

Recruitment Information Package



North Kawartha Emergency Service

Information to Candidates

- The material assembled in this package provides you with the information necessary for submitting an application & outlines the various stages in the Township's recruitment process.
- Please ensure that you read all the information carefully.
- Completed application packages can be dropped off at the municipal office (280 Burleigh St, Apsley) or Emergency Services Headquarters (10193 Hwy 28, Apsley), by fax (705) 656-4964 or email j.lambe@northkawartha.on.ca.
- If you have any questions you can reach Fire Chief Jesse Lambe at (705) 656-4445 ext. 221 or j.lambe@northkawartha.on.ca

Mission Statement

The Mission of the North Kawartha Emergency Services Department is to take action to protect and/or rescue citizens and/or property from threats of health, the effects of natural or man made disaster, and in particular the risk that a fire, if started, would seriously endanger the health and safety of any person or quality of the natural environment for any use that can be made of it.

Summary of the Fire Department & Firefighter Duties

- The Fire Department currently is comprised of 2 fire stations and approximately 40 firefighters who operate the pumper, rescue, & tanker units as well as the numerous pieces of equipment.
- Firefighting involves the saving of property through the suppression & prevention of fires & by providing emergency & rescue services.
- A firefighter is responsible for rapidly & efficiently performing various duties under emergency conditions frequently involving considerable risk. Substantial independence of judgment & action is allowed in circumstances of extreme urgency where referral to a superior for instruction is not possible.
- A firefighter's tasks include routine duties in the maintenance of firefighting equipment & property, carrying out of specific orders & directions as received from a superior officer in the normal course of maintenance duties & in firefighting.
- A firefighter must be committed to continuous training in fire suppression, prevention, & emergency aid procedures. All members are expected to attend the regularly scheduled training sessions. These sessions are currently held on alternating Tuesday evenings.

- Due to reasons of safety, facial hair that may affect the integrity of the face piece seal of self-contained breathing apparatus, i.e. beards and sideburns, is not permitted.

Why People Get Involved

There are many reasons why people have been involved in the North Kawartha Fire Department. Below are a few testimonials from current firefighters.

“...to help serve my community and to help protect the properties of my neighbors and friends.”

“...to give something to the community.”

“...self satisfaction as well as helping someone else in the community.”

“...this would be a great chance to get involved in a team environment and what better way to get job satisfaction by serving your community and the pride of a job well done. The job well done is when you put your training and teamwork to the test in an emergency situation.”

Recruitment Goals

The Fire Department’s objectives are to select a number of firefighters to enhance the fire and emergency service protection in the Township.

To recruit candidates for:

- Station # 1 (Woodview), for the station at 66 Northey’s Bay Road
- Headquarters (Apsley), 10193 Hwy 28, Apsley

Establish standards to ensure that the process identifies the most qualified candidates for the firefighting positions and applicant pool and that such standards are based on bona fide task criteria.

Selection Process

The selection process will consist of the following components; application review, aptitude appraisal, job specific physical appraisal, medical examination and an interview.

Stage 1: Application

All applicants are required to complete a Township of North Kawartha **Application for the Position of Probationary Firefighter** form. An application form is included in this package.

Applicants will also be required to submit a completed **Consent Waiver and Release Form** for participation in the job specific physical appraisal. A copy of the waiver is included in this package.

Stage 2: Physical Examination

Medical exam reports by a physician must be presented prior to or at the time of the job specific physical appraisal.

The examination is to determine, if in the opinion of the physician, the applicant is medically fit to be an active firefighter. A **Firefighter Physical Demands Analysis** is included in this package; please ensure that it is forwarded to the physician at the time of your medical examination. A **Medical Examination Report** form is included in this package.

Stage 3: Aptitude Appraisal

All applicants having submitted an application will have the opportunity to complete the aptitude appraisal component. The aptitude appraisal will be held at North Kawartha Emergency Services Headquarters at 10193 hwy 28 in Apsley. You will be contacted with a date and a time.

