



# Fire Services Examinations Board

REPORT TO THE SECRETARY OF STATE FOR THE OFFICE OF THE DEPUTY PRIME  
MINISTER AND THE SCOTTISH MINISTERS ON THE QUALIFYING  
EXAMINATION FOR PROMOTION TO THE RANK OF SUB-OFFICER  
PART I - WRITTEN EXAMINATION 2005 – 2ND RE-SIT

1. The examination was set on the syllabus of study published in October 2004. This was the twenty first occasion on which the qualifying examination for promotion to the rank of Sub-Officer was conducted by the Board.
2. The assessors responsible for the setting of question papers, the preparation of notes for the guidance of examiners and for the co-ordination of marking were appointed as follows:

Lead Assessor: Mr H E Wright  
General Assessor (Scotland): Mr A J Early

3. Examination centres at 18 locations were arranged by the local examination boards.
4. The examination was held on Wednesday 14 September 2005.
5. 46 candidates initially entered for the examination as at the Board's closing date for entries (15 July). However, the final number of candidates entering was 45 after late entries and withdrawals had both been accepted. 10 (22.2%) absented themselves from the examination. Thus, the number of candidates who attended was 35.
6. A total of 10 officers attended the marking session together with one Assisting Assessor, the Lead Assessor and the Acting General Assessor (Scotland).
7. The marking of scripts took place at Daventry from 30 October to 1 November 2005.

## Results

8. Of the 35 candidates who attempted the examination, 22 (62.9%) of those who sat were awarded a pass in the whole examination. *Appendix B (Table II) shows the cumulative results for all candidates entered.*
9. Overall, there was one female firefighter entered who was unsuccessful in passing the whole examination.
10. 10 candidates were absent for all papers of the examination. In addition, 2 candidates were absent from individual papers and under the Restriction of Entry Scheme, 1 candidate appealed to the Board. Under the delegated authority given to the Chairman by the Board this appeal was upheld. This candidate will have one further attempt to complete his examination in February 2006.

## General Comments

11. The written test for the qualifying examination for promotion to the rank of Sub-Officer held in September 2005 was the twenty first and last to be held under the auspices of the Fire Services Examinations Board. As part of the transitional arrangements, this examination could only be entered by candidates already in this system who had achieved a pass in a minimum of one of the four Papers in accordance with the flexible system when taking this examination. Those who have failed in their attempts to achieve the necessary passes in this examination, together with those who now enter the fire and rescue service, will in the future be assessed as part of the Integrated Personal Development System (IPDS).
12. The number of candidates who entered the September 2005 examination was 45, and the number of candidates absenting themselves was 10 (22.2%), which in numerical and percentage terms is a decrease to the figure of last year. This left 35 actually attempting the examination.
13. Of the 35 candidates who sat the examination, 22 (62.9%) were awarded a pass, which is a continuation of the improved pass rates achieved during the previous two consecutive years.
14. The flexible system of taking the examination enabled candidates to take two, three or four papers in their first attempt. Thereafter, having passed at least one of these papers, the candidates had a maximum of two further attempts available in which to obtain a pass in any remaining papers and achieve success in this qualifying examination.
15. Having previously noted that 22 achieved a pass in all four papers, it will also be noted from the detail provided that of those who attempted the examination, 13 failed in their attempt. These candidates, together with those who absented themselves from the examination have failed to successfully complete the

examination within the set period with the result that they will now not be able to progress further to achieve a full pass.

16. The expected major reduction in the number sitting the examination resulted in a general improvement in the quality of scripts submitted by those candidates taking Papers 1 and 4. It was apparent that even at this late stage in the examination process, some candidates appeared to enter the examination with insufficient preparation to achieve any realistic hope of success. These seemed to be more numerous in Papers 2 and 3, but weaknesses in knowledge and understanding were evident regarding safety precautions at a road traffic collision on a hill, and the difficulties to be encountered when dealing with fires in basements and underground buildings, (Paper 1 – Operations), the design features and requirements of a wet-rising firefighting main and situations where fraud could be a motive for arson, (Paper 2 – Fire Safety, Education and Enforcement), and assessing the performance of personnel and the requirement of the Workplace (Health, Safety and Welfare) Regulations, (Paper 3 – Human Resource Management).
17. As the numbers taking the examination were so few, comparison with the results achieved by candidates attempting the previous examination are not necessarily helpful. However, these do show a continuation to the improved pass rate for Paper 1 (Operations), this being 72.7% compared to 55.9% last year: Paper 2 (Fire Safety, Education and Enforcement) provided a disappointing pass rate of 40.0% compared to 54.5% achieved last year; Paper 3 (Human Resource Management) provided a pass rate of 57.1% which was a reduction from the improved pass rate of 65.1% achieved last year; and Paper 4 (Business Administration), which covered the key skills of application of number, provided a pass rate of 83.3%, which was a welcome return to the normal pass rate level for this Paper from 59.1%.
18. There were no problems associated with the format of the examination or the instructions to candidates contained in the individual papers.

