Training of German Fire Officers

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Essen Fire Department

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Objectives

• Organisation of German Fireservice
• Volunteers
• Professionals
  – Basics
  – Different Levels
  – Training (Focus on high Level degree)
Germany

Federal parliamentary republic with
- 16 states
- 82 million citizens
- 357.111 squarekilometers
- 1.3 million fire fighters
  - 96 % Volunteers, 4 % Professional
- 3.500.000 alarms (63 % Prof. / 33 % Volunteers)
The German Fire Service

• Because of the federalism, fire protection falls under legislation of the states
• Due to the subsidiarity principle the communities are responsible to establish and maintain a functioning and adequate fire service
• Due to the federal structure there is no single “German Chief Fire Officer”, no single “German law on Fire Services” and no “National Fire Academy”
Role of the 16 States

- Legislation of fire protection Law

- Legislation of Training-Regulations (esp. for professional Career)

- The states have the supervision of the communal and private fire departments

- The states provide state fire academies
Role of the communities

• By the fire service laws the communities have to provide a capable fire department for the local risk

• Establishing and maintaining dispatch centers

• Training Schools at community / regional Level

• They have to PAY !!
Other „Players“

- Deutscher Städtetag
  → Association of Communities

- agbf
  → Association of (professional) fire chiefs
  → different working groups
  → organised state- and nationwide

- IGBref
  → Association of Trainees
Common Regulations

FwDv:

• 1 – Basics
• 2 – Training of volunteers
• 3 – tactical Basics
• 7 – Breathing Protection
• 8 – Diving
• 10 – Ladders
• 100 – Leadership and Staffmanagement
  (available in English)
• 500 - NBRC
Characteristik of volunteer FD:

- No payment
- All kinds of jobs (teachers, workmen...)
- Training and exercises in free time
- Alarm by pager
- Leave their job in cases of alert
- Employer gets money from the community
- Mostly not supportet by professionals
Volunteer Fireservices

• Normally found in small Citys (<50,000 – 100,000)
• Training is based on a nationwide Regulation (FwDV 2)
  • Careerpath
  • Duration
  • Contents
• Basic Training Local or regional
• Trainings for Leading Levels at State Schools
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<th>Position</th>
<th>Hours</th>
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<td>Leader of volunteer FD</td>
<td>70 h</td>
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<td>Leader of a Division</td>
<td>70 h</td>
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<td>Groupleader</td>
<td>70 h</td>
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<td>Troopleader</td>
<td>70 h</td>
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<tr>
<td>ABC 1</td>
<td>70 h</td>
</tr>
<tr>
<td>Operator</td>
<td>35 h</td>
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<tr>
<td>Troopmember Part 2</td>
<td>70 h</td>
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<tr>
<td>Breathing Protection</td>
<td>25 h</td>
</tr>
<tr>
<td>Radio Operator</td>
<td>16 h</td>
</tr>
<tr>
<td>Troopmember Part 1</td>
<td>70 h</td>
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Total: 175 h

Total: 181 h
102 Professional Fireservices in Germany
All full time firefighters are civil servants
3 Level of Training / Working:
- Middel Level (working/operational Level)
- Middel-upper (station leaders/executiv officer/lower management)
- High level (management/departement chief/director)
Professional Fireservices
middel Level Training

- Required:
  - A FD-useful profession is needed to become a professional fire fighter
  - Max. 28,5 years old
  - German or EU Member
  - Healthy
- Training:
  - Statewide Legislation
  - Regional Training
  - 18 Month (NRW)
  - School and Training on the Job
  - Various Tests
Professional Fireservices
middel upper Level Training

- Required:
  - Bachelor (technical, scientific – other useful directions)
  - German or EU Member
  - Healthy
- Training:
  - Statewide Legislation
  - State School
  - 24 Month
  - School and Training on the Job at different FD
  - Various Tests
Job Profile:

- Management Level
- Working at FD, Academies, Government
- 99% administrative Work
- Normally 1% of FD Personnel (only at Professional FD)
- Promotion over 5 Ranks (no additional Training, experience, responsibilities, payment)
Professional Fireservices
high Level Training

• Required:
  • Master of science (technical, scientific – other useful directions)
  • German or EU Member
  • Max. 35 years
  • Healthy
  • Sporty / basic Rescue Swimmer

• No Experience in fire service is needed!
• Application:
  • Application for the job is send to a special committee (Städtetag/AGBF)
    • Check Requirements
    • Invite to an interview
    • Gives a vote (very good, good, qualified, not qualified)