The aptitude appraisal will be a short simple questionnaire designed to measure your:

- Ability to understand written and/or verbal information.
- Technical and mechanical skills.
- Reading, reasoning and mathematical skills.

A sampling of questions follows:

Which one of the following five animals is least like the other four?

- Moose, Deer, Elk, Caribou, **Monkey**
- If a fire truck has a 5000 l/m pump how many lines can that pumper supply if each line is discharging 500 l/m? 1, 2, 5, 8, or **10**

Stage 4: Job Specific Physical Appraisal

All applicants having submitted an application will have the opportunity to complete the job specific physical appraisal component. The tasks are designed to reflect job related tasks required in the performance of firefighting duties. The purpose of this analysis is two-fold, primarily to provide you with a realistic idea of incident tasks you will be expected to perform and to provide the fire department with a base of skills pertinent to each candidate to plan future training evolutions as required.

Applicants will be required to submit a completed Consent Waiver and Release Form as well as a Medical Examination Report for participation in the job specific physical appraisal.

Sample tasks include:

- Climbing an extension ladder
- Uncouple & couple a hose connection
- Search an area to retrieve an object with a darkened face mask
- Remove a ladder from brackets & place on the floor then put back on brackets
- Lift and carry a hose roll
- Hoist & lower equipment
- Advance a hose line

Stage 5: Interview

Interviews for the position of Probationary Firefighter shall be conducted by the Fire Chief, with assistance from any others the Fire Chief requires to attend in order to perform a fair evaluation.

Terms & conditions associated with an appointment to the fire department will be outlined during the interview process.

Stage 6: Selection and Appointment

The selection of applicants is based on qualifications, and the ability to do the job as determined by the results of the recruitment process. The successful applicants will be contacted with a conditional offer of appointment as a probationary firefighter to the North Kawartha Fire Department. Conditions will include producing a **favorable vulnerable sector check** and **favorable drivers abstract**. Upon verbal acceptance, written confirmation will be forwarded providing a start date. The applicant will be required to sign and return the confirmation letter before being appointed. Successful applicants will be assigned to a station based upon the requirements of the Department, residential address and/or primary employment address, as applicable.

We want to acknowledge the effort every applicant puts into the pursuit of being a firefighter and the desire each possess to assist in the protection of the Community.

Thank You for Considering Joining the North Kawartha Fire Department



North Kawartha Emergency Services

Fire Fighter Physical Demands Assessment

Description of Duties

Firefighters are responsible for responding to and dealing with calls related to fire, medical, and rescue emergencies. Firefighters must be physically and psychologically prepared to respond to do so. Firefighters require high levels of upper and lower body strength and anaerobic power as well as aerobic demands on their system. This position can be broken down into emergency and non-emergency duties.

Non-emergency:

In the fire hall the tasks of the firefighter include drill for up to 3 hours. This includes familiarization with emergency protocols, training-retraining on pieces of equipment e.g. pump operations, familiarization with new or unusual buildings in the station's area (to understand quickest access, location of stand pipes etc...), familiarization with streets and roads under construction. Drill is done on alternating Tuesday evenings. Hoses must be cleaned including scrubbing after each use. Weekly full maintenance/safety check of vehicle and equipment are completed. Stoking is done weekly at the hall, this involves house-cleaning of the hall. A comprehensive "spring-cleaning" is done yearly in the spring by all firefighters. Firefighters are also involved in public relations activities both on and off site.

Outside of the hall, duties at the scene include firefighting, overhaul, emergency medical treatment and rescue, and management of hazardous materials, property conservation, environmental conservation, securing an emergency scene for the safety of the public and firefighters. On average the number of calls for the department is 250 annually. Approximately 60% of all calls are medical calls.

