



PAPINEAU-CAMERON FIRE DEPARTMENT



INFORMATION AND APPLICATION FOR NEW RECRUITS

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A letter from the Fire Chief

Thank you for considering a volunteer role with the Papineau-Cameron Volunteer Fire Department. We appreciate your interest and hope this package provides helpful information as you consider becoming a volunteer firefighter.

As members of the Papineau-Cameron Volunteer Fire Department, we are proud of the service we provide to our community. We train diligently to deliver a safe, effective, and efficient response in a wide range of emergency situations.

Volunteer firefighting is not the right fit for everyone. Those who serve in emergency services differ from many other volunteer groups, as we regularly work in hazardous environments, respond to life-threatening incidents, and operate complex equipment.

Only about 1 in 3 applicants remains with the department for more than a year, largely because of the time commitment involved. While that can be challenging, it is important to recognize that, as you become more comfortable with your training and fellow firefighters, you will gain a strong sense of accomplishment. The experience can stay with you for a lifetime, bringing teamwork, pride in your achievements, and lasting camaraderie, stories, and memories.

The level of commitment and dedication required goes well beyond what many people initially expect. As you continue reading, you will gain a clearer understanding of what it takes to become part of our team.

Please feel free to speak with me or any of our firefighters. You are also welcome to attend a few of our meetings to get a better sense of who we are and what we do.

I hope to hear from you soon.

Sincerely,

Neil O'Grady
Fire Chief
Papineau-Cameron Fire Department



A Brief History

There are 3,492 fire departments in Canada. Of these, 3,184, or approximately 90%, are staffed exclusively by volunteers, while only 95 departments operate with a composite of professional and volunteer firefighters. The Canadian Fire Service includes more than 84,300 volunteer firefighters and 23,700 full-time firefighters.

The first recorded organized firefighting took place in ancient Rome, but it was not until the Middle Ages that bucket brigades began to be replaced by hand-operated fire engines using large syringes. Insurance companies later established their own brigades, although these teams were permitted to fight fires only on properties insured by their respective companies. In 1865, responsibility for firefighting shifted to municipalities, and advancements in methods and technology quickly improved effectiveness. Today, equipment design, breathing apparatus, vehicles, and training are highly sophisticated, making the work safer and more efficient. Innovations such as radio communication have also significantly changed fireground strategy.

Firefighting is both an art and a science and is best carried out by safe, disciplined teams with specialized training and equipment, guided by Incident Command and supported by procedures developed through study and experience.

What is Expected of New Volunteer Recruits?

As noted, emergency services differ from many other forms of volunteer service, which is part of what makes them so meaningful. The following information is intended to give you a clear idea of what will be expected of new recruits as members of our fire protection team. Please do not find this discouraging or overwhelming. We believe that many of these expectations may already reflect your attitude and character. Emergency service volunteers are often action-oriented, highly dedicated, community-minded, self-motivated, and strong team players.

Our work includes structural and chimney fires, vehicle fires, collisions and rescues, responses to hazardous situations, emergency pre-planning, and fire safety and public awareness activities. As a new recruit, you will not be expected to take on these responsibilities until you are ready. Training will be your primary focus as you learn from more experienced firefighters, but before long you will find yourself contributing in ways you may not yet imagine.

Firefighters, whether full-time or volunteer, have roles and responsibilities that must be understood and accepted well before responding to an alarm. Every firefighter has a responsibility to be properly trained and informed of the ethical and legal requirements necessary to maintain personal safety and strengthen public confidence in the department. This package includes an overview of firefighter roles and responsibilities, along with the ethical and legal requirements that apply to the position.



Roles and Responsibilities

The role of a firefighter is to protect the lives and property of residents within the department's response area. The programs and services provided by the fire protection team address the harmful effects of fire and exposure to dangerous conditions created by people or nature. These services also include fire prevention and public education, rescue, and suppression. Responses may be required for incidents such as motor vehicle collisions, hazardous materials incidents or spills, ice and water rescues, off-road rescues, all types of fire or explosion incidents, and the provision of first aid or cardiopulmonary resuscitation when needed.

Anyone wishing to become a qualified member of the fire department must be of good character and be prepared to complete any tests, including background checks, that may be required by the Fire Chief.

Duties and Standards

A firefighter is required to do the following:

- Operate and maintain fire equipment
- Perform fireground operations
- Apply first aid
- Participate in public service functions
- Perform public relations/education
- Perform auto extrication
- Perform rescue operations
- Control hazardous materials
- Perform station duties
- Carry out communications duties

Legal Requirements

Legally, no member of the fire department may enter any premises where alcoholic beverages are sold or consumed while in uniform, except with the department's permission. No one may respond to calls, attend the fire hall, or participate in meetings while under the influence of drugs or alcohol. Firefighters have a responsibility to do what is necessary to provide the best possible service to their community. This requires consideration not only of the safety of residents, but also of their own safety and that of their fellow team members. These standards are supported through proper training and by following the bylaws established by the fire department, along with its standard operating guidelines.

A firefighter's role is both demanding and inherently dangerous. Serious consequences can result when a firefighter does not follow the established roles and responsibilities of the position.

Firefighters must also conduct themselves in accordance with the ethical and legal standards of the department.



Joining our Fire Department

Our team meets every Thursday evening at 6:30 p.m. These meetings may include work on apparatus and equipment, as well as training or practice sessions.

Throughout the year, we also schedule additional training in partnership with fire departments outside our township.

A person may be considered for appointment as a probationary member of the service if they meet the following requirements:

- You complete an application form
- You are of good character
- You are at least 18 years of age
- You pass an aptitude test and any other tests required by the department
- You have reliable transportation to the fire hall at any time, day or night
- You hold a valid Ontario driver's licence

Points System

Although the Papineau-Cameron Fire Department is a volunteer organization, Council has established a point system for department members. Points are awarded for attending meetings, responding to fire calls, and participating in various other events. Their value is determined based on the number of events and the number of volunteers attending them. Points are paid out twice each year, in June and December.



Code of Ethics for Volunteer Firefighters

I fully understand and accept the responsibility of being a volunteer firefighter and will carry out the duties assigned to me;

I will respond promptly to alarms;

I will follow the direction of the Officer-in-Charge under Incident Command;

I will attend drills and practices diligently and do my part to help make our fire department an efficient firefighting organization;

I will carry out my duties at fires and drills in a safe and orderly manner;

I will do my share of the work required to load hose and clean apparatus and equipment;

I will report to the fire station immediately after each call to help ensure that equipment and apparatus are ready for the next emergency response;

I will refrain from using profane language and will conduct myself professionally while responding to calls and whenever I am in the public eye;

I will remain loyal to my fellow firefighters and to my department and will conduct myself at all times in a manner consistent with the responsibilities of a firefighter;

If, at any time, I feel that I cannot comply with the department's regulations, I will resign voluntarily;

I hereby acknowledge that I have received and read the above package and declare my intention to join the Papineau-Cameron Fire Department.

Signed

Print Name

Date



PCFD VOLUNTEER FIREFIGHTER APPLICATION FORM

I hereby make application for the position of volunteer firefighter in Papineau-Cameron Township and submit the following information:

NAME: _____

ADDRESS:

(include P.O. Box) _____

HOME PHONE #: _____ **CELL PHONE #:** _____ **WORK PHONE #:** _____

EMAIL: _____ **DATE OF BIRTH:** _____ **AGE:** _____

DRIVER'S LICENSE #: _____ **SIN #:** _____

EMERGENCY CONTACT: _____ **RELATIONSHIP:** _____

EMERGENCY CONTACT PHONE #: _____

DO YOU WORK SHIFT WORK OR AN OUT-OF-TOWN ROTATION SCHEDULE?:

☐ Yes ☐ No

If yes, please explain: _____

CURRENT EMPLOYER NAME & ADDRESS: _____

DOES YOUR EMPLOYER ALLOW YOU TO RESPOND TO FIRE CALLS DURING WORK HOURS?

☐ Yes ☐ No

DO YOU HAVE ANY DISABILITIES OR AILMENTS WHICH WOULD INTERFERE WITH FIREFIGHTING DUTIES?

☐ Yes ☐ No

If yes, please explain: _____

DO YOU HAVE ANY FIREFIGHTING EXPERIENCE?

☐ Yes ☐ No

If yes, please explain: _____

DO YOU HAVE ANY RELEVANT TRADES, SKILLS, OR EXPERIENCE?

☐ Yes ☐ No

If yes, please explain: _____



ARE YOU WILLING TO DEVOTE AT LEAST FOUR NIGHTS PER MONTH TO FIREFIGHTING TRAINING?

☐ Yes ☐ No

if no, please explain: _____

ARE YOU WILLING TO RESPOND TO ALL EMERGENCIES?

☐ Yes ☐ No

If no, please explain: _____

ARE YOU WILLING TO RETURN TO THE STATION AFTER AN EMERGENCY CALL TO HELP PREPARE EQUIPMENT AND APPARATUS FOR THE NEXT RESPONSE?

☐ Yes ☐ No

If no, please explain: _____

I certify that the information provided is true and complete. I understand that any false or misleading information may result in the rejection of my application. I authorize reference checks as required and commit to fulfilling the duties and responsibilities of a firefighter to the best of my ability.

Applicant's Signature

Date