

ONOWAY REGIONAL FIRE SERVICES PAID-ON-CALL FIREFIGHTER INTRODUCTION

Thank you for your interest in becoming a member of Onoway Regional Fire Services and for taking the time to read this introductory letter. This letter will hopefully give you an understanding of what made Onoway Regional Fire Services, how our department works, benefits of becoming a firefighter with our company, and what your role would be within it.

HISTORY:

Onoway Regional Fire Services is a paid-on-call fire service managed by Northwest Fire Rescue and Training (NWFR). NWFR is an industrial fire and safety services company originally based out of Onoway Alberta. Onoway Regional Fire Services currently protects ten (10) municipalities within the county of Lac Ste. Anne. Onoway Regional Fire Services was established in 2016 with the legal name of North West Fire Rescue – Onoway LTD after receiving a contract to provide 911 emergency response services to nine (9) of the ten (10) municipalities currently protected by Onoway Regional Fire. The tenth (10th) municipality was added in the winter of 2017.

HOW IT WORKS:

Onoway Regional Fire Services has been operating as a “Hybrid” fire service meaning that it relies on both Paid-On-Call firefighters, and Full-Time firefighters on loan from NWFR. When the Industrial company employees are waiting for an industrial assignment, they live at the municipal fire stations and respond to emergency calls. The combining of these two service delivery models decreases response times to emergency scenes and offers advancement opportunities to members of the community through training programs and full-time job openings within the community. It is also provided at no additional cost to the municipalities as the industrial members are technically employed and paid through NWFR and just so happen to reside in municipal fire stations.

BENEFITS:

Interested members of the community are put through an internationally accredited NFPA 1001 Level 1 firefighter training program. This is a minimum requirement in order to be considered a firefighter with Onoway Regional Fire Services. You do not step onto a truck until you have completed the program for your own safety, and for the safety of the community. The department also offers more advanced levels of training such as the NFPA 1001 Level 2, NFPA 1002 Pump Operator A and B, NFPA 1041 Fire Service instructor 1 and 2, 1021 Fire Service Officer 1 and 2 and many more. All training is offered free of charge to members of the public whom reside within 30km of a fire station and meet the minimum physical requirements. Firefighters are provided with life and disability insurance after one (1) year of service after accreditation. In addition to this, firefighters may also be eligible for a tax break for up to \$3000.00 for volunteering over 200 hours in one calendar year. Of course, as a Paid-On-Call (POC) Firefighter, members are paid by the hour for emergency calls they attend.

ONOWAY REGIONAL FIRE SERVICES PAID-ON-CALL FIREFIGHTER INTRODUCTION

THE JOB:

Becoming a firefighter is no easy feat, especially when you work a full-time job. You will be required to attend training two (2) nights per week from 1800-2200 (6PM-10PM) for four (4) months straight and attendance is mandatory. After your initial NFPA 1001 Level 1 training, you will only be required to commit to one (1) practice night per week and are allowed to miss them on occasion with details on this policy within the NWFR SOG's. POC firefighters are assigned a platoon and are obligated to be on call for a schedule that works for them (typically evenings and weekends or daytime) for a 2 week on call with a 2 week off call rotation. In addition to responding to emergency calls, POC Firefighters are also expected to volunteer for community events throughout the year.

Dedication, loyalty and integrity are important to our fire service. Skills can be honed, and knowledge can be passed on, but these three basic morals must already be within you and cannot be taught. These are what will separate you from the rest. If you are interested in one day saving a life, this is one of the best places to be.

-Good Luck

Fire Captain Erik D. Ives

POC Firefighter 2009-2012, Full time firefighter 2012-13, Acting Lieutenant 2013-2015, Lieutenant 2015-16, Captain 2016-Present

NFPA 1002 L1+L2 Firefighter, NFPA 472 HAZMAT Operator, NFPA 1051 Wildland Firefighter, NFPA 1002 Pump Operator, NFPA 1041 L1 Fire Service Instructor, NFPA 1021 L1 Fire Service Officer, NFPA 1033 Fire Investigator, ACP Certified Emergency Medical Responder.

ONOWAY REGIONAL FIRE SERVICES FIREFIGHTER CANDIDATE FREQUENTLY ASKED QUESTIONS

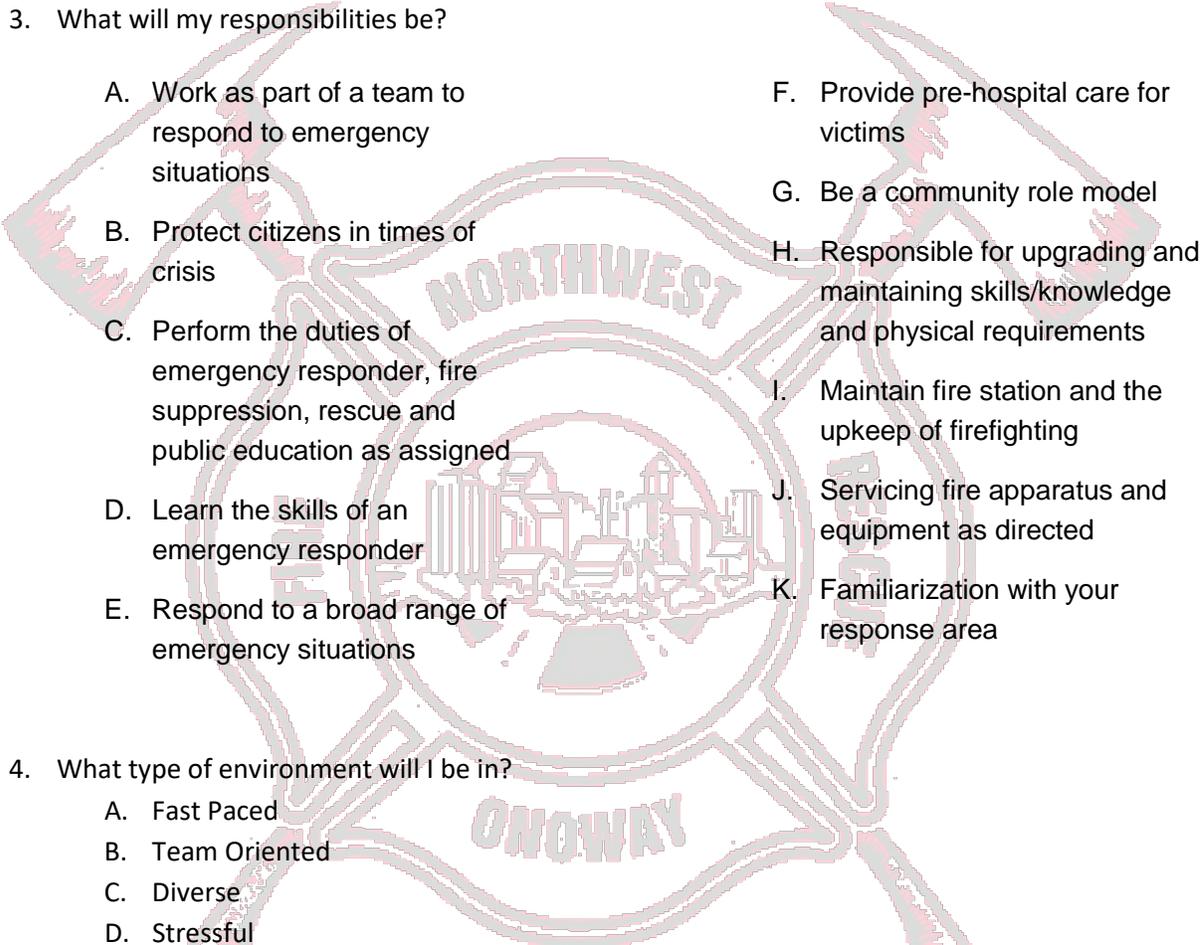
1. How much will I be paid
 - A. \$25.00 per hour when on a fire or rescue related emergency scene for NFPA 1001 Level 1 and \$30.00 per hour for Level 2.

 2. When will I be paid?
 - A. Every Quarter (Every 3 Months) via cheque

 3. What will my responsibilities be?
 - A. Work as part of a team to respond to emergency situations
 - B. Protect citizens in times of crisis
 - C. Perform the duties of emergency responder, fire suppression, rescue and public education as assigned
 - D. Learn the skills of an emergency responder
 - E. Respond to a broad range of emergency situations
 - F. Provide pre-hospital care for victims
 - G. Be a community role model
 - H. Responsible for upgrading and maintaining skills/knowledge and physical requirements
 - I. Maintain fire station and the upkeep of firefighting
 - J. Servicing fire apparatus and equipment as directed
 - K. Familiarization with your response area

 4. What type of environment will I be in?
 - A. Fast Paced
 - B. Team Oriented
 - C. Diverse
 - D. Stressful
 - E. Physically taxing
 - F. Emotionally taxing
 - G. Rewarding

 5. How far away from the stations can I live?
 - A. Maximum 30km from either the Onoway or Alberta Beach Fire Station.

 6. How will I receive training?
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ONOWAY REGIONAL FIRE SERVICES

FIREFIGHTER CANDIDATE

FREQUENTLY ASKED QUESTIONS

- A. Training will be supplied by our instructor cadre and is hosted at either the Onoway or Alberta Beach Fire Station.
7. How long do I have to remain a firefighter with Onoway Regional Fire?
- A. 1 year for each level of training attained
8. Do firefighters make lots of money?
- A. No, if you are looking to become a firefighter, paid or unpaid, money should not be your main drive to pursue this career. As a paid-on-call firefighter, how much you make is directly relative to the amount of days you are available and how many fire and rescue calls the department has during that time.
9. How many calls does Onoway Regional Fire respond to?
- A. ORFS responds to approximately 130 calls every year. Most calls are backing up AHS for medical emergencies.
10. Do we get paid to respond to medical emergencies?
- A. No, all medical responses are done free of charge. Neither the department or its firefighters receive monetary compensation for performing this service.
11. If I want to become a full-time firefighter in a city somewhere, would this training help my chances in pursuing a career in firefighting?
- A. Certainly, the training you receive at Onoway Regional Fire Services is internationally accredited through IFSAC and Pro-Board seals. These seals are fully transferrable in all of North America and much of Europe.
12. Is there an age limit?
- A. We accept all applicants over the age of 14 who are physically fit and are able to pass a doctor's physical aimed towards the duties of a firefighter. (There is no upper age limit)
13. Is there a physical aptitude test?
- A. Yes, all candidates are subjected to a physical test near the end of their training program which involves lifting hose, cutting through wood, carrying victims etc. These skills are outlined in the physical aptitude section of the new hire package.
14. Will my life be at risk every day?
- A. No, it is very rare for a firefighter to be required to risk their life in the line of duty. However, it is something all firefighters should be ready to do, and all will be trained in how to do it as safely as possible.

Municipal Hire Check List

Date:		
Municipal Handler :		
Municipal Hire name:		
Applicants #:		
Applicant Address		
Applicant Responding Station:		
Action Items:		
	Submitted	Reviewed by
Step 1: Application Received		
Resume		
Step 2: Contact Applicant		
Email the Municipal Introductory letter		
Send them the FAQ		
LVL 1 contract		
Doctors physical		
Training Syllabus		
Step 3: Security Clearance		
Back ground check including vulnerable sector		
Drivers abstract (5 year)		
Copy of driver's license Class 5 or better		
Personal tax credits return (TD1)		
Personal tax credits return (TD1AB)		
Signed Drug & Alcohol policy		
Driver authorization form		
Pre-authorized electronic funds transfer		
Signed FOIP		
Applicant will be assigned a mentor, they will meet and share contacts		
Step4: Physical fitness evolution		
See fitness evolution		
Step 6: Personal Interview		
See personal interview sheet		
Step 7: Standard Orientation		
Applicant will partake in an Municipal Orientation		

NORTH WEST FIRE RESCUE AND TRAINING Fulltime / Career Industrial Cross-Over to Municipal Auxiliary Firefighter Agreement:

NOTE* Only Firefighters whom have already signed and submitted an Industrial Firefighter Contract are required to complete the Cross-Over to Municipal Auxiliary Firefighter Agreement. Disregard if you are to be municipal **ONLY**.

This is a contracted agreement between North West Fire Rescue – Onoway Ltd (The “Fire Department”) and

_____ (The “Subcontractor”) in regard to municipal fire and rescue response duties (The “Work”) as required and furnished to The Fire Department’s protected communities (The “Client”).

The following terms are considered binding and are to be adhered to by both parties for the duration of service whereas the Subcontractor furnishes work services to the Fire Department Starting _____, 20_____

TERMS:

- The Sub Contractor warrants that he or she is certified firefighter and a member in good standing of North West Fire Rescue & Training Ltd. (Industrial Division) holding the a position fulltime or career.
- The Sub Contractor agrees to remain on-cal 24-7 in a fit for service state as well as participate in all training, practice, and community events during his / her on-call / on duty periods with North West Fire Rescue and Training (Industrial Division).
- The Sub Contractor shall be excused from emergency calls, training, practice, and community service when assigned to another function by North West Fire Rescue & Training (Industrial Division)
- This contract is automatically terminated if when the Sub-Contractor is no longer a fulltime or career member of North West Fire Rescue and Training Ltd. (Industrial Division)
- All work paid quarterly – 10 days after each calendar quarter (Apr 10, July 10, Oct 10, Jan 10)
- The Fire Department shall pay a standard rate for service as listed within schedule A only while on a valid emergency scene.
- The Fire Department may pay for all approved training and certification of the sub-contractor as part of remuneration package – See schedule B.
- The Sub-Contractor shall not charge for practice or training time as this is considered personal professional development time.
- The Sub-Contractor shall not charge for community service aspects (parades, school visits, pre-plans, etc) of duties as this time is considered volunteer public service.
- It is noted and accepted that the Sub Contractor shall not be paid a stand-by fee while on call, but not actively responding.
- Schedule A is based on the type of work being performed at the time in certain type or section of an industry.

- It is understood and accepted as per Schedule B that formally training the Sub-Contractor is done so at a considerable cost to the Fire Department and that such training is provided. In order to receive this training, the contractor agrees to remain committed to the Fire Department for no less than 12-months after accreditation. Failure to do so, may result in charging of amounts due to the Fire Department from the Contractor.
- The Fire Department accepts all risks and responsibility regarding collection of monies due from the Client except for in cases whereas the actions / inactions of the Sub-Contractor result in an un-collectable debt from the Client to the Fire Department.
- The Fire Department shall undertake to supply the appropriate vehicles, apparatus, appliances, and tools required to perform the work. All such equipment shall be in good working order so as to allow the safe and efficient use of such.
- It is the Fire Department's responsibility to provide acceptable levels of field and administration support services.
- The Fire Department hereby indemnifies and saves harmless Subcontractor from any claims or liabilities arising from misrepresentation, negligence, or willful misconduct of the Fire Department or its employees, officers, agents, or contractors.
- The Subcontractor shall always be in compliance with the Worker's Compensation Board of Alberta.
- All Work completed/ performed by the Sub-Contractor shall comply with Alberta and local Occupational Health & Safety Legislation.
- All Work and conduct of the Subcontractor shall be completed in adherence with the Standard Operating Guidelines and Orientation Package provided by the Contractor.
- All scheduling of Work for the Sub-Contractor shall be booked via the Fire Department. Due to the sometimes urgent nature of the Work, the Subcontractor shall notify the Fire Department immediately upon being requested if the Subcontractor is ready, willing, and able to comply with the Work schedule as requested.
- The Subcontractor shall take a pro-active stance with regard to excellent customer service / relations, and high standards of workmanship / safety.
- During the course of the agreement the Subcontractor shall represent him / herself to the Client and its representatives as an agent of the Fire Department.
- All work performed by the Subcontractor shall follow the tactical priorities as outlined within the Standard Operating Guidelines of the Fire Department and in strict accordance with field orders advanced by the Fire Department, Client, Incident / Division / Group / Sector / Team Commander.
- The Subcontractor shall supply its own means of transport to the originating point of dispatch.
- The Subcontractor shall supply proper means of communication so as they can be contacted 24-hours per day in case of any urgent callouts while on call
- The Subcontractor may not solicit or be employed by any firm soliciting the Client for Work or contracts relating to Firefighting owned or managed by the Client during the entire term of this contract and for six full months from the completion of this contract
- The Sub-Contractor must not disclose the affairs of Fire Department and must not use for any purpose, other than to perform the Work, any information it may acquire with respect to the Client or affairs of the Fire Department.
- The Fire Department reserves the right to terminate this Agreement upon seven (7) days written notice.

- The Sub Contractor Shall reside or be employed within 30KM of the Fire Department's active or planned fire stations.
- If the Sub Contractor does not reside within 30KM of a Fire Department station, but works within this area, a letter from the Sub-Contractor's employer permitting the Sub-Contractor to leave work to attend emergency calls will be required.
- Before commencing the work, the Sub Contractor should provide the Fire Department current proof of doctor's note stating the contractor is fit for service, criminal background check, police vulnerable sector screening, driver's abstract, illicit drug screening.
- During the term of this agreement, the Sub Contractor shall submit to additional physical testing, criminal background check, police vulnerable sector screening, driver's abstract, illicit drug screening as requested by the Fire Department.
- Time is of the essence in this Agreement.
- No modification of this Agreement is effective unless in writing and signed by both parties.
- If any term or condition of this Agreement is held to be invalid or unenforceable, the remainder of the Agreement will remain valid and enforceable to the extent permitted by law.
- This Agreement may not be assigned in whole or in part unless written consent by both parties is obtained.
- This Agreement contains the entire contractual understanding between the parties with respect to the Property and supersedes any and all previous agreements whether written or oral, expressed or implied.
- The laws of the Province of Alberta will govern this Agreement.

Accepted:
NORTH WEST FIRE RESCUE - ONOWAY

Signature: _____

NAME: _____

Date: _____

Accepted: Employee

Signature: _____

NAME _____

Date: _____

SCHEDULE – A:

Rates of Pay Level-Two Firefighter:

Emergency fire Call:	\$30.00 / hr
Emergency MVC Call:	\$30.00 / hr
Emergency Other Types of Emergency Calls	\$30.00 / hr
Emergency Medical Aid Call (community service):	NO CHARGE
Receiving Training & Practice (personal development):	NO CHARGE
Participating (community service):	NO CHARGE

SCHEDULE – B:

Training and Commitment Levels:

As a certified member, the Fire department hereby agrees to provide periodic training upgrades over time (target 1 class level of qualification per year) to the sub-contractor to form part of the total remuneration package:

SAMPLES:

- Standard First Aid / AED / CPR	\$200.00
- WHMIS	\$100.00
- TDG	\$100.00
- ICS 100	\$100.00
- Flagging / Traffic Control	\$100.00
- NFPA 1001-L1	\$4,000.00
- NFPA 1001-L2:	\$4,000.00
- Air Breaks Endorsement	\$500.00
- NFPA 1002 – Pump A	\$1,000.00
- NFPA 1002-Pump B	\$1,000.00
- NFPA 472-Ops:	\$2,000.00

This training package will be provided for free to the sub-contractor provided he or she remains committed to the Fire Department for a period of 12-months after receipt of the final accreditation of course. For Clarity commitment is defined as maintaining the following minimum attendances:

- Attend and Successfully Complete Certified Training When Offered.
- Attend No Less Than 100% of Community Service Events When On Call.
- Attend No Less than 100% of all Practice and General Training Events When On Call
- Attend No Less than 100% of all Emergency Call-Outs When On Call

Failure of the Sub-Contractor to complete the commitment portion of the agreement may constitute a material breach. In such breaches, the Fire Department may seek repayment of training provided in good faith. This could include deduction of course values from final cheque or other collection methods.

Agreed,

_____ (Sub Contractor)

_____ (date)

Level-One Paid On Call / Auxiliary Firefighter Agreement:

INFORMATION ONLY

This is a contracted agreement between North West Fire Rescue – Onoway Ltd (The “Fire Department”) and

_____ (The “Subcontractor”) in regard to municipal fire and rescue response duties (The “Work”) as required and furnished to The Fire Department’s protected communities (The “Client”).

The following terms are considered binding and are to be adhered to by both parties for the duration of service whereas the Subcontractor furnishes work services to the Fire Department Starting _____, 20____

TERMS:

- All work paid quarterly – 10 days after each calendar quarter (Apr 10, July 10, Oct 10, Jan 10)
- The Fire Department shall pay a standard rate for service as listed within schedule A only while on a valid emergency scene.
- The Fire Department may pay for all approved training and certification of the sub-contractor as part of remuneration package – See schedule B.
- The Sub-Contractor shall not charge for practice or training time as this is considered personal professional development time.
- The Sub-Contractor shall not charge for community service aspects (parades, school visits, pre-plans, etc) of duties as this time is considered volunteer public service.
- It is noted and accepted that the Sub Contractor shall not be paid a stand-by fee while on call, but not actively responding.
- Schedule A is based on the type of work being performed at the time in certain type or section of an industry.
- It is understood and accepted as per Schedule B that formally training the Sub-Contractor is done so at a considerable cost to the Fire Department and that such training is provided. In order to receive this training, the contractor agrees to remain committed to the Fire Department for no less than 12-months after accreditation. Failure to do so, may result in charging of amounts due to the Fire Department from the Contractor.
- The Fire Department accepts all risks and responsibility regarding collection of monies due from the Client except for in cases whereas the actions / inactions of the Sub-Contractor result in an un-collectable debt from the Client to the Fire Department.
- The Fire Department shall undertake to supply the appropriate vehicles, apparatus, appliances, and tools required to perform the work. All such equipment shall be in good working order so as to allow the safe and efficient use of such.
- It is the Fire Department’s responsibility to provide acceptable levels of field and administration support services.
- The Fire Department hereby indemnifies and saves harmless Subcontractor from any claims or liabilities arising from misrepresentation, negligence, or willful

INFORMATION ONLY

- misconduct of the Fire Department or its employees, officers, agents, or contractors.
- The Subcontractor shall always be in compliance with the Worker's Compensation Board of Alberta.
 - All Work completed/ performed by the Sub-Contractor shall comply with Alberta and local Occupational Health & Safety Legislation.
 - All Work and conduct of the Subcontractor shall be completed in adherence with the Standard Operating Guidelines and Orientation Package provided by the Contractor.
 - All scheduling of Work for the Sub-Contractor shall be booked via the Fire Department. Due to the sometimes urgent nature of the Work, the Subcontractor shall notify the Fire Department immediately upon being requested if the Subcontractor is ready, willing, and able to comply with the Work schedule as requested.
 - The Subcontractor shall take a pro-active stance with regard to excellent customer service / relations, and high standards of workmanship / safety.
 - During the course of the agreement the Subcontractor shall represent him / herself to the Client and its representatives as an agent of the Fire Department.
 - All work performed by the Subcontractor shall follow the tactical priorities as outlined within the Standard Operating Guidelines of the Fire Department and in strict accordance with field orders advanced by the Fire Department, Client, Incident / Division / Group / Sector / Team Commander.
 - The Subcontractor shall supply its own means of transport to the originating point of dispatch.
 - The Subcontractor shall supply proper means of communication so as they can be contacted 24-hours per day in case of any urgent callouts while on call
 - The Subcontractor may not solicit or be employed by any firm soliciting the Client for Work or contracts relating to Firefighting owned or managed by the Client during the entire term of this contract and for six full months from the completion of this contract
 - The Sub-Contractor must not disclose the affairs of Fire Department and must not use for any purpose, other than to perform the Work, any information it may acquire with respect to the Client or affairs of the Fire Department.
 - The Fire Department reserves the right to terminate this Agreement upon seven (7) days written notice.
 - The Sub Contractor Shall reside or be employed within 30KM of the Fire Department's active or planned fire stations.
 - If the Sub Contractor does not reside within 30KM of a Fire Department station, but works within this area, a letter from the Sub-Contractor's employer permitting the Sub-Contractor to leave work to attend emergency calls will be required.
 - Before commencing the work, the Sub Contractor should provide the Fire Department current proof of doctor's note stating the contractor is fit for service, criminal background check, police vulnerable sector screening, driver's abstract, illicit drug screening.
 - During the term of this agreement, the Sub Contractor shall submit to additional physical testing, criminal background check, police vulnerable sector screening, driver's abstract, illicit drug screening as requested by the Fire Department.
 - Time is of the essence in this Agreement.
 - No modification of this Agreement is effective unless in writing and signed by both parties.
 - If any term or condition of this Agreement is held to be invalid or unenforceable, the remainder of the Agreement will remain valid and enforceable to the extent permitted by law.

- This Agreement may not be assigned in whole or in part unless written consent by both parties is obtained.
- This Agreement contains the entire contractual understanding between the parties with respect to the Property and supersedes any and all previous agreements whether written or oral, expressed or implied.
- The laws of the Province of Alberta will govern this Agreement.
- This contract will be voided if the contractor fails to successfully pass the Physical fitness evaluation
- This contract will be voided if the contractor fails to successfully pass the Interview

Accepted:

NORTH WEST FIRE RESCUE - ONOWAY

Per:

Date: _____

Accepted:

Per:

Date: _____

INFORMATION ONLY

SAMPLE

INFORMATION ONLY

SCHEDULE – A:

Rates of Pay Level-One Firefighter and / or EMR;

Emergency fire Call:	\$25.00 / hr
Emergency MVC Call:	\$25.00 / hr
Emergency Other Types of Emergency Calls	\$25.00 / hr
Emergency Medical Aid Call (community service):	NO CHARGE
Receiving Training & Practice (personal development):	NO CHARGE
Participating (community service):	NO CHARGE

SCHEDULE – B:

Training and Commitment Levels:

As a new / non-certified member, the Fire department hereby agrees to provide the following training to the sub-contractor to form part of the total remuneration package:

- Standard First Aid / AED / CPR	\$200.00
- WHMIS	\$100.00
- TDG	\$100.00
- ICS 100	\$100.00
- Flagging / Traffic Control	\$100.00
- NFPA 1001-L1	\$4,000.00
- Air Breaks Endorsement	\$500.00
- NFPA 1002 – Pump A	\$1,000.00
TOTAL MARKET VALUE:	\$6,100.00

This training package will be provided for free to the sub-contractor provided he or she remains committed to the Fire Department for a period of 12-months after receipt of the final accreditation of course. For Clarity commitment is defined as maintaining the following minimum attendances:

- Attend and Successfully Complete Certified Training When Offered.
- Attend No Less Than 50% of Community Service Events.
- Attend No Less than 33% of all Practice and General Training Events.
- Attend No Less than 25% of all Emergency Call-Outs.

Failure of the Sub-Contractor to complete the commitment portion of the agreement may constitute a material breach. In such breaches, the Fire Department may seek repayment of training provided in good faith. This could include deduction of course values from final cheque or other collection methods.

Agreed,

INFORMATION ONLY

_____ (Sub Contractor)

_____ (date)

SAMPLE



North West Fire Rescue & Training LTD

Onoway Regional Fire Service (OFR)

The following fire candidate _____ is required to provide a Criminal background check and a vulnerable sector check. The candidate will be working with people of disabilities, under stress, minors and the elderly. Please provide this service free of charge to the candidate listed above.

If any additional information is required please contact the Duty Officer at 780-777-0890

Captain Ives

North West Fire Rescue - Onoway

ONOWAY REGIONAL FIRE SERVICES

Firefighter Applicant Physical Fitness Evaluation

Medical Clearance Form

This program is designed to assess the physical work capabilities of a healthy individual. Each test requires the applicant's utmost effort. All the tests will be completed while wearing personal protective equipment (PPE) that weighs approximately 22kg (50lb). This ensemble includes: helmet, flash-hood, gloves, pants, boots, jacket and self-contained breathing apparatus (SCBA). The applicant is not required to breathe from the SCBA, but must carry it. For safety during the walk test, running shoes are substituted for firefighting boots. These tests will be administered by NFPA 1001 level 2 firefighters, and are not medically supervised. The test procedures are described briefly below.

Aerobic endurance

The applicant will walk 1km in full PPE. The terrain will consist of gentle slopes up and down with one steep hill ascension and descent. Combined with the exercise stress, the weight and heat retention properties of the PPE there can be a significant level of fatigue. Applicants will have 1hr of rest before moving on to the other tasks

Job-related performance tests

Prior to completing the job related tests, the applicant will complete a "walk-through" session where they are allowed to practice each of the tasks. This will take approximately 30 minutes and serves to familiarize the applicant with testing procedures and provides a suitable warm up for the demanding tests that follow. Each test is followed by a rest period of 3 minutes for recovery and hydration. Applicants are not permitted to leave the testing area or remove the PPE during the rest periods.

Confined Space Test:

The applicant will make their way through a 10ft confined space (culvert) with full ppe and a face mask. No SCBA harness will be worn. This is to assess an applicant's claustrophobia.

Ladder climb test:

The applicant climbs a 7.3m (24') ladder to the 10th rung and returns to the floor as quickly as possible. This task will be repeated five times. This test assesses muscle strength, endurance, and anaerobic capacity.

Equipment carry:

The applicant will carry a small (18kg or 40lb) and large (36kg or 80lb) tool a total distance of 30m (100'). In addition the applicant will lift and hold the 18kg tool in a specific position that simulates the work

ONOWAY REGIONAL FIRE SERVICES

Firefighter Applicant Physical Fitness Evaluation

Medical Clearance Form

required. The tools will then be returned to the starting point. This test is designed to assess the strength required to lift, carry and use heavy tools on a fire scene.

Victim Drag:

The applicant drags a mannequin weighing 68.2kg (150lb) a total distance of 30m (100'). The test starts when the mannequin lying "face up" on the floor and the applicant standing. The applicant lifts the mannequin and walks backwards for 15m, turns around a traffic cone and returns to the start line as quickly as possible. This test assesses strength, power, and agility

Forcible entry:

Using a 3.6kg (8lb) sledge hammer, the applicant moves a weighted truck tire (102kg or 200lb) a distance of 30.5cm (12") as rapidly as possible. This assesses muscle strength, power and endurance, particularly the upper body.

Is this individual taking any medication that could affect normal physiological responses to exercises?

No _____ Yes _____ If yes, please explain.

Is there any medical reason that this individual should not undertake very strenuous exercise?

No _____ Yes _____ If yes, please explain.

I certify that this applicant has been given a medical examination and is medically fit to undertake the Physical fitness evaluation described above.

Physician's name: _____

Date: _____

Telephone: _____

Signature: _____

ONOWAY REGIONAL FIRE SERVICES PHYSICAL FITNESS EVALUATION

What to wear

- You should arrive in appropriate workout clothing that includes runners, comfortable clothing with layers such as a t-shirt and sweatshirt, shorts and athletic/sweatpants.
- While you are permitted to choose your own footwear, we do recommend steel-toe work boots for your protection.
- You will be wearing structural firefighting gear or full breathing apparatus.
- Leather work gloves will be worn during the test. We will provide a variety of sizes for applicants to choose from however we recommend you bring your own leather work gloves for comfort and hygiene.

What to bring

- You will be working hard. Consider bringing drinking water and a snack for after the test.

The test

- There are 6 stations in the test.
- At each station, you will be timed.
- If you fail to complete the test, you will be allowed a retry to continue.
- You must follow the instructions and adhere to safety guidelines during the test.
- Failure to do so will result in elimination from the test.
- There will be a minimum of 3 minute rest periods between the tasks.
- You will move to the next station immediately upon completion of each station.

The Stations

Station 1: Confined Space

- You will don a blacked-out facemask and enter our confined space training prop.
- Navigate a narrow passageway on hands and knees for approximately 10 feet.
- Your facemask must remain on throughout the test.
- Removing the mask before completing your task will eliminate you from the test.
- You will not be on air
- This event is timed _____

ONOWAY REGIONAL FIRE SERVICES PHYSICAL FITNESS EVALUATION

- Invigilator notes

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Station 2: The Ladder Climb

- You will be asked to climb the 24' (7.3m) ladder to the 10th rung and return to the floor
- You will perform this task 5 consecutive times as fast as you can.
- You must maintain 3 points of contact with the ladder throughout the climb.
- The objective of this task is to ensure you are comfortable with the heights faced by firefighters.
- This event is timed _____
- Invigilator notes _____

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Station 3: Equipment Carry

- You will carry an scba pack (18kg or 40lb) a total of 30m (100').
- In addition you will lift, carry and hold a foam pail in a specific position for 2 minutes that simulates pouring. The tools will then be returned to the starting point. The objective is to assess the strength required to lift, carry and use heavy tools on a fire scene
- This event is timed _____
- Invigilator notes _____

-

Station 4: Victim Drag

- The applicant will drag a mannequin weighing 68.2kg (150lb) a total distance of 30m (100').
- The test starts with the mannequin lying "face up" on the floor and the applicant standing.
- The applicant will lift the mannequin and walk backwards for 15m, turn around a traffic cone and returns to the starting point.
- This will be a timed evolution _____
- Test will assess strength, power and agility
- Test will be performed in full PPE
- Invigilator notes _____

ONOWAY REGIONAL FIRE SERVICES PHYSICAL FITNESS EVALUATION

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Station 5: Forcible entry

- Using a 3.6kg (8lb) sledge hammer the applicant will strike a weighted truck tire (102kg or 200lb) a distance of 30.5cm (12") as rapidly as possible.

- This is timed _____

- This assesses muscle strength, power, endurance (particularly the upper body)

- Invigilator notes _____

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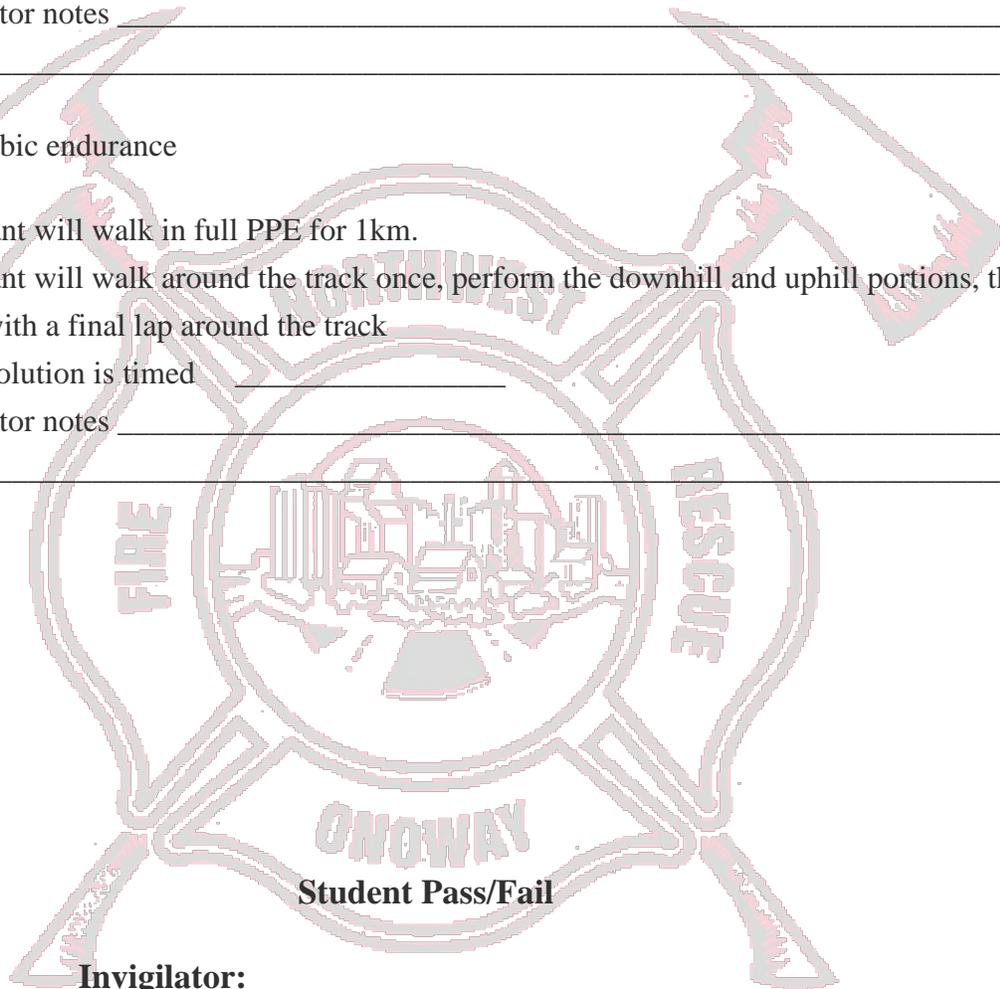
Station 6: Aerobic endurance

- Applicant will walk in full PPE for 1km.
- Applicant will walk around the track once, perform the downhill and uphill portions, then finish with a final lap around the track

- This evolution is timed _____

- Invigilator notes _____

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Invigilator: _____

Date: _____

DRIVER AUTHORIZATION FORM

INSURER: Aviva Canada Ltd.

POLICY #: SB41164818

INSURED: North West Fire Rescue & Training

I hereby authorize the Highway Traffic Board to disclose all details of my driving record, including accidents, convictions and suspensions, to my Insurance Company.

Full Name: _____

Date of Birth: _____

Driver's License #: _____

Province Licensed In: _____

Years Consecutively Licensed: _____

Signature: _____

Date: _____

ONOWAY REGIONAL FIRE SERVICES

PERKS OF BEING AN ORFS FIREFIGHTER



- Free college education (international seals included) worth up approximately \$15,000.00.
- Get volunteer experience (good on resume and for professional development)
- Reasonable remuneration (pay) for fire and rescue calls attended.
- Free on-duty life and disability insurance (above and beyond WCB)
- Future opportunity for permanent part-time employment.
- No expectation you will be staying forever - unless you chose to move up career ranks – not a lot of pressure
- The satisfaction of public service, community involvement, & helping people.
- Access to regular practice nights – which keep your skills honed and your resume relevant
- Stay physically and mentally active – always learning

- Continual free education upgrades
- The pride of helping those in need and saving lives
- Free use of a modest gym.
- Family oriented group of people
- Opportunities to advance in rank and status as a POC
- \$3,400.00 per year federal income tax break



- Opportunities to switch to career firefighter / fire officer
- Meet new people and forge new friendships – have fun.
- Encouragement / sponsoring of fun team building and educational events such as the vehicle extrication challenge.
- Variety of hands-on experiences – Multiple call types... you are a “Real” Municipal Firefighter
- High frequency of patient contact – Great medical / first aid experience
- A lot of hands on training with live fire and vehicle extrication evolutions
- Participation / Attendance Recognition & Gifts (Last year included: \$100.00 Sawmill GC, WEM mall attractions pass for two, Luxury ski and stay weekend for two at Banff Springs Hotel, and a 8-day Mexican Riviera Cruise and Airfare for two).



North West Fire Rescue – Onoway Ltd.
operating as
Onoway Regional Fire Services



I agree to answer the following questions to show case my acknowledgment and understanding of the information that has been sent to me.

Highlight or circle your answers

Question 1: Multiple Choice

How many municipalities currently does Onoway Regional Fire Services provide 911 emergency response to?

- a) 8
- b) 10
- c) 9
- d) 12

Question 2: True or False

North West Fire Rescue & Training Ltd. is a separate company that manages Onoway Regional Fire Services?

True False

Question 3: Multiple Choice

What are a POCs responsibilities?

- a) Perform the duties of emergency responder, fire suppression, rescue and public education as assigned
- b) Maintain fire station and the upkeep of firefighting
- c) Work as part of a team to respond to emergency situations
- d) All of the above



North West Fire Rescue – Onoway Ltd.

operating as

Onoway Regional Fire Services



Question 4: True or False

How far away from the stations can you live?

- a) Must live in either one of the two towns a station is located
- b) Maximum 20km from either the Onoway or Alberta Beach Fire Station
- c) Maximum 30km from either the Onoway or Alberta Beach Fire Station
- d) Maximum 25km from either the Onoway or Alberta Beach Fire Station

Question 5: Multiple Choice

How many calls does Onoway Regional Fire (ORFS) respond to?

- a) ORFS responds to approximately 400 calls every year.
- b) ORFS responds to approximately 230 calls every year.
- c) ORFS responds to approximately 150 calls every year.
- d) ORFS responds to approximately 130 calls every year.

Question 6: Multiple Choice

Do we get paid to respond to medical emergencies?

- a) Neither the department nor its firefighters receive monetary compensation
- b) The department doesn't get paid but it will pay its firefighters to keep up moral
- c) The department gets paid but decides not to pay its firefighters
- d) Alberta Health Services (AHS) pays firefighters directly

Question 7: Yes or No

If I want to become a full-time firefighter in a city somewhere, would this training help my chances in pursuing a career in firefighting?

Yes

No



North West Fire Rescue – Onoway Ltd.
operating as
Onoway Regional Fire Services



Question 8: Multiple Choice

What basic moral(s) does Onoway Regional Fire Services expect their firefighters to possess prior to employment?

- a) Dedication
- b) Loyalty
- c) Integrity
- d) All of the above

Question 9: Yes or No

In order to receive free college education from Onoway Regional, are you required to sign an education contract?

Yes No

Question 10: True of False

Once you're hired by Onoway Regional Fire, you are not required to attend any mandatory education/training before being put into active duty; you may start fighting fires from day one.

True False



North West Fire Rescue – Onoway Ltd.
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I _____, have read, reviewed, understand, and accept documents 4A, 4B, 4C, 4D, 4E, 4F, 4G, 4H, 4I and 4J. I understand the basic knowledge of what is expected of me and wish to learn more. I wish to proceed to the final stages of the hiring process and placement.

Name: _____ Signature: _____

Date: _____

**DISPATCH 1-855-710-FIRE (3473) OFFICE 1-877-393-7498 www.nwfr.net
Main Office: Box 1550 Onoway, Alberta T0E 1V0... FOB:
“Anywhere”**