



PEACE RIVER
REGIONAL DISTRICT



Charlie Lake Fire Department

NEW RECRUIT GUIDE



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Charlie Lake Fire Dept.

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Email: clfd@prrd.bc.ca

Introduction

Thank you for your interest in becoming a firefighter with the Charlie Lake Fire Department.



We are committed to recruiting talented and motivated people with integrity and a desire to serve our community.

Firefighters are members of our team who play a key role in the delivery of fire services to the Charlie Lake fire protection area. Our firefighters respond to fires, rescues and a host of other calls to aid the public.

Apart from direct support to emergency operations, our firefighters contribute volunteer time in support of community activities.

Our firefighters train to nationally recognized standards. The requirement to operate independently means that our members are thoroughly trained to perform their duties.

Firefighters come from all occupations and backgrounds: schoolteachers, tradespeople, industrial firefighters and private industry workers. Some of our firefighters choose to take advantage of the skills and experience that they gain by pursuing a full-time career.

Being a firefighter gives you the satisfaction of helping your community and is a rewarding, challenging, exciting venture.

When you join the CLFD, you are joining a family; the relationships you develop are likely to last a lifetime.

The firefighter recruitment process has five steps:

- **application/pre-screen**
- **documentation review**
- **physical demands test**
- **information session**
- **offer of position and schedule for the new recruit training class**



Our service

The CLFD is a full-service fire department that serves approximately 3,700 residents.



The Peace River Regional District runs the Charlie Lake Fire Department (CLFD). The CLFD has a full-time fire chief, deputy chief and approximately 30 volunteer firefighters operating out of one fire hall. Full-time staff is at the hall from 8:30 a.m. to 4:30 p.m., Monday to Friday.

The CLFD trains firefighters to the NFPA (National Fire Protection Association) 1001 Level 2 Standard and recruits new firefighters once a year. Due to the high level of training that the CLFD achieves and maintains, it is considered a full-service fire department as defined by the BC Office of the Fire Commissioner. This means that the CLFD is trained to conduct both exterior and interior fire suppression and fire rescue services.

The current level of service the CLFD offers includes:

Structural fire protection: responding to fires affecting homes, farms and businesses.

Interface fire protection: responding to fires in the interface between the community and the forestlands. Often local fire departments will work closely with the BC Wildfire service.

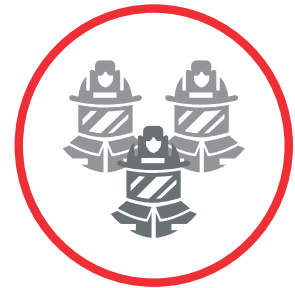
Prevention and public education: conducting reviews with businesses in the area to learn about structural hazards that might exist and affect the strategies employed during a fire response; conducting public education through open houses, classroom visits, etc.



FIRE DEPARTMENT CHIEF



DEPUTY CHIEF



APPROX. 30
FIREFIGHTERS



FIRE
SUPPRESSION



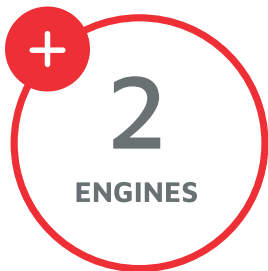
FIRE
PREVENTION



WILDLAND
FIRES



HAZARDOUS
MATERIALS
INCIDENTS



2
ENGINES



3
TENDERS



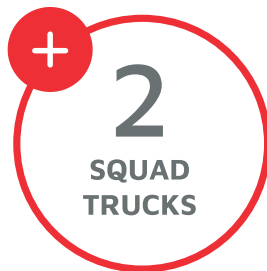
1
UTV IN
TRAILER



1
RESCUE
TRUCK



1
BRUSH
TRUCK



2
SQUAD
TRUCKS

IN 2021, THE CLFD
RESPONDED TO 96
CALLS FOR SERVICE.

Before applying

The process a new recruit goes through is demanding, competitive and complex.

Before applying, you need to be aware of the expectations placed on a recruit during the training process, and if successful, the demands of being a firefighter. You must be able to follow and act on complex oral and written instructions, be ready to participate in assessments on-demand and within short periods of time, model ethical behaviour and take accountability for your actions in order to be successful.

It is important that you have the strength, stamina and cardiovascular conditioning required to complete the physical demands test, and take on the physical challenges of this career.

There is no single factor to ensure success in your pursuit to join the CLFD; however, we do suggest taking the time to learn all you can about the job and familiarize yourself with the duties and the different steps in the recruitment process. If you have questions or need to update your personal information, contact the fire chief at clfd@prrd.bc.ca.

Please ensure that you meet all of the minimum qualifications listed on page ten and consider the self-evaluation questions on the next page.





ASK YOURSELF

- Have I considered the impact serving as a firefighter may have on my family?
- Does my lifestyle support ethical and responsible choices and actions?
- Can I disengage from emotional suffering, tragedy or loss of life in order to complete essential job tasks?
- Do I have a support system in place for debriefing and stress relief?
- Does my lifestyle align itself with the Fire Rescue Service values of respect, pride, professionalism and teamwork?
- Am I able to work in close quarters with other people harmoniously?
- Do I treat all people with respect, dignity and professionalism?
- Am I able to maintain a positive attitude?
- Am I able to motivate myself and can I motivate others?
- Do I use problem-solving techniques to handle difficult situations?
- Am I prepared to maintain a level of professionalism on and off duty?
- Am I actively supporting my community for the benefit of others?
- Am I free from involvement in unlawful activities?
- Do I integrate physical fitness into my daily routine?
- Can I work for extended periods under difficult and strenuous conditions?
- Am I free of phobias relating to height, confined spaces and able to maneuver with limited or no visibility?
- Am I comfortable using different hand/power tools and technical equipment?
- Am I familiar with and able to operate within a command-and-control working environment?

Minimum qualifications

It is your responsibility to understand and meet the following, before applying.



- Be at least 19 years of age on the date of your application;
- Live within 15 minutes of the fire station and have a phone at your disposal;
- Be eligible for employment in Canada; you must be a Canadian citizen, holder of a Permanent Resident Card, a Landed Immigrant or otherwise legally entitled to work in Canada (i.e. holder of a work visa);
- Hold a valid provincial driver's license with no current suspensions or driving prohibitions. Probationary or graduated driver's licenses are not accepted. A current driver abstract must be submitted along with your application;
- Own or have at your disposal, an operating and licensed motor vehicle;
- Able to submit a clean criminal record search by the Fort St. John RCMP before the start of the probationary firefighter class;
- Able to provide a certificate of approval from a medical practitioner qualifying your standard of health; must be submitted before the start of the probationary firefighter class;
- Able to provide legible proof of minimum qualifications as requested in the application form;
- Able to maintain your qualifications throughout the assessment process.

Failure to meet the minimum requirements will result in the rejection of your application file. If you falsify or intentionally misrepresent your credentials, your file will be permanently closed and no future applications from you will be considered.



Desirable training and experience

The following are not required to join the CLFD as a firefighter, but are strong assets in the application process.

-
- Previous firefighting experience as either a career, paid-on-call or volunteer firefighter with completion of other fire courses;
 - A high school diploma or equivalency;
 - Recognized post-secondary education or equivalent, a recognized degree, diploma, or trade qualification;
 - Training or experience in the technical trades or equivalent.



Course pre-work

All recruits are required to complete three online courses as part of their training. These courses are requirements for the exterior firefighter qualification and failure to complete them will result in removal from the recruit program.

The following courses are available at no charge and only require an internet connection. All persons interested in the recruit program are strongly encouraged to complete the following courses on your own time before applying:

Electrical Safety Course

bchdropublicsafety.udutu.ca

Create a learner account

Access courses under *My Training*

Complete each course:

- Electrical Safety for Firefighters, Police and Paramedics
- Electrical Safety Training for Firefighters

MSA 4 Head Gas Monitors

msau.msasafety.com/login/index.php

Create a username and password

Complete each course:

- ALTAIR 4X QuickCheck
- ALTAIR 4X Multigas Detector Care & Use
- ALTAIR 4X Multigas Detector Stimulator

Please include all printed certifications with your application.



The CLFD trains its recruits to nationally recognized standards; equating to approx. \$14,000 in education.

All of our members gain valuable skills that they can apply in their professional and personal lives.

Provided training

Firefighters train and certify at the expense of the Peace River Regional District and Charlie Lake Fire Department to NFPA 1001 Level II through an accredited institution. This includes training and certification to NFPA 472 Hazardous Materials Operations.

Additional training provided by the CLFD includes, but is not limited to:

- Airbrake Endorsement
- First Responder Level III with Spinal
- AED endorsement
- NFPA 1002 Fire Apparatus Driver/Operator
- NFPA 1021 Fire Officer I
- NFPA 1041 Fire Service Instructor I
- NFPA 1051 Wildland Firefighter
- Incident Command System 100 and 20
- Child Seat Educator

Hours of work

Recruit firefighters must attend 75 per cent of the nightly training sessions as well as one Saturday training session per month. Once the recruit successfully completes the new recruit training class, they are issued a pager to respond to calls when available.

Probationary period

New firefighters are placed on a probationary period for a minimum of 15 months. During this period, you will undergo extensive training and evaluation to determine ongoing suitability as a firefighter. A pager is issued once you complete the new recruit training class (approximately three months of training). Recruits will undergo quarterly evaluations regarding your strengths and weaknesses to ensure you have the tools needed to complete your probationary period.

Firefighter benefits

Firefighters are covered by WorkSafeBC. In the event a firefighter is injured in the performance of their duties, WorkSafeBC compensation will be provided to individuals volunteering as a firefighter for the Peace River Regional District. Coverage is provided by the definition of a “worker” under Section 1 of the Act.

A firefighter’s duties also include providing traffic control at the scene of a fire, performing rescues, controlling hazardous substances, facilitating evacuations, disaster planning/response, or other related duties. You may be requested to assist under the direction and control of the fire chief or authorized designate and your name may be recorded. WorkSafeBC coverage is dependent on normal paid employment; firefighters must provide information concerning their occupation, wage rate and primary employer in advance.

FIREFIGHTERS’ TAX DEDUCTIONS

Firefighters are eligible to claim a \$3,000.00 tax credit through the Canada Revenue Agency.





Appendix

ENVIRONMENTAL AND WORKING CONDITIONS

Environmental factors play a large role in the performance of firefighter duties. Some working conditions that firefighters experience as part of normal operating procedure include, but are not limited to:

- The requirement to respond to alarms, fit for duty both mentally and physically;
- Performing required tasks while wearing full personal protective equipment including self-contained breathing apparatus;
- Withstanding strong vibrations over extended periods of time e.g., riding in emergency vehicles, operating heavy power tools in awkward positions, etc.;
- Working quickly to extinguish fires in extreme heat and when visibility is poor/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 maneuvering in awkward positions;
- Working in hazardous areas that are hot, wet, slippery, muddy, icy, cramped etc.;
- Working on and around moving machinery, vehicles and equipment;
- Being aware of, and protecting against burns and other injuries; exposure to sharp objects; hazardous substances through inhalation, injection, ingestion and absorption; high noise levels; infectious agents/biological hazards; radiation hazards; smoke; dust; noxious odours and contaminants; uninstalled or unshielded electrical equipment.

PHYSICAL REQUIREMENTS

Fitness is an integral component in firefighting due to the physical strain induced while performing operational tasks. The impact varies according to each person's muscular strength/endurance, cardiovascular conditioning, motor coordination and flexibility. Access to the Charlie Lake Fire Department fitness equipment will be granted once a candidate successfully completes the new recruit training class (approximately three months).

PHYSICAL DEMANDS/BACKGROUND

The risk of injury in firefighting and rescue work results mainly from:

- The use of various heavy machines and apparatus;
- Dangerous entrances and awkward spaces;
- Extreme heat exposures;
- Rapidly changing environmental conditions.

In emergency situations, firefighters must be physically able to act quickly and at times, under duress.

PHYSICAL ACTIVITY READINESS

Before beginning any exercise routine or aerobic fitness evaluation, it is essential you have an awareness of your ability to partake in physical activity. Please read the following questions carefully and honestly:

- Has your doctor ever told you that you have a heart condition and recommended only medically approved physical activity?
- Do you have chest pain brought on by physical activity?
- Have you developed chest pains while resting in the past month?
- Do you lose consciousness or balance because of dizziness?
- Do you have a joint or bone problem that could be aggravated by prescribed activity?
- Is your doctor currently prescribing medication for your blood pressure or a heart condition?
- Are you or have you been pregnant within the last six (6) months?
- Are you aware, through your own experience or a doctor's advice, of any other reason against your exercising without medical approval?

If you have answered "yes" to any of the above questions, please consult your physician **BEFORE** you begin aerobic fitness training. If you are uncertain how to interpret any of the questions and/or their relationship to your health, please discuss them with your doctor.

CHARLIE LAKE FIRE HALL



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REGIONAL DISTRICT



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diverse. vast. abundant.