



2017 Annual Report

Township of Esquimalt Fire Department

April 2018

Township of Esquimalt Mission Statement

Focusing on community priorities, the Township of Esquimalt works to make our community and environment a better place for today and the future.



Our Values

Accountability – we acknowledge and take responsibility for our actions, decisions and policies.

Integrity – we practice high standards of ethical behaviour and open communication that inspire trust.

Respect – we foster an environment of fairness where people are valued and treated with dignity.

Service – we strive to meet community needs and achieve high-quality results through teamwork, innovation and creativity.

Strategic Priorities 2015-2019

- *We continue to enhance the health and livability of the community*
- *We recognize the importance of, and will enhance relationships with our neighbours and the other levels of government*
- *We encourage a resilient and diverse economic environment*
- *We continue to address the operational and financial requirements of our infrastructure*

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FIRE CHIEF'S REPORT – YEAR IN REVIEW

2017 was another year of change and partnerships for the Esquimalt Fire Department.

The Department entered 2017 with the continuation of a joint recruitment process with Oak Bay Fire Department. This process ultimately enabled our Department to hire two of the candidates from this list.

Esquimalt Fire Department joined regional conversations with the City of Victoria Police on a CMU (Crowd Management Unit) pilot program in early 2017. This pilot program combines skills of police and fire to better respond and support each other. It was modelled after the long standing success of the Vancouver team. This pilot will be reviewed further in 2018.

The Department continued its improvements to existing relationships while expanding with new ones. The CFB Esquimalt and Esquimalt Fire Department expanded our relationship with additional joint operational training while expanding our Agreements to include Automatic Aid. This agreement was implemented in November and has already demonstrated benefits to both communities.

In the spring, the Department responded to a series of electrical emergencies at the BC Hydro Substation on Devonshire Road. These responses were successful and safely managed due to the previously built relationships and the on site training that was conducted in previous years.

In the summer, our Department alongside other participants of the 2016 Fire Services Agreement, expanded with the addition of the City of Colwood. This increased participation will enable better sharing of resources in responding to large scale emergencies.

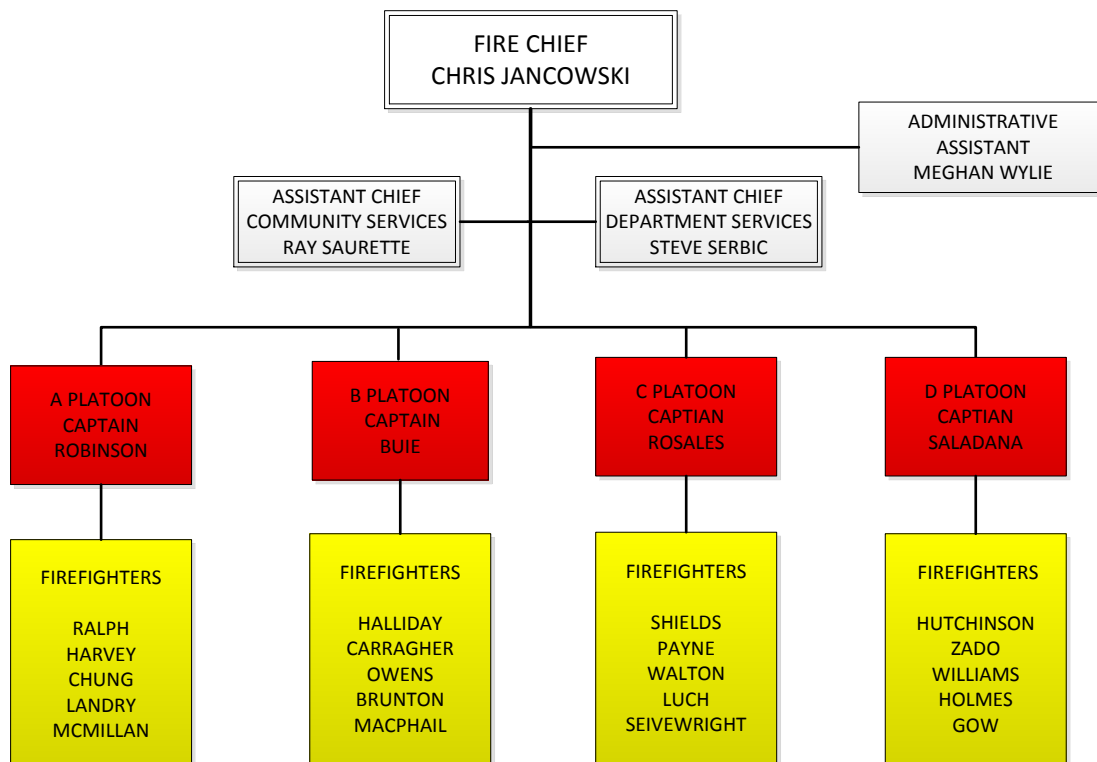
The Department was successful in receiving an improved Fire Underwriters Rating. This rating provides an independent measure of our overall community's fire safety rating. Ultimately an improved score indicates a safer community and reduced insurance costs to residents.



Respectfully,

C.A. (Chris) Jancowski, M.A., CFO, MIFireE

2017 ORGANIZATIONAL CHART



Note:

In October 2017, Captain Vince Greensill retired and Senior Acting Captain Chris Buie was promoted to the rank of Captain. In April 2017, Jason Seivewright was hired to fill a vacancy due to a retirement in 2016. The Department also hired Reed MacPhail in September to fill the vacant position by Captain Greensill on B Shift.

Public Education

Fire Prevention Week
Open House



PERSONNEL

NEW MEMBERS

Firefighter Jason Seivewright

Jason joined the Department in May. Jason previously served with the Extension Fire Department along with industrial experience as a plant protection officer in an industrial mill.



