

Firefighter Recruitment Orientation Guide



CENTRAL HURON FIRE DEPARTMENT

A SUCCESSFUL FIREFIGHTER MUST POSSESS:

- Integrity
- An outstanding work ethic
- Pride in oneself and the fire service
- The ability to work well as a member of a team
- Compassion
- Good moral character
- Courage
- A willingness to learn new skills
- Assertiveness

If this describes you...

Consider Joining Us!

Application Deadline: September 30th, 2024 at 4:00pm

FOREWORD

This orientation guide has been developed as a resource for those individuals who have indicated an interest in becoming a member of the Central Huron Fire Department. Participation as a member of a volunteer fire service will bring personal rewards, satisfaction, raise self-esteem and give you a tremendous sense of accomplishment for a job well done. Your involvement will also provide your community with a valuable service that has the potential to touch us all.

However, service as a member of the Central Huron Fire Department requires a serious commitment. Your decision to join should not be made quickly or lightly. The recruitment orientation guide has been developed to provide the information needed to help you make that decision.

Making a commitment to serve as a Volunteer Firefighter is a serious decision. We ask that you take the time to read this orientation guide and get the facts regarding what is involved in being a member of the Fire Department. Often, candidates underestimate the amount of time and effort required to be a successful firefighter.

This orientation guide contains information on the organization of a Volunteer Fire Department, training, participation requirements, the nature of our business, and answers the typical questions raised by prospective members. While this orientation guide will not answer all possible questions about membership, it will provide you with information about the most important areas.

Once you understand what is involved in being a member of a Volunteer Fire Department, we hope you will be able to make the commitment the community requires. The service provided by Volunteer Firefighters is truly valuable to the citizens of our municipality and we hope that you are able to contribute to the community's public safety.

Please read this guide thoroughly so that you clearly understand the steps in the recruitment process.

Further information can be obtained by directly contacting the Fire Chief of Central Huron.

MINIMUM REQUIREMENTS FOR EMPLOYMENT ELIGIBILITY

To be considered for employment, all applicants must provide the following:

- 1. Proof of valid Ontario driver's license (minimum G class) and a current abstract must be provided prior to commencement of employment. All costs associated with this requirement are the responsibility of the applicant**
- 2. Medical Examination Report, completed and signed by the applicant's Doctor, and the Consent Waiver and Release Form must be provided, prior to participating in any physical activities. All costs associated with this requirement are the responsibility of the applicant**

3. Demonstrate proficiency in the English language, both verbally, and in writing
4. Proof of clean Criminal Record (with occupational relevance). (No convictions for which a pardon has not been granted), must be provided prior to the commencement of employment
5. A certificate of vulnerable sector screening and a check of the Pardoned Sexual Offender Database completed by the applicant's local police service, prior to commencement of employment. **All costs associated with this requirement are the responsibility of the applicant**
6. A reliable means of transportation to respond to alarms.
7. Proof of residency in accordance with the requirement of the Fire Department.

OTHER DESIRABLE SKILLS/KNOWLEDGE

- First aid and CPR certification/training
- Pre-service certification
- Class D-Z or higher driver's license
- Previous fire department experience
- Demonstrated commitment. (i.e. volunteer service)
- Bilingual (French/Other)
- Related experience (Nursing, EMS, Mechanical Trades)
- Previous pertinent training (i.e. WHMIS, O.H.S.A.)

CONDITIONS OF EMPLOYMENT

- Willingness to acquire a DZ license and maintain it during employment and a driving record clear of criminal offences.
- Ability to successfully complete all required training programs and demonstrate proficiency in all required activities
- Maintain a clean criminal record
- Maintain attendance levels (emergency responses and training sessions) in accordance with department requirements
- Adhere to all departmental rules, regulations, and operating guidelines.

GOALS OF THE FIRE DEPARTMENT

The goal of the Fire Department is to provide fire protection services through a range of programs designed to protect the lives and property of the inhabitants from the adverse effects of fires, sudden medical emergencies, or exposure to dangerous conditions created by man or nature; first to the municipality; second to those municipalities requiring assistance through authorized emergency fire service plan and program (mutual aid) activities; and third, to those parties that are provided with fire protection services by the Fire Department via authorized agreement.

