift and shift cover when applicable	x	x	x	x	x	x	x	x	x	x	x	x
	Do emergency standby duties		x	x	x	x	x	x	x	x	x	x	x
	Perform high risk standby work under supervision	x	x	x			x	x	x	x			
	Perform high risk standby work				x	x		x	x	x	x		
	Maintain and inspect fall arrest harnesses								x	x	x		
	Call taking and dispatch to incidents		x	x	x	x						x	x
	Call Centre – Call Mngt in accordance with standards		x	x	x	x						x	x
Housekeeping	Clean work area and/or vehicles daily	x	x	x	x	x	x	x	x	x	x	x	x
Management Results		Operations/Training					Maintenance					Control Room	
Task	Activity	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Senior Fire Fighter	Leading Fire Fighter
Follow Instructions	Perform duties according to instruction and procedure	x	x	x	x	x	x	x	x	x	x	x	x
Leading Others	Take the lead in activities					x					x	x	x
Audits	Ensure participation and compliance to internal and external audits				x	x		x	x	x	x	x	x

Administration	Maintain administration and records	x	x	x	x	x	x	x	x	x	x	x	x
Training environment	Present In-house training to employees and service providers	x	x	x	x	x			x	x	x	x	x
	Present Accredited training to learners under supervision			x	x	x			x	x	x	x	x
	Present Accredited training to learners				x	x				x	x	x	x
	Design and develop Skills programs for in-house training		x	x	x	x		x	x	x	x	x	x
	Align/Correlate learning programs with standards or procedures.		x	x	x	x				x	x	x	x
	Interpret evaluated student reactionnaires and implement corrective actions		x	x	x	x		x	x	x	x	x	x
	Evaluate/Assess learner competence against desired outcomes for in house programs		x	x	x	x		x	x	x	x	x	x
	Evaluate/Assess learner competence against desired outcomes/JPR's for accredited programs			x	x	x			x	x	x	x	x
	Assist Accredited instructors with preparation, evaluation, and assessment of accredited programs under supervision.	x	x	x	x	x	x	x	x	x	x	x	x
	Inspect and report defects on simulators using checklists	x	x	x	x	x							
	Assist shifts with on-duty training, simulator set-up, safety, and feedback	x	x	x	x	x							
	Follow SOG's SOP's, work instructions and policy applicable	x	x	x	x	x	x	x	x	x	x	x	x
	Ensure learner records are captured and filed in line with process	x	x	x	x	x							
Leadership and Growth Results		Operations/Training					Maintenance					Control Room	
Task	Activity	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Senior Fire Fighter	Leading Fire Fighter
Own Performance	Partake in training to ensure mental and physical fitness	x	x	x	x	x							
	Participate in KPA and PDP discussions	x	x	x	x	x	x	x	x	x	x	x	x
	Ensure performance against KPA's	x	x	x	x	x	x	x	x	x	x	x	x

	Ensure own delivery on PDP actions		x	x	x	x	x	x	x	x	x	x	x
Performance of others	Facilitate shift/team training where applicable					x					x		x
Customer and Relationship Results		Operations/Training					Maintenance					Control Room	
Task	Activity	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Senior Fire Fighter	Leading Fire Fighter
Customer contact and service delivery	Work cooperatively with all stakeholders	x	x	x	x	x	x	x	x	x	x	x	x
	Guide and lead stakeholders in emergency situations				x	x	x	x	x	x	x	x	x
	React to emergency situations according to agreed time standard		x	x	x	x	x	x	x	x	x	x	x
	Participate in plant emergency preparedness activities		x	x	x	x	x	x	x	x	x	x	x
	Receive/Dispatch fire safety equipment							x	x	x	x		
Innovation and Improvement Results		Operations/Training					Maintenance					Control Room	
Task	Activity	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Fire Fighter in trg	Junior Fire Fighter	Fire Fighter	Senior Fire Fighter	Leading Fire Fighter	Senior Fire Fighter	Leading Fire Fighter
	Identify and propose improvements to emergency management activities	x	x	x	x	x	x	x	x	x	x	x	x
	Identify and propose improvements in effectiveness and service delivery	x	x	x	x	x	x	x	x	x	x	x	x
	Contributions to safety improvements	x	x	x	x	x	x	x	x	x	x	x	x
	Implement agreed improvement initiatives					x				x	x		x

END