Firefighter Reed MacPhail

Reed joined our Department in August. He previously served with the View Royal Fire Department.

RETIREMENTS

Captain Vince Greensill

In September, Captain Vince Greensill retired from the Esquimalt Fire Department. Vince served with the Esquimalt Police and Fire Department since 1992. We wish Vince all the best in his future endeavors.

AWARDS

Governor General – Certificate of Commendation

On April 16, 2015, at approximately 17:30 hours, the Esquimalt Fire Department received notification from several Victoria Police members that they had just received a call about a person drowning in the Gorge Waterway.

Our on duty members, led by Acting Assistant Chief Troy Saladana, responded to the area of the Tillicum Bridge. Upon arrival fire crews were met by the BC Ambulance Service and members of the Victoria Police Department. Together they quickly identified the location of the person in the water and the direction of travel. Acting Assistant Chief Saladana in Battalion 1, repositioned to the north side of the waterway and requested the Rescue apparatus to reposition to his location, with Engine 1 remaining on the Tillicum Bridge.

At this time, the person in the water was unconscious and face down. Acting Assistant Chief Saladana made a critical split second decision to enter the water and rescue the person. Rescue 1 (with Firefighter Hutchinson and Firefighter Williams) arrived shortly after and also entered the water to assist in bringing the person back onto the shore. While returning to shore, crews were further assisted by members of the Victoria Police Department who had commandeered a local boat. Back on the shore, Engine 1, along with the BC Ambulance Service and Saanich Fire, assisted with preparing the elderly male for transport to the hospital.

In December, Certificates of Commendation were presented to Captain Saladana, Firefighter Hutchinson and Firefighter Williams.



Captain Saladana and Firefighter Hutchinson receiving their Certificates of Commendation

CAPITAL PROJECTS

Power Saw Replacement

The Fire Department replaced all power saws (chain and rotary saws) in 2017. These saws are used as part of fire suppression and rescue activities. These saws are checked on a daily basis to ensure peak readiness for emergency operations.



Mobile Data Terminals

The Department completed the implementation of the second phase of MDT's (Mobile Data Terminals). These MDT's provide a real time data link between Fire Dispatch and Fire Apparatus. The benefit of having these MDT's in fire apparatus enable members to access pre-incident property plans to specific addresses within the Township. This technology increases Firefighter safety and assists in reducing property loss.

2.5" Fire Nozzle Replacement

The Department replaced all of the medium / large hand line nozzles in 2017. These new nozzles allow fire attack teams to flow increased volumes of water ranging from 260-330 gallons per minute with reduced pressures. This nozzle replacement builds upon hose handling skills taught by Aaron Fields "Nozzle Forward", a course received by the Department in 2016 and 2017.



Lifting Bags

The Esquimalt Fire Department provides a wide range of rescue services. In 2017, the Department replaced the current lifting bags and associated controllers. These new lifting systems provide members the ability to lift heavy objects that may range from passenger automobiles to structural building components.

Bullard Fire Extinguisher Training System

The Department provides a variety of public education programs. Fire Extinguisher Training is a service that is offered to all citizens of all ages. This program teaches participants how to safely use a fire extinguisher in a controlled setting. This new Training System allows members to use a professionally manufactured system to educate citizens without discharging dry chemical powder into the environment.



Automatic External Defibrillator

AED's (Automatic External Defibrillator) play a critical role in responding to medical emergencies. These AED's allow first responders to assist patients who have suffered a cardiac event.

When responding to cardiac events, time is of the essence for patient care. It has been reported that for every minute of delayed AED application, a patients' survival rate decreases by 7-10%.

COMMUNITY SERVICES PORTFOLIO

2017 was another exciting year for the Community Service Division.

Inspections

The Department took another step forward in improving its record management system with the implementation of the FDM Fire Inspection Module. This initiative was started mid 2017 and was rolled out to members in January 2018. The program will enable improved data collection associated with property inspections, contact information, and in making that information available to an Incident Commander in the event of a fire.

In addition to the Inspection Module, we created and distributed fact sheets and pocket inspection booklets designed to assist the members' knowledge base associated with the information published in the Fire and Building codes. We also responded to the memberships' suggestion to improve the inspection form in order to streamline the communication process between the building owner and inspection crew.

The Department continued to address buildings not in compliance with the Townships' Lock Box Bylaw with a letter campaign sent to building owners. We have approximately 20 outstanding buildings which will require the support of the Bylaw Services Department to achieve our goal of 100 % compliance.

Helping Others

2017 saw an increase in hoarding complaints. Our role in this program involves the assessment of fire safety concerns to the occupants and building. We work closely with VIHA who handle any mental health issues and with family or volunteers in removing/reducing any fire hazards associated with the living situation.

The Department assisted Development Services by visiting sites to inventory the number of suites per apartment complex. We also assisted VICPD with providing documentation on an increase in small nuisance fire activity we were experiencing. We can report that a suspect was questioned and did admit to many of the fires we had recorded. Our thanks to the Victoria Police Department for their hard work in successfully concluding most of these fire activities in our community.



Public Education

Education is always an important part of what the Department does and with Council's support we were able to purchase a Mobile Water Based and Electronic Fire Extinguisher Training Prop. It is better for the environment rather than the dry chemical extinguisher previously used. This prop was used during our Annual Fire Prevention Week Open House and at training sessions for the high school and some community businesses. Our Open House was a huge success with the support of: CFB Esquimalt Fire, CRD Hazmat Team, the Recreation Department and our Emergency Program group.

