



Grimsby Fire Department Self-Assessment Questionnaire

Grimsby Fire and Department in Grimsby is a very busy volunteer fire departments in Ontario; on average the department responds to 700 emergency response calls. An attendance policy is in place to ensure an adequate number of Firefighters respond to emergency calls and maintain a proficient and competent level of training.

During the first year, Probationary Firefighters are expected to attend 35% of all emergency response calls, 80% of all recruit training, and 75% of all weekly regular training. Upon successful completion of the one (1) year probation period, the *Collaborative Workplace Agreement for Volunteer Firefighters* states that Firefighters must respond to 25% of all emergency calls and attend 50% of all weekly training and 100% of mandatory training sessions.

In addition to emergency response and training commitments, Firefighters are also required to participate in Grimsby Fire Department events such as public education, duty or standby shifts and maintenance programs.

The success and future sustainability of our volunteer firefighter structure is based on the commitment of our personnel. The purpose of this self-assessment questionnaire is to provide you with the opportunity to review and reflect on your ability to fulfill the commitment required by the department. Your responses to the following questions should consider your existing commitments to your family, your full-time employer, and other commitments you may be involved in.

FAMILY

1. **Scenario** – Your emergency response pager can go off at the most inconvenient times. Suppose it is Christmas Day and dinner is being served, your family is around the table and your pager goes off for an emergency call. What do you do? Explain how this will affect your family.

2. You are required to attend 80% of all recruit training. These training sessions will be conducted on weekday evenings and weekends. How will this commitment affect your family and/or personal life?

3. Have you discussed the potential impact of Grimsby Fire Department involvement with your family? Do they understand and support your commitment?

FULL-TIME EMPLOYMENT

4. What are your regular scheduled hours of employment? Describe any restrictions that would prevent you from being available 24 hours a day, 7 days a week.

5. If you work shifts, will your shifts impede your ability to attend recruit and weekly training nights?

6. Do you work in the Town of Grimsby? If yes, will your employer allow you to respond to a call during working hours?

7. In consideration of your career aspirations, are you working towards a promotion or advancement in your company? Would an increase in responsibilities at your full-time job reduce your ability to commit to Grimsby Fire Department in the mid-to-long-term forecast?

OTHER COMMITMENTS

8. Do you belong to any social or sport organizations (e.g. hockey, baseball, Lions Club, etc.)? If so, what is your role and what is the time commitment for these interests?

9. It is strongly encouraged that all Firefighters become members of the Grimsby Firefighters Association (GFFA). The association meets once a month and volunteers their time throughout the year for various fundraising activities in support of charities within the community. If hired, will you become a member of the GFFA? How important is community involvement to you? Are you able to commit extra time to these activities?

10. Grimsby Fire Department is committed to projecting a professional image to the public. Members of the department live in Town and are constantly in the public eye. As such, all members of the department have a responsibility to conduct themselves in a manner that does not bring discredit to the organization both on and off duty. Section 2.2 of the departments *Code of Ethics and Department* guideline states that “*members shall not engage in any activity that may reasonably be deemed detrimental or reflect unfavorably on the reputation of Grimsby Fire Department or its fire personnel*”.

Please provide three (3) examples of personal conduct that you feel may bring discredit to the department.

11. In consideration of the above questions explain how your newly added commitment to Grimsby Fire Department would impact on your normal family and work routine?

Print Name

Signature

Date