Emergency Response Duties:

The fire alarm indicates the change of priorities to emergency response duties. This requires immediate response from current actions to moving quickly to the Fire station. Response may involve navigating a flight of stairs or a ladder to ground level, followed by driving of a motor vehicle to the fire station. At the station the firefighter slips off his shoes, bends over and grips the handles on his/her boots and slips them on while pulling up the bunker pants. The jacket is generally hung on a hanger at chest height and donned just prior to climbing into the truck. He/she then opens the door of the truck and climbs up the steps, turns and positions himself into the seat. The truck starts moving and the crew must maintain their upright posture while the truck is turning and moving often at high speeds. If responding to a fire, while en route the crew may don SCBA equipment, if it is stored in the backrests of their seats. This involves

reaching behind them and unhooking their masks, and moving beside them while sitting and fitting shoulder straps on to support the weight of the tank. The straps are then connected at the waist and chest level and mask is prepared. The crew don their hoods and helmets. This is all done while holding oneself in position and helping the driver with navigating to the destination. The driver of the fire truck may not don his/her suit, rather stays in shoes and personal clothing. His/her suit is stored in a compartment of the truck should it be required at the scene.

The job involves working in extreme temperatures of hot/cold depending upon the time of year. In active fire situations the workers can be exposed up to temperatures of 500-600 degrees Celsius. Firefighters are exposed to wet conditions from the hose spray, exposure to wet and cold environments occur simultaneously. The same protective equipment is used throughout the year. The firefighters may become dehydrated as a result of exposure to heat from fires or from the combination of bunker gear and summer heat.

Although infrequently exposed, firefighters must be capable of: working in unstable environments, crawling in hot, smoky buildings to search for victims, climbing ladders in hot, cold slippery, icy environments with heavy and awkward personal protective equipment weighing up to 42 kg (dry weight). The weight of the equipment may be increased during wet conditions, particularly if the protective clothing ensemble is wet. Firefighters lift, carry and pull hose up to 50 feet per length, up to 3 lengths. Hose can be either charged (full of water) or uncharged. The most physically demanding tasks in firefighting include moving equipment up stairs to the floor of a fire while wearing bunker gear in a building, breaking through a roof while on a ladder, using a pike pole to pull down a ceiling, dragging a charged hose, directing a charged hose for prolonged periods, laying hose to fire sites from a distant water source, rescuing a victim using a ladder, using an axe while on a ladder, using hand and/or power tools in awkward positions to enter a structure. Firefighters work in their crews and always work as a team. They follow the instructions of their Captain and the Commanding Officer at the scene.

During overhaul, firefighters are required to pull down damaged walls, ceilings and other structures to examine for fire. This involves heavy force application, overhead and in awkward positions on unstable surfaces. Additionally they must also remove debris from sites and clean up from firefighting activities. This can involve bending/stooping, shoveling, lifting, carrying, pushing/pulling, reaching and mopping while working in slippery/wet and unstable environments.

Psychological/cognitive demands include exposure to emotional situations, including witnessing people in distress and severe injury or death. Sometimes there is very little recovery/debriefing time after an exposure to such situations due to having to respond to another call. En route to emergency scenes, firefighters must drive through heavy traffic congestion in the presence of unpredictable responses from other drivers. Firefighters rely heavily upon vision, hearing, speech and touch in their daily duties. Vital information must be communicated in noisy, poor visibility and chaotic environments.

Firefighters must complete a job specific physical appraisal as well as a written aptitude appraisal. There is intensive fire-specific in house training done to become a firefighter.

Firefighters do not work a regular shift schedule. Firefighters are each issued a pager and are notified of an alarm with the paging system. At the time of an alarm, available firefighters stop their current tasks and proceed to the station to respond to the alarm.

Note: Exceptional category refers to frequency of occurrence only. It does not reflect whether the task is an essential part of the job e.g. lifting and carrying an adult during a rescue is essential but exceptional because it would be done so infrequently. All tasks are typical unless noted otherwise.

