



A CAREER WITH GRAMPIAN FIRE AND RESCUE SERVICE

Guidance Booklet for Part-time Firefighter Applicants

(Revised January 2012)

INTRODUCTION

You should read this Guidance Booklet thoroughly before completing the application form. It will give you sufficient information about the Fire and Rescue Service as a career, the Retained Duty System (RDS), the physical requirements and the training to enable you to make an informed decision as to whether the service will be a suitable career for you.

Within the booklet, you will also find detailed notes on the requirements for completing the application form. Please read these carefully before you complete the application form.

Grampian Fire and Rescue Service (GFRS) employs approximately 900 personnel, made up of full-time firefighters, part-time firefighters, control staff and support staff. Full-time firefighters are employed in Aberdeen, Elgin and Peterhead. Part-time firefighters live and work close to local fire stations within the Aberdeen, Aberdeenshire and Moray area and respond to pager calls as and when an incident arises.

The role of a firefighter, whether full time or part-time, is to contribute to the development of safer communities by using their skills and knowledge to reduce the risk to people, the community and the environment.

THE ROLE OF GRAMPIAN FIRE AND RESCUE SERVICE

We all think we know what the Fire Service is about, but it does far more than just attend and extinguish fires. Grampian Fire and Rescue Service's main aim is to contribute to the safety of the Grampian community by promoting awareness of fire and community safety and responding to emergency calls. This involves us in many activities e.g.:

- Educating and working with the community to improve awareness of fire safety issues
- Assessing safety risks associated with fire and related hazards and developing plans to reduce risk
- Developing and testing emergency plans
- Responding to and effecting safe rescue in fire related incidents
- Assisting with fire investigations
- Providing fire safety advice to the business community
- Responding to non fire emergency incidents where we are trained to help the public such as:
 - ◇ road, rail and air transport accidents
 - ◇ flooding and water rescues
 - ◇ chemical releases
 - ◇ mass decontamination
 - ◇ building collapses

As an on-call fire fighter your role will mainly involve responding to emergency incidents, educating your local community to reduce risk, and maintaining your skills as an emergency responder.

THE ROLE OF A FIREFIGHTER

A firefighter's role is to protect and save people and property from fire and other hazards in the safest, most competent and effective manner. Fighting fires can in fact be just a small part of everyday work. Firefighters are called upon to advise on community fire safety, but when they are called to a 'shout' they could be dealing with any type of major or minor incident. Listed below are some of the tasks you could be involved in:

In emergencies

- Respond to requests for assistance
- Take directions and work as a team member
- Help people in distress – and sustain life until help arrives
- Driving a Fire Appliance

In the community

- Explain and demonstrate fire safety measures
- Visit people at risk from fire and advise and educate them

When dealing with people

- Gain the confidence of members of the public
- Be a good team member
- Be sensitive to the needs of others, especially at work

In health and safety

- Recognise and deal with health and safety issues at work
- Ensure your own safety and that of others

With personal fitness

- Maintain a good standard of fitness to carry out all your duties

Local Knowledge

- Get to know the streets, roads and buildings around your own fire station area
- Be aware of the possible risks, hazards and water supplies within your fire station area
- Identify potential fire risks in local premises

Maintenance

- Look after firefighting equipment and vehicles: this includes maintenance and testing

Development

- Take part in an ongoing programme of personal development including lectures, practical exercises and training courses

It is your responsibility to ensure that you maintain your skills to deal with all types of incidents safely.

Firefighting is not an occupation for everyone. Although we aim to ensure that successful applicants have the right qualities and aptitude to succeed, some people may encounter difficulties with the discipline and training.

It has to be acknowledged that firefighters will from time to time have to deal with situations which could be regarded as traumatic. An example of such situations could be:

- Cutting free injured persons from vehicles involved in accidents
- Discovering a badly burned body during a house fire
- Being in a burning building and fearing that the floor will give way or ceilings will crash on top of you.

In other words firefighters may see some unpleasant things, get caught up in dangerous situations, and have to deal with adults and children who are in a stressful state. Firefighters may at times fear for their own safety.

The safety record of Grampian Fire and Rescue Service is good. There are Health and Safety Management systems in place and every aspect of the job of a firefighter has been assessed for risk and procedures amended accordingly.

It is however impossible to eliminate all risk and it is important that as a potential new trainee you are aware of the sort of situations you may find yourself in if you are successful. If you feel uncomfortable at the thought of facing some of the situations above perhaps firefighting is not the career for you.