In conjunction with the lead up to Fire Prevention Week, we continue to provide educational materials to Ecole Macaulay and Victor Brodeur schools that students take home and work with their families to make their living situations safer. As part of this program, students are eligible to enter a draw to become Fire Chief for a Day and be entered in the Fire Commissioner of BC Fire Prevention Week iPad draw. This year's Fire Chief for a Day was from Ecole Macaulay School.

Continuing Education

Assistant Chief Saurette continues to be an active member of the Greater Victoria Fire Prevention Officers' Group, and the Provincial Fire Prevention Officers Association. He attended the Annual FPOA Educational Conference and a Wood Design and Construction Seminar which enables him to better understand the merging trends in the use of wood components in modern construction designs. The Department is hoping to facilitate additional fire inspection related course(s) for the membership in 2018.



2017 Fire Chief for a Day
Mason Jones

DEPARTMENT SERVICES PORTFOLIO

2017 was great for the Esquimalt Fire Department when it comes to training and providing service to the citizens of Esquimalt.

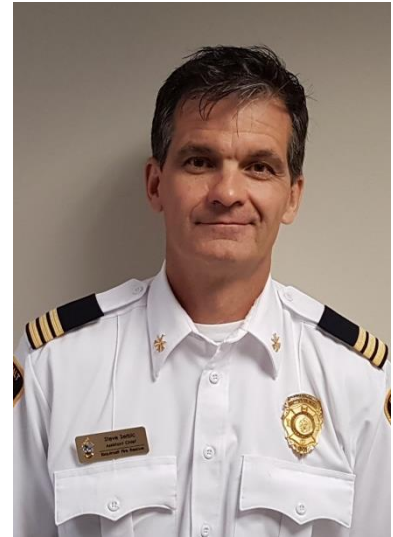
We started the year with specialized training to tackle the opioid crisis in our Township. Esquimalt Fire Department started to administer Nasal Naloxone under a pilot project overseen by Dr. Alan Holmes, a leading researcher in best practices for First Responders. Esquimalt Firefighters were one of the first departments in Canada to start using Nasal Naloxone to save lives of citizens who overdose from fentanyl cross contamination or a drug complication. The pilot project proved to be so successful that now Nasal Naloxone has become the standard for hundreds of fire departments across the country.

Esquimalt Fire Department training is also leading the way in its creation of a Structural Collapse Team. Our team consists of 15 trained members, more than half of whom are at the Technician level. The purpose of this training is to better protect the citizens of Esquimalt, in all aspects of rescue including tsunami, earthquake, building collapse, vehicle into a building and also rapid intervention if a firefighter gets trapped in a building. Esquimalt Fire Department is now one of the few departments in North America that has trained firefighters at this level, and we will continue to build on that strong base into 2018 and beyond.

Esquimalt firefighters have a fantastic relationship with Victoria Police, so much so that we now provide joint services as part of a pilot program. We meet and train together on a quarterly basis and provide medical assistance to the Crowd Management Unit when it's deployed. We feel that a great working relationship with our fellow Police Officers is vital to providing the best service and to allow the two agencies to work seamlessly together at calls. The Township of Esquimalt is now protected with the same combined Firefighter Police service as Vancouver, Calgary and Toronto, when it comes to protecting the public.

Our Department continued with improvements to our equipment in 2017. These improvements came in the form of redesigning our pre-connected hose loads for our fire apparatus. In addition, the Department replaced all of our current atmospheric monitoring devices to improve ease of use and reduce cost with modern technologies.

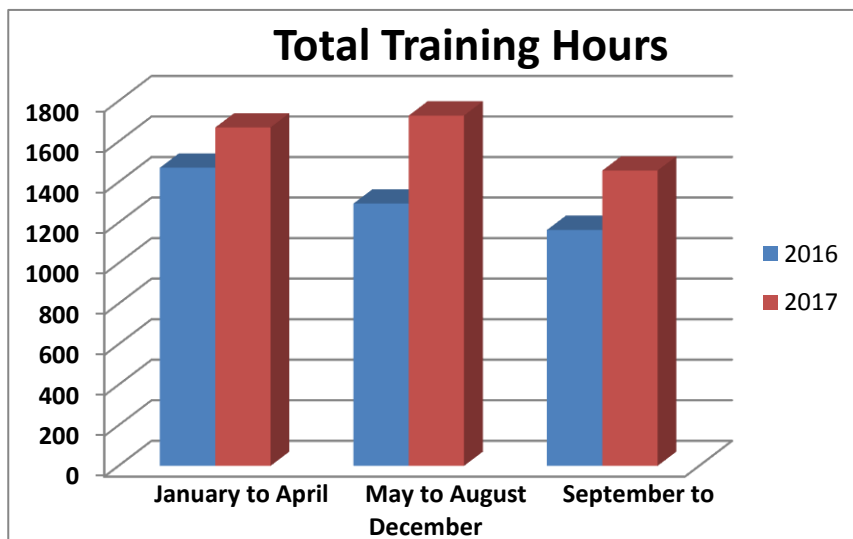
During the course of 2017, Esquimalt firefighters participated in several joint training courses with our neighbouring fire departments. Some of these courses included Elevator Rescue and the Nozzle Forward. The Department continued to expand our professional development with the introduction of Autism Awareness training, provided by the Canucks Autism Foundation.



Company Level Training Hours

Fire Department members train daily to learn new skills and maintain existing disciplines. These internal training sessions typically range from 1 to 2 hours on day and night shifts. In 2017, the Department participated in 4825 hours of internal training compared to 2016 with 3929 hours.

Firefighters and Fire Officers also participate in external training courses. These courses can range from several hours to several days.



