



# ST. CLAIR TOWNSHIP PAID-ON-CALL FIREFIGHTER

## RECRUITMENT GUIDE



2024 Recruitment Year



The Township of St Clair has a dedicated group of Paid-on-Call (volunteer) firefighters that are committed to providing fire suppression services, medical tiered response, fire prevention, and public education services to the community. Firefighters play an important role in keeping the community safe from fire and other hazards.

If you are dedicated, a team player, in good health and physically fit then consider joining our team! Being a St Clair firefighter means that you are prepared to commit at least four hours a month to training and other activities. **All new recruit firefighters are required to complete the 200-hour Firefighter Certification training and examinations as mandated by the Province of Ontario. Emergency responses add to your monthly commitment.**

Firefighting is a great way to learn valuable skills, give back to your community and make extra income.

**Firefighters are required to attend and respond to:**

- fire calls
- medical calls
- motor vehicle collisions
- technical rescue calls
- hazardous material incidents
- wildland fires
- weekly or bi-weekly training nights and equipment checks
- weekend training when scheduled
- incidents that are traumatic and could involve members of your community

**Firefighters should be:**

- willing to wear a pager 24/7
- respond to calls at all hours of the day and night, in all weather conditions
- participate in fire prevention and fire safety education activities
- aware of the physical demands of the job, including wearing approximately 100 lbs. of gear at emergency incidents.
- be aware of the psychological/cognitive demands of the job, including exposure to emotional situations, including witnessing people in distress, severe injury, or death
- comfortable working in small or tight spaces
- comfortable working at heights
- ability to remain calm under pressure
- good at following and understanding directions

**Job Duties**

- The primary function of a POC Firefighter is to protect the community, be able to mitigate a wide variety of emergencies & participate in non-emergency events.
- POC Firefighters participate in community education, fire prevention activities, as well as participating in the promotion of public fire safety.

- POC Firefighters are active participants in ongoing training dealing with all phases of fire suppression, specialized rescue, medical support and other emergency operations.
- Other duties involve fire prevention and inspection activities, community education programs
- Monthly vehicle and equipment maintenance.

### **Working Conditions**

Working as a paid on-call firefighter will expose you to a variety of conditions; some situations you should expect to encounter as part of normal routine are as follows:

- Being called on to respond to emergencies at any time of day, including holidays and weekends.
- Being called on to respond to emergencies in any kind of weather.
- Performing required tasks while wearing full personal protective equipment, including self-contained breathing apparatus.
- Working quickly to extinguish fires in extreme heat and when visibility is poor or non-existent.
- Experiencing physically demanding tasks during extreme fluctuations in temperature.
- Lifting, carrying, butting, extending, and climbing ladders to extreme heights while maintaining balance and performing maneuvers.
- Working in hazardous areas that could be hot, wet, slippery, muddy, icy, dirty, and cramped.
- Working on and around moving machinery, vehicles, and equipment.
- Being exposed to and protecting against burns and other injuries, sharp objects, inhalation, injection, ingestion and absorption of hazardous substances, high noise levels, infectious agents/biological hazards, radiation hazards, smoke, dust, noxious odours, and contaminants and uninstalled or unshielded electrical equipment.
- Dealing with critically injured and/or sick patients.
- Dealing with distraught family members.

### **Physical and Mental Demands**

St. Clair Fire Department views fitness and mental health and wellness as an important part of firefighting due to the physical and mental strain experienced on the job. Paid on-call firefighters are required to report fit for duty, both mentally and physically.

The risk of injury in firefighting results mainly from the following:

- Using various heavy tools and fire apparatus
- Entering and maneuvering in dangerous and/or awkward places
- Performing work from heights
- Working in hazardous environments
- Lifting and carrying patients on stretchers
- Dealing with and treating critically injured and/or sick patients
- Extreme heat exposures
- Rapidly changing and stressful conditions

*The Township offers a comprehensive support network for mental stress management including a Peer Support Group, EAP services and Critical Incident Stress Management when required to assist in creating positive coping mechanisms and building resiliency when dealing with adverse or stressful situations.*

## Compensation and Benefits

Paid on-call firefighters are compensated on an hourly basis for attending weekly training, attending maintenance nights and responding to emergency calls. Paid on-call firefighters receive a minimum of two hours' compensation for each weekly training session and maintenance night attended and a minimum of two hours' compensation for each emergency call attended (see hourly rates below). The average emergency call lasts 60 minutes from the time the alarm rings to the time firefighters return to the fire station.

To complete your training you are required to complete the NFPA Firefighter I & II Certification testing process, pass the OFAI Stage 1 & 2 Testing and obtain a DZ drivers Licence. We provide all training for you to complete the mandatory requirements listed above to become a responding firefighter.

As a firefighter for St Clair Township, you are required to meet a quarterly attendance requirement for training. To clarify recruits must attend a minimum of 75% of all mandatory training during their probationary period.

*NOTE: Paid on-call firefighters are compensated for attending the basic recruit course or other training as required. Rates are current as of the date of publication, but may be subject to change.*

<b>RANK</b>	<b>HOURLY RATE*</b>
Recruit	\$19.08
2 <sup>nd</sup> Class	\$21.20
1 <sup>st</sup> Class	\$23.32

*\*This rate applies to alarms, training, special training, and meetings.*

In addition, paid on-call firefighters receive the following:

- all required personal protective equipment, including bunker gear and uniforms
- access to fire service specific training courses
- coverage under Workers' Compensation Board to the maximum allowed limit
- 24-hour accidental death and dismemberment insurance
- access to a Member and Family Assistance Program
- access to join a subsidized Rec Club membership at Moore Sports Complex

## Self-evaluation questionnaire

Service as a paid on-call firefighter requires a serious commitment. The following list of qualities and considerations will help you determine if paid on-call firefighting is the right choice for you.

- I am prepared to maintain the minimum qualifications required for paid on-call firefighters.
- I respect authority and my peers and am able to operate within a team.
- I am able to respond to emergency calls at unexpected times.
- I can work for extended periods of time under difficult and strenuous conditions.
- I am able to work from heights and in confined spaces and am able to maneuver with limited or no visibility.
- I am comfortable using different hand/power tools and technical equipment.
- I am able to follow and carry out complex oral and written instructions.
- I have considered the impacts this opportunity will have on my family and am prepared to accept those impacts.
- I have a support system in place for debriefing and stress relief.
- I believe I can disengage from emotional suffering, tragedy, or loss of life in order to complete essential job tasks.
- I am prepared to maintain a level of professionalism on and off duty.
- I make ethical and responsible choices and actions.
- I treat all people with respect, dignity, and professionalism regardless of race, creed, gender, or beliefs.
- I am able to and do take steps to maintain a positive attitude.
- I am able to motivate myself and others.
- I am committed to life-long learning.

# Paid-on-Call Firefighter Job Description

## **Job Duties:**

Paid-on-Call (POC) firefighters perform a wide variety of services in the community. POC firefighters carry out community education and prevention activities to promote fire-safe lifestyles and ensure adherence to Fire Codes. When not promoting an environment of public safety, POC firefighters are continually training to deal with all phases of fire suppression, rescue, and emergency response, including medical support.

## **Minimum Qualifications:**

- Must reside or work within 10 minutes of a fire station.
- Legally entitled to work in Canada (Canadian citizen, a landed immigrant or work permit).
- Grade 12 level education or equivalent (e.g., General Education Diploma).
- Hold and produce a valid Class 'G' Ontario driver's license and have a good driving record with no more than six (6) demerits.
- Be capable of handling intense and sustained physical effort.
- Clear Vulnerable Sector Security Check
- Pass a Township Medical
- Possess high standards of work ethics, professionalism, team orientation, and well-developed interpersonal skills.

## **During Recruitment Process:**

- Ontario Fire Administration Inc. (OFAI) Candidate Testing Services (CTS) certificates for Stage One, will be administered during the application process\*\*
- Stage Two, Hearing and Vision assessments and Encapsulated Treadmill test will be administered during the recruit training program\*\*
- Successfully complete the DZ licence process (provided by St. Clair Township Fire Department)

\*\* Details can be found at: [Candidate Testing Information | Ontario Fire Administration Inc. \(ofai.ca\)](https://www.ofai.ca/candidate-testing-information)

## **Additional Assets:**

- Possess a Class D-Z license
- Pre-Service Fire Fighter Education & Training Program Certification
- NFPA 1001 Fire Fighter I & II certified from an accredited program from a recognized institution, accredited by the International Fire Service Accreditation Congress (IFSAAC) or the Pro Board
- Previous experience as a full-time or Volunteer/Paid-on-Call firefighter in a municipal fire department
- Industrial firefighter training