

PEACHLAND FIRE AND RESCUE SERVICE



Read and keep for your records



Peachland Fire Rescue Service

Phone: 250-767-2841•4401 – 3rd Street Peachland • V0H 1X7

As Fire Chief of the Peachland Fire and Rescue Service (PFRS), I am committed to providing the most effective and efficient fire protection for our area.

Participating as a *paid-on-call* member of our service, often referred to as a '*volunteer*' by the public, is about more than just the service you provide. It's about the personal rewards, the satisfaction, and the sense of fulfillment that come with a job well done. It's about the tremendous sense of accomplishment and the valuable service you'll provide to the Community of Peachland.

To become a paid-on-call Peachland Fire and Rescue Service member, you need to make a serious commitment. Consider this decision thoughtfully. This package offers the information you need to understand the commitment and make an informed decision.

We provide comprehensive training and support to all our members, ensuring you're fully prepared for the responsibilities of the role. You can join us with confidence, knowing we will provide you with the skills and knowledge necessary to fulfill the duties of a firefighter.

I appreciate your interest in our department. We look forward to working with you and wish you every success with the recruitment training process.

Ian Cummings
Fire Chief
Peachland Fire Rescue Service



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THE NATURE OF OUR BUSINESS

The fire and rescue service is one of today's most diverse and challenging professions. This inspires men and women to enter the service, as volunteers, *paid-on-call* or career firefighters. Imagine having to train to prepare yourself to cope with situations that range from structure fires to motor vehicle accidents to hazardous chemical spills to heart attacks and any other possible emergencies. These skills are required at any time of day, seven days a week, in any weather, and very often under potentially stressful and emotional circumstances. These factors contribute to our profession being personally very rewarding.

Our primary goal is to protect the public. We accomplished this in two ways:

1. The first is to prevent fire emergencies from occurring through fire prevention, inspections, fire safety education and code enforcement programs.
2. Secondly, we are here to prepare ourselves to control fire emergencies and assist in medical emergencies. We do this through education, training, pre-incident planning, state-of-the-art equipment, and more training.

This career is not for everyone. You need more than just a desire to help people. You also need courage, dedication, assertiveness, and a willingness to learn new skills and face new challenges. The fire and rescue service is not for the meek or timid or for those who lose control of their emotions during times of crisis. Our service is one which calls on its members to perform hot, sweaty, dirty, strenuous work, often in uncertain and hazardous environments.

The personal rewards and satisfaction received from the fire and rescue service are often beyond description. There is a sense of accomplishment after controlling a building fire, joy and elation when you have completed a successful rescue, compassion for accident victims and fulfillment in teaching fire & life safety.

If you feel you have what it takes to meet the challenges, we welcome you to apply to join our team of amazingly dedicated men and women.



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Mission Statement

To provide the most effective and efficient fire protection and rescue service for the citizens of and visitors to the District of Peachland.

Profile

The Peachland Fire and Rescue Service is a paid-on-call department.

Organization

The Peachland Fire and Rescue Service operates under the direction of the Fire Chief who is responsible to the Regional Board of the Regional District of Central Okanagan and the Peachland Municipal Council.

In order to deliver the services needed to accomplish the above-stated mission statement, we have highlighted our department into four divisions as follows:

- Operations - responsible for delivering emergency services for fire and rescue and backup emergency medical services.
- Fire Prevention - responsible for inspections, plan reviews, permits, investigation, and public education.
- Administration - responsible for finance, planning, logistics, and supporting other divisions.
- Training - responsible for achieving and maintaining the skills and expertise to accomplish the PFRS stated mission.

Operations:

The Peachland Fire and Rescue Service responds to approximately 350 emergency calls per year, including structure fires, grass fires, wildfires, motor vehicle accidents, public services, and first medical responses.

***Paid-on-call* firefighters:**

Men and women who are physically fit and wish to participate in emergency, fire, and rescue activities can apply for any opening. The minimum age is 19, and the Junior firefighter program is for ages 16-18.



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Training and Participation:

Over the years, the Peachland Fire and Rescue Service has evolved into a public safety agency providing highly technical and diverse services. The public has come to rely on the fire department as the "first responder", not only when natural disasters threaten lives and property, but for seemingly smaller problems as well.