External Training Courses

In 2017, members of the Department attended several external training courses. These courses included learning new skills, promotional development and best practices.

2017 TRAINING COURSES	
COURSE	TYPE / SUBJECT
Autism Awareness	Leadership
Urban Search and Rescue – Structural Collapse Level 1	Technical Rescue
Urban Search and Rescue – Structural Collapse Level 2	Technical Rescue
Emergency Vehicle Operations	Emergency Driving
Emergency Vehicle Operations – Refresher “Pro-Tips”	Emergency Driving
Incident Command Systems (ICS 200)	Fire Suppression
Fire Stopping Workshop	Fire Prevention
Crowd Management Training	Technical Skills
Leading People	Fire Officer
Frontline Leadership Fire 1	Fire Officer
Company Fire Inspections 1	Fire Prevention
Nozzle Forward Workshop	Fire Suppression
First Responder Level 3 Re-Certification	Medical Aid
CPR Refresher- Health Care Provider	Medical Aid
Pulse Oximeter Training	Medical Aid
Nasal Naloxone	Medical Aid
Fire Service Instructor 3	Fire Officer
Elevator Rescue	Technical Skills
Effective Team Workshop	Leadership

ADMINISTRATION SERVICES

2017 was another active year for our Fire Department's Administration.

Joint Recruitment

The Department continued with our first joint recruitment process with Oak Bay Fire Department. This process streamlined efforts and resources of both departments to find the best candidates. In the Spring and Fall of this year we hired two of the candidates from this list. As part of this process, Administrative and Human Resources staff also participated in several of the psychomotor skill stations.

Partnerships

In July, the Fire Services Agreement that represented five participating Fire Departments was amended to incorporate the Colwood Fire Department. This agreement promotes mutual aid, automatic aid and closest apparatus response. Over the next several years, this agreement will be enhanced with joint training and operational responses.



Fire Chaplain Program

In January, the Department in partnership with the Association implemented a Fire Chaplain Program. This program provides support to members and their families in times of need or crisis. The Department selected Ken Gill, who is also the Chaplain for the Oak Bay Fire Department. In 2017, the Department utilized this program several times with positive results. Chaplain Gill has attended several community activities in Esquimalt alongside the members of our Department.

General Administration

In the Spring, the Department participated in joint purchasing of fire equipment. This practice of co-operation resulted in cost savings to the Township along with promoting best practices.

In late 2016, the Department identified a need to create a promotional video to enhance awareness of our Departments activities within the community. This video provides a snapshot of our current services in an engaging and fun format.

The Department also completed a goal with the creation of our first Captain's Handbook. This handbook is a dynamic living document that assists in administrative processes for new Acting Captains. This handbook will be updated periodically as processes are refined and when new administrative processes are introduced.

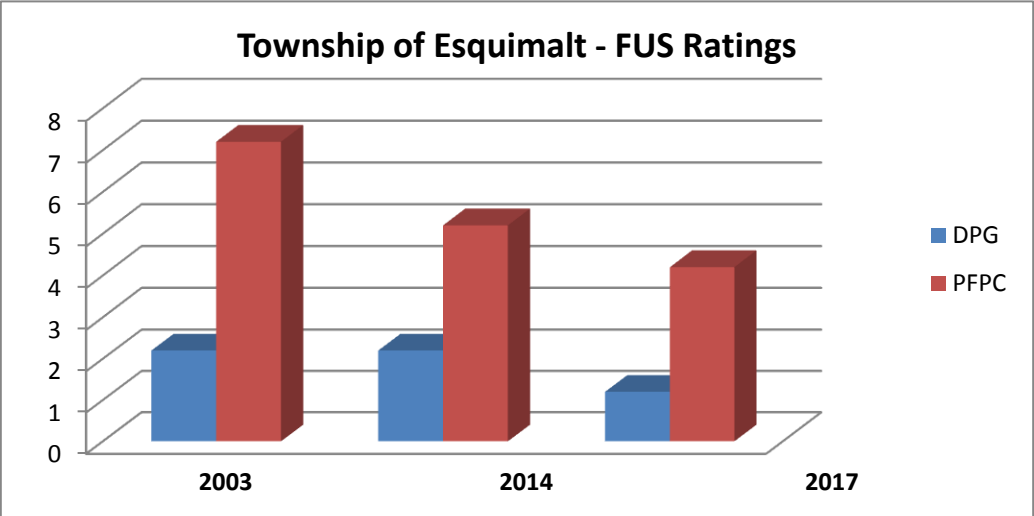
In July 2017, Esquimalt Fire and CFB Esquimalt Fire enhanced our existing relationship with the inclusion of automatic aid into our MOU (Memorandum of Understanding). This MOU now includes the provision of mutual aid as well as automatic aid to confirmed structure fires.

FIRE UNDERWRITERS

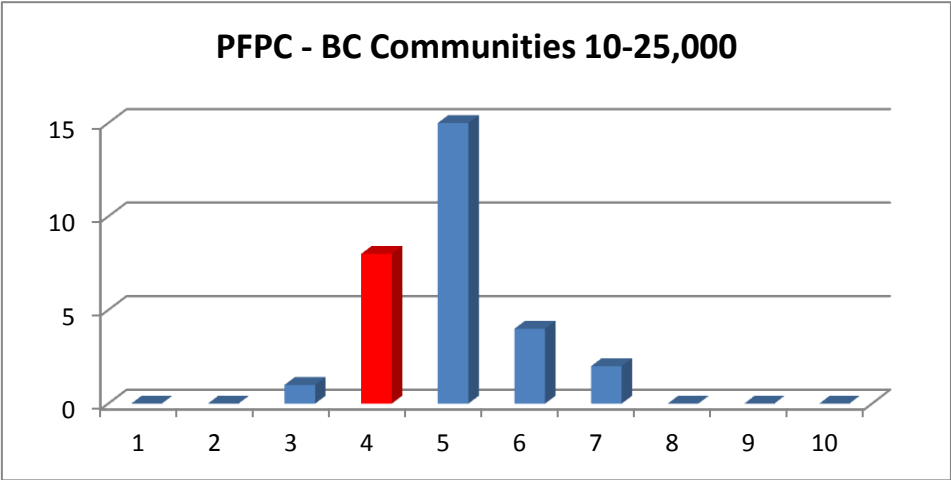
In 2017, the Department conducted an update to the Township of Esquimalt’s Fire Underwriter Insurance Grade. The update was further to the review that was completed in 2014.

