



Fire Services Request for Training Officers

PRESENT

2 Training Officers - 472 FFs
Ratio 1: 236

TWO YEAR TRIAL PERIOD

4 Training Officers - 472 FFs
Ratio 1: 118

Comparisons

DEPARTMENT	CAREER	VOLUNTEER	TRAINING OFFICERS	RATIO
SUDBURY	132	340	2	1:236
HAMILTON	500	100	8	1:75
OTTAWA	932	425	10	1:135



Fire Services Request for Training Officers

PRESENT

TRAINING OFFICER RETENTION

10 Training Officers in 10 yrs (2011)

- Burn out
- Unrealistic expectations
- Lack of hands on training
- Disconnect from other divisions
- Lack of tools

This puts a huge demand and stress on our Training Officers.

2 YEAR TRIAL PERIOD

TRAINING ON SHIFT

Additional Training Officers will allow...

- Involvement in daily training will bring back feeling of belonging to the team
- Increased monitoring will lead to more successful training programs.
- Increased job satisfaction.



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PRESENT

VOLUNTEER TRAINING

- Majority of training happens on nights and weekends
- 2012- 12 weekends committed to training
- 2013- 18 weekends committed to training and growing
- Training Officers only have the option to bank overtime. This leads to time off during their work week.

2 YEAR TRIAL PERIOD

VOLUNTEER TRAINING

- No changes in training schedule
- Decrease in overtime
- Shared workload
- Standardized Training between Career and Volunteer



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WORKING WITH OTHER AGENCIES

Water Waste Water (Trench Rescue)

- Water Waste Water totally funded project. However project will require extra man hours forcing us to triage existing projects and programs with the possibility of dropping some.

2 YEAR TRIAL PERIOD

WORKING WITH OTHER AGENCIES

- Continued working relationships
- Allows extra time dedicated to fully develop these synergies
- Existing projects and programs will not be affected by extra workload.



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QUALITY ASSURANCE

- Several programs in place with little Quality Assurance. Training Officers visit a hand full of training sessions in the career and Volunteer sectors

2 YEAR TRIAL PERIOD

QUALITY ASSURANCE

- Additional Training Officers will allow continuity of training across the Fire Department
- Increased staff will allow Training Officers to attend training



Fire Services Request for Training Officers

PRESENT

INCIDENT SAFETY OFFICER

Duties required on the fire ground are.

- Incident Command System
- Accountability
- Rapid Intervention Team
- Incident Safety Officer

2 YEAR TRIAL PERIOD

INCIDENT SAFETY OFFICER

- Utilizing Training Officers and other personnel as certified Incident Safety Officers will ensure safety on the fire ground
- Training Officers identifying any deficiencies on the fire ground provides the opportunity to determine where we need to target training