To ensure that all PFRS members are prepared to deliver the best level of services required, training standards provide each member with the skills, knowledge, and abilities necessary to deliver fire and emergency first aid service to the citizens of Peachland.

Training Requirements - Recruits and Probationary Firefighters:

All *paid-on-call* members entering the PFRS, regardless of prior training or experience, must complete a 6-month probation period and 60 training hours before being accepted as full members of the PFRS.

Firefighters:

All recruit *paid-on-call* members of the PFRS are expected to achieve the minimum level of exterior firefighting. New members must attend a minimum of 70% of the weekly practices calculated using a 3-month rolling average and 25% of incident callouts during their first two years of service. Attendance at occasional weekend courses and public service events is also required. Those who demonstrate a desire to increase their skills may be provided with the opportunity for advanced training in subjects such as marine rescue, rope rescue, and auto extrication.



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GENERAL DUTIES AND REQUIREMENTS - *PAID-ON-CALL* FIREFIGHTER

Nature and Scope of Work

PFRS firefighters are responsible for combating, extinguishing, and preventing fires and saving lives and property within the District of Peachland. They participate in training as required by the PFRS training program and in inspections and fire prevention programs as assigned.

All members must be physically and mentally capable of responding to an emergency to perform firefighting/rescue and other related work as required to save lives and property.

Summary of Firefighter Duties, Responsibilities, and Working Conditions:

- Fire department members must reside within our fire protection district.
- Covered by WorkSafeBC and On-Duty Accident & Sickness Insurance.
- May be required to obtain a Hepatitis 'B' vaccination or provide confirmation of current vaccination.
- Must maintain a reasonable level of health and fitness.
- Must carry a pager supplied by the Fire Department.
- Must obtain First Aid and CPR certificates (training provided by the department).
- Must complete a Recruit/Exterior Training Program before activation.
- Must be committed to continuous training in fire suppression, auto extrication, and emergency first aid procedures.
- For safety reasons, facial hair may affect the integrity of the self-contained breathing apparatus's facepiece seal. Beards, bushy moustaches, and long sideburns are not permitted.
- Responsible for performing various duties safely and efficiently under emergency conditions.
- Tasks include the routine maintenance of firefighting equipment and property, carrying out specific orders and directions as received from a superior officer, training, and firefighting.
- Must respond promptly, safely, and efficiently to alarms, obey the orders of the officer in charge, and share in the work required at emergency scenes, around the fire station, and when otherwise on duty.
- Must refrain from using offensive statements or language at the emergency scene, in and around the fire stations, and when on duty in public.
- Must be loyal to their fellow firefighters, officers, and department and always conduct themselves professionally, compassionately, and sensitively, remembering that he/she is in the eyes of the public while on duty or when wearing identifiable department clothing while not on duty.
- Must meet minimum attendance for calls and training.
- Zero tolerance for members engaging in any fire department business while impaired by drugs or alcohol.



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QUESTIONS ASKED MOST OFTEN BY PROSPECTIVE *PAID-ON-CALL* MEMBERS

Q. What is the cost of the required training?

A. The PFRS provides training for paid-on-call firefighters free of charge.

Q. How much will I have to pay for my protective clothing?

A. The PFRS provides all required protective clothing at no cost to the individual.

Q. What is the format of the paid-on-call member's training schedule?

A. Training is every Monday night and may include some full-day weekends.

Q. Who provides insurance coverage for my activities as a paid-on-call firefighter?

A. Normal Workers' Compensation Board coverage is in effect whenever the individual is working for the PFRS. The Municipality of Peachland also has insurance coverage for auto liability when operating PFRS vehicles and accidental death and disability coverage. The PFRS also has a special life & AD&D insurance policy for all members, providing 24-hour coverage for the member. For an additional fee, the member's family may also receive 24-hour coverage.

Q. Are paid-on-call firefighters directly paid in any way?

A. Paid-on-call firefighters are paid for required training and all emergency call-outs at the rate set by the District of Peachland PFRS budget.

Q. After my initial training, how much time will I be expected to give as an active member?

A. While there are no exact time requirements, the average training and call-out time is approximately 20 hours per month. There is no ceiling on how much you can participate.

