



PEACHLAND
FIRE & RESCUE
SERVICE

PAID-ON-CALL FIREFIGHTER APPLICATION PACKAGE

A letter from the Fire Chief

Dear Applicant,

As Fire Chief of the Peachland Fire and Rescue Service (PFRS), I am committed to providing the most effective and efficient fire protection for our community.

Serving as a paid-on-call member of our service, often referred to by the public as a “volunteer”, is about more than the service you provide. It also brings personal rewards, satisfaction, and a sense of fulfillment that come from a job well done. You'll experience a tremendous sense of accomplishment while providing valuable service to the Community of Peachland.

Joining the Peachland Fire and Rescue Service as a paid-on-call member is a significant commitment. Please consider your decision carefully. This package explains what the role requires so you can make an informed choice.

We provide comprehensive training and support to all our members to ensure you're fully prepared for the responsibilities of the role. You can join us with confidence, knowing we'll provide the skills and knowledge necessary to fulfill your duties as a firefighter.

Thank you for your interest in our department. We look forward to working with you and wish you every success in the recruitment and training process.



Ian Cummings
Fire Chief
Peachland Fire and Rescue Service



Is firefighting right for you?

Fire and rescue are some of the most challenging and rewarding forms of public service. Whether serving as a volunteer, paid-on-call, or career firefighter, members are entrusted to protect lives, property, and the community during emergencies.

Firefighters respond to a wide range of incidents, including structure fires, motor vehicle collisions, medical emergencies, rescues, hazardous materials incidents, and natural disasters. These calls can occur at any time, in any weather, and often under physically demanding and emotionally challenging conditions.

Our primary goal is to protect the public by:

- **Preventing emergencies** through fire prevention, inspections, public education, and code enforcement activities.
- **Responding effectively when emergencies occur** through training, preparedness, teamwork, professional expertise, and modern equipment.

Being part of the fire and rescue service requires more than a desire to help others. It demands courage, commitment, resilience, teamwork, and a willingness to continually learn and develop new skills.

Members must be able to remain calm, exercise sound judgment, and take decisive action in dynamic and high-pressure situations.

The work can be demanding. Firefighters regularly perform strenuous physical tasks in hot, dirty, hazardous, and unpredictable environments while working closely with others to achieve a common goal.

The rewards, however, are significant. Firefighters experience the satisfaction of helping people during some of the most difficult moments of their lives, protecting the community, supporting their fellow members, and making a meaningful difference through service.

If you are looking for a challenging and rewarding opportunity to serve your community, we encourage you to apply and learn more about becoming a member of Peachland Fire Rescue Service.

**PEACHLAND FIRE
& RESCUE SERVICE**

Phone: 250-767-2841
4401 – 3rd Street Peachland, BC • V0H 1X7



About Peachland Fire Rescue Service

MISSION

Peachland Fire Rescue Service (PFRS) exists to provide effective, professional, and compassionate fire protection, rescue, emergency response, and public safety services to the residents and visitors of the District of Peachland.

OUR ORGANIZATION

PFRS is a paid-on-call fire department operating under the direction of the Fire Chief, who is accountable to the Peachland Municipal Council and the Regional District of Central Okanagan Board.

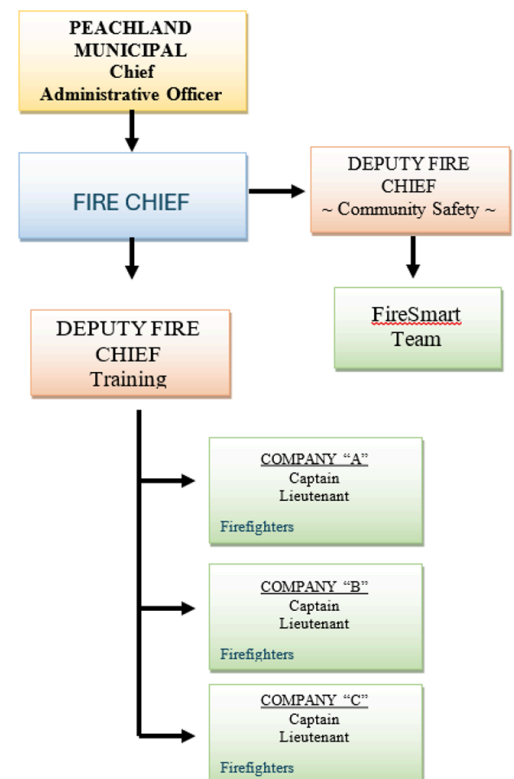
To deliver its mission, PFRS is organized into four functional areas:

