

# OTONABEE-SOUTH MONAGHAN FIRE DEPARTMENT



## Firefighter Recruitment Guide





OTONABEE-SOUTH MONAGHAN  
FIRE DEPARTMENT

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## OTONABEE-SOUTH MONAGHAN FIRE DEPARTMENT

# Indigenous Land Acknowledgement

"We acknowledge the Township of Otonabee-South Monaghan is located on the traditional territory of the Michi Saagigg Peoples. These are Treaty 20 and Williams Treaties lands.

We encourage everyone to educate themselves on the details of these documents and the influence of First Nations in Canada's history.

The Fire Department of Otonabee-South Monaghan recognizes these contributions and commits to actions which demonstrate respect for the environment in keeping with First Nation tradition, reflects the security of the next seven generations."



## OTONABEE-SOUTH MONAGHAN FIRE DEPARTMENT

### A Message from Chief Parsons

Thank you for taking an interest in becoming a volunteer firefighter in the Township of Otonabee-South Monaghan. We are a team and recognize the partnership created between our firefighters and the department. The hiring process is designed to determine the most suitable firefighters for our Fire Department. Those who will help serve our community for many years to come, devoted to training and personal improvement, and who demonstrate team building and leadership.

The Fire Department has an important responsibility to respond to fires and other emergencies that occur within our community and protect our valued citizens. As you probably know, the Fire Department is staffed with paid, on-call volunteers who generously provide their time and skills to maintain this important service to the community. In addition to the volunteer firefighters, organizations and others assist and compliment the Fire Department. For example, the volunteers are supported by their families or their employers who may provide them with time off from work for Fire Department duties.

Otonabee-South Monaghan Fire Department recruits will be directly involved with an extensive recruit training program that will include the National Fire Protection Association (NFPA) 1001 – Level 1 and Level 2, HAZMAT, First Aid with BLS and Oxygen Administration, acquiring a DZ License, and some specialty courses such as Auto Extrication. Firefighter recruits are expected to participate with 100% attendance in the delivered recruit training course which includes a significant commitment to home study, classroom, and practical skills development, all within approximately six months. Assuming you are successful through the program you should anticipate and be prepared to enter a life-long training commitment to the fire service.

Being a volunteer firefighter requires a significant commitment of your time (and your family's time) for training and response to emergency incidents or other public education duties. The safety of the public, yourself and your fellow firefighters depends on the skills you will learn and more importantly retain, maintain, and improve. Volunteer firefighters are on call 365 days a year (including holidays), 24 hours a day, and 7 days a week. Calls seem to inevitably come at the most inopportune times, when you sit down to a holiday dinner with family, birthdays, anniversaries, and more. You must remember to maintain our *commitment* to helping others who are having the worst day of their lives.

It should be noted that the personal rewards and satisfaction received from being involved in a fire department are often beyond description. There is a sense of accomplishment after controlling a building fire, providing compassion for accident victims, and fulfillment in teaching Fire Prevention and Fire Safety. This list goes on and on. The bottom line in our business is measured by the prevention and reduction of loss of life, pain, suffering and property damage that we have in our service. We exist, train, and prepare for one reason: to provide a vital service to our community. It is a difficult, exciting, and fulfilling journey, but a very worthwhile one.

Good luck with your recruitment journey!



# OTONABEE-SOUTH MONAGHAN FIRE DEPARTMENT

## **The Fire Department, and the Role of Volunteer Firefighters**

### **Goals of the Fire Department**

The primary goal of the Department of Fire and Emergency Services is to provide fire protection and rescue services through a range of programs designed to protect the lives and property of the public from the adverse effects of fire, sudden medical emergencies, or exposure to dangerous conditions created by man or nature; second to those Municipalities requiring assistance through authorized emergency fire service plan and program (mutual aid) activities; and third, to those Municipalities which are provided fire protection by the Department of Fire and Emergency Services via authorized agreements.