Fire insurance ratings are divided into two categories: Personal Lines commonly called DPG (Dwelling Protection Grade) and Commercial Lines called PFPC (Public Fire Protection Classification). DPG scales range from 1 being the safest, to a lower limit of 5. PFPC scales range from 1 being the best, to a lower limit of 10. Grading components of a community’s grade are composed of the fire departments, communications, water supplies and fire safety controls.

I am pleased to report that based on the improvements to the community’s fire safety as a whole, we have improved both of our ratings DPG and PFPC. This table represents the improvements to our ratings.



When we compare our community’s PFPC to other like sized (10,000-25,000), we are in the top third of fire safety ratings. The following table illustrates the range of other communities in British Columbia (10,000-25,000)¹.

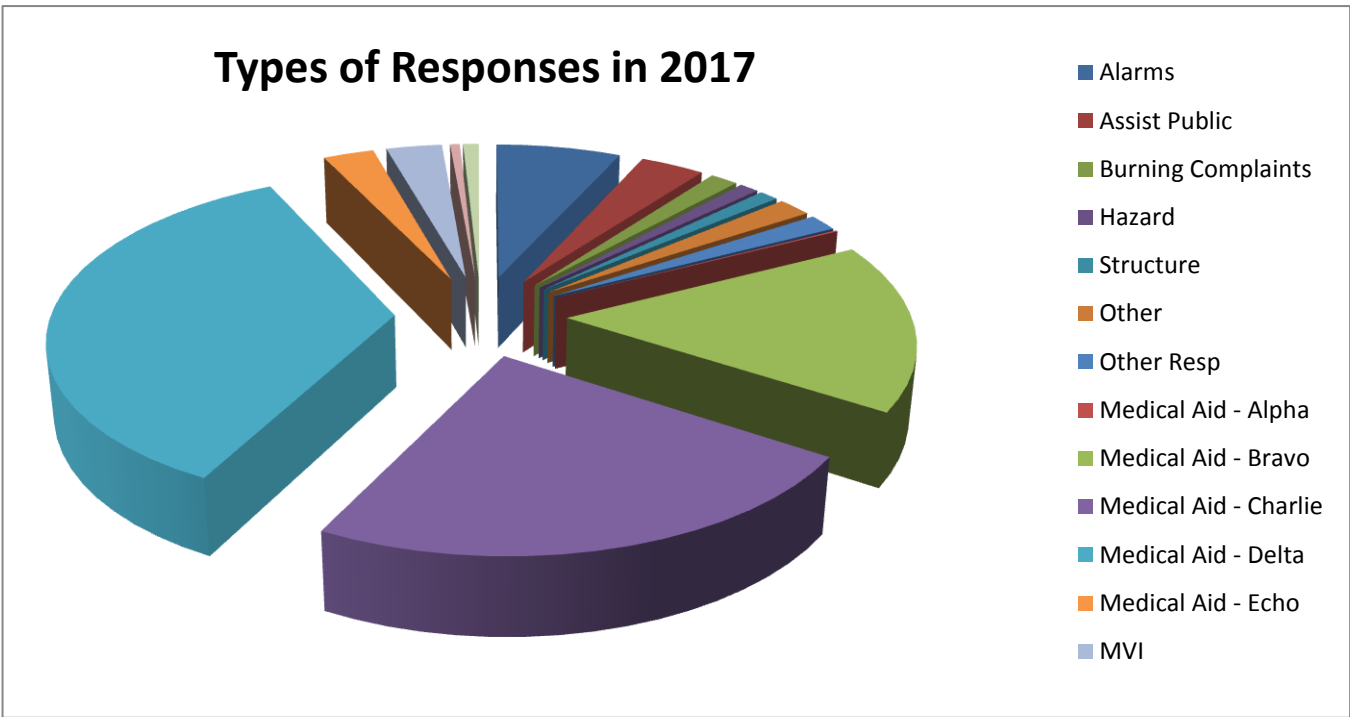
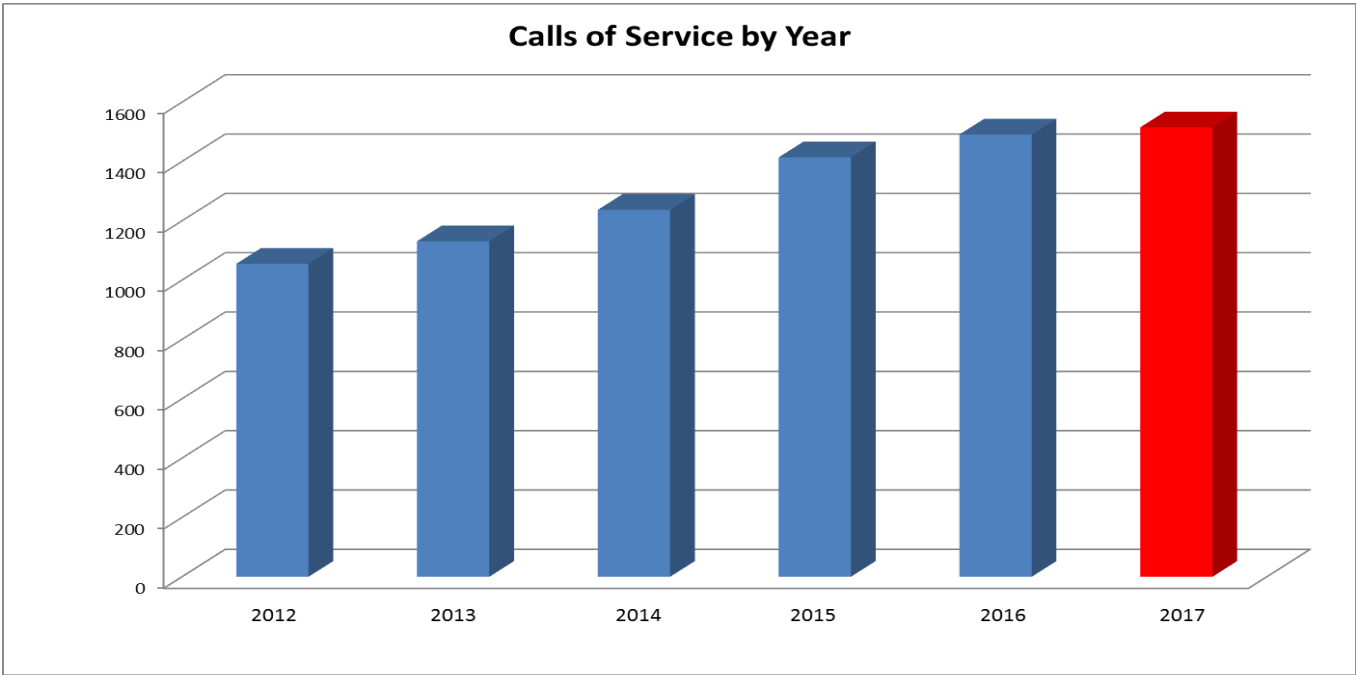