On the next page you will find a list of questions which may help you decide whether you are suited to a career in the fire service.

DO YOU REALLY WANT TO BE A RETAINED (PART-TIME) FIREFIGHTER?

The following list of questions has been put together to help you decide whether being a firefighter is really for you. Simply tick YES or NO to each of the following questions.

	<u>YES</u>	<u>NO</u>
Are you genuinely interested in people? Can you get on with people from different backgrounds and cultures?		
Have you or do you work as part of a close knit team? Can you work under pressure without letting the rest of your team down?		
Can you think on your feet and solve problems when you know a lot depends on the suggestions you come up with?		
Do you have the sensitivity to deal with people when they are distressed, confused or being obstructive?		
Can you take responsibility for representing the Fire Service when you are at work and when you are not?		
Are you committed to always maintaining and developing your skills? Are you prepared to work / study on top of your normal working day?		
Are you prepared for the demands of working in a disciplined service in which you will have to take orders from other people? Can you accept the need to keep to rules that tell you what you can and cannot wear, including how you should wear your hair?		
Are you committed to maintaining your physical fitness and well being?		
Are you prepared to respond to incidents at varying times of the day and night, evenings, weekends and public holidays at very short notice?		
Are you a practical person who likes to work with their hands and with equipment? Do you enjoy making things or finding out how things work?		
Are you someone who can always be relied on to be somewhere on time? Are you someone that others see as dependable?		
Are you prepared to work in all types of weather? When it is wet and cold and you don't know when a job might finish?		
Are you someone who can cope with routine, knowing that you may have to do the same things at the same time on most days?		

If you gave a YES to ALL of the above, can you give good examples to back your answers up? If you can, read the guidance notes carefully and complete the enclosed forms.

THIS FORM IS FOR YOUR USE ONLY

ESSENTIAL REQUIREMENTS FOR THE ROLE OF A PART-TIME FIREFIGHTER

Firefighters are routinely required to deal with incidents that involve serious injury and loss of life. This requires strength of character and an ability to act professionally under stressful situations.

The Fire Service is very orientated towards a team-based environment. We operate almost exclusively in crews and teams and it is vital that you would be comfortable working in a team environment.

Educational Requirements

There are no educational requirements for joining the retained duty system. Candidates will be assessed on their ability to process written information and extract specific responses to questions. This will be undertaken at your local station.

Driving Licence

A driving licence is not essential, but is desirable.

Age

Applicants must be 18 years of age or over.

Eyesight/Disabilities

The eyesight standards are established by a national body regulating the fire service and will be assessed on an individual basis by our medical adviser.

If you have any doubts regarding your eyesight we suggest that you book an appointment with your optician. If any further guidance is required contact donna.cocker@grampianfrs.org.uk.

Please note the Service will not meet the cost of eye tests at any point. The Service will treat the decision of an Optician as final and will not enter into discussion on the question of eyesight standards or laser eye surgery to correct visual defects.

Fitness

Above average level of fitness in terms of muscle strength and in particular, aerobic fitness and upper body strength are required. Applicants will need to attain a predicted VO2 maximum level of 40 (ml/kg/min).

Are Reasonable Adjustment Required?

For those applicants with a physical, mental or sensory disability or impairment Grampian Fire and Rescue Service will consider the need for reasonable adjustments to be introduced at any relevant stage of the recruitment process, where possible on appointment and throughout any personal development process. This is to ensure that no one is subjected to a detriment because of their disability, but considered fairly on their skills and ability to undertake their position or task. A reasonable adjustment does not remove any core element of a selection process; it merely allows anyone with a disability to overcome a barrier to undertake that process. For example someone with dyslexia may be given additional time to undertake any written test or someone with diabetes may wish time during the process to administer medication or a break to eat food.

Following an offer of appointment into the role of Fire-fighter, this will be conditional to you completing a formal medical examination and obtaining suitable reference requests.

Availability

Retained members who are contracted to respond to calls during every 24 hour period are designated as “full availability” and are expected to achieve and maintain an attendance rate of 75% of all stations alerts occurring in any 12 month period.

To ensure operational cover, individuals may be employed on “restricted availability” contracts. This is for people who are contracted to respond to calls at specified times during 24 hour periods, or during 24 hour periods over a specified number of days. Personnel designated as “restricted availability” are expected to achieve and maintain an attendance rate of 75% of the alerts occurring during the times of contracted availability within any 12 month period.

Please note that restricted opportunities are limited and dependent on the needs of the station.