### **The Nature of Our Business**

Firefighting is very challenging and requires determination, strong work ethics, extensive, diverse knowledge, and training to deliver the approved level of service within the Municipality of Otonabee-South Monaghan. This job also comes with tremendous expectation from both our valued citizens and from the department. The diversity of firefighting continues to inspire and motivate individuals to enter the volunteer fire service. Imagine having to train to prepare yourself to cope with situations that range from structure fires, hazardous chemical spills, motor vehicle collisions, medical emergencies and almost any imaginable emergency in between. Your skills may be needed at any time of day, seven days a week, in any kind of weather, and very often under stressful and emotional circumstances. People who are attracted to the Fire Service want to contribute and make a difference and find this a personally rewarding and challenging opportunity.

There are three (3) lines of defense outlined by the Ontario Fire Marshal and Emergency Management (OFMEM). First, through Public Education; second, through Fire Prevention Inspections and Code Enforcement, and third; by providing suppression and rescue services. Public Education and Fire Prevention are highly specialized. Some of these skills will be honed when participating in Public Education events, pre-incident planning, and more. Suppression and rescue skills are acquired and maintained during expected training sessions. Firefighter training is hard and demanding and moreover, very rewarding.

This type of work is not for everyone. You need more than just a desire to help people. You also need courage, dedication, compassion, assertiveness, and a willingness to learn new skills and face new challenges. Additionally, you need extensive support and understanding from your family. You are expected to attend bi-weekly training to hone your skills. You will be paged to emergencies at all hours of the day and when it is least convenient. You will miss time with your loved ones. Firefighters perform hot, sweaty, dirty, strenuous work, often in uncertain and hazardous environments.

Now for the good news, the personal rewards and satisfaction received from being involved in a Volunteer Fire Department are often beyond description. There is a sense of accomplishment after controlling a structure fire, assisting accident victims, and fulfillment in teaching fire safety. The list goes on and on.

Do you have what it takes and are you ready to meet the challenges of the Fire Service?



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## Primary Objectives of the Recruit Program

We are here to assist you, want you to succeed, and achieve your personal goals and the goals of the Fire Department. The following objectives have been established to ensure you fully understand the expectations of joining the department.

1. Ensure you fully understand the commitment and expectations of the Recruit program.
2. Evaluate that your family fully understands your commitment and expectations of you and what they should know to help support you doing this job.
3. Demonstrate that you understand the commitment and expectations after you complete your Recruit training.
4. Active participation in the department training program to an acceptable standard, which will ensure continuous improvement and increased knowledge of the latest techniques of Public Education, Fire Prevention, and Firefighting skills.
5. Actively participate in the Fire Station maintenance program to ensure that all fire apparatus and equipment are in a constant state of readiness to respond to emergency calls.
6. Respect, foster and develop positive relationships with the department firefighters and neighbouring Fire Services.
7. Demonstrate positivity and ask questions and lead by example.





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### Factors to Consider Before Applying