As the Department moves forward with ongoing improvements or new programs, we will leverage opportunities to improve our Fire Underwriters rating. It should be noted that since this report, the Department has continued to make several improvements that will further assist in improving our grade.

¹ Esquimalt Fire Department 2017 FUS Update, Opta Information Intelligence Report 2017

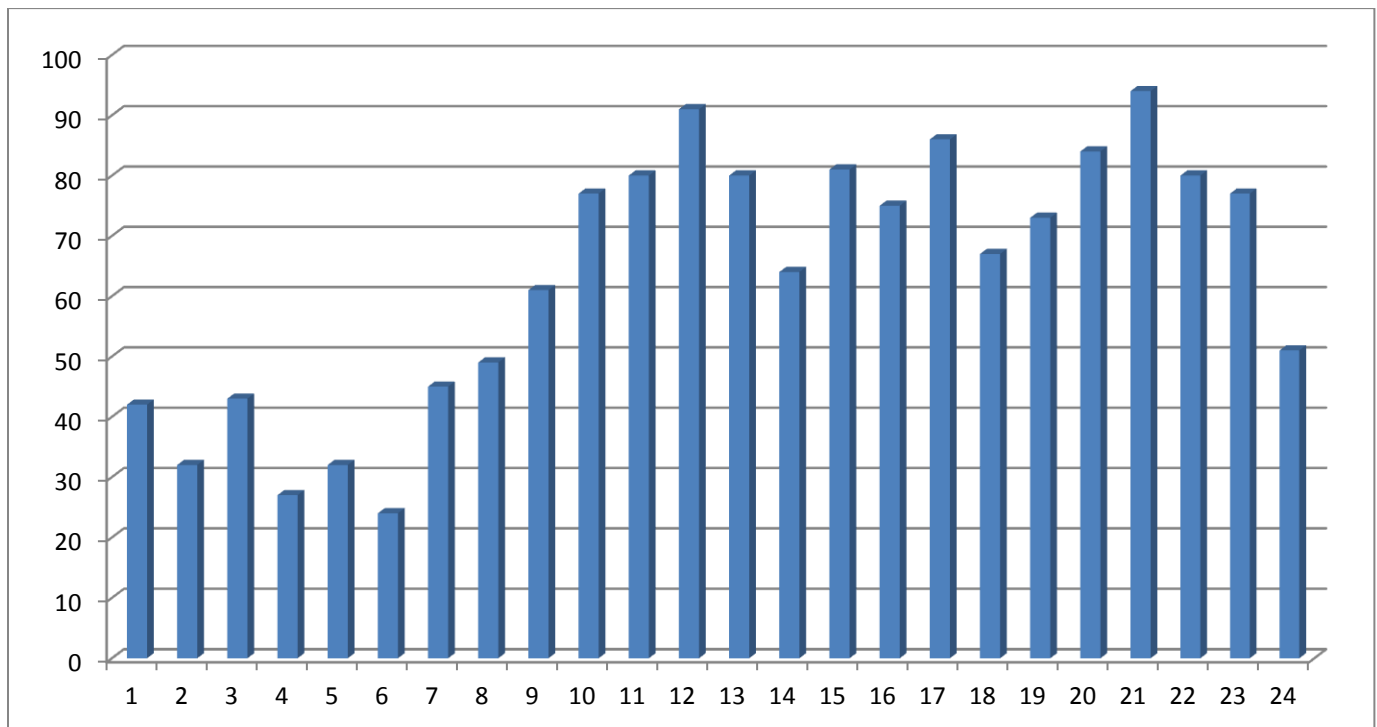
OPERATIONAL RESPONSES

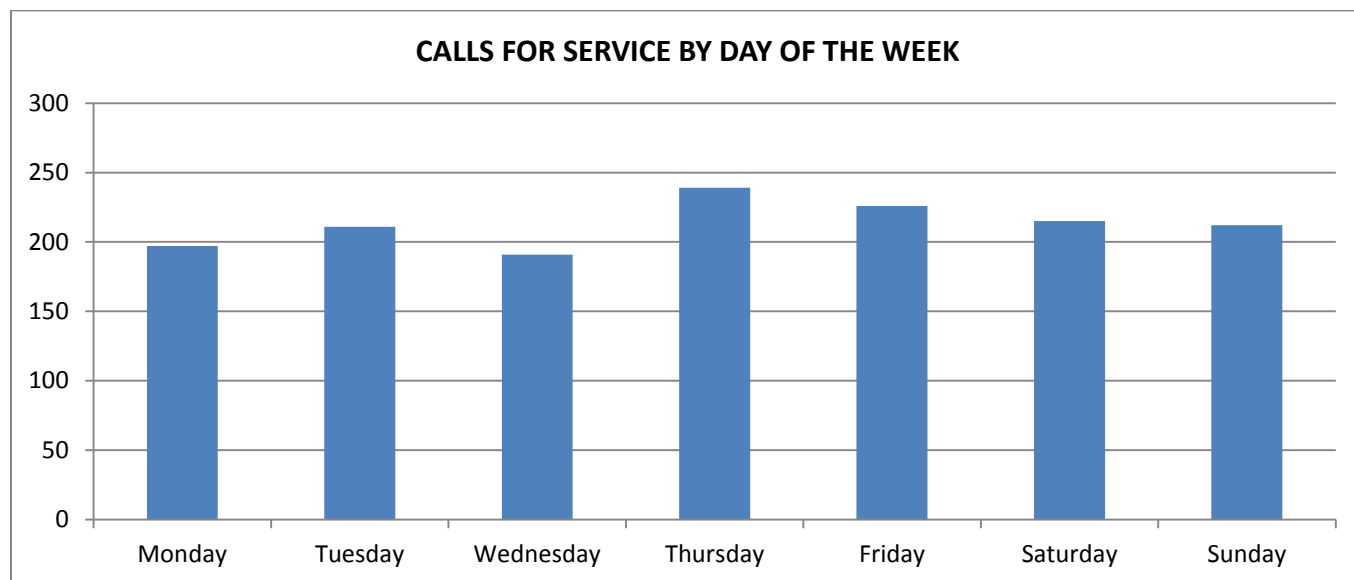
The Department provides a wide range of emergency and non-emergency services to the citizens of Esquimalt. The following data provides a brief overview of these activities. In 2017, the Department experienced a slight 1.6 percent increase to the overall calls of service from 2016. These calls ranged from assisting in resetting a fire alarm system to performing cardiopulmonary resuscitation (CPR).



2017 TOTAL RESPONSES BY CATEGORY			
TYPE OF RESPONSE	2017	PERCENT of 2017	Change from 2016
Alarm Calls	103	6.8%	-1.4 %
Assist the Public	53	3.5%	-2.8%
Burning Complaints	23	1.5%	+1.1%
Hazardous Materials	16	1.3%	+1.1%
Structure Fires	16	1.0%	+4.4%
Other Fires	28	1.8%	-1.6%
Other Responses	25	1.6%	+1.2%
Medical Aid	1184	78.1%	+4.4%
Motor Vehicle Incidents	46	3.0%	-5.5%
Rescue	8	.5%	+1.1%
Electrical Emergency	13	.9%	-3.3%
TOTAL RESPONSES	1515	100	

The table below illustrates the time of day that calls for service were received by the Fire Department. These calls included emergency and non-emergency responses. In summary, the Department responded to 762 calls on day shifts and 753 on night shifts. Day shift is scheduled from 8am to 6pm and night shift is from 6pm to 8am.





STRUCTURE FIRE
Kingsmill road
(Esquimalt and CFB Esquimalt Fire Departments)

EMERGENCY RESPONSE PERFORMANCE

Response Times