THE NATURE OF OUR BUSINESS

Firefighting is one of the most diverse and challenging professions known today. It is this diversity that inspires most individuals to enter the service, both as volunteers and career Firefighters. Imagine having to train to prepare yourself to cope with situations which range from structure fires, childbirth, hazardous chemical spills, heart attacks and almost any imaginable emergency situation in between. This diversity coupled with the fact that your skills may be needed at any time of day, seven days a week, in any kind of weather, and very often under potentially stressful and emotional circumstances, makes your contribution to your profession very personally rewarding.

Two basic purposes of the public fire service are firstly, to prevent fires or emergencies from occurring. This is done through fire prevention inspections, fire safety education, and code enforcement programs. Secondly, we are here to prepare ourselves to control fires or emergencies should prevention not prevail. This is done through education, training, pre-incident planning, more training, state of the art equipment and even more training.

This type of work is not for everyone. You need more than just a desire to help people. You also need courage and dedication, compassion, assertiveness, and a willingness to learn new skills and face new challenges. The Fire Department is not for the meek or timid or for those who lose control of their emotions during times of crisis. Our service is one which calls on its members to perform hot, sweaty, dirty, strenuous work, often in uncertain and hazardous environments.

The personal rewards and satisfaction received from being involved in a Volunteer Fire Department are often beyond description. There is a sense of accomplishment after controlling a building fire, compassion for accident victims, and fulfillment in teaching fire safety. The list could go on and on.

The bottom line in our business is measured by the prevention and reduction of loss of life, pain, and suffering, and property damage in our municipality. We are here and prepared for one reason and that is to provide service to the residents and visitors of this municipality.

If you feel you have what it takes to meet the challenges of our business, we welcome you to apply to join us.

ORGANIZATION

A typical Fire Department is comprised of a variety of divisions and functions. Firefighters are often required to fulfill responsibilities within a number of the divisions and functions.

Division of Administration:

- Budget, reports, records, planning and policy development

Division of Apparatus, Equipment and Communications:

- Purchase and maintenance of apparatus, equipment, and communication services

Division of Fire Suppression or Operations:

- Prevent, control and extinguishment of fires
- Investigate fires
- Perform rescue and salvage operations
- Respond and assist at such emergencies as may be required
- Pre-plan

Division of Fire Prevention:

- Conduct inspections
- Enforce prevention laws (federal, provincial, and municipal)
- Examination of plans
- Public education functions

Division of Training:

- Administer training programs relative to the services delivered.
- Prepare and conduct examinations of members

PRIMARY OBJECTIVES OF THE FIRE DEPARTMENT

In order to achieve the goals of the Fire Department, the following objectives have been established:

1. Identify and review the fire protection service requirements of the municipality
2. Provide an administrative process consistent with the needs of the department
3. Ensure that the firefighting equipment and operating personnel are available and trained to provide adequate response to a citizen's call within a reasonable length of time
4. Provide department training to an accepted standard which will ensure the continuous up-grading of all personnel in the latest techniques of fire prevention, firefighting and control of emergency situations and to co-operate with other municipal departments with respect to management training and other programs
5. Provide a maintenance program to ensure that all fire protection apparatus, including all equipment, is ready to respond to emergency calls
6. Provide an effective fire prevention program to:
 - (a) Ensure, through plan examination and inspection, compliance with applicable municipal, provincial, and federal fire prevention statutes, codes, and regulations
 - (b) Reduce and/or eliminate fire hazards
7. Develop and maintain effective public information systems and educational programs, with particular emphasis on school fire safety programs

8. Ensure, in the event of a major catastrophe in the municipality, that assistance to cope with the situation is available from outside departments and other agencies
9. Develop and maintain a good working relationship with all federal, provincial, and municipal departments, utilities, and agencies, relating to the protection of life and property
10. Interact and co-operate with other departments of the corporation regarding the aspects of fire protection or any given program

TRAINING AND PARTICIPATION

Over the years, the fire service has evolved into a public safety agency providing highly technical and diverse services. The general public has come to rely on the Fire Department as the “first responder” not only when life and property are threatened by man-made and natural disasters, but for seemingly smaller problems as well.

To ensure that all members of the Fire Department are prepared to deliver the best level of services required, training standards have been developed to provide each member with the needed skills, knowledge, and abilities necessary to deliver fire and emergency services to the citizens of the municipality.

Training Requirements – Volunteer Orientation

A. All volunteers entering the system may be required to complete a recruit training program taught by departmental instructors, or an off-site training program, regardless of whether the individual may have prior training or experience.

B. Volunteers that have successfully completed the recruit training may begin responding to emergency calls. However, they must wear some sort of **probationary designation** and assist fully qualified firefighters only when proper supervision is provided. The **probationary designation** identifies the person as a member in training. New members shall wear a **probationary designation** during the probation period. **Probationary** firefighters may not enter burning buildings, participate in activities requiring advanced training, or be subjected to hazardous environments.

Training is provided in accordance with accredited standards, such as those of the National Fire Protection Association.

JOB SPECIFICATION - VOLUNTEER FIREFIGHTER

1. General Statement of Duties:

- Physically and mentally capable and able to respond to an emergency to perform firefighting duties and other related work as required, in the saving of life and property.

2. Summary of Firefighter Duties, Responsibilities, and Working Conditions:

- ❑ Covered by the Workplace Safety and Insurance Board
- ❑ Covered with On-Duty Accidental Death Insurance Policy
- ❑ May be required to obtain a Hepatitis 'B' vaccination or provide confirmation of current vaccination
- ❑ Must maintain a reasonable level of health and fitness
- ❑ Must carry a pager, supplied by the Fire Department
- ❑ Must complete a Recruit Training Program prior to activation
- ❑ Must be committed to continuous training in fire suppression, prevention, public education, and emergency first aid procedures
- ❑ **For reasons of safety, facial hair that may affect the integrity of the face piece seal of self-contained breathing apparatus, i.e. beards, bushy moustaches, and long sideburns, is not permitted**
- ❑ Responsible for performing various duties, under emergency conditions, frequently involving considerable risk, in a safe and efficient manner
- ❑ Tasks include routine duties in the maintenance of firefighting equipment and property, carrying out of specific orders and directions as received from a superior officer in the normal course of maintenance duties, training, and firefighting
- ❑ Must respond promptly, safely, and efficiently to alarms, obey the orders of the officer in charge, share in the work that is required at emergency scenes, around the fire stations, and when otherwise on duty
- ❑ Must refrain from using offensive statements or language at the emergency scene, in and around the fire stations, and when on duty in public
- ❑ Must be loyal to their fellow firefighters, officers, and the department and at all times conduct themselves in a professional, compassionate, and sensitive manner, remembering that he/she is in the eyes of the public while on duty or when wearing identifiable department clothing while not on duty.
- ❑ Must meet minimum attendance for calls and training

3. Distinguishing Features of the Job:

- ❑ Responds to fire, rescue, and other related emergencies as required
- ❑ Reports directly to duty/scene officers regarding activities at the fire ground or station
- ❑ Reports directly to the Chief Fire Official on all observed fire/life safety matters
- ❑ Reports equipment deficiencies to Station Officer(s)
- ❑ Completes investigation reports following an emergency as required
- ❑ Completes regular inspection of assigned protective equipment and station wear
- ❑ Demonstrates independence of judgement and action in circumstances of extreme emergency where referral to a superior for instruction is not possible
- ❑ Demonstrates responsibility for rapidly and efficiently performing various duties under emergency conditions, frequently involving considerable hazard
- ❑ Carries out specific orders and directions, as received from a superior officer, in the normal course of firefighting operations
- ❑ Follows all Standard Operating Guidelines, directives, and department policies to enhance personal safety and comply with the requirements of the *Occupational Health and Safety Act*