  • Now Applications+Vote are send directly to FD / Governments
    • Individual test / interviews
Training Generals:

- Nationwide
- Regulations made by a Workgroup (NRW all others adopt)
- Duration 2 years
- Starts at 01.04. every year
- All Trainees have common Trainingcourses in different Stateschools
- Individual „On the job“ Trainingmodules
- Common Tests
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1. Introduction Course:
   • Duration: 1 Week
   • Place: IdF NRW
   • Learn more about the content and Structure of the following Training
   • “Teambuilding”

2. Basic Training:
   • Duration: 25 Weeks
   • Place: 1.FD
   • Basic Course together with mid Level Trainees
   • Hospitation as Firefighter
   • Hospitation at Firestations
   • Give lessons
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3. Führungslehrgang I (Leadership I) :
   - Duration: 9 Week
   - Place: IdF NRW
   - First Training to lead tactical units (Theory and practical)
   - Operational and Leadership Training
   - Written Test at the End

4. Second FD:
   - Duration: 13 Weeks
   - Place: 2.FD
   - Hospitation as tactical Leader as learned at „Leadership I“
   - Hospitation at the Departement „Technics“ and „Planning“
   - Hospitation at the Emergency-Callcenter
   - Contribute to Conceptional Work
   - Procedures in the local Government

Final Examination of Leadership I at IdF NRW(must be passed!)
   (2 written Tests, Practical, Interview)
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5. Administration Training:
   - Duration: 8 Week
   - Place: Academy of Administration Berlin
   - Laws (Administration, Fireprevention, Personnel, Budgeting, Disciplinary, Contractmanagement, Timemanagement)
   - Written Tests

6. Administration:
   - Duration: 9 Weeks
   - Place: Government, Regional Governments
   - Hospitation in Supervisor Authorities
   - Visit similar Authorities (Police, Trade Control)
   - Learn more about procedures in Government Administration
7. Leadership II:
- Duration: 4 Week
- Place: State Firefighter School of BW
- Basics in Staff Management
- TableTop Exercises (large Scale)
- Basics in Fire Prevention
- Methodics an Didactics

8. Practical Experience at 3.FD:
- Duration: 14 Weeks
- Place: FD
- Hospitation as Officer in charge
- Working in the departement for Fireprevention
- Edit building permissions
- Cooperation with other local Authorities
- Planning and Organisation of advanced Trainings
8. Practical Experience at 3.FD:
   • giving Lessons
   • Writing the final Essay

9. Leadership III:
   • Duration: 6 Weeks (devided in two Parts)
   • Place: Fire Academy Hamburg / IdF Heyrothsberge
   • Leadership
   • Moderation
   • Stress Coping
   • Time- / Selfmanagement
   • QM
   • Media
   • EU CP
   • Civil Protection
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10. Free Choice:
   • Duration 5 Weeks
   • Place: ???
   • FD in foreign countries
   • Fire Schools…
   • Commercial concern

11. Final Examination:
   • Duration: 1 Weeks
   • Place: IdF NRW
   • Map Exercise (60 Minutes)
   • 2 Interviews (40 Minutes Preparation/30 Min. Examination)
Professional Fireservices
high Level Training

Comments:
- Promotion vom upper Level is possible
  - Min. 12 Years as FF in upper Level
  - Younger than 50 years old
  - Qualified (what ever that means…)

- No subdivision in Levels
- No compareable Training for Volunteers
- Success Rates 95% (assumed)
Positiv:

- Uniformity of Training
- Strong Network
- Change between Practical and theoretical Parts
- Inhomogeneous Group (lot of skills concentrated)
- High niveau (Master degree or very experienced FF)
- Regular Review of contents
Problems:

- ¼ of the Time for Basics/“Firefighting“
- Payment (1,000 € /month for a Master…)
- Finances at all (ca. 60,000 €)
- Changes in Laws takes a long time
- Judgments are not always comparable
- Review of requirements (Master/Bachelor-national/international)
Professional Fireservices
lessons learned

Links:

• [www.idf.nrw.de](http://www.idf.nrw.de)
• [www.agbf.de](http://www.agbf.de)
• [www.igbref.de](http://www.igbref.de)

Questions:

Mail: [Matthias.kalthoener@feuerwehr.essen.de](mailto:Matthias.kalthoener@feuerwehr.essen.de)

Phone: 0049201/1237-005
Thank you!