Exceptional Tasks:

Lifting: 36.5kg per person, 14 meter ladder 25kg per person, average adult 46.6kg per person

Cardio: very demanding on cardio system particularly at structure fire and wild-land fire scenes. Running or moving quickly dragging hose and equipment over long distances.

| Strength Demands | | Typical | | | | Exceptional | | | | Comments |
|--------------------------|------------------|-------------|-------------|-------------------|-------------|-------------|-------------|-------------------|-------------|--|
| | | | | Force/Weight (kg) | | | | Force/Weight (kg) | | |
| | | O c c | E f f | A v g | M a x | O c c | E f f | A v g | M a x | |
| Lifting Composite | | 1 | H | 13 .2 | 33 | 1 | H | 19 .3 | 46 .6 | at scene: awkward posture, in bunker gear (22kg), hot, high speed, lifting victims of unknown weight |
| Lift Ranges | Ground - Knuckle | 1 | H | 13 .6 | 24 | | | | | 1st aid kit, tool kit, hose, fire extinguishers |

| | | | | | | | | | | |
|------------------------|-----------------------|---|---|----------|----------|---|---|----------|----------|--|
| | Ground - Chest | 1 | H | 14 .5 | 33 | 1 | H | 17 | 46 .6 | Exceptional: lifting victims (avg weight 46.6 per person-2person lift), ladders, generator, rope bag |
| | Ground - Above Chest | 1 | H | 6. 4 | 17. 1 | 1 | H | 20 | 26 | Exceptional: ladders |
| | Knuckle - Chest | 1 | H | 15 | 18 | | | | | fire extinguishers |
| | Knuckle - Above Chest | 1 | H | 8. 1 | 21. 5 | | | | | hose, ladders |
| | Above Chest | 1 | H | 9. 8 | 17. 1 | 1 | H | 26 | 26 | hose clamp, pike pole, extension cord, ladders |
| Carrying | Unilateral | 1 | H | 8 | 15. 5 | 1 | H | 13 | 27 | either arm-medical pack, high rise pack, tools in hot environment while moving quickly |
| | Bilateral | 1 | H | 13 .2 | 33 | 2 | H | 19 .3 | 46 .6 | tools, SCBA, bunker gear, equipment |
| Pushing/Pulling | | 1 | H | 8. 8 | 15 | 2 | H | 50 | 70 | charged/uncharged hose, heavy doors, heavy equipment on pull out platforms; exceptional: pulling victims |
| Gripping | | 1 | H | | | 1 | H | | | charged/uncharged hose, tools- axe, pike pole, walls during overhaul, with gloves |

| Mobility Demands | | Typical | | Exceptional | | Comments |
|----------------------|---------------------|---------|-----|-------------|-----|---|
| | | Occ | Eff | Occ | Eff | |
| Sitting | | 2 | H | | | in vehicle: neutral posture is difficult to maintain, very little back support, stiff vehicle suspension; at station: intermittent, poor back support |
| Standing | | 2 | M | 3 | H | standing at scene and when performing equipment/vehicle checks, stationary standing max 30 minutes on ladders |
| Walking | | 2 | M | 2 | H | with heavy awkward ppe equipment, over uneven and unstable surfaces; in station: quickly upon hearing alarm |
| Running | | 2 | H | 2 | H | at scene of emergency, with full bunker gear plus equipment being carried, in slippery, wet conditions, infrequent |
| Jumping | | | | 1 | H | from high steps in vehicle (max measured 26.2") |
| Climbing | | 2 | M | 3 | H | stairs in station, into/out of vehicle; Exceptional: in low rise apartments, elevators out of service, uneven slippery surfaces ladders |
| Reaching | Overhead Unilateral | 1 | M | 2 | H | onto truck, during overhaul at scene, to remove building materials overhead, exerting heavy |
| | Overhead Bilateral | 1 | M | 2 | H | onto truck, during overhaul at scene, to remove building materials overhead, exerting heavy force |
| | Forward Unilateral | 1 | M | 2 | H | SCBA backward and forward reaching |
| | Forward Bilateral | 1 | M | 2 | H | SCBA backward and forward reaching |
| Neck Movement | | 1 | M | 2 | H | driving, overhaul overhead work, visual inspections, while wearing heavy and unbalanced helmet |

