

Township of Cramahe

Volunteer Firefighter Information Package

Cramahe is a rural township located in Northumberland County with a population of 6,600 residents covering an area of 202 square kilometers. It has a diverse mixture of industrial, agricultural, commercial and residential building stock. There are 2 rail lines and the 401 highway that run through the township. We have 35 firefighters stationed in 2 fire halls and respond to approximately 250 to 300 calls a year.

Things to Consider Before Applying

A commitment to maintaining a regular fitness regime and monitoring your personal wellness is key to ensuring firefighter safety and longevity. It is important that you have the strength, stamina and cardiovascular conditioning to take on the physical challenges of the volunteer firefighter role. Ethical behavior and accountability must be part of your nature. Taking ownership and responsibility for your actions is vital to success.

If scheduled for an interview, you must provide the following documentation (obtained at your expense) at the meeting:

- Doctor's Note stating that you are fit for firefighter duties
- Vulnerable Sector Search (a letter to support this process will be provided by email)
- Driver's Abstract for your driver's license number

Failure to provide the above-mentioned documents will discontinue your involvement in the recruiting process.

Volunteer Firefighter Attendance Expectations

It is understood that family and work schedules may occasionally impact your availability for firefighting. The demands and expectations placed on a volunteer firefighter will at times affect and disrupt your personal life. You may be called upon at any time of day, any day of the week, and in any kind of weather to work as a team to solve someone else's difficult situation. This role requires commitment, compassion, dedication to fellow firefighters, and above all a desire to serve your community. The rewards of being a volunteer firefighter outweigh the demands of the position. The Township is seeking individuals dedicated to committing the time required to continue the high level of service provided by the Township of Cramahé Fire Department.

Training and equipment checks are pre-scheduled each month with the expectation you will attend. Emergencies can occur at any time and when at work, we know you can't get there. Firefighter participation is tracked on a regular basis to determine if the minimum standard is being met.

Your **pre-scheduled** monthly time commitments (approximately 8 hours total) include:

- 3 monthly training sessions, each 2 hours long
- 1 monthly equipment check lasting approximately 2 hours

Your **unscheduled** annual emergency response call volumes vary and are subject to change and variation, including based on your availability.

Your **pre-scheduled** Fire Prevention/Public Education Activities vary throughout the year during weekdays and weekends and are dependent on the number of firefighters required and your availability. Programs like door-to-door smoke alarm checks, fire prevention week school visits, parades and other public events require firefighter participation.

Steps to becoming a Volunteer Firefighter

Submit your resume and a cover letter explaining why you are interested, to the Township of Cramahe Human Resource department.

Recruit Training is required to obtain certification as Firefighter 2 and Emergency Medical Responder. The Firefighter 2 certification course consists of over 250 hours of online and classroom settings which is usually done over the course of 5 months on weekends. This is done through the county for all the departments. There is the opportunity to attend the Regional Training Centre in Trenton to complete this through two 5-day courses plus online study. If you are currently certified to NFPA Firefighter Level 2 this would not be necessary. The Emergency Medical Responder course is 2 days in class plus online training.

Additional Training includes obtaining a class DZ license within 1 year of hire.

Mental wellness plays a significant role in your experiences with the fire department. As an emergency responder you will be exposed to situations that can be both visually and mentally traumatizing. You will be provided with training tools to help you understand and cope with the symptoms of mental wellness associated with being a first responder. The department also has a peer support team that can assist you including access to a formal employee assistance program.

The department has a strong **safety culture** where adherence to operating guidelines, use of personal protective equipment and watching out for one another is expected to ensure a safe working environment.

Firefighters are required to wear a pager that alerts you to calls when you're fit (both mentally and physically) and available for duty.

You must have a smart phone with an active data plan for use when paged for emergencies and attending training and hall duties. We use an app which will alert you to emergency calls.

Job fit/suitability is one of many critical factors considered in our decision-making processes. **Completion and/or passing all steps in the recruitment process does not ensure a position with the department.** If at any point in the process the required competencies are not met, you will not proceed to the next step.

Most importantly, consult with your significant other and family members to discuss the volunteer firefighter commitment you are considering. **There is a significant amount of time and obligation to get through the first year of training and testing to become a certified firefighter.** Then, the monthly training, equipment checks, public education activities and emergency response become the normal expectations. Emergencies are not planned and can happen on holidays, in the middle of the night and on special occasions. Do you have the time and just as important, the support of your family and your employer to be a volunteer firefighter? Please see the Self-Evaluation Questionnaire.

Self-Evaluation Questionnaire

Use these questions to help you decide if becoming a Township of Cramahe Volunteer Firefighter is a good fit for you. Ask yourself:

1. Does my lifestyle support ethical and responsible choices and actions?
2. Am I prepared to maintain a level of professionalism on and off duty?
3. Does my lifestyle align with the department values of respect, pride, professionalism and teamwork?
4. Have I been free from unlawful activities?
5. Have I adopted and do I maintain physical fitness as a way of life?
6. Am I physically able to perform firefighter job tasks?
7. Am I able to meet the training requirements?
8. Can I work for extended periods of time under difficult and strenuous conditions?
9. Am I free of phobias relating to height, confined spaces and able to maneuver with limited or no visibility?
10. Am I comfortable using hand/power tools and technical equipment?
11. Can I disengage from emotional suffering, tragedy, or loss of life to complete essential job tasks?
12. Do I have a support system in place for debriefing and stress relief?
13. Have I considered the impact that volunteer firefighting may have on my family and work environment?
14. Am I familiar with an able to operate within a para-military working environment?
15. Do I treat people with respect, dignity, and professionalism regardless of race, creed, gender and beliefs?
16. Am I able to and do I take steps to maintain a positive attitude?
17. Am I able to motivate myself? Do I motivate others?
18. Do I actively engage myself in a problem-solving capacity?
19. Am I able to follow and carry out complex oral and written instructions?