Emergencies in our community range from life safety to property loss, and range in severity and complexity. Fire damage to property and threat to life increases exponentially over time if a fire goes unchecked. The success of patients who experience a critical medical event, such as cardiac events, decrease substantially, if critical medical interventions are delayed by seconds and minutes.

One of the best measures of the efficiency of a community's fire protection services is the time elapsed between the first call to 911 and the time when firefighters arrive on scene and provide critical interventions.

NFPA 1710 (Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operation to the Public by Career Fire Departments) is the standard most departments strive towards.

Within this standard, a Fire Department's Total Response Time to incidents is comprised of several components broken down into;

- Alarm Handling,
 - Call Answering,
 - PSAP Call Handling
 - Alarm Processing Time
- Turnout Time
- Travel Time

Alarm Handling

The Township of Esquimalt's PSAP services are provided by the Victoria Police Department. Medical Aid calls and Motor Vehicle Incidents are forwarded to the PSAP in Victoria, to the British Columbia Ambulance Service in Langford, and then to our Fire Dispatch in Saanich. If a fire is reported, the PSAP will forward the call directly to Saanich Fire Dispatch.

<u>Action</u>	<u>NFPA Std (2016 edition, 4.1.2.3)</u>	<u>Reliability</u>
Emergency Alarm Processing	64 Seconds	90%
	106 Seconds	95%

Turnout Time

Turnout time is defined when Fire Dispatch notifies the fire department of an emergency by a audible or visual notification and ends at the beginning point of travel. Turnout times are often not reported in the fire service, largely because many fire departments do not set them as a goal.