| | | | | | | |
|---|---------|---|---|---|---|--|
| Trunk Twisting | | 1 | M | 2 | H | using hand tools, donning SCBA, awkward, confined spaces |
| Bending/Stooping | Static | | | | | in confined spaces, hose work |
| | Dynamic | | | | | hose work, axe work |
| Crouching/Kneeling | | 1 | M | 1 | H | in searching, assessing buildings/people |
| Crawling | | 1 | H | 2 | H | Exceptional: in rescue searching for victims, in wet unstable environments with full gear on |
| Balancing | | 1 | M | 2 | H | on ladders, pitched roofs, unstable structures, in truck when driving fast and keeping oneself upright |
| Computer Input/Fine Finger Dexterity | | 1 | M | 2 | H | tying knots, administering 1st aid, operating hose |
| Foot Action | | | | 1 | L | while driving with safety shoes on |

| Sensory Demands | Typical | Exceptional | Comments |
|------------------------|----------------|--------------------|---|
| | Effort | Effort | |
| Hearing | H | | hear vital alarm information, hear vital information at scene with high background noise |
| Vision | H | | visually assess situation at scene, visual inspection of vehicle/equipment, require red-green and figure discrimination |
| Feeling | H | | feel for people, building layout during fires, open/close SCBA on back, vehicle/equipment inspection |
| Speech | H | | must clearly articulate information in loud/non visual environments, using radios/phones |

| Work Environment Demands | | Typical | Exceptional | Comments |
|------------------------------------|------------|------------|-------------|---|
| | | Occurrence | Occurrence | |
| Outside Work | | 2 | 3 | fire scenes, rescue work |
| Hot | | 2 | 3 | fire scenes, outdoors in summer |
| Cold | | 2 | 3 | fire scenes, outdoors in winter |
| Proximity to Moving Objects | | 2 | | at station: vehicles; at scene: power tools, firefighting equipment, vehicles, in traffic |
| Unstable Footing | | 2 | 3 | at scene: on slippery, unstable surfaces, in wet, icy conditions |
| Vibration/Jarring | Whole body | 1 | 2 | when traveling to and from calls, poor vibration damping in trucks |
| | Hand/Arm | 1 | 2 | using power tools at scene: saws, auto extraction, wet vacs |

| Conditions/Job Specific Demands | Typical | Exceptional | Comments |
|--|-------------------|--------------------|--|
| | Occurrence | Occurrence | |
| Driving | 1 | 2 | |
| Work Alone | 1 | | in station: when performing routine tasks; on scene: always working with crew |
| Interact with Public | 2 | 3 | at emergency scenes |
| Sudden/Unpredictable Movement | 1 | 3 | Exceptional: high number of calls, in contact with people in need of medical assistance; at scene: explosions, danger requiring quick exit |
| Shoveling | | 1 | required to shovel snow from outside of station in winter, some stations have snow blowers so shoveling is minimal, sometimes done during overhaul-debris/sand |
| Mopping | 1 | | weekly cleaning of station |

| Psychological/Cognitive Demands | Demand | Comments |
|---|------------------|---|
| | Intensity | |
| Degree of Self-supervising Required | 2 | on scene is fully supervised, in station some time performing unsupervised tasks |
| Degree of Supervision Exercised | 2 | may provide work direction to one coworker in buddy system, may provide direction if first on scene and in charge |
| Deadline Pressures | 4 | must respond to emergency calls |
| Attention to Detail Required | 4 | during safety checks at station and at scene |
| Performance of Multiple Tasks | 4 | at scene: must perform multiple tasks with judgment used |
| Exposure to Environmental Stimuli | 4 | can be very noisy, dark, smoky, chaotic and distracting |
| Need to Work Cooperatively with Others | 4 | must work together with other firefighters, in life or death situations |
| Exposure to Emotional Situations | 4 | very frequently exposed to situations where public are very distressed, may be exposed to multiple victim trauma or death |
| Exposure to Confrontational Situations | 3 | occasionally exposed to confrontational situations at emergency scenes |
| Responsibility and Accountability Required | 4 | errors in judgment can result in loss of life to public, self or coworkers |
| Reading Literacy | 4 | reading reports, manuals, training materials |
| Writing Literacy | 2 | occasionally types/writes mainly in point form |
| Numerical Skills | 3 | calculation of pressure required, flow rates based on vertical and horizontal distances |
| Communication | 3 | required to communicate vital information fluently |
| Memory | 3 | detailed information: assessment protocols, location of streets, stand pipes |

