



How do I know if I am eligible to apply?

All firefighting positions in the Regional District of North Okanagan (RDNO) require that applicants are eligible to work in Canada. Additional requirements that are specific to working as a firefighter at RDNO are listed in *“Becoming a Firefighter”*.

Where do I send my application?

You can email your application to ProtectiveServices@rdno.ca or drop it off at your chosen Fire Department.

Do you have a Junior Firefighter Program?

Yes, the Lumby and District Fire Department has a junior firefighter program, but you must live within the department’s catchment area. Applicants must be 16 years of age or older. Those who are successful are considered part of the team and receive the same training as other recruits. You must maintain a 65% grade point average as a Junior Firefighter. Additional restrictions apply.

Is a paid-on-call firefighter an employee of the RDNO or a member of a firefighter society?

As soon as you are signed up, you become a Regional District of North Okanagan employee and have all the regular WorkSafe BC and liability insurance as any other employee while carrying out official duties. The BX-Swan Lake Fire Dept. and the Lumby and District Fire Dept. have monthly dues as part of their department’s society.

Do I require previous firefighting experience or training before making an application?

No, the fire department will train you in firefighting skills, including hands-on live fire training.

What happens after you receive my application?

When the fire department starts recruiting, they will review applications for completeness and suitability. Successful applicants will be contacted to schedule an interview date and time.

How long will my interview last?

You may be expected to attend multiple interview dates. Expect each interview to last 30-60 minutes. The interview will include fire department officers and a Regional District of North Okanagan (RDNO) representative. This is a chance for us to get to know you. Expect questions regarding your work experience and some scenario-based and behavioral-based questions.

How are paid-on-call firefighters compensated?

Paid-on-call firefighters are paid for hours spent at an emergency/response, training, and routine equipment maintenance-type time. Remuneration may be made for selected extra training and duties. With the RDNO, this position is NOT a full-time (career) firefighter.

Is the paid-on-call firefighter employee status like any other employee position within the RDNO?

No, a firefighter is not employed under the same employee agreement as regular full-time employees. However, there are extra insurance and support services provided by the RDNO.

FREQUENTLY ASKED QUESTIONS

What is the cost to me of the required training?

The required training for firefighters is provided by the fire department free of charge. The fire department may also fund transportation to and from sanctioned training.

Will there be a physical assessment by the fire department before acceptance?

Yes. You must perform a series of physical challenges to ensure you can do the tasks required as a firefighter. You will also be asked to obtain a medical assessment endorsement from your physician.

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

The fire department provides all required protective clothing and gear at no cost to the individual.

How much time will I be expected to give during my initial training?

The basic training consists of 2 courses: Approximately 125 hours (exterior firefighter) and 92 hours (interior firefighter). You will also be expected to attend weekly practices lasting approximately 2 hours. Primary training courses tend to be scheduled in spring and fall but not always within the first 12-month period of membership/employment.

Once I complete my initial training, how much time is expected of an active member?

The average monthly training and call-out time is approximately 12-18 hours.

How often am I expected to respond to emergencies?

The fire department expects firefighters to respond to at least 60% of weekly practices and 25% of emergency call-outs.

When can I start responding to emergency calls?

You may respond to call-outs upon completing the level 1 exterior firefighting course. You are limited to performing firefighter duties to the level of training achieved.

How quickly will I have to respond to a call?

The fire department typically expects all available members to respond immediately to a page while following all rules set out in the Motor Vehicle Act (obey stop signs and speed limits). There are no special privileges given to firefighters speeding to the fire hall.

How long does an emergency call-out last?

The average call-out is completed in one hour. A working structure fire may extend to 3 to 4 hours. Major, multi-alarm fire (lots of trucks and assisting neighbouring fire departments) may last 8-10 hours.

Is there a social aspect to belonging to the fire department?

Yes, in addition to contributing to the community, firefighters often find personal satisfaction in belonging to the fire department community.

Am I required to participate in fundraising activities?

Yes, you will be expected to participate in various events by the fire department's society, as they come up for charity purposes and other such events.

FREQUENTLY ASKED QUESTIONS

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

WorkSafe BC coverage is in effect when the individual member performs firefighter duties. The RDNO is also fully insured for all fire apparatus being driven for official activity. Any private vehicle use requires the owner/user to be self-insured. Members receive, from the RDNO, personal “Accidental Death and Disability” insurance for themselves and have the option of purchasing additional accidental death and disability coverage for their immediate family members.

Should you have additional questions, please email them to ProtectiveServices@rdno.ca.