4. Examples of Work:

- ❑ Ensures the safe operation of all department equipment
- ❑ Assists with salvage operations during and following an emergency
- ❑ Assists with providing first aid or CPR to the injured.
- ❑ Assists with Fire Department pre-planning as required
- ❑ Performs such duties as required to further advance public information, public safety, and public relations within the department
- ❑ As assigned, performs various maintenance and cleaning tasks on apparatus and equipment following an emergency
- ❑ As assigned, conducts firefighting/rescue activities at emergency scenes
- ❑ Inspects property at the scene of a fire to prevent re-ignition
- ❑ Attends assigned training sessions to ensure accuracy in firefighting and rescue methods
- ❑ Participates with in-service training as required
- ❑ Ensures compliance with all health and safety matters in accordance with the Corporation's Health and Safety Manual and the Occupational Health and Safety Act and Regulations

5. Required Knowledge, Skills, and Abilities

- ❑ Considerable knowledge of modern firefighting and rescue techniques.
- ❑ Considerable mechanical aptitude
- ❑ Thorough knowledge of the rules and regulations governing the fire department and the volunteer activities of the department
- ❑ Thorough knowledge of provincial legislation relative to the activities of the fire department
- ❑ Thorough knowledge of the municipality, including demographics, major industries, and hazardous occupancies
- ❑ Thorough knowledge of the operation of all equipment and methods used in combating, extinguishing, and preventing fires and rescue activities
- ❑ Thorough knowledge of First Aid and CPR
- ❑ Agility and strength to do prolonged and arduous work under adverse conditions
- ❑ Ability to react quickly and remain calm under duress and strain
- ❑ Conscientious, dependable, co-operative, able to follow direction given
- ❑ Must maintain a valid driver's licence, demonstrate a safe driving record, and be capable of driving emergency vehicles in a safe manner, in both emergency and non-emergency situations

SELECTION PROCESS

The selection process will consist of the following components:

Stage 1. Application Review

Application deadline:

September 30th, 2024 @ 4:00pm

Stage 2. Aptitude Appraisal

October 24th, 2024 @ 7:00pm

Stage 3. Interview

Week of November 11th, 2024

Stage 1: Application Review

All applicants are required to submit an **Application for Volunteer Firefighter** form. An application form is included in this package. It is encouraged for applicants to include a **cover letter and resume** to their application form.

Applications will be reviewed with priority being given to those applicants who demonstrate the following:

- Employment or residence within the municipal ward or reasonable response time to the fire station
- Current first aid and CPR certificates
- Valid class DZ driver's license with a clean abstract
- Permission to leave place of employment to respond to alarms
- Local area shift workers

A review of applications will be conducted and selected applicants will have the opportunity to advance to Stage 2 of the selection process.

Stage 2: Aptitude Appraisal

A written Aptitude Appraisal will be conducted on October 24th, 2024 at 1900hrs. The location will be 401 Beech Street, Clinton On – Central Huron Fire Department.

The aptitude appraisal will be a short simple questionnaire designed to measure your:

- Ability to understand written and/or verbal information
- Technical and mechanical skills
- Reading, reasoning, and mathematical skills

A review of results of the aptitude appraisal will be conducted and applicants who qualify (achieve 70% or greater) will have the opportunity to advance to Stage 3 of the selection process.

Stage 3: Interviews will be conducted during the week of November 11th, 2024.

Interviews for the position of Volunteer Firefighter shall be conducted by the Fire Chief, with assistance from other department members, as determined by the Fire Chief, in order to perform a fair evaluation. The Fire Chief may require you to bring additional documentation and/or proof of your credentials.

SELECTION & ACCEPTANCE (recruitment program start date will be announced to successful candidates)

The selection of applicants is based on qualifications and the ability and availability to do the job as determined by the results of the recruitment process. The successful applicants will be contacted with an

offer to undertake a training program in preparation for commencing actions as a volunteer firefighter with the municipality.

Successful applicants will be required to attend and successfully complete a recruit-training program. The duration of the program will be approximately 300 hours of practical plus additional online training.

Completed applications can be dropped off prior to the closing date at the following locations.

Central Huron Administration Office – 23 Albert Street, Clinton

Central Huron Fire Department – 401 Beech Street, Clinton

Or

Email to firechief@centralhuron.com

**THANK YOU FOR CONSIDERING JOINING
THE CENTRAL HURON FIRE DEPARTMENT**

We want to acknowledge the effort every applicant puts into the pursuit of being a firefighter and their desire to assist in the protection of the Community.

Courses / Certificates / Specialized Skills / Trades (additional pages may be attached)

Description	Date

Employment Experience

Present Employer: Name: _____

Address _____

Date Employed: From: _____ To: _____

Position Held: _____

Supervisor's Name: _____ Phone: _____

Outline your duties/responsibilities: _____

May we contact the supervisor indicated above: Yes No

Previous Employer:

Name _____

Address: _____

Date Employed: from: _____ To: _____

Position Held: _____

Supervisor's Name: _____ Phone: _____

Outline your duties/responsibilities: _____

May we contact the supervisor indicated above: Yes No

Other Related Experience:

- Do you have previous firefighting experience?
- Yes # of Yrs. _____ Position _____ No

If yes, explain _____

- Do you have any previous volunteer experience?

Yes # of Yrs. _____ Position _____ No

If yes, explain _____

Related Skills

Please complete this section even if a resume is attached. Please check the level of skill appropriate.

1. Some familiarity and competence.
2. Advanced or post-secondary courses.
3. Certificates or professional experience.

Skill

Level

	1.	2.	3.
• Automotive Mechanic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Lineman	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Electrical Systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Electronic Systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Radio Communications Systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Rescue Procedures – Canadian Red Cross, St. John Ambulance, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Firefighting Practices and Terminology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
- Ontario Fire College OR			
- Community College, etc.			
• Pumps, Valves, Sprinkler Systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Building Trades or Inspection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Read Blueprints	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Athletic or Sports Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Scuba Diving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Ice Water/Rescue	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Confined Space Rescue	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• High Angle Rescue	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Urban Search and Rescue	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Hazardous Materials Response	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• WHMIS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Occupational Health and Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Coaching/Teaching/Facilitation Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Have you had any experience or training in driving heavy vehicles?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
• Have you any other special driving skills or training (e.g. accident avoidance, skid control, etc.)?			
Yes <input type="checkbox"/> No <input type="checkbox"/>			

Explain: _____

Do you have permission from your employer to leave your place of work immediately when your pager sounds? Yes No

Where is your current employer located? _____

Do you have a personal and reliable means of transportation to respond to fire alarms?

Yes No

List three references (other than relatives) and their phone numbers:

Please provide any additional information or skills you feel may be pertinent to this position:

I understand that any misrepresentation made by me in connection with this application will be sufficient cause for cancellation of the application, and if I have been employed, for termination from the Municipality. I authorize the Fire Chief to make such enquiries respecting the foregoing information as may be deemed necessary.

Date: _____ Signature of Applicant: _____

The Municipality of Central Huron
Central Huron Fire Department

CONSENT WAIVER AND RELEASE FORM

TO: THE MUNICIPALITY and the FIRE DEPARTMENT.

WHEREAS the Municipality and the Fire Department require that applicants for the position of Volunteer Firefighter be examined.

AND WHEREAS I, _____ have submitted to the Municipality and the Fire Department, my signed application for the position of Volunteer Firefighter, and have been informed that I am required to be examined for this position and required to participate in a series of tests to demonstrate my strength, endurance, and physical agility.

AND WHEREAS, the procedures to be followed during the said examination and said series of tests to demonstrate my strength, endurance and physical agility and have been fully explained to me.

NOW THEREFORE, I, for myself, my heirs, executors, administrators or assigns, hereby consent to and agree to be examined for the position of Volunteer Firefighter, and consent to and agree to participate in a series of tests to demonstrate my strength, endurance and physical agility and I for myself, my heirs, executors, administrators or assigns, hereby waive any and all claims against the Municipality and the Fire Department that I, my heirs, executors, administrators or assigns, or any of them now or hereafter can, shall, or may have, for, on account of, or because of any injury or damage that I may sustain because of, in connection with, or on account of said examination and said series of tests to demonstrate my strength, endurance and physical agility, and I, for myself, my heirs, executors, administrators or assigns, do hereby remise, release and forever discharge the Corporation and the Fire Department from any and all liability claims for damages, actions, suits and demands whatsoever, which I, my heirs, executors, administrators or assigns or any of them now or hereafter and without restricting the generality of the foregoing, for or by reason of any cause, matter or thing arising out of or resulting from my participation in said examination and said series of tests to demonstrate my strength, endurance and physical agility.

IN WITNESS WHEREOF I have hereunto set my hand and seal this _____ day of _____, 20____

SIGNED, SEALED AND DELIVERED IN THE PRESENCE OF

Applicant Name (Please Print) _____

Applicant Signature _____

Witness Name (Please Print) _____

Witness Signature _____

CANDIDATE APPLICATION CHECK LIST

The following 2 items are required to apply

1. **Application** (signed, dated, and fully completed)

2. **Consent Waiver / Release Form**
(signed, dated by applicant and witness)

3. **Medical examination report (2 pages)**
(with attached Appendix A and required signature)

You do NOT require a signed medical form to apply. You will require the form once a position with the Department has been offered. It is recommended that you book your medical appointment in advance to ensure that you have the forms signed prior to an offer.

4. **MTO 3 year Driver's Abstract**

5. **Vulnerable Sector Search**

You may require a letter from the Department in order to request a Vulnerable Sector Search.

You do NOT require items 4 and 5 to apply. You may wait until you have been offered a position with the Department before obtaining them.

**Municipality of Central Huron
Central Huron Fire Department**

MEDICAL EXAMINATION REPORT

Applicant Information

Name: (Last) _____ (First) _____ (Initials) _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Physician Information

Name: (Last) _____

(First) _____ (Initials) _____

Address: _____

City: _____ Postal Code: _____

Business Telephone # _____

Include Physician's stamp or sticker here:

To be completed by Physician

- Is the applicant prescribed any medications that may affect his/her performance of duties as a Firefighter? Yes No

- Please review the Position Profile (Appendix 'A' – see reverse) Is the applicant medically fit to perform the duties of a Firefighter, based on the Position Profile? Yes No

- Is the applicant currently vaccinated for Hepatitis "B"? Yes No
Final Vaccination date _____

- I, the undersigned, am a legally qualified medical practitioner, licensed to practice in the Province of Ontario. This report confirms my evaluation and medical opinion of the applicant.

Physician's Signature _____

Date: _____

APPENDIX 'A'

FIREFIGHTER POSITION PROFILE

(To be completed by Family Physician with Medical Examination Report)

TASKS INCLUDE: carrying heavy equipment such as ladders, chain saws, fire hose, hydraulic extrication tools, etc., lifting, pulling, chopping, climbing stairs/ladders, crawling, wearing self-contained breathing apparatus and other heavy personal protective equipment, driving and operating emergency vehicles, performing cardio-pulmonary resuscitation.

ENVIRONMENTAL FACTORS INCLUDE: possible exposure to toxic gases and particulates, chemicals, wet/damp conditions, exposure to extreme temperature variations for lengthy periods of time, required to perform tasks in confined working spaces.

STRESSORS: firefighting requires an individual to go from minimal physical activity to peak physical activity within a noticeably short time frame. Physical stress is amplified by the need to wear heavy personal protective equipment while carrying, pulling, pushing, lifting a variety of materials. In addition to physical stress, firefighters are exposed to emotional stress while performing rescue activities involving patients that are severely injured or deceased and while administering first aid/CPR involving profuse bleeding and vital signs absent. Often, the patients are known to the firefighters in smaller communities, adding to the stress load.

I have reviewed the contents of the Firefighter Position Profile prior to determining if the applicant is medically fit to perform the duties of a firefighter.

Signature of Physician _____ Date _____