Q. How often will I be on call to respond to emergencies?

A. Our system depends upon paid-on-call firefighters being available to answer all emergencies. The PFRS, therefore, expects that paid-on-call firefighters, when in the District of Peachland, will be on call 24 hours a day, seven days a week, 365 days a year. This significant commitment needs careful consideration before you undertake it. The PFRS realizes that no one can always be available, but it relies on the commitment of paid-on-call members to respond whenever they are available. Potential members should be aware that this commitment cannot be taken lightly; their response to emergencies is a lifeline to the public they serve.



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- Q. How quickly will I have to respond to emergencies?**
A. The PFRS would normally expect all available members to respond immediately to a page out. Our policy calls for paging a second call if we have not had a response within three (3) minutes. Normally, the first apparatus is en route within that time.
- Q. How long do emergency call outs last?**
A. The average call-out lasts less than an hour. A working structure fire may extend to 3 to 4 hours. Major, multi-alarm fires may last 8 to 10 hours. Very rarely, a major emergency may extend for days.
- Q. If I have prior fire/rescue training and experience, will it count towards the district's training requirements?**
A. Prior training will likely reduce the time necessary to develop the minimum skills the PFRS looks for in its paid-on-call firefighters. However, participation in all programs is still required to demonstrate your proficiency.
- Q. It is possible for me to concentrate my participation and specialize in one area of fire PFRS response?**
A. All paid-on-call members are generalists, capable of doing any of the fire or rescue tasks that may occur in an emergency. Specialist training is provided, but not to the exclusion of the requirement to be able to participate in all PFRS activities.
- Q. Is there a medical and physical examination prior to acceptance by the PFRS?**
A. There is a medical and physical examination. Your doctor must complete a form provided by the PFRS.
- Q. Will there be written or physical tests prior to acceptance by the PFRS?**
A. Yes. You will be required to perform a series of physical tests to ensure that you are capable of doing the task required as a firefighter.
- Q. Can a woman be a firefighter with the PFRS?**
A. Yes. We currently have several women firefighters.
- Q. Is there a social aspect to belonging to the PFRS?**
A. Yes. In addition to contributing to the community, firefighters often find personal satisfaction in belonging to the PFRS. Members participate regularly in fire station socials and PFRS-related activities such as hose coupling competitions and community projects.



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Application Process

Step One: Application

All Candidates must complete and submit the following documentation as part of the application process:

- Application Completed and signed
- Resume, including a Cover Letter
- Waiver of Practical Evaluation
- Driver's Abstract & Photocopy of Driver's License
- Proof of COVID-19 Vaccination

Step Two: Information Session

All applicants will be required to attend an information session hosted by a panel of fire department members who have been through this process and can answer any questions or concerns.

Step Three: Interview

All applicants who meet the hiring requirements will be invited to an interview by the hiring committee.

Step Four: Physical Testing and Medical Examination

- The Medical Examination Report, completed and signed by the applicant's doctor, indicates that the applicant is physically able to perform the duties of a firefighter.
- Physical Activity Readiness Questionnaire (Par-Q)
- Successful completion of a physical fitness test administered by the fire department.

