

Function: Community & Protective Services - 02  
Department: Fire Services - 040  
Policy No.: 012



## Firefighter Commitment - Defined

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Effective Date: November 22, 2021  
Review Date: November 22, 2026  
References:  
Cancel: Policy 715: Firefighter Commitment - Defined  
Resolution #: 598-2020

CAO Signature: \_\_\_\_\_

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**Purpose:** To provide an understanding for Firefighters of their expected commitment to Lac Ste. Anne County and its Fire Service with respect to employment in all Fire Services disciplines.

**Policy Statement:** Lac Ste. Anne County Fire Services requires all Firefighters of the Lac Ste. Anne County Fire Services to commit to any and all emergency responses that occur within the scope of the County's Level of Service.

Fire Services Firefighters shall commit to all applicable Lac Ste. Anne County policies, specifically confidentiality requirements, FOIP requirements, and the Lac Ste. Anne County Fire Services Standard Operational Guidelines and Station Orders.

**Scope:** This policy applies to all Lac Ste. Anne County Fire Services Firefighters.

**Guidelines:** Firefighter commitment is as outlined below:

1. All Firefighters, regardless of rank, are subject to all applicable County policies and directives applicable to the Fire Services Department. All

Firefighters must review the following policies, and sign where necessary:

- Protection of Personal Information (FOIP),
  - Computer Security (Confidentiality),
  - Code of Ethics,
  - Drug and Alcohol,
  - Social Media,
  - Respectful Workplace, and
  - Health and Safety Management System.
2. All Firefighters, regardless of rank, will be provided access to the Fire Services Standard Operational Guidelines (SOG's) and all Station Orders, with the understanding that each Firefighter shall review the documents as part of the employment requirements for Lac Ste. Anne County Fire Services. All Firefighters are required to commit to the SOG's, at all times.
  3. Lac Ste. Anne County understands that many Firefighters will have other employment, whether full-time or part-time as their primary source of income. While this is understood by the County, it is expected that, subject to primary employer restrictions, this employment does not prevent a County Firefighter from performing their County duties in full.

Lac Ste. Anne County Fire Services Firefighters are County employees who are "on-call" to respond to emergency situations when available.

Additionally, Firefighters are required to live within a reasonable commuting distance of the Fire Station to which they have been assigned so emergencies and other unforeseen events can be responded to.

4. All Firefighters, as both first responders and public servants, regardless of rank, shall adhere to all Public Health Orders, policies, directives, procedures, guidelines and recommended best practices, during all times when being identified as, or acting in the capacity of, a Lac Ste. Anne County Firefighter.

This Policy does not supersede existing employment policies in place to govern employee code of conduct and ethics or employee protocols, but rather enhances these policies with specific reference to the County's Fire Services Department.