- ✓ Successful completion of all assessment testing does not ensure a job offer.
- ✓ Before you decide to challenge yourself as an Otonabee-South Monaghan firefighter, learn all you can about the job. This information document will answer many questions, but also try and speak with other firefighters about the job. You need to participate with an open mind and have all the facts.
- ✓ The recruitment team has the responsibility of selecting individuals that meet the requirements outlined by the Otonabee-South Monaghan Fire Department, which include attributes of pride, professionalism, hard work, determination, respect, and teamwork.
- ✓ At times, this is a very tough job. A basic level of physical fitness is required to do the job effectively and safely. Can you work for extended periods under all weather conditions, extreme temperatures and at all hours of the day and night?
- ✓ We can help you with the training, but you need to have disciplined commitment and drive to make this a lifelong journey.
- ✓ Are you a motivated person who challenges yourself?  
There is no end to your educational journey with the department!  
You will constantly be pushed with new information and skills. Opportunities to advance yourself with specialized training courses may be provided, and will continue to challenge you, and provide an opportunity for you to bring those skills back to share with the department.
- ✓ Does my lifestyle allow me to commit to the required hours of training in-house and home study, as well as attend emergency calls? Training lasts for a minimum of two hours bi-weekly. Additionally, during your recruit training program you will be required to attend training sessions at the Eastern Ontario Emergency Training Academy (EOETA), which is a huge commitment.
- ✓ On top of the training demands, there are emergency calls - lots of them.
- ✓ A Secondary School Diploma or High School Equivalency Certificate is required.
- ✓ Must be a permanent resident in the township (conditions apply) within approved, reasonable response time to Station 1 – Keene, Station 2 - Otonabee, Station 3 – Bailieboro, and Station 4 – Hiawatha First Nation.
- ✓ Demonstrate integrity, ingenuity, and inventiveness in the performance of assigned tasks.



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- ✓ Ability to quickly learn territorial/geographical area, including the streets, hydrant locations, the layout and location of public utilities and potentially hazardous materials or substances/buildings in response areas.
- ✓ Ability to work within a command structure requiring strict adherence to following orders and being part of a team environment under extremely stressful situations.
- ✓ Communicate effectively both orally and in writing, with the public and other employees.
- ✓ Proof of valid G Driver's License with a clean abstract. DZ License is considered an asset and must be obtained within the first year of employment at your own expense (conditions apply).
- ✓ Daytime availability, shift workers, self-employed, or permission to leave the workplace for emergency calls is considered an asset.
- ✓ Related experience or training (Nurse, EMS, Mechanical Trades, Education, WHMIS, OHS, Emergency Management) is considered an asset.







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## Training and Participation

The fire service has evolved significantly and requires a highly trained, dedicated group of diverse individuals to deliver the levels of service approved by the Otonabee-South Monaghan Mayor and Council. The public has come to rely on the Fire Department as the group of “first responders” who can handle any type or form of emergency.

To ensure that all members of the Fire Department are prepared to deliver the best level of services required, training standards have been developed to provide each firefighter with the required skills, knowledge, and abilities necessary to deliver fire and emergency services to the public.

### Training Requirements – Volunteer Orientation

Volunteer firefighters entering the system are required to complete a mandatory recruit training program taught by instructors at the Eastern Ontario Emergency Training Academy (EOETA), unless they are already NFPA certified. The recruit training program provides new skills, enhances existing skills and most importantly, builds teams and friendships.

Successful applicants will be provided with a volunteer firefighter employment offer letter outlining requirements and expectations. Volunteer recruit firefighters will be required to complete the recruit training program and pass all provided exams, both written and practical. As a recruit you work your way through the program you will reach benchmarks. These benchmarks are required for your safety and the safety of fellow firefighters. Each benchmark will be explained during the recruit training program and will include: the issuance of all PPE, face piece fit testing, issuance of a pager, be assigned to a captain/apparatus in your home station and begin responding to emergency calls once approved by the Training Division and Chiefs.

Probationary recruits/firefighters may not enter burning buildings, participate in activities requiring advanced training, or be subjected to hazardous environments. Length of probation and details of service shall be determined by policy and as evaluated by your assigned captain and District Chief.

Training is provided following accredited standards, such as those of the National Fire Protection Association (NFPA) and any other skills or standards deemed required by the department training program.





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## Minimum Employment Eligibility Requirements

In addition to your completed application package (department application form, cover letter and resume) meeting satisfactory review of the hiring committee, all applicants must provide the following items, at various stages throughout the recruitment process. You will be prompted when to supply this list of items.

- Applicants must be 18 years of age or older.
- Proof of valid Ontario driver's licence (minimum G class, preference to Class DZ) and a current abstract must be provided before commencement of employment,
- Medical Examination Report, completed and signed by the applicant's Doctor.
- Criminal Record Check including Vulnerable Populations

Note: Applicants are responsible for all costs associated with the required documentation.