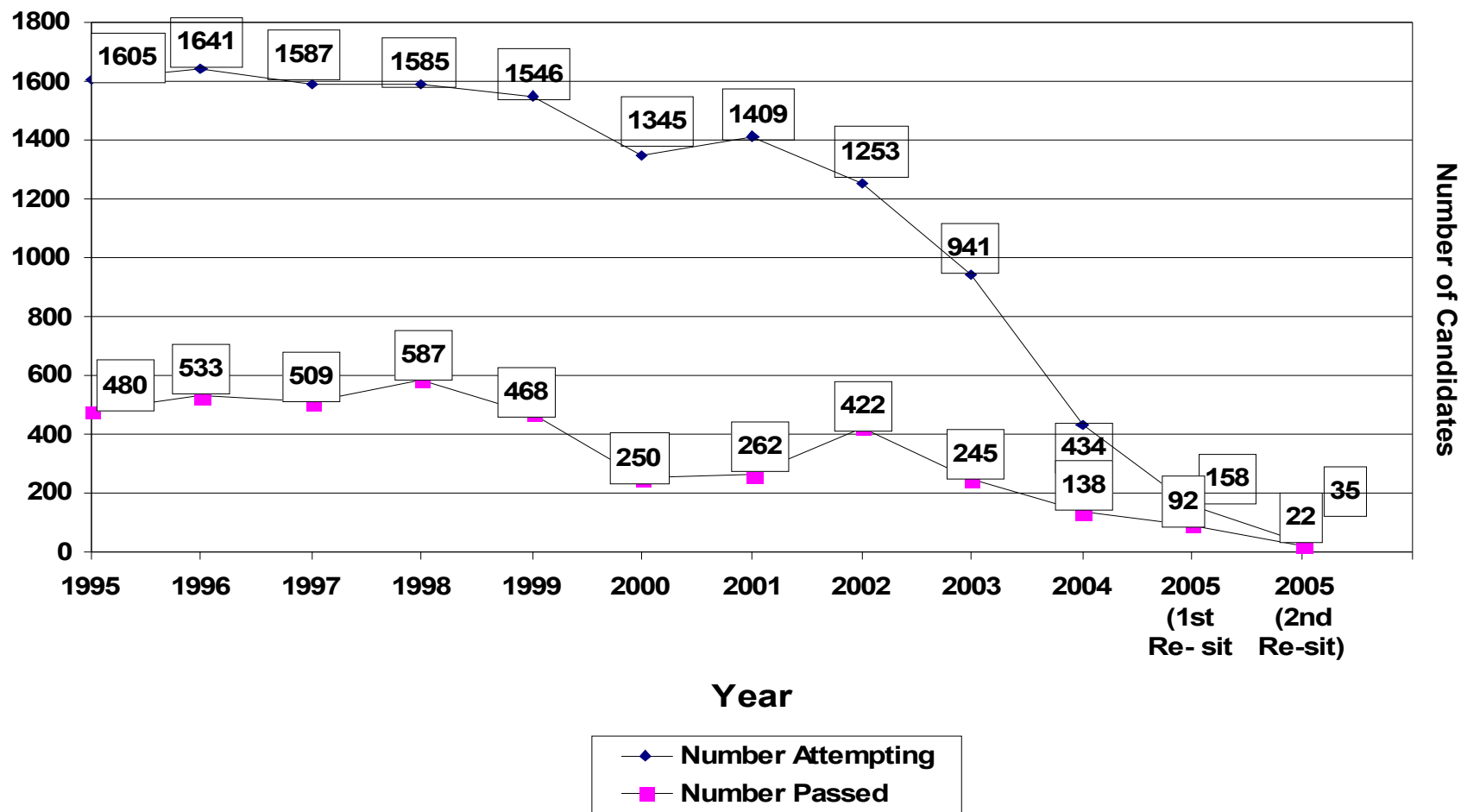
### Summary of Results

19. The following tables show the results in the examination as a whole, in both graphical and tabular format. A graph showing the numbers attempting the examination and the numbers passing is attached at Appendix A. A summary of statistics is attached at Appendix B and a full statistical report for the examination, including an analysis by brigade is attached at Appendix C.