- **Operations** - emergency response services, including fire suppression, rescue services, and emergency medical response support.
- **Fire Prevention** - inspections, investigations, permits, plan reviews, public education, and community risk reduction.
- **Administration** - finance, planning, logistics, records management, and organizational support.
- **Training** - member development, operational readiness, certification, and ongoing skills maintenance.

OPERATIONS

PFRS responds to hundreds of emergency incidents each year, including structure fires, vehicle fires, wildfires, rescue incidents, motor vehicle collisions, medical emergencies, public assistance calls, and other community safety events.

As a paid-on-call department, PFRS relies on a team of dedicated members who respond from their homes, workplaces, or other locations when available to provide emergency services to the community.



Paid-On-Call Firefighters

Paid-on-call firefighters play a critical role in delivering emergency services within the community. Members are responsible for protecting life, property, and the environment through emergency response, fire suppression, rescue activities, public education, fire prevention initiatives, and community service.

Individuals who are at least 19 years of age, physically and mentally capable of performing firefighting and rescue duties, and committed to serving their community may apply when recruitment opportunities are available.

TRAINING AND PROFESSIONAL DEVELOPMENT

Training is essential to maintaining a safe, capable, and effective fire service. PFRS is committed to providing members with the knowledge, skills, and abilities required to perform their duties safely and professionally.

Because emergency response services continue to evolve, members must maintain proficiency in a broad range of disciplines, including firefighting, rescue operations, emergency medical response, fire prevention, public education, and incident management.

All members are expected to actively participate in training and professional development opportunities to maintain operational readiness and support departmental service objectives.

RECRUIT AND PROBATIONARY FIREFIGHTERS

All paid-on-call firefighters, regardless of previous training or experience, are required to complete a one-year probationary period before being confirmed as full members of the department.

During the probationary period, recruits must:

- Successfully complete the Recruit/Exterior Firefighter Training Program and any required certifications.
- Complete a minimum of 60 training hours.
- Demonstrate the ability to safely perform assigned firefighting and emergency response duties.



- Maintain satisfactory conduct, performance, and participation.
- Meet departmental attendance requirements.
- New members are expected to attend a minimum of 70% of scheduled weekly training practices, calculated using a three-month rolling average, and participate in at least 25% of incident responses during their first two years of service.

Successful completion of the probationary period is subject to the member meeting the department's performance, training, attendance, and conduct expectations.

ONGOING TRAINING EXPECTATIONS

Following probation, members are expected to maintain the knowledge, skills, and competencies required to perform their duties safely and effectively.

All members must:

- Participate in regular department training sessions and exercises.
- Maintain required certifications and operational competencies.
- Meet departmental attendance requirements for training and emergency response.
- Participate in occasional weekend courses, specialty training programs, public education activities, and other departmental events as required.
- Maintain familiarity with departmental policies, procedures, equipment, and operational practices.

Members who demonstrate commitment and aptitude may be provided opportunities to pursue advanced training in specialized disciplines such as technical rescue, marine rescue, auto extrication, incident command, emergency medical response, and other operational areas that support departmental service delivery.

Consistent attendance is essential to maintaining operational readiness and ensuring the department can provide effective emergency services to the community.