Applications will be reviewed with priority being given to those who meet the following:

- Permission to leave a place of employment to respond to alarms
- Availability in general
- Local area shift workers
- Previous Fire Department experience
- NFPA Certification
- Demonstrated commitment (i.e., volunteer service)

## Minimum Conditions of Employment

Ability to:

- Acquire and maintain, in good standing, a DZ licence within one year of employment. Access to DZ licence training may be available through the department. Driver abstracts may be requested, at your expense from time to time.
- Successfully acquire and maintain First Aid/CPR, BLS and Oxygen certification within one year of employment. (Certification provided by the department.)
- Complete all required training programs, successfully pass all AS&E exams, and demonstrate proficiency in all required activities.
- Maintain a clean criminal record
- Maintain attendance levels for emergency response and training sessions, following department requirements. (Mandatory)
- Adhere to all departmental policies, rules, regulations, legislation, and operating guidelines.

Note: The complete list of employment conditions will be provided in an employment offer letter should you be selected, this list is not comprehensive.

## Recommended Vaccinations

- Hepatitis A/B shots (*Twinrix* is common. If vaccination received in high school a blood test can be conducted to check for antibody levels to ensure proper coverage).
- COVID-19 (min. 2 doses mandatory)
- Tetanus and Diphtheria
- Mumps, Rubella, Measles, Polio,
- Annual flu shots (recommended)



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## Job Description – Recruit

### Position Summary

The Recruit is responsible for ensuring that they work in the safest manner possible, be it in training or on scene. Recruits shall attend all mandatory training during their probationary period to ensure that they achieve the appropriate level of knowledge and practical application to be assessed as a firefighter upon the completion of their probationary period.

The Recruit role is a supportive role until such time as the recruit status is removed. No tasks shall be taken on unless advised to do so by a senior officer.

### Statement of Duties (including but not limited to):

1. Operate in a manner consistent with established procedures and accepted firefighting methods.
2. Advise assigned Captain or District Chief of any noted deficiencies pertaining to apparatus, equipment, and stations.
3. Attend training and meetings as scheduled and/or requested.
4. Work in compliance with the *Occupational Health and Safety Act*, WHMIS, applicable legislation, regulations, statutes, departmental policies/procedures/practices, operational guidelines, and perform safe work practices.
5. Represent the Department in a professional manner with individual citizens, community groups/associations, commercial interests, and the written and electronic media.

### Distinguishing Features of the Rank

This is labour intensive work, operating in a team environment under the direction of supervisory staff members. The work is done in accordance with established policies, operational guidelines, Occupational Health and Safety (OH&S) Act and requires the exercise of good judgment in emergency situations.

The Recruit shall only respond to emergencies after approval to do so has been given by the District Chief of the Recruits' assigned district area. The Recruit will then only carry out supportive roles at an emergency and only if directed to do so by a supervisor on scene.

### Experience and Training

Must actively attend required training sessions and be a member in good standing. Shall understand and adhere to the Department command structure.

### Knowledge, Skills, and Abilities

1. To be assessed through the hiring process (Policy 2.00).
2. Assignments to be given based on achieved training levels.
3. Good knowledge of rescue and first aid procedures.
4. Working knowledge of modern firefighting and fire prevention methods, rescue and first aid procedures rules and equipment.



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5. Possesses knowledge and skill in safe operation of all types of fire and emergency vehicles, equipment, and safety and protective devices.
6. Working knowledge of rescue and first aid procedures, rules and equipment.
7. Knowledge of the *Fire Protection and Prevention Act, 1997*; Ontario Fire Code; *Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)*; *Occupational Health & Safety Act*; WHMIS; Ministry of Labour Safety Guidelines (Section 21); Fire Marshal's Guidelines and pertinent Municipal by-laws and services in general.
8. Possess a strong sense of public service, strong interpersonal and public relations skills.

