



Code Of Ethics

1. The chief of the department is responsible to Council for the proper administration and operation of the department, for the discipline of its members and in doing so may make such general orders and departmental policies and procedures as may be necessary for the care and protection of the department and generally for the efficient operation of the department, provided such general orders and rules do not conflict with the provisions of any by-laws of the Kaladar-Barrie Fire Department.
2. Every member will comply with all general orders and department rules and regulations, as the fire chief deems necessary.
3. Every member shall distinctly understand that they are entirely under the direction of the officer in charge or senior person of the department. While on duty at emergencies, in station, at training, on parade or while acting as a member of the department in any manner, that all orders given by the person must be immediately acted on and implicitly obeyed under the penalty of suspension.
4. Every member will have and maintain a working telephone and will notify the fire chiefs' office within 24 hours of any change to their address or telephone number.
5. Every available member will respond at once when summoned to an emergency by travelling directly to the fire station or scene as directed and placing him / her self under the command of the officer or senior person in charge.
6. Every suppression member will be capable of donning, wearing and operating a Self Contained Breathing Apparatus (SCBA). As such, the requirements of CSA Z94.4 current edition will be the benchmark. Every suppression member will refrain from having beards, goatees, heavy sideburns and untrimmed hair that interferes with the proper and safe wearing of the SCBA.
7. Every member who commits his / her self to an emergency is expected to perform all duties as required as their assigned role in the department in order to handle the various situations as presented.
8. No member will leave his / her duty without the permission of the officer in charge while at the emergency scene or at training. If the member is not present to answer the roll call, the member shall not receive credit for attendance.
9. When required to do so, all members shall assist in returning all apparatus and equipment to a state of readiness after emergencies, training sessions or when otherwise requested.



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10. NO MEMBER:

- shall consume beverages or drugs while on duty that will impair his / her ability to perform the duties required of them.
- shall respond to an emergency, training session, assigned duty or any other department function or activity when his / her ability is impaired by any intoxicating beverages, drugs nor shall they be permitted to remain on duty if found to be impaired.

11. Every suppression member is required to maintain the following attendance requirements to remain as a member of the department.

- Performing assigned duties 80%
- Regular scheduled training sessions 50%
- Station emergency responses 50%

12. Probation suppression members are required to maintain the following attendance requirements during their probation period.

- Performing assigned duties 80%
- Regular scheduled training sessions 75%
- Emergency responses (once permitted to) 50%

13. Every member shall understand that items of issue: helmet, bunker gear, boots, pager, charger, ID card, badge, keys, uniform pieces, training manuals, text books, manuals etc. are the exclusive property of the fire department and shall be returned when leaving or as directed by the chief.

14. Every member shall be responsible for the loss or damage of any equipment or items issued to him / her if found it is a result of carelessness or improper use. Fire fighters may be subject to disciplinary action as a result of a loss or damage and actions may include the assessing a penalty for payment.

15. Every member who has been assigned one shall carry their pager/radio with them at all times while in the municipality and when available for active duty. They shall ensure that it is properly charged and functioning. Every member shall NOT carry their radio/pager when not available for an emergency response.

16. Every member is prohibited from borrowing, lending or removing any fire department equipment without the expressed permission of the fire chief.

17. Every member shall conduct him / her self in a manner which is in keeping with the good reputation, order and discipline of the department. No member while on duty or representing the department shall use profane, immoral, indecent language, gestures or actions or be guilty of conduct, which may be prejudicial to the good reputation, order and discipline of the department.

18. Any member charged with unseemly conduct to a fellow fire fighter or conduct otherwise unbecoming of a fire fighter, may if an investigation of the charges be substantiated, be dismissed.



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19. Any member, who alleges unfair treatment or harassment, will follow the existing harassment policy.
20. Any member who is unable to perform the duties expected of him / her as outlined in the approved job description due to illness, injury, work, educational involvement or personal situations, must notify the fire chief as soon as practical in writing and provide details and / or documentation as requested. The fire chief for substantiated reasons may grant a leave of absence or modify duties in accordance with the appropriate policy.
21. No member shall supply information relative to the department or operations thereof unless authorized by the fire chief to any person and shall refer all requests for information to the fire chief.
22. Every member who is injured or involved in an accident while reporting to, or on duty, will immediately report the injury as per the Occupational Health and Safety Policy.
23. Members shall not hold social events in the fire station without the previous authorization of the fire chief.
24. Every required member shall strive to complete his / her probation period, obtain and maintain a minimum Class "D" drivers licence with a "Z" endorsement.
25. Every member shall obey all rules and regulations of the Highway Traffic Act while on duty and while responding to emergencies.
26. All members will be thoroughly familiar with the geographical area served by his / her station including the conditions of the routes of travel and the locations of suitable seasonal water supplies.
27. No member shall solicit the influence or support of anyone to secure a transfer, promotion or other advantage.
28. Every member who finds valuables at an emergency scene will notify the Incident Commander who will secure the valuables and take the appropriate action with the proper authorities.

I have read and understand the Policies, Rules and Regulations and further understand that non-compliance with any one or more of the rules and regulations may be cause for disciplinary action up to and including a recommendation for dismissal from the department. I further understand that it is my responsibility to review the Kaladar-Barrie Fire Department Operational Policies and Guidelines as printed and posted from time to time in the fire stations.

Fire Chief Signature

Firefighter Signature

Date