Training Nights

Retained firefighters must be available to attend a training night at their local station to receive regular, essential training. Training nights last for approximately 2½ hours and are held every week. The days and times for each station are noted at the back of this guidance booklet.

Please ensure you would be available for the training nights of your local station before submitting an application.

Equality Of Opportunity

Grampian Fire and Rescue Service is committed to being an Equal Opportunity Employer, and is determined to ensure that no job applicant or employee receives less favourable treatment than any other on any grounds including race, colour, nationality or ethnic origins, religion, or philosophical belief, sex, gender identity, sexual orientation, civil partnership or marital status, disability, pregnancy or maternity, age or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

It is the policy of Grampian Fire and Rescue Service to provide a working environment which is free from bullying, harassment and victimisation of any kind, and respects the dignity of the individual at work. It is the responsibility of every employee in the Service to respect the dignity of their colleagues.

Dress Code/Uniforms

For Health and Safety reasons, hair should be cut to be neat and tidy, clear of both ears and collar. Hair below collar length must be pinned up to ensure that a Fire Helmet can be worn during training, drills and at operational incidents. The firefighters helmet is close fitting to the head to provide adequate protection and as such is incompatible with the Holy Turban.

Fire-fighters are required to wear Personal Protective Equipment (PPE) and be proficient in the use of breathing apparatus (BA). It may be that members of some religious groups will be required to trim hair and beards in order to ensure the full effectiveness of the equipment, particularly the fire helmets and BA sets, the latter which are required to be worn against clean shaven skin.

THE ASYLUM AND IMMIGRATION ACT 1996

Section 8 of the Asylum and Immigration Act 1996 requires all employers in the United Kingdom to make basic document checks on every person they intend to employ. By making these checks, employers can be sure they will not break the law by employing illegal workers.

To ensure that Grampian Fire and Rescue Service comply with the law by not employing illegal workers, you will be asked to provide evidence of your legal right to work in the United Kingdom.

You will need to provide:

ONE of the **ORIGINAL** documents included in **List 1**; OR

TWO of the **ORIGINAL** documents in the combinations given in **List 2**

Please note there is no requirement to produce documents from both **List 1** and **List 2**.

LIST 1

- A passport showing that the holder is a British citizen, or has a right of abode in the United Kingdom.
- A document showing that the holder is a national of a European Economic Area country or Switzerland. This must be a national passport or national identity card.
- A residence permit issued by the Home Office to a national from a European Economic Area country or Switzerland.
- A passport or other document issued by the Home Office which has an endorsement stating that the holder has a current right of residence in the United Kingdom as the family member of a national from a European Economic Area country or Switzerland who is resident in the United Kingdom.
- A passport or other travel document endorsed to show that the holder can stay indefinitely in the United Kingdom, or has no time limit on their stay.
- A passport or other travel document endorsed to show that the holder can stay in the United Kingdom; and that this endorsement allows the holder to do the type of work they are applying for if they do not have a work permit.
- An Application Registration Card issued by the Home Office to an asylum seeker stating that the holder is permitted to take employment.

LIST 2

First combination

A document giving the person's permanent National Insurance Number and name. This could be a: P45, P60, National Insurance card, or a letter from a Government agency.

Along with the document giving your National Insurance Number, you must also provide one of the following documents:

- A full birth certificate issued in the United Kingdom, which includes the names of the holder's parents; **OR**
- A birth certificate issued in the Channel Islands, the Isle of Man or Ireland; **OR**
- A certificate of registration or naturalisation stating that the holder is a British citizen; **OR**
- A letter issued by the Home Office to the holder which indicates that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; **OR**
- An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; **OR**
- A letter issued by the Home Office to the holder which indicates that the person named in it can stay in the United Kingdom, **and** this allows them to do the type of work they are applying for; **OR**
- An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay in the United Kingdom, **and** this allows them to do the type of work they are applying for.

Second combination

A work permit or other approval to take employment that has been issued by Work Permits UK.

Along with a document issued by Work Permits UK, you should also provide one of the following documents:

- A passport or other travel document endorsed to show that the holder is able to stay in the United Kingdom and can take the work permit employment in question; **OR**
- A letter issued by the Home Office to the holder confirming that the person named in it is able to stay in the United Kingdom and can take the work permit employment in question.

Under the changes to the law, we are required to satisfy ourselves that any potential employee is the rightful holder of any of the documents they present to us. These documents should also allow you to do the type of work we are offering.

We must carry out the following **reasonable steps** when checking all of the documents presented by a potential employee:

- Check any photographs, where available, to ensure that we are satisfied they are consistent with the appearance of the potential employee;
- Check the dates of birth listed so that we are satisfied they are consistent with the appearance of the potential employee;
- Check that the expiry dates have not been passed;

- Check any United Kingdom Government stamps or endorsements to see if the potential employee is able to do the type of work we are offering;
- If the potential employee gives us two documents from **List 2** which have different names, we will ask you for a further document to explain the reason for this. The further document could be a marriage certificate, divorce document, deed poll, adoption certificate or statutory declaration.

Finally, we will make a photocopy or a scan of the following parts of all documents shown to us:

- The front cover and all of the pages which give the potential employee's personal details. In particular, we will copy the page with the photograph and the page which shows the signature;
- and any page containing a United Kingdom Government stamp or endorsement which allows the potential employee to do the type of work we are offering.

We will then keep a record of every document we have copied. By doing this the Immigration Service will be able to examine our right to the defence if they detect anyone working illegally for us.

We will ask you to provide this information before we make any offer of employment to you. Do not send any of this documentation with your application form as we will ask you to provide it separately.

CONDITIONS OF EMPLOYMENT

Training

During the development stage trainees will undertake a ten-day initial course and after six months an eight-day breathing apparatus course at our Development Centre at Portlethen. On the job training will also continue on the station throughout this stage until individuals are deemed competent in the role of Retained Firefighter. Throughout your career, further training opportunities are available in HGV driving, trauma care, etc. Weekly drill periods are held at all fire stations over 2.5 hours one evening per week. Attendance at such drill periods is mandatory except for when an individual is on authorised leave.

Corporate Clothing

The Service will provide all the appropriate clothing and personal protective equipment for trainees to undertake the roles and duties of a firefighter. Replacement clothing and personal protective equipment is provided as and when required. There is a requirement for firefighters to examine the serviceability of clothing and personal protective equipment issued to them. In many cases the equipment is there to protect you in a hostile environment. You will prejudice your own safety and maybe the safety of others if you do not look after the clothing and personal protective equipment provided. The Service provides instructions regarding the care and maintenance of clothing and equipment.

Hours of Work

When paged, you must promptly attend at the station in response to a call. You must reside 5 minutes from your station in order to be able to respond within the maximum response time. In exceptional circumstances this period may, at the discretion of the station's Supervisory Officer (Station Manager), be varied to up to 8 minutes to accommodate local circumstances.

Leave

Retained personnel who have less than 5 years service within Grampian Fire and Rescue Service are eligible for 28 days paid annual leave. This rises to 35 days leave after the completion of 5 years continuous service.

The leave year runs from 1 January to 31 December. Employees with a joining date within this period will receive a proportionate allocation equivalent to their service during that year.

Pay

Retained firefighters are paid an annual retaining fee. They will also be paid an attendance fee for responding to a call-out, a turnout fee for attending an incident, a drill night fee for training purposes and a pre-arranged attendance fee for any extra work. Retained firefighters are currently paid monthly by bank transfer.

An information sheet on current rates of pay is enclosed with your application form.

Pension

Retained firefighters may also join a pension scheme, details of which will be given with an offer of employment.

Trade Union Representation

The Fire Brigade Union, Retained Firefighters Union and Fire Officer's Association are recognised by Grampian Fire and Rescue Service as the accredited representative bodies.

Further Information

Further information on the Fire Service can be obtained from the following websites:

www.grampianfrs.org.uk

www.scottish-fireservicescollege.org

www.scotland.gov.uk

STAGES OF SELECTION

Submission of Application Form

Applying online

Applicants are invited to apply online through our recruitment portal by visiting My Job Scotland website – www.myjobscotland.gov.uk.

Paper applications

Application forms must be submitted to the Personnel Department. Please ensure that you complete and submit the following paperwork:

Application Form
Employer Release Agreement (if currently employed)
Agreement – Emergency Calls (if currently employed, self-employed or housewife / husband)
Personal Details form
Disclosure of Convictions Form
Recruitment Monitoring Form

Interview & Assessment

If a vacancy exists at your local station and you can offer appropriate availability, you will be interviewed at the station by the Supervisory Officer (Station Manager) and the Officer in Charge.

Practical Assessment/Fitness Test

Candidates must obtain approval from their GP (see form) to undertake the practical assessments.