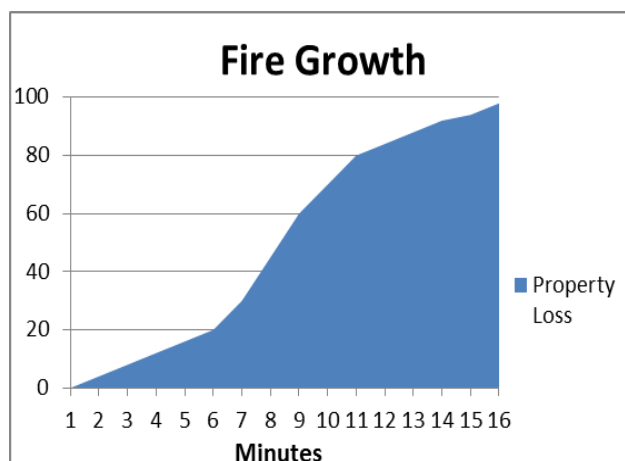
<u>Action</u>	<u>NFPA Std (2016 edition, 4.1.2.3)</u>	<u>Reliability</u>
Fire and Special Operations	80 Seconds	90%
EMS (First Responder)	60 Seconds	90%

Travel Time

Travel Time begins when the fire apparatus is enroute to the emergency incident and ends when the apparatus arrive at the emergency scene.

<u>Action</u>	<u>NFPA Std (2016 edition, 4.1.2.1)</u>	<u>Reliability</u>
Fire and Special Operations	240 Seconds	90%
EMS (First Responder)	240 Seconds	90%

The Figure to the right provides an approximate scale of fire progression during a structure fire. It should be noted that all fires have many variables that impact fire development, such as types of fuels and amount of air.



Note:

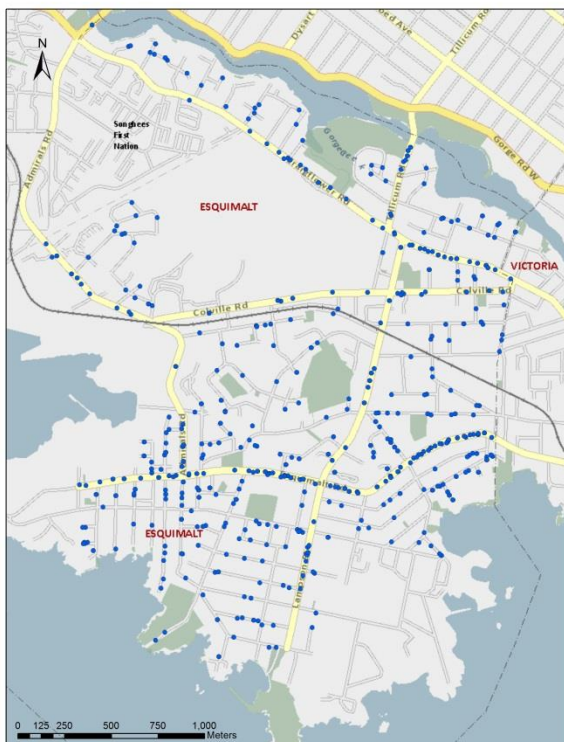
1. In past years, Esquimalt Fire Department had to rely upon radio communication and entry by dispatchers to capture these benchmarks. With newer technologies, such as Mobile Data Terminals (recently purchased by the department in 2017), it will allow firefighters to instantaneously benchmark these activities from the fire apparatus.
2. MDT's were implemented to suppression crews in the beginning of the second quarter of 2017, therefore 2017 has a blend of measurements.
3. Moving forward into 2018, the Department will be focusing on improving the total Response Time while using the MDT's to capture accurate data.

RESPONSE LOCATIONS

Fire and Other:

The Department responds to a variety of events that range from alarms, structure fires, public assist and assisting other agencies.

The map to the right illustrates the geographic areas where our services have been delivered within our community. The response data contained within these maps was converted to a series of maps with the assistance of the Township's GIS Technician, Alex Tang.



Medical Aid:

The Esquimalt Fire Department provides medical aid assistance to our citizens as part of the Provincial First Responder Program. Our Fire Department is dispatched to assist the BC Ambulance Service for priority calls through a Medical Priority Dispatch System. This system triages the calls into ranked categories based on the urgency of the medical condition. In 2016, the Department responded to a slight increase for calls of service for Medical Aid events.

The map to the left illustrates the geographic areas of response for medical aid calls within our community. It should be noted that several locations identified on these maps have received multiple calls for service.

COMMUNITY ACTIVITIES

The Department continued to engage the community through various activities and events.

Pink Shirt Day

In February, our on duty crews participated in Pink Shirt Day to promote anti-bullying. This event symbolises a stand against bullying and attempts to prevent further bullying.



5KM Esquimalt Fun Run

In April, several members of the Department participated in the Annual 5 kilometer Fun Run. This community run included a children's race that involved firefighters participating with full turnout gear and self contained breathing apparatus. This was a successful community event that incorporated all ages.

McHappy Day

In May, the Department participated in the Annual McHappy Day. This event raises funds for Ronald McDonald House and various children's charities. Members of the Department attended the event and assisted in serving meals and coffee alongside staff and other invited guests.

Remembrance Day

On November 11th, members of the Department participated in the Annual Remembrance Day Ceremony at Centennial Park. This event connects current and past members of the armed services along with citizens and first responders from the community.

FUNDRAISING / COMMUNITY SUPPORT

This page submitted by the Esquimalt Firefighters' