



# Firefighter Recruitment



The District has a Fire Specified Area that now covers most of the municipality. There are a number of large undeveloped provincial and regional park lands that are outside of the fire protection area, as well as a few large vacant privately owned parcels of land. There are only a couple of occupied properties not in the fire protection area. Our fire department is a volunteer department with about 18 members.

Individual firefighters receive a small stipend per practice or call-out for their invaluable service to the community. In addition Officers receive small stipends to recognize their specific contributions resulting from their position held. The District has two fire halls and several fire vehicles.

**FEBRUARY, 2012**

As most of you already know, the District of Highlands currently receives its emergency response through the Highlands Volunteer Fire Department which responds to all 911 calls regarding a vast array of emergencies from medical calls, motor vehicle accidents, fires, electrical emergencies, rescue and so on.

The Fire Department is fully supported by a group of volunteers that carry pagers and respond to all emergencies both day and night. Unfortunately this group of individuals is presently going through a high turnover period, with a slight decrease in numbers.

***As such, we are presently looking for volunteers, aged 19 and up to join our group of energetic firefighters and help us in providing these very important services to our community.***

***Thank you for your time and dedication to this community***

Guy Brisebois, Fire Chief,  
Highlands Fire Department  
250-920-6970

1980 Millstream Rd  
Victoria, BC V9B 6H1  
Ph: 250-920-6970 | Fax: 250- 474-3677



Fire Department attending an accident in the Highlands.

All training and equipment is provided, and besides feeling good about yourself for helping people in need, this is also a great opportunity to make new friends and be part of a great team. I ask that you please take a few moments to ponder on your possible involvement within the Fire Department, and if this is something that you have been looking for and sounds interesting to you. Please get in touch so that we can discuss the recruitment process.

**Application:**

**Highlands Fire Department**

1980 Millstream Rd  
Victoria, BC V9B 6H1  
Phone: 250-920-6970  
Fax:250- 474-3677

**VOLUNTEER FIREFIGHTER APPLICATION**

DATE: \_\_\_\_\_

**PERSONAL INFORMATION**

SURNAME: \_\_\_\_\_ GIVEN NAMES (IN FULL): \_\_\_\_\_

HOME ADDRESS: \_\_\_\_\_

DO YOU OWN, RENT, OR LIVE WITH PARENTS AT THIS ADDRESS \_\_\_\_\_

HOMEPHONE: \_\_\_\_\_ S.I.N: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_ / \_\_\_\_ / \_\_\_\_  
M D Y

HEIGHT: \_\_\_\_\_ WEIGHT: \_\_\_\_\_ NEXT OF KIN: \_\_\_\_\_

EDUCATION: HIGHEST GRADE COMPLETED \_\_\_\_\_ ADDITIONAL EDUCATION: \_\_\_\_\_

DRIVERS LICENSE# \_\_\_\_\_ CLASS: \_\_\_\_\_ RESTRICTIONS \_\_\_\_\_

DO YOU OWN YOUR OWN VEHICLE? \_\_\_\_\_ HAS YOUR DRIVERS LICENCE EVER BEEN SUSPENDED? \_\_\_\_\_

DO YOU HAVE HEALTH ISSUES OR PHYSICAL IMPAIRMENTS, WHICH COULD AFFECT YOUR  
FIREFIGHTING ABILITIES? YES \_\_\_\_\_ NO \_\_\_\_\_ IF YES PLEASE EXPLAIN \_\_\_\_\_

PREVIOUS WORKERS COMPENSATION CLAIMS: \_\_\_\_\_

HAVE YOU EVER BEEN CONVICTED UNDER THE CRIMINAL CODE? YES \_\_\_\_\_ NO \_\_\_\_\_ IF YES PLEASE

EXPLAIN \_\_\_\_\_

**EMPLOYMENT DATA**

PLACE OF EMPLOYMENT: \_\_\_\_\_

WORK PHONE: \_\_\_\_\_ HOW LONG HAVE YOU BEEN EMPLOYED THERE? \_\_\_\_\_

EMPLOYER'S ADDRESS: \_\_\_\_\_

TYPE OF SHIFT WORKED: DAY \_\_\_\_\_ HRS. WORKED \_\_\_\_\_ TO \_\_\_\_\_ NIGHT \_\_\_\_\_

HRS. WORKED \_\_\_\_\_ TO \_\_\_\_\_ SHIFT WORK \_\_\_\_\_ SCHEDULE ROTATION: \_\_\_\_\_

OTHER \_\_\_\_\_

## Application Continued:

PRACTICES ARE HELD THURSDAY NIGHTS FROM 19:00-21:00. WE ALSO HOLD DAY PRACTICES ONCE EACH WEEK AND ADDITIONAL PRACTICES FROM TIME TO TIME USUALLY ON SATURDAY OR SUNDAY. AS A PROBATIONARY MEMBER YOU ARE EXPECTED TO ATTEND AT LEAST ONE REGULAR PRACTICE EACH WEEK AND AS MANY EXTRA PRACTICES AS POSSIBLE FOR A PERIOD OF 6 MONTHS. CAN YOU MAKE THIS COMMITMENT?

YES \_\_\_\_\_ NO \_\_\_\_\_

THE FIRE DEPARTMENT PARTICIPATES IN A NUMBER OF EDUCATIONAL AND SAFETY PROGRAMS TO ENHANCE PUBLIC AWARENESS OF FIRE SAFETY - THIS REQUIRES ADDITIONAL HOURS OF VOLUNTEER TIME FROM OUR FIREFIGHTERS TO PROMOTE THESE ACTIVITIES. WOULD YOU SUPPORT AND PARTICIPATE IN THESE PROGRAMS?

YES \_\_\_\_\_ NO \_\_\_\_\_

WHAT OTHER GROUPS, ORGANIZATIONS OR ACTIVITIES ARE YOU PRESENTLY INVOLVED WITH?  
(Kinsmen, baseball, hockey)

SKILLS AND EXPERIENCE: List and explain any skills or experience you may have that relates to firefighting, rescue, first aid, etc.

WORKERS COMPENSATION BOARD REGULATIONS (WCB 68.18) RESPIRATORY PROTECTION REQUIRES THAT FIREFIGHTERS, WHO USE OR ARE LIKELY TO USE, A SELF-CONTAINED BREATHING APPARATUS (SCBA) SHALL BE SHAVED TO ENSURE THE MASK FORMS A POSITIVE SEAL ON THE FACE.

I HAVE READ AND ACCEPT THE ABOVE REGULATION: \_\_\_\_\_  
(PLEASE SIGN)

I HAVE READ THIS APPLICATION AND THE ANSWERS GIVEN HERE ARE CORRECT. PERMISSION IS HEREBY GRANTED TO CONDUCT ANY INVESTIGATION THAT MAY BE REQUIRED RELATING TO MY APPLICATION.

DATE: \_\_\_\_ / \_\_\_\_ / \_\_\_\_ SIGNATURE: \_\_\_\_\_  
M D Y

*Note: All applications are held on file and reviewed every three (3) months. Should information change on your application, please stop in and update your application. We appreciate your interest in our department.*

**Questions about this collection of personal information can be answered by the Corporate Officer at the District of Highlands Municipal Office located at 1980 Millstream Road, Highlands, BC (250-474-1773)**





## Highlands Fire Department 2011 In Review

*Here is a quick overview of what can be considered another busy 12 months for the Fire Department, and a quick look at outstanding issues that require attention in order to move forward.*

- Last year was the busiest one on record. The department had a 7% increase in calls. With an increase of population and vehicular traffic, our ranges of emergencies are also changing.
- This year has seen a minimal decrease in medical calls, an average number of MVIs, and a marked increase in fire related emergencies resulting in numerous large fires. Power related incidents have remained steady.
- In addition to all the hard work provided by our firefighters responding to calls and attending training session, a lot of work has been done working towards the rectifications of issues around the fire halls and towards commercial inspections.
- The Fire Department's computer network is in place and operating, and files are being transferred/scanned electronically to the server. Time is still required



**Firefighters at a practice session**

to transfer files and paperwork that has accumulated over 20 years.

- The wireless laptops have been installed in trucks to ensure timely access to information. Also, updated Operational Guidelines are being distributed to all firefighters.
- The next 12 months will be challenging with commercial fire inspections ongoing and with the new SCBAs in service, efforts will be concentrated in completing the fire hoses testing. Also plans to replace the east fire hall are underway.
- Overall, the last 12 months were successful, though emergencies that put stress, pain and extreme sorrow on our neighbours should never be classified as being successful. My expectations are that the next 12 months will be even busier.



**Plans are underway to replace the east Fire Hall**

### **HOW TO CHOOSE A SMOKE DETECTOR**

*There are dozens of reputable brands of smoke detectors readily available. No matter where you buy your detectors or what type they are, be sure to buy only ones carrying the mark of an organization that tests and evaluates products.*

*Any labeled smoke detector offers protection - whether it's powered by batteries or household current, whether it's photoelectric or ionization device.*

***Be sure to follow the manufacturer's recommendations for installation, testing and maintenance. This is very important***