Step Five: Offer of Membership

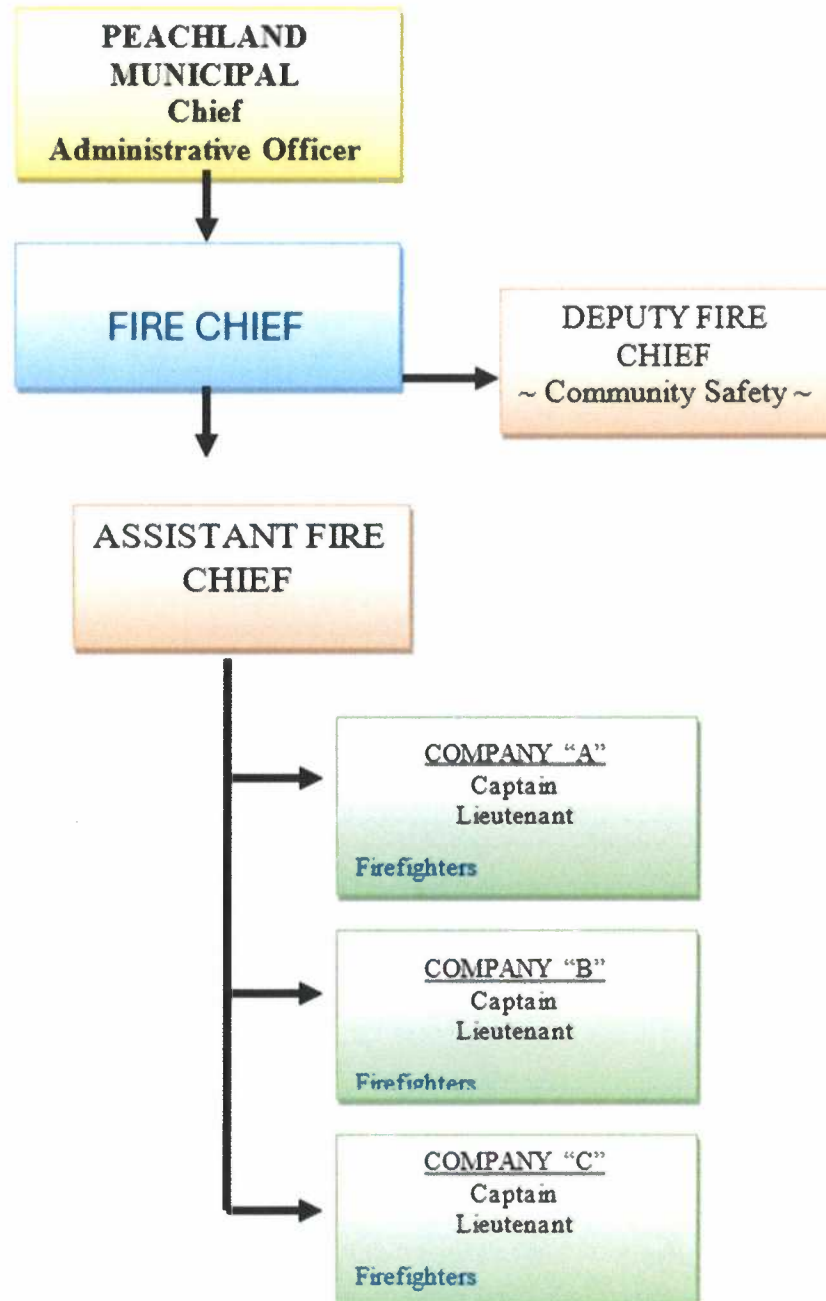
Successful applicants will be offered a six-month probationary period with Peachland Fire Rescue Service



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ORGANIZATION CHART





PEACHLAND FIRE & RESCUE SERVICE APPLICATION FORM

- Application Completed & Signed
- Drivers Abstract - please submit from ICBC
- Waiver for Practical Evaluation
- Proof of COVID-19 Vaccination
- Resume

COVID-19 VACCINATION POLICY

Members of Peachland Fire & Rescue Service are required to be Fully Vaccinated as per the District of Peachland's COVID-19 Vaccination Policy (PER-025A).

Members with a certified medical condition or religious or other protected human rights grounds for not being vaccinated may be eligible for accommodation.



PEACHLAND FIRE & RESCUE SERVICE

APPLICATION FOR PAID-ON-CALL FIREFIGHTERS

PERSONAL INFORMATION

Name in Full (Please Print): _____
(Surname) (First) (Middle)

Date of Application:
(mm-dd-yyyy)

Address: _____
(Street) (City) (Province) (Postal Code)

Home Telephone:

Other Telephone:

Email:

Are you a minimum of 19 years of age on or before the date of application? Yes No

Are you legally entitled to work in Canada? Yes No

Please list your skills that pertain to being a Firefighter: _____

First Aid Training: _____ Current Endorsement Level _____

Hep B Vaccination Yes No

Do you have any phobias (height, enclosed space, etc.)? If yes, please provide particulars: _____

DRIVER'S LICENSE INFORMATION

Do you possess a valid BC Driver's License? Yes No

BC Driver's License Number: _____ Class: _____

BC Driver's License Restrictions/Endorsements: _____ w/ Air: Yes No

CRIMINAL RECORD CHECK

Do you have a criminal record that would be noted on the required criminal record check? Yes No

If yes, please provide particulars: _____

Have you received a pardon? Yes No Date: _____

If yes, please provide particulars: _____

EDUCATION / TRAINING

Secondary School Grade completed (or equivalency): _____

Post-Secondary / Vocational / Trade Institution	Course	Date Completed

Do you have any previous Firefighting experience? If so, please provide details and dates: _____

Do you have any other certifications or Fire Service Training? If so, please provide details and dates: _____

EMPLOYMENT HISTORY

(Attach separate sheet, if necessary)

Present Employer/Firm/Organization:

Address: _____
(Street) (City) (Province) (Postal Code)

Nature of Business:

Date Started:

Date Ended:

(mm-dd-yyyy)

(mm-dd-yyyy)

Position Title:

Duties:

Are you a shift worker? If so, what hours do you work? _____

Would you be available to respond to daytime emergencies? Yes No

If accepted by the PFRS, you are required to attend weekly practices on Monday nights (approximately 7pm – 10pm). Can you meet this requirement? Yes No

Immediate Supervisor's Name:

Permission to Contact Supervisor?

Yes No

If yes, Supervisor's Phone Number: _____

Previous Employer/Firm/Organization: _____

Address: _____
(Street) (City) (Province) (Postal Code)

Nature of Business:

Date Started:

Date Ended:

(mm-dd-yyyy)

(mm-dd-yyyy)

Position Title:

Duties:

Immediate Supervisor's Name:

Permission to Contact Supervisor?

Yes No

If yes, Supervisor's Phone Number: _____

Reason(s) for leaving this position: _____

REFERENCES

(Give three References (not relatives) that have knowledge of your character and abilities)

	Name	Address	Phone Number	Occupation	Years Known
1.					
2.					
3.					

GENERAL

1.) What are your reasons for wanting to become a firefighter?

2.) Describe your skills and why you feel particularly suited to this position: _____

3.) Describe your hobbies, sports and activities outside of work: _____

4.) Additional information important to your application: _____

**WAIVER
RELEASE OF LIABILITY, WAIVER OF CLAIMS,
ASSUMPTION OF RISK AND INDEMNITY AGREEMENT
BY SIGNING THIS DOCUMENT YOU WILL WAIVE CERTAIN LEGAL RIGHTS, INCLUDING THE
RIGHT TO SUE
PLEASE READ CAREFULLY**

TO: PEACHLAND FIRE & RESCUE SERVICE. This form must be completed by all persons requesting permission to participate in any Fire Department activity as set out in the Regional District of Central Okanagan Fire Department Operation Guidelines. All applications must be approved by an Administrative Officer of the Peachland Fire & Rescue Service prior to the commencement of the activity.

I, _____ of _____
Full Name Address, City, Postal Code

acknowledge that I have requested permission to participate in the following Fire Department activity:

- Ride-a-long Training Demonstration (explain) _____
- Other Activity (explain) _____

Location of Activity _____ **Date & Time of Activity** _____

ASSUMPTION OF RISKS:

I am aware that requesting to participate in the above-described activity or any activity of the Fire Department will involve many inherent risks, dangers and hazards which are associated with Fire Department activities and attendance at emergencies, including boarding, riding on, or alighting from Fire Department vehicles or apparatus, proceeding to an emergency, the utilization or operation of Fire Department equipment and facilities while attending at an emergency or while attending or participating in a training session or other Fire Department activity, impact with other vehicles on route to emergencies, exposure to fire, water, chemicals or heat, negligence on the part of other persons attending at the above-described activity and negligence on the part of the officers, employees, agents or volunteers of the Peachland Fire & Rescue Service or its staff. I am also aware that the risks, dangers and hazards referred to above may arise or occur at any time and without warning. **I FREELY ACCEPT AND FULLY ASSUME** all such risks, dangers and hazards and the possibility of personal injury, death, property loss or damage resulting there from.

RELEASE OF LIABILITY, WAIVER OF CLAIMS & INDEMNITY AGREEMENT.