Members are expected to make every reasonable effort to attend emergency incidents, training sessions, and other assigned activities. Minimum attendance requirements are established by department policy and may be reviewed periodically to ensure operational effectiveness.



NATURE AND SCOPE OF WORK

Paid-on-Call Firefighters are responsible for protecting life, property, and the environment within the District of Peachland through fire suppression, rescue operations, emergency response, fire prevention activities, and public education initiatives. Firefighters participate in training, inspections, public safety programs, and other duties as assigned by the department.

All members must be physically and mentally capable of safely performing firefighting, rescue, and related emergency response duties in a variety of environments and conditions. Members are expected to maintain the skills, fitness, and readiness necessary to respond effectively to emergencies and support the operational needs of the department.

DUTIES AND RESPONSIBILITIES

Members are expected to:

- Respond safely and promptly to alarms when available.
- Follow the lawful direction of officers and work effectively within the incident command structure.
- Perform firefighting, rescue, emergency response, fire prevention, and public education duties as assigned.
- Participate in inspections, public safety initiatives, and community engagement activities as required.
- Contribute to the maintenance, care, cleaning, and operational readiness of department facilities, equipment, apparatus, and protective gear.
- Work cooperatively with fellow members, partner agencies, and the public.
- Conduct themselves professionally, respectfully, and ethically in all interactions.
- Uphold the reputation, values, and standards of Peachland Fire Rescue Service while on duty and whenever wearing identifiable department apparel.
- Meet established attendance requirements for emergency responses, training, and assigned duties.

TRAINING AND HEALTH REQUIREMENTS

Members must:

- Maintain the physical and mental fitness required to safely perform firefighting, rescue, and emergency response duties.



- Successfully complete the Recruit/Exterior Training Program before being authorized for operational response duties.
- Participate in ongoing training and maintain competencies in fire suppression, rescue operations, emergency medical response, and other required disciplines.
- Obtain and maintain required First Aid and CPR certifications.
- Obtain a Hepatitis B vaccination or provide proof of current vaccination if required by the department.
- Report fit for duty and notify the department of any condition that may affect their ability to safely perform assigned duties.
- Comply with department health, safety, and fitness standards.

WORKING CONDITIONS

Members should understand that fire and rescue work may involve:

- Exposure to hazardous, physically demanding, and unpredictable environments.
- Working in extreme weather conditions, low-visibility environments, heights, confined spaces, and other challenging situations.
- Performing strenuous physical work while wearing personal protective equipment and self-contained breathing apparatus (SCBA).
- Exposure to traumatic incidents, medical emergencies, and emotionally challenging situations.
- Responding at any time of day or night when available for duty.
- Carrying and maintaining department-issued communication equipment.
- Being covered by WorkSafeBC and applicable departmental insurance while performing authorized duties.

SAFETY AND CONDUCT STANDARDS

- Members must reside within the Peachland Fire Rescue Service fire protection district.
- Facial hair that interferes with the seal of an SCBA facepiece is not permitted.
- Members must not participate in any department activity while impaired by alcohol, cannabis, illegal drugs, or the improper use of medication.
- Respectful workplace standards apply at all emergency scenes, training events, fire stations, and public-facing activities. Offensive, discriminatory, harassing, or otherwise inappropriate conduct will not be tolerated.



Frequently Asked Questions

What is the cost of the required training?

The fire department provides training during the probationary period free of charge.

How much will I have to pay for my protective clothing?

All required protective clothing is provided at no cost to the individual.

What is the format of the paid-on-call member's training schedule?

Training is every Monday night and may include some full-day weekends.

Who provides insurance coverage for my activities as a paid-on-call firefighter?

Standard Workers' Compensation Board coverage is in effect whenever the individual is working for the PFRS. The District of Peachland also has insurance coverage for auto liability when operating PFRS vehicles, as well as accidental death and disability coverage. The PFRS also has a special life and AD&D insurance policy for all members, providing 24-hour coverage for the member. For an additional fee, the member's family may also receive 24-hour coverage.

Are paid-on-call firefighters directly paid in any way?

Paid-on-call firefighters are paid for most training and all emergency call-outs at the rate set by the District of Peachland PFRS budget. The 2027 rate is \$18.50/hour. While emergency response and scheduled training are compensated, being a PFRS firefighter also involves contributing to the department and community through activities such as public education events, community outreach, fundraising initiatives, recruitment activities, parades, and departmental functions. Some of these activities are voluntary in nature and reflect the service-minded commitment that is an important part of the fire service culture.

After my initial training, how much time will I be expected to give as an active member?

While there are no exact time requirements, the average training and call-out time is approximately 20 hours per month. There is no ceiling on how much you can participate.

How often will I be on call to respond to emergencies?

Our system depends upon paid-on-call firefighters being available to answer all emergencies. The PFRS therefore expects paid-on-call firefighters, when in the District of Peachland, to be on call 24 hours a day, 7 days a week, 365 days a year. This significant commitment needs careful consideration before you undertake it. We realize no one can always be available, but the department relies on paid-on-call members responding whenever they are available. Potential members should know this commitment cannot be taken lightly; their response to emergencies is a lifeline for the public they serve.



Frequently Asked Questions

How quickly will I have to respond to emergencies?

The PFRS would normally expect all available members to respond immediately to a page-out. Our policy calls for a second page to be sent if we have not had a response within three (3) minutes. Normally, the first apparatus is en route within 10 minutes.

How long do emergency call-outs last?

The average call-out lasts less than an hour. A working structure fire may extend to 3 to 4 hours. Major, multi-alarm fires may last 8 to 10 hours. Very rarely, a major emergency may extend for days.

If I have prior fire/rescue training and experience, will it count towards the District's training requirements?

Prior training will likely reduce the time necessary to develop the minimum skills the PFRS looks for in its paid-on-call firefighters. However, you must still participate in all programs to demonstrate your proficiency.

Is it possible for me to concentrate my participation and specialize in one area of fire PFRS response?

All paid-on-call members are generalists, capable of doing any of the fire or rescue tasks that may occur in an emergency. Specialist training is provided, but not to the exclusion of the requirement to participate in all PFRS activities.

Is there a medical and physical examination prior to acceptance by the PFRS?

There is a medical and physical examination. Your doctor must complete a form provided by the PFRS.

Will there be a physical test prior to acceptance by the PFRS?

Yes. You will be required to perform a series of physical tests to ensure that you are capable of doing the tasks required as a firefighter.

Is there a social aspect to belonging to the PFRS?

Yes. In addition to contributing to the community, firefighters often find personal satisfaction in belonging to the PFRS. Members regularly participate in fire station socials, PFRS-related activities, and community projects.



Application Process

STEP ONE: APPLICATION

All applicants must complete and submit the following documentation as part of the application process:

- Application completed and signed
- Resume, including a cover letter
- Driver's abstract & photocopy of driver's licence
- References

STEP TWO: INFORMATION SESSION

All applicants must attend an information session hosted by a panel of fire department members who have been through the process and can answer any questions or address any concerns.

STEP THREE: INTERVIEW

All applicants who meet the hiring requirements will be invited to an interview by the hiring committee.

STEP FOUR: PHYSICAL TESTING AND MEDICAL EXAMINATION

- The Medical Examination Report, completed and signed by the applicant's doctor, indicating that the applicant is physically able to perform the duties of a firefighter.
- Submit Criminal Records Check – Vulnerable Sector
- Physical Activity Readiness Questionnaire (PAR-Q)
- Successful completion of a physical fitness test administered by the fire department

STEP FIVE: OFFER OF MEMBERSHIP

Successful applicants will be offered a one-year probationary period with Peachland Fire Rescue Service and asked to complete a Waiver of Practical Evaluation.





PEACHLAND
FIRE & RESCUE
SERVICE

PAID-ON-CALL FIREFIGHTER APPLICATION FORM

Please submit the following with your application:

- Application, completed and signed
- Resume and cover letter
- Driver's Abstract (submit from ICBC)
- Photocopy of driver's licence, front and back
- References

Paid-On-Call Application Form

PERSONAL INFORMATION

Name in Full (Please Print):

(Surname)

(First)

(Middle)

Date of Application:

(mm-dd-yyyy)

Address:

(Street)

(City)

(Province)

(Postal Code)

Home Telephone:

Other Telephone:

Email:

Are you a minimum of 19 years of age on or before the date of application?

☐ Yes

☐ No

Are you legally entitled to work in Canada?

☐ Yes

☐ No

Please list your skills that pertain to being a Firefighter:

Is there anything that may affect your ability to work safely and effectively in environments such as heights, confined spaces, low-visibility conditions, or other emergency response situations? If yes, please provide particulars:

First Aid Training:

Current Level:

Hep B Vaccination:

☐ Yes

☐ No



Paid-On-Call Application Form

DRIVER'S LICENCE INFORMATION

Do you possess a valid BC Driver's Licence?

☐ Yes

☐ No

BC Driver's Licence Number:

Class:

BC Driver's Licence Restrictions/Endorsements:

w/air:

☐ Yes

☐ No

CRIMINAL RECORD CHECK

Are you aware of any criminal convictions, charges, or other matters that may affect your ability to successfully complete the required Criminal Record Check?

☐ Yes

☐ No

If yes, please provide particulars.

Have you ever received a record suspension (formerly known as a pardon)?

☐ Yes

☐ No

Date: _____

If yes, please provide particulars.



Paid-On-Call Application Form

EDUCATION AND TRAINING

Secondary School Grade completed (or equivalency):

Secondary/Vocational/Trade Institution	Course	Date Completed

Do you have any previous firefighting experience? If so, please provide details and dates.

Do you have any other certifications or fire service training? If so, please provide details and dates:



Paid-On-Call Application Form

EMPLOYMENT HISTORY			
Current Employer/Firm/Organization:			
Address: (Street) (City) (Province) (Postal Code)			
Nature of Business:		Date Started:	
Position/Title:	Duties:		
Are you a shift worker? ☐ Yes ☐ No If yes, what hours do you work? _____			
Would you be able to respond to daytime emergencies? ☐ Yes ☐ No			
If accepted by the PFRS, you are required to attend weekly practices on Monday nights (approximately 7 pm to 10 pm). Can you meet this requirement? ☐ Yes ☐ No			
Immediate Supervisor's Name:	Permission to contact Supervisor? ☐ Yes ☐ No If yes, please provide phone number: _____		
Previous Employer/Firm/Organization:			
Address: (Street) (City) (Province) (Postal Code)			
Nature of Business:		Date Started:	Date Ended:
Position/Title:	Duties:		
Reason for leaving: _____			



Paid-On-Call Application Form

EMPLOYMENT HISTORY			
Previous Employer/Firm/Organization:			
Address:			
(Street)	(City)	(Province)	(Postal Code)
Nature of Business:		Date Started:	Date Ended:
Position/Title:	Duties:		
Reason for leaving: _____			
REFERENCES			
Name and Address	Phone Number	Occupation	Years Known
Name and Address	Phone Number	Occupation	Years Known
Name and Address	Phone Number	Occupation	Years Known



Paid-On-Call Application Form

GENERAL

What are your reasons for wanting to become a firefighter?

Describe your skills and why you feel particularly suited to this position.

Describe your hobbies, sports and activities outside of work.

Additional information important to your application.

To the best of my knowledge, the information included in this application is correct and accurate.

Print Name:

Signature:

Personal information on this form is collected for the purpose of determining your qualifications for membership as a volunteer firefighter in the Corporation of the District of Peachland. The personal information is collected under the authority of the Freedom of Information Protection of Privacy Act. Questions about this may be directed to the District of Peachland's Director of Corporate Services 250.767.2647.