Sir G Meldrum  
Chairman

D J Stanley  
Secretary

### Sub-Officers' Written Examination 1995 to 2005





## Fire Services Examinations Board

### Qualifying Examination for Promotion to the Rank of Sub-Officer 2005 Written Examination - 2<sup>nd</sup> Re-sit

#### SUMMARY OF STATISTICS

#### ENTRY SUMMARY

The following table provides a breakdown of candidates by the number of papers they have entered for the above examination.

**Table I**

Quantity of papers	Overall Total				
	Entered	Absent		Sat	
	No	No	%	No	%
1 Paper	21	3	14.29	18	85.71
2 Papers	11	2	18.18	9	81.82
3 Papers	11	5	45.45	6	54.55
4 Papers	2	0	0.00	2	100.00
<b>Overall Total</b>	<b>45</b>	<b>10</b>	<b>22.22</b>	<b>35</b>	<b>77.78</b>

<b>OVERALL CUMULATIVE RESULTS</b>
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The following table shows the cumulative results for candidates entered (including absentees) for the above examination.

**Table II**

Paper Passes	Overall Total	
	No	%
Passed all papers	22	48.89
Passed 3 papers	8	17.78
Passed 2 papers	6	13.33
Passed 1 papers	9	20.00
Passed 0 papers	0	0.00
Absent with No Cumulative Credits	0	0.00
<b>Total Candidates Entered</b>	<b>45</b>	<b>100.00</b>

Note: 10 candidates above, with cumulative papers to date, and 11 Absent/Lapsed candidates have failed to complete the examination within the requisite period.

<b>PAPER SUMMARY</b>
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The following table provides a breakdown of the number of candidates entered for a particular paper in the above examination and the respective results.

**Table III**

Paper Number	Overall Total						
	Entered	Absent		Sat		Passed	
	No	No	%	No	%	No	%
Paper 1	30	8	26.67	22	73.33	16	72.73
Paper 2	15	5	33.33	10	66.67	4	40.00
Paper 3	33	12	36.36	21	63.64	12	57.14
Paper 4	6	0	0.00	6	100.00	5	83.33

Note: Passed percentage is calculated against the number of candidates who sat the paper.



## Fire Services Examinations Board

### Qualifying Examination for Promotion to the Rank of Sub-Officer 2005 Written Examination – 2<sup>nd</sup> Re-sit

#### FULL STATISTICAL REPORT

#### ANALYSIS OF ENTRIES BY AGE GROUP

The following table shows the distribution of candidates by age and their cumulative performance in the above examination.

**Table I**

Age Group	Passed Complete Exam		Passed 3 Papers		Passed 2 Papers		Passed 1 Paper		Passed 0 Papers		Absent With No Credits		Total Entered
	No	%	No	%	No	%	No	%	No	%	No	%	No
Up To 20 Years	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
20 To 24	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1
25 To 29	3	50.00	0	0.00	0	0.00	3	50.00	0	0.00	0	0.00	6
30 To 34	5	41.67	5	41.67	2	16.67	0	0.00	0	0.00	0	0.00	12
35 To 39	8	53.33	2	13.33	3	20.00	2	13.33	0	0.00	0	0.00	15
40 To 44	4	40.00	1	10.00	1	10.00	4	40.00	0	0.00	0	0.00	10
45 To 49	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1
50+	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
<b>TOTALS:</b>	<b>22</b>	<b>48.89</b>	<b>8</b>	<b>17.78</b>	<b>6</b>	<b>13.33</b>	<b>9</b>	<b>20.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>45</b>

<b>ANALYSIS BY RANK</b>
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The following table shows the distribution of candidates by rank and their cumulative performance in the above examination.

**Table II**

Rank	Passed Complete Exam		Passed 3 Papers		Passed 2 Papers		Passed 1 Paper		Passed 0 Papers		Absent With No Credits		Total Entered
	No	%	No	%	No	%	No	%	No	%	No	%	No
Firefighter	14	46.67	6	20.00	3	10.00	7	23.33	0	0.00	0	0.00	30
Leading Firefighter	8	53.33	2	13.33	3	20.00	2	13.33	0	0.00	0	0.00	15
<b>TOTALS:</b>	<b>22</b>	<b>48.89</b>	<b>8</b>	<b>17.78</b>	<b>6</b>	<b>13.33</b>	<b>9</b>	<b>20.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>45</b>

<b>ANALYSIS BY GENDER</b>
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The following table shows the distribution of candidates by gender and their cumulative performance in the above examination.