| | | |
|--------------------------|---|-----------------------------|
| Copying | 2 | minimal information copied |
| Computer Literacy | 2 | minimal use for basic tasks |

Tools and Equipment Used: large vehicles, boats, four-wheelers, hoses, extinguishers, smoke ejector fans, power and manual tools e.g. axes, pike poles, saws, generators

Personal Protective Equipment Required: bunker suits, fire boots, helmets and face shields, gloves, fire retardant hoods, self contained breathing apparatus (SCBA)

Required Training, Certification, Licensing, etc.: CPR, First Aid, Defibrillation Training, internal firefighter training, SCBA training



North Kawartha Emergency Services

Application for Part Time Fire Fighter

General

| | | |
|--|----------------|----|
| Last Name: | Given Name(s): | |
| Address (Include Town): | | |
| Home Phone: | Cell Phone: | |
| Emergency Contact Number: | | |
| Fax: | Email Address: | |
| Social Insurance Number: | | |
| Drivers Licence & Class Current & Valid? | Yes | No |
| Previous Fire Fighting Experience? | Yes | No |
| If Yes, Please explain: | | |

Education

| School | List Pertinent Information (eg. Course/Diploma/Degree) | Final Grade: |
|-------------------------|--|--------------|
| High: | | |
| College: | | |
| University: | | |
| Other: | | |
| Other Relevant Courses: | | |

Present Employment

| Name, Address & Telephone Number Leaving | From | To (mm/yr) | Reason for (mm/yr) |
|---|------------|---------------|-----------------------|
| | | | |
| Duties | | | |
| | | | |
| | Supervisor | | |

Previous Employment (List most recent first)

| Name, Address & Telephone Number Leaving | From | To (mm/yr) | Reason for (mm/yr) |
|--|------|------------|--------------------|
| | | | |
| Duties | | | |
| | | | |
| Supervisor | | | |

Previous Employment (List most recent first)

| Name, Address & Telephone Number Leaving | From | To (mm/yr) | Reason for (mm/yr) |
|--|------|------------|--------------------|
| | | | |
| Duties | | | |
| | | | |
| Supervisor | | | |

State any work experience which would be helpful if employed by the North Kawartha Fire Department:

| |
|--|
| |
|--|

Other Related Experience?

Do you have previous Firefighting experience?

Yes _____ # of Years _____

No _____

If Yes, please explain:

Do You have Military or Police experience?

Yes _____ # of Years _____

No _____

If Yes, please explain:

Do you have previous volunteer experience?

Yes _____ # of Years _____

No _____

If Yes, please explain:

Related Skills

Please complete this section even if a résumé is attached. Please indicate the level of skill appropriate.

1. Some familiarity and competence.
2. Advance amateur or post-secondary courses.
3. Certificates or professional experience.

| Skill | Level | | |
|--|-------|---|---|
| | 1 | 2 | 3 |
| Automotive Mechanic | | | |
| Lineman/Woman | | | |
| Electrical Systems | | | |
| Electronic Systems | | | |
| Radio Communications Systems | | | |
| Rescue Procedures – Canadian Red Cross or St. John Ambulance | | | |
| Firefighting Practices and Terminology <ul style="list-style-type: none"> • Ontario Fire College OR • George Brown College | | | |
| Pumps, Valves, Sprinkler Systems | | | |
| Building Trades or Inspection | | | |
| Read Blueprints | | | |
| Athletic or Sports Skills | | | |
| Scuba Diving | | | |
| Coaching/Teaching Skills | | | |
| First Aid Course – Hold Current Certificate? Yes:_____ No:_____ | | | |
| Cardiopulmonary Resuscitation - Hold Current Certificate? Yes:_____ No:_____ | | | |
| Driver's Licence – Identify Class A D F G Z Endorsement | | | |
| Other_____ | | | |

References – Please name three and include name and phone number.

| |
|--|
| |
| |
| |
| |

Please attach photocopies of all diplomas, certificates and relevant documents with this application.