The practical assessments will involve candidates undertaking tasks that are designed to assess their ability and aptitude to undertake work related tasks. These tasks are also designed to include an element of physical fitness, dexterity, upper and lower body strength and stamina. Tests will include ladder climbing, claustrophobic test, lifting and carrying items of firefighting equipment and confidence at height. Protective clothing will be provided. Candidates must be physically and mentally prepared to undertake these tasks. Guidance, support and advice will be given to all candidates to complete the tasks. An illustrative video is available to view on YouTube entitled 'Point of Entry GFRS'. You will be required to bring a form of photographic identification with you. Acceptable forms of ID include driving licence and passport.

Reasonable adjustments will be considered and introduced where appropriate during the practical assessments. See Page 6 of this guidance for further information on reasonable adjustments.

Medical and Fitness Test

This will be conducted by the Service Medical Adviser.

The medical consists of the following elements, all of which must be passed:

- Weight – BMI no more than 30
- Urine analysis – tested for drugs & alcohol
- Blood pressure – systolic < 180, diastolic <100
- Vision – opticians results and test on the day
- Colour vision
- Hearing test
- Lung function test (peak flow test)
- Step test – 12” step to levels 1 – 5 (80% max heart rate)
- Flexibility test

Alcohol/Drugs Test

As part of Grampian Fire and Rescue Services recruitment policy all candidates will undergo a pre-employment drugs and alcohol test. You will be required to bring a form of photographic identification with you. Acceptable forms of ID include driving licence and passport.

Criminal Records Check

A criminal records check will be carried out through Disclosure Scotland. This will be progressed for those that reach interview stage. Whilst a criminal conviction does not automatically prevent you from being employed as a Firefighter, any criminal offences will be taken into consideration when deciding whether you are suitable for the role. Applicants are required to declare any cautions or convictions (spent or unspent) on their application form. If applying online, this form will be issued to you for completion on receipt of your application.

Employers References

References will be taken up when a verbal offer of appointment is made. You will be contacted for consent prior to us approaching.

Change of Address

You must inform the Personnel Department if you change address after you have submitted your application form.

Change of Availability

You must inform the Personnel Department if your availability changes after you have submitted your application form.

Return of Paper Application Form

Completed paper applications should be marked “Retained Firefighter Application” and returned to:

Personnel Department
Grampian Fire and Rescue Service
19 North Anderson Drive
ABERDEEN
AB15 6DW

Communication

At Grampian Fire and Rescue Service we do our best to communicate throughout the recruitment process. If you have access to e-mail and have any queries you may wish to e-mail us: donna.cocker@grampianfrs.org.uk

Holding List

The information you provide us with will only be accessed by those involved in the selection process. If you are unsuccessful your application will be kept on file for a period of two years.

Successful Applicants

Those applicants that are successful will be contacted once a place on the next available Retained Initial Training Course becomes available

COMPLETION OF APPLICATION FORM

You may find it helpful to do a rough draft first – this avoids mistakes and allows you to organise your application properly. If completing a paper copy by hand, the form must be completed in your own handwriting, using black ink. **Please follow these instructions for completing the application form carefully – incorrect or incomplete forms will be rejected.**

If you have a disability that requires reasonable adjustments to be made at any stage of the recruitment process, please contact the Personnel Department at the earliest possible opportunity, in order that these can be considered and implemented. See Page 6 in the guidance document for more information on reasonable adjustments.

Personal Details

Applicants must be at least 18 years of age. Your passport or birth certificate will have to be produced at a later stage in the recruitment process. Photocopies are **not** acceptable.

Education & Qualifications

There are no educational requirements for joining as a part-time firefighter however please detail all qualifications.

Secondary Education – Qualifications

This section should be used to give details of all qualifications obtained at Secondary School.

Details for completion of each section are as follows:-

Examining Body	e.g.	SEB (Scottish Examination Board), SCOTVEC
Subject	e.g.	English, Mathematics, Geography, etc.
Grade	e.g.	Standard, Intermediate, Ordinary, Higher, Certificate of Six Year Studies etc.
Award	e.g.	A, B, 1, 2, Pass, etc.
Year	e.g.	Year qualifications awarded
Results Pending	e.g.	If awaiting results for examination(s) tick this box.

Further Education/Vocational Training – Qualifications

This section should be used to provide details of courses and qualifications obtained since leaving school. Include both full and part-time studies, day release and evening classes.

Details for completion of each stage are as follows:-

College/University	e.g.	Aberdeen College, Aberdeen University
Course Title	e.g.	HNC Electrical Engineering, SVQ Level, Administration, etc.
Dates		Inclusive dates of period of study for each course
Method of Study		Tick the appropriate box to indicate full or part time study
Qualifications Obtained	e.g.	B.Sc, B.A, M.A, ONC, HNC, etc. and grades where Appropriate

Employment Details

This should include all employment since leaving school, including service in H.M. Forces. Please give details of your present/last employer followed by previous employment, starting with the most recent. All dates should be written in full i.e. 15/03/89 – 02/03/99. Where you do not know the exact date but you know the month and year, enter ??/05/89 for example. CV's cannot be accepted as a substitute. Please use an additional sheet of paper if more space is required for employment details.

Duties & Responsibilities in Present/Most Recent Employment

Describe the type of work you have been involved in to date. Details of responsibility and accountability should be included. CV's cannot be accepted as a substitute.

Personal Interests & Activities - Including Sporting Interests

Use this section to give details of your hobbies and leisure interests. Tell us if you think your skills and interests could be of benefit to a career in the Fire Service.

Information In Support Of Your Application (Please Contain Within Space Provided)

7.1 Team Working: Outline your experiences as a member of a team. For example, what was your role within the team? What makes you a good team member? etc.

7.2 Health & Fitness: Under this section please provide details of how you maintain your health and fitness.

7.3 Community Involvement: Give details of any involvement you had had in helping your community.

7.4 Statement in support of your application: In your own words outline your reasons for wanting to become a Retained Firefighter. (Taking into consideration your answers in the sample questionnaire within the guidance notes.)

Availability

Please ensure that you tick the appropriate boxes that best describes your availability.

Equal Opportunities Monitoring Information

This section will not be used in the selection process and will be kept separate from your application.

Criminal Records Form

This information will only be used at the interview stage otherwise this information will be destroyed. If any information comes to light, which has not been declared on this form, your application will be reviewed and may be rejected. If applying online, this form will be issued to you for completion on receipt of your application.

Previous Fire Service Employment/Applications

Give details of any current or previous firefighter employment in the UK Fire and Rescue Service. Also include previous applications (if any) to join this or other Fire Services.

References

This section should include names of two referees who can comment on employment details. One of whom must be your present or last employer (this cannot be a relative). References will only be taken up following a provisional offer of appointment.

Employer Release Form

Please ensure you discuss your intentions with your current employer so that they are aware of the implications for them, no matter whether they allow you to be released during working hours to attend call outs or not. You may be late for your start time on some occasions if called to an incident prior to that time and you will be required to attend essential training courses, therefore it is courtesy to keep your employer advised of the situation. If your employer has any concerns, we can arrange for a member of Grampian Fire and Rescue Service staff to contact them to discuss this. If applying online, this form will be issued to you for completion on receipt of your application.

Family Commitment

It may also be beneficial to discuss the commitment required by the retained duty system, with your family so that they are aware of the effect this may have on your personal life.

If you wish to ensure a record of delivery to Grampian Fire and Rescue Service, it is recommended that you send your application by recorded delivery.

Training Night Schedule

Station	Training Night	Start Time
Aberchirder	Monday	1900 hours
Aberlour	Monday	1830 hours
Aboyne	Wednesday/Saturday	1900 hours
Alford	Monday	1900 hours
Ballater	Monday	1900 hours
Balmoral	Thursday	1900 hours
Banchory	Monday	1900 hours
Banff	Thursday	1830 hours
Braemar	Wednesday	1900 hours
Buckie	Monday	1900 hours
Cullen	Monday	1900 hours
Dufftown	Thursday	1830 hours
Dyce	Wednesday	1900 hours
Elgin	Tuesday	1900 hours
Ellon	Tuesday	1900 hours
Fochabers	Tuesday	1900 hours
Forres	Wednesday	1900 hours
Fraserburgh	Thursday	1900 hours
Huntly	Tuesday	1900 hours
Insch	Monday	1900 hours
Inverbervie	Tuesday	1900 hours
Inverurie	Tuesday	1830 hours
Keith	Tuesday	1900 hours
Kintore	Monday	1900 hours
Laurencekirk	Tuesday	1900 hours
Lossiemouth	Wednesday	1900 hours
Macduff	Thursday	1900 hours
Maud	Wednesday	1900 hours
Oldmeldrum	Tuesday	1900 hours
Peterhead	Monday	1900 hours
Portsoy	Monday	1900 hours
Roths	Thursday	1900 hours
Stonehaven	Thursday	1900 hours
Strathdon	Thursday	1900 hours
Tomintoul	Thursday	1830 hours
Turriff	Thursday	1900 hours