**Table III**

Title	Passed Complete Exam		Passed 3 Papers		Passed 2 Papers		Passed 1 Paper		Passed 0 Papers		Absent With No Credits		Total Entered
	No	%	No	%	No	%	No	%	No	%	No	%	No
Female	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	1
Male	22	50.00	7	15.91	6	13.64	9	20.45	0	0.00	0	0.00	44
<b>TOTALS:</b>	<b>22</b>	<b>48.89</b>	<b>8</b>	<b>17.78</b>	<b>6</b>	<b>13.33</b>	<b>9</b>	<b>20.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>45</b>

<b>ANALYSIS BY LENGTH OF SERVICE</b>
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The following table shows the distribution of candidates by length of service and their cumulative performance in the above examination.

**Table IV**

Length of Service	Passed Complete Exam		Passed 3 Papers		Passed 2 Papers		Passed 1 Paper		Passed 0 Papers		Absent With No Credits		Total Entered	
	Years	No	%	No	%	No	%	No	%	No	%	No	No	
0	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
1	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
2	1	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	2
3	3	3	42.86	2	28.57	1	14.29	1	14.29	0	0.00	0	0.00	7
4	3	3	60.00	0	0.00	0	0.00	2	40.00	0	0.00	0	0.00	5
5	3	3	50.00	2	33.33	0	0.00	1	16.67	0	0.00	0	0.00	6
6	1	1	33.33	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	3
7	2	2	33.33	3	50.00	0	0.00	1	16.67	0	0.00	0	0.00	6
8	2	2	66.67	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	3
9	1	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	2
10	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1
11	0	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	1
12	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1
13	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
14	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2
15	2	2	66.67	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00	3
16	0	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	2
17	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
18	0	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1
<b>TOTALS:</b>	<b>22</b>	<b>22</b>	<b>48.89</b>	<b>8</b>	<b>17.78</b>	<b>6</b>	<b>13.33</b>	<b>9</b>	<b>20.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>45</b>

<b>ANALYSIS BY ETHNIC ORIGIN</b>
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The following table shows the distribution of candidates by ethnic origin and their cumulative performance in the above examination.

<b>Table V</b>													
Ethnic Origin	Passed Complete Exam		Passed 3 Papers		Passed 2 Papers		Passed 1 Paper		Passed 0 Papers		Absent With No Credits		Total Entered
	No	%	No	%	No	%	No	%	No	%	No	%	No
Declined To Say	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1
Irish	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1
White	20	46.51	8	18.60	6	13.95	9	20.93	0	0.00	0	0.00	43
<b>TOTALS:</b>	<b>22</b>	<b>48.89</b>	<b>8</b>	<b>17.78</b>	<b>6</b>	<b>13.33</b>	<b>9</b>	<b>20.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>45</b>

<b>ANALYSIS BY BRIGADE</b>
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The following table shows the cumulative results achieved in each brigade (grouped in local examination boards.) The percentage figure for absentees is calculated on the number of candidates entering the examination.

**Table VI**

Board	Brigade	Passed Complete Exam		Passed 3 Papers		Passed 2 Papers		Passed 1 Paper		Passed 0 Papers		Absent With No Credits		Total Entered	Total Absent	
		No	%	No	%	No	%	No	%	No	%	No	%	No	No	%
A	Tyne & Wear	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	2	1	50.00
<b>Sub-Totals:</b>		<b>1</b>	<b>50.00</b>	<b>1</b>	<b>50.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>2</b>	<b>1</b>	<b>50.00</b>
C	Lancashire	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	1	100.00
<b>Sub-Totals:</b>		<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>1</b>	<b>100.00</b>
D	Cheshire	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0	0.00
D	Isle of Man	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	0	0.00
<b>Sub-Totals:</b>		<b>1</b>	<b>50.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>50.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>2</b>	<b>0</b>	<b>0.00</b>
G	Cambridgeshire	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	0	0.00
<b>Sub-Totals:</b>		<b>2</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>2</b>	<b>0</b>	<b>0.00</b>
I	Suffolk	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	1	1	100.00
<b>Sub-Totals:</b>		<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>1</b>	<b>100.00</b>
L	Buckinghamshire	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	2	2	100.00
L	Hampshire	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0	0.00
<b>Sub-Totals:</b>		<b>1</b>	<b>33.33</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>33.33</b>	<b>1</b>	<b>33.33</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>3</b>	<b>2</b>	<b>66.67</b>
N	Wiltshire	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	2	0	0.00
<b>Sub-Totals:</b>		<b>1</b>	<b>50.00</b>	<b>1</b>	<b>50.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>2</b>	<b>0</b>	<b>0.00</b>
O	Gloucestershire	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0	0.00
<b>Sub-Totals:</b>		<b>1</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>0</b>	<b>0.00</b>
P	South Wales	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0	0.00
<b>Sub-Totals:</b>		<b>1</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>0</b>	<b>0.00</b>
Q	Strathclyde	5	41.67	2	16.67	2	16.67	3	25.00	0	0.00	0	0.00	12	4	33.33
<b>Sub-Totals:</b>		<b>5</b>	<b>41.67</b>	<b>2</b>	<b>16.67</b>	<b>2</b>	<b>16.67</b>	<b>3</b>	<b>25.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>12</b>	<b>4</b>	<b>33.33</b>
R	Grampian	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	2	0	0.00
R	Tayside	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	2	0	0.00
<b>Sub-Totals:</b>		<b>2</b>	<b>50.00</b>	<b>1</b>	<b>25.00</b>	<b>1</b>	<b>25.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>4</b>	<b>0</b>	<b>0.00</b>
S	Central Scotland	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	3	1	33.33
S	Lothian and Borders	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	2	0	0.00
<b>Sub-Totals:</b>		<b>3</b>	<b>60.00</b>	<b>2</b>	<b>40.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>5</b>	<b>1</b>	<b>20.00</b>
T	Northern Ireland	3	50.00	0	0.00	1	16.67	2	33.33	0	0.00	0	0.00	6	2	33.33
<b>Sub-Totals:</b>		<b>3</b>	<b>50.00</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>16.67</b>	<b>2</b>	<b>33.33</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>6</b>	<b>2</b>	<b>33.33</b>
U	Jersey	1	33.33	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	3	0	0.00
<b>Sub-Totals:</b>		<b>1</b>	<b>33.33</b>	<b>1</b>	<b>33.33</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>33.33</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>3</b>	<b>0</b>	<b>0.00</b>
<b>TOTALS:</b>		<b>22</b>	<b>48.89</b>	<b>8</b>	<b>17.78</b>	<b>6</b>	<b>13.33</b>	<b>9</b>	<b>20.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>45</b>	<b>12</b>	<b>26.67</b>

**APPEALS AGAINST EXAMINATION RESULTS  
SUB-OFFICERS' WRITTEN – SEPTEMBER 2005**

**1. REPORT**

- 1.1 Following the introduction of the Appeals against Examination Results, 1 appeal was received from candidates asking for their failed paper to be re-marked. This represented a total of 1 examination script to be re-marked for Paper 1.

Paper 1	1
Paper 2	0
Paper 3	0
Paper 4	0
TOTAL	<u>1</u>

- 1.2 One experienced examiner was asked to re-mark the above script and this process took place on Friday 20th January at Lincolnshire Fire Brigade Headquarters. Examiners were not allowed to re-mark an examination paper previously allocated at the marking session.
- 1.3 Following the re-mark, the examiner provided a brief report, together with reasons where the re-mark had proved significant.

- 1.4 The Appeals Panel, consisting of the Secretary of the FSEB, the Lead Assessor and the General Assessor for Scotland reviewed the appeal in the light of the examiner's re-mark and comments, and the candidate's original submission. The decision of the Appeals Panel was:

Appeals Successful and Examination Result now ' <b>Passed</b> ' overall	1
Appeals Successful but change to Examination ' <b>Grade</b> ' only	0
Appeals Unsuccessful	0
<b>TOTAL</b>	1

- 1.5 The candidate and respective Chief Officer have been notified of the decision of the Appeals Panel.

- 1.6 The effect to the overall results as shown in Tables II and III of Appendix B of the Secretary of State Report can be summarised as follows:

Table II - Passed All Papers	23
Passed 3 Papers	7
Passed 2 Papers	6
Passed 1 Paper	9
Passed 0 Papers	0
Absent No. Credits	0
<b>Total Entered</b>	<b>45</b>

Table III - Paper 1 Passed	17 (77.3%)
Paper 2 Passed	4 (40.0%)
Paper 3 Passed	12 (57.1%)
Paper 4 Passed	5 (83.3%)

Note: Percentage passing of those who sat is now 65.7%.

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