In consideration of being allowed to participate in the above referred-to activity of the Peachland Fire & Rescue Service, I hereby agree as follows:

1. **TO WAIVE** any and all claims that I have or may in the future have against the District of Peachland, Peachland Fire & Rescue Service and its officers, employees, agents, volunteers and representatives (all of whom are hereafter collectively referred to as "the Releasees");
2. **TO RELEASE** the Releasees from any and all liability for any loss, damage, injury or expense I may suffer or that my next of kin or heirs may suffer as a result of my involvement in the above referred-to activity and my presence at the Peachland Fire & Rescue Service facilities or the scene of any emergency or Fire Department activity due to any cause whatsoever **INCLUDING NEGLIGENCE, BREACH OF CONTRACT OR BREACH OF ANY STATUTORY OR OTHER DUTY OF CARE, INCLUDING ANY DUTY OF CARE OWNED UNDER THE OCCUPIERS' LIABILITY ACT, R.S.B.C. 1979, c.303, ON THE PART OF THE RELEASEES;**
3. **TO HOLD HARMLESS AND INDEMNIFY THE RELEASEES** from any and all liability for any damage to property of, or personal injury to, any third party, resulting from my participation on the above-captioned activity or attendance at the scene or emergency;
4. This Agreement shall be effective and binding upon my heirs, next of kin, executors, administrators, assigns and representatives in the event of my death or incapacity.

In entering into this Agreement, I am not relying upon any oral or written representations or statements made by the Releasees other than what is set forth in this Agreement.

ACKNOWLEDGEMENT OF UNDERSTANDING:

I **ACKNOWLEDGE** that I have read and understood this Agreement and I am aware that by signing this Agreement I am waiving certain rights which I, or my heirs, next of kin, executors, administrators, successors or assigns may have against the Releasees.

SIGNED this _____ day of _____, 20_____.

WITNESSED BY:

Name: _____

Applicant's Signature

(Signature of Parent or Guardian if Applicant is under 19 years of age)

APPROVED BY: _____



Peachland Fire and Rescue Service
4401 – 3rd. Street, Peachland, B.C. V0H 1X7
Office: (250)-767-2841 / fireclerk@peachland.ca

JUNIOR APPLICATION FORM

Please complete all attached form (see check list below) and return via email at your earliest convenience.

- Application Completed & Signed
- Waiver for Practical Evaluation - Signed
- Drivers Abstract (if applicable)
- Proof of COVID-19 Vaccination
- Resume
- Parent/Guardian Form

COVID-19 VACCINATION POLICY

Members of Peachland Fire & Rescue Service are required to be Fully Vaccinated as per COVID-19 Vaccination Policy PER-025A.

New Members must complete the Vaccination Status Disclosure form along with supporting documentation.

Employees with a certified medical condition, religious, or other protected human rights grounds for not being vaccinated may be eligible for accommodation.



PEACHLAND FIRE & RESCUE SERVICE

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Step Two: Information Session

All applicants will be required to attend an information session hosted by a panel of fire department members who have been through this process and can answer any questions or concerns.

Step Three: Interview

All applicants who meet the hiring requirements will be invited to an interview by the hiring committee.

Step Four: Physical Testing and Medical Examination

- The Medical Examination Report, completed and signed by the applicant's doctor, indicates that the applicant is physically able to perform the duties of a firefighter.
- Physical Activity Readiness Questionnaire (Par-Q)
- Successful completion of a physical fitness test administered by the fire department.

Step Five: Offer of Membership

- Successful applicants will be offered a six-month probationary period with Peachland Fire Rescue Service.



PEACHLAND FIRE AND RESCUE SERVICE

JUNIOR MEMBERS

PARENT OR GUARDIAN FORM

Name: _____

Date: _____

Basic Entrance Requirement (Please Check of Box and Initial);

- Be physically fit and live within the District of Peachland; Initial: _____
 - Be 16 years or older; Initial: _____
 - Understand probations requirements; Initial: _____
 - Have a valid BC Driver's License Or transportation to PFRS Station 21; Initial: _____
 - Be available for Monday Night Practice; Initial: _____
 - Have Parent or Guardian complete the section below. Initial: _____
-

Probation Requirements;

1. Will remain on "probation" until they are nineteen (19) years of age;
2. Are not allowed to participate in any hazardous operations unless specified by the Incident Commander and then directly supervisor by an officer at all times;
3. Will be limited to six members. Two junior members will be assigned to each company unless otherwise decided by the Fire Chief;
4. Junior members shall be remunerated as per the PFRS Operations & Procedures Policy (PRO-193)
5. All junior member shall be enrolled with the JIBC and participate in the required training;

I _____, hereby give my permission for _____ to be a junior member
(Parent or Guardian – Please Print) (Name of JR. Applicant)

with the Peachland Fire and Rescue Service.

Signature of Parent or Guardian: _____

Dated: _____