### **Examples of Work (including but not limited to):**

1. Attend all necessary training to obtain the knowledge and practical experience to successfully carry out the duties of a firefighter.
2. Respond to alarms after approval has been granted.
3. Carry out duties assigned by supervisory staff.
4. Carry out support roles only.
5. Operate in a safe and courteous manner.
6. Any other duties as assigned by Fire Chief, Deputy Fire Chief, District Chief or Captain.

### **Working Conditions**

The Recruit, upon certification, may be required to work in all types of weather and less than ideal conditions both from natural and man-made elements, and may have to respond to hazardous atmospheres and areas and will be expected to work in a safe manner.





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### **Examples of Job Expectations:**

- Attends a minimum of 50% of training sessions throughout the year to ensure and maintain skills and proficiency in firefighting, rescue methods and team building.
- Once issued a pager, attend a minimum of 25% of emergency calls.
- Perform salvage and overhaul operations during and following emergency events, as assigned.
- Perform department-trained medical response skills to citizens when required.
- Assist with Fire Department pre-planning, as assigned.
- Eagerly participate in public information, public safety, and public relations within the community on request and will include door-to-door smoke alarm programs.
- Performs maintenance and cleaning tasks on PPE, fire apparatus and equipment to ensure a safe and effective state of operational readiness.
- As assigned and trained for, conduct firefighting/rescue activities at emergency scenes.
- Attends assigned training sessions to maintain skills and proficiency in firefighting and rescue methods.
- Ensures compliance with all health and safety matters following the department OG's policies and the Occupational Health and Safety Act and Regulations.

### **General Required Knowledge, Skills, and Abilities**

- Considerable knowledge of modern firefighting and rescue techniques and a strong desire to maintain skills.
- Considerable mechanical aptitude.
- Thorough knowledge of the rules and regulations governing the fire department and the volunteer activities of the department.
- Thorough knowledge of provincial legislation relative to the activities of the fire department.
- Thorough knowledge of the municipality, including demographics, major industries, and hazardous occupancies.
- Thorough knowledge of the operation of all equipment and methods used in combating, extinguishing, and preventing fires and rescue activities.
- Thorough knowledge of First Aid, CPR, BLS and oxygen administration.
- Agility and strength to do prolonged and arduous work under adverse conditions any time of the day or week.
- Ability to react quickly and remain calm under tremendous pressure and stress.
- Conscientious, dependable, cooperative, able to follow the direction given.
- Must maintain a valid driver's license, demonstrate a safe driving record, and be capable of driving emergency vehicles safely, in both emergency and non-emergency situations.
- Team player, respectful, inclusive, empathetic and a desire to be part of the solution, not part of the problem.



# OTONABEE-SOUTH MONAGHAN FIRE DEPARTMENT

## Recruitment Process Timelines:

1. **Application Submission** – Done by obtaining application form online at [www.osmtownship.ca](http://www.osmtownship.ca) and emailing it along with a current cover letter and resume to the department via [fireadmin@osmtownship.ca](mailto:fireadmin@osmtownship.ca).
2. **Be invited to observe training sessions** – Upon review of your application submission, the District Chief of the station you are applying to will invite you to attend some regular training sessions. This is done for you to observe the firefighters and get a feel for what training has to offer and find out if it truly fits you and your life situation.
3. **Interview** - Interviews will be scheduled with the District Chief, the Deputy Chief and the Fire Chief as vacancies need to be filled.
4. **Offers of Employment** – Those who successfully complete the interview process and are selected for volunteer employment will receive an offer of employment. You will have a period of one (1) week to review the offer, sign, and return the acceptance form to the department administration office.

## Step One: Application & Resume

Once you have decided to continue with the application process, you will need to submit your complete application submission. The application form will be available on the Township website at: [www.osmtownship.ca](http://www.osmtownship.ca).

Be sure to include your involvement in the Township and why you are interested in this opportunity. Applicants are required to live in the Township or within an acceptable/approved distance of a fire station to qualify. This is a mandatory requirement.

Qualified applicants are invited to submit their application submission, clearly marked, "Firefighter – Station Location", by email to [fireadmin@osmtownship.ca](mailto:fireadmin@osmtownship.ca)

Your application submission will be assessed for completeness and compliance. If you meet all minimum requirements, you may be invited to continue forward in the process.

## Step Two: Formal Interview

If in the review of application submission, you may be selected for an interview. Should you be selected for an interview you will attend Headquarters in Keene for your interview as scheduled.

## Step Three: The Offer

Successful applicants will be contacted by Otonabee-South Monaghan Fire Department.

If you are offered a volunteer firefighter position with OSMFD, you will be required to provide:

- ✓ Medical clearance from a licensed Medical Doctor as a condition of your employment (Form will be provided).
- ✓ Current criminal background check, Vulnerable Sector.
- ✓ Current drivers abstract.
- ✓ Signed Acceptance of Employment Offer including agreement to abide by code of conduct document.

You will have a period of one (1) week to review the offer, sign, and return to OSMFD.



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### **Step Four: Recruit Training and Probationary Period**

A schedule will be provided on the first night outlining the training dates, locations, and requirements.

Your recruit training program will consist of online pre-course and weekend practical skills development. Typically, the online portion is self-directed and prepares you with the basic requisite knowledge to attend the practical training sessions.

The training starts in January and continues until the fall to cover all topics to completely certify to NFPA 1001 Firefighter Level I & II. Should a student be having difficulty this will allow the department to provide sufficient support with the goal of success. Red Cross Medical Certification training will be provided and includes Standard First Aid, CPR, BLS and Oxygen delivery.

As part of your employment requirements, you will be required to obtain and maintain a valid Ontario Driver's license in good standing with a Class D and Air Brake Endorsement Z within two (2) years of your start date. The department will also assist with ONE road test, we will schedule the test and provide a truck.

During your recruit stage each recruited firefighter will obtain Pro Board certification in NFPA 1001, Level 1 and 2 and NFPA 1072 Hazmat Ops. During year one and into year two (2) you are required to successfully obtain your DZ License mandatory requirement.

For recruits who already have achieved NFPA 1001 Level I and II, including NFPA 1072 HAZMAT Awareness and Operations, you are required to fully attend and participate in the fire department recruitment orientation in-house program. You will be required to successfully complete the department in-house orientation program and be approved for pager issuance prior to being able to respond to any emergency calls.

Training and education are critical to the success of our fire department. Once you have obtained your mandatory certifications your educational journey is just beginning. Education and training are truly a life-long journey. It is fully expected that each firefighter will embrace all education and training opportunities with enthusiasm and dedication to the trade.



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## Benefits of Volunteering

There are many benefits of volunteering as a firefighter in the Township of Otonabee-South Monaghan. We get the opportunity to give back to our communities by way of public education at community events and participation in parades. As well as responding to many different types of calls including fires, car accidents, medical assistance, and public assistance that offer their own benefits of helping others.

Additional benefits of volunteering are:

- Appreciation of a job well done
- Challenging work environment
- Opportunity for lifelong learning
- VFIS Insurance and Life Insurance coverage
- Build friendships and teams
- A sense of pride
- An opportunity to discover yourself
- Serve your community, networking
- Opportunity to learn and build your resume
- Personal satisfaction with meaningful incentives
- Remuneration for training, work assignments and emergency response







## OTONABEE-SOUTH MONAGHAN FIRE DEPARTMENT

# Frequently Asked Questions

### **Q. How do I submit my application?**

A. Your completed application can be dropped off at the Otonabee-South Monaghan Station 1 building or emailed to [fireadmin@osmtownship.ca](mailto:fireadmin@osmtownship.ca).

If you have any questions, please direct them to Cara Wood – [fireadmin@osmtownship.ca](mailto:fireadmin@osmtownship.ca).

### **Q. Can I apply to more than one Station?**

A. Yes and No. You could apply to more than one station; however, you must meet the mandatory distance requirement to the station from your place of residence. We encourage applicants to know the facts and apply to the station that best fits the requirements.

### **Q. Does the Department cover the costs for any required documentation (Medical Examination, Driver's Abstract)?**

A. No, applicants are responsible for any costs incurred during the recruitment process.

### **Q. If I am successful in the recruitment process, is facial hair allowed for members of the Fire Department?**

A. For reasons of safety, facial hair that may affect the integrity of the facepiece seal of self-contained breathing apparatus, i.e., beards, bushy moustaches, and long sideburns, is not permitted under any circumstance.

### **Q. Should I submit my completed Medical Examination Report, Drivers abstract or criminal background check vulnerable sector with my application?**

A. No, only those provided with an offer of employment are required to submit these mandatory documents. Should you receive an offer letter, sufficient time will be provided to obtain the required information and submit it to the department. However, these documents are a condition of employment, and the offer can be rescinded should anyone fail to provide the documents in a reasonable time.

### **Q. How many training hours are required to become a volunteer firefighter?**

A. Selected applicants will be expected to complete approximately 200 hours of online and practical training during their recruit training. This requirement is on top of your bi-weekly weekly training attendance. Assuming a volunteer firefighter had 100% training attendance, they could spend approximately 48 hours training annually, not including an additional weekend training (medical recert every 3 years). Participation is required to improve and sharpen a firefighter's skills.

### **Q. Do I have to be a certain age to join the volunteer fire department?**

A. You must be a minimum of 18 years old. We encourage all ages to join, assuming you are physically fit.



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### **Q. Is our fire department diverse and welcoming to everyone?**

A. Absolutely, we encourage everyone to join. We strive to welcome everyone and create a fire service where you are both included and valued. We build and nurture a culture where inclusiveness is at our core and not just a check box. We foster a deep sense of pride, passion and belonging that transcends all ranks and is unified in our shared commitment to excellence, innovation, caring, and social responsibility. We know through experience that different ideas, perspectives, and backgrounds create a stronger and more creative fire department environment that delivers better results. We support an inclusive environment where firefighters feel empowered to share their experiences and ideas and welcome all groups.

### **Q. How important are training attendance and emergency response attendance?**

A. Training is the hallmark of every fire department. Without training you will never achieve the level of operational readiness and safety you are required to deliver. Emergency response builds on your training skills and provides the additional confidence required to do your job.

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

A. While the exact time requirements vary depending on activities and emergency calls, the average training and call-out time is approximately 15 - 25 hours per month.

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

A. The volunteer model depends upon volunteer firefighters being available to answer all emergencies. The department, therefore, expects that volunteer firefighters, when in their fire protection area, will be on call 24 hours a day, 7 days a week, 365 days a year. This is a major commitment that needs careful consideration before you undertake it. The department realizes that no one can be available all the time, but it relies on the commitment of volunteer 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 that they serve.



# OTONABEE-SOUTH MONAGHAN FIRE DEPARTMENT

## Final Words

Hopefully this document has provided you with valuable information that will assist you with this important decision.

Becoming a Volunteer Firefighter in Otonabee-South Monaghan Township is both exciting and potentially life-changing. This opportunity is filled with new skills, education, and opportunities like no other job.

Firefighters love what they do and that they can give back to their community. One minute you're hanging out with your family and the next minute you're attending a motor vehicle collision with entrapment delivering life-saving skills.

We look forward to you joining our amazing team of professionals who embrace their community and firefighting team. This opportunity is like no other.

Good Luck to everyone who applies. I hope to see you on the apparatus floor soon!

Fire Chief Chuck Parsons