I have read and agree:

That the information provided is correct and that any false statements or deliberate omission of material made by myself is cause for cancellation of application and/or immediate dismissal from the North Kawartha Fire Department.

I hereby authorize the North Kawartha Fire Department to make such inquiries respecting the information on this application.

Signature: _____ Date: _____



North Kawartha Emergency Services

Consent Waiver and Release Form

To: The Corporation of The Township of North Kawartha and the North Kawartha Fire Department.

Whereas the Corporation of the Township of North Kawartha and the North Kawartha Fire Department require that applicants for the position of Probationary Firefighter be examined;

And Whereas I, _____ have submitted to the Corporation of the Township of North Kawartha and the North Kawartha Fire Department, my signed application for the position of Probationary Firefighter, and have been informed that I am required to be examined for this position, and required to participate in a series of tests to demonstrate my strength, endurance and physical agility;

And Whereas, the procedures to be followed during the said examination and said series of tests to demonstrate my strength, endurance and physical agility and have been fully explained to me;

Now Therefore, I, for myself, my heirs, executors, administrators or assigns, hereby consent to and agree to be examined for the position of Probationary Firefighter, and consent to and agree to participate in a series of tests to demonstrate my strength, endurance and physical agility and I, for myself, my heirs, executors, administrators or assigns, hereby waive any and all claims against the Corporation of the Township of North Kawartha and the North Kawartha Fire Department that I, my heirs, executors, administrators or assigns, or any of them now or hereafter can, shall, or may have, for, on account of, or because of any injury or damage that I may sustain because of, in connection with, or on account of said examination and said series of tests to demonstrate my strength, endurance and physical agility, and I, for myself, my heirs, executors, administrators or assigns, do hereby remise, release and forever discharge the Corporation of the Township of North Kawartha and the North Kawartha Fire Department from any and all liability claims for damages, actions, suits and demands whatsoever, which I, my heirs, executors, administrators or assigns or any of them now or hereafter and without restricting the generality of the foregoing, for or by reason of any cause, matter or thing arising out of or resulting from my participation in said examination and said series of tests to demonstrate my strength, endurance and physical agility.

In Witness Whereof I have hereunto set my hand and seal this _____ day of _____, 201____.

**Signed, Sealed and Delivered
In the Presence of:**

)
)
)
)



North Kawartha Emergency Services

Medical Examination Report

Applicant Information

Name: (Last) _____ (First) _____ (Initials) _____

Address: _____ City: _____

Province: _____ Postal Code: _____

Home Telephone # _____ Business Telephone # _____

Physician Information

Name: (Last) _____ (First) _____

Address: _____ City: _____

Province: _____ Postal code: _____ Business Telephone: _____

Is the applicant prescribed any medications that may affect his/her performance of duties as a Firefighter? **Yes** **No**

Does the applicant have any cardiac incident history of any kind? **Yes** **No**

(if **Yes**; and applicant is under 60 years of age a Cardiologist medical report must be completed, if over 60 years of age a different medical form must be completed, please consult with Fire Chief)

Is the applicant medically fit to perform the duties of a Firefighter? **Yes** **No**

(The applicant has been provided with a Physical Demands Analysis for the assistance of the physician.)

I, the undersigned, am a legally qualified medical practitioner, licensed to practice in the Province of Ontario. This report confirms my evaluation and medical opinion of the applicant.

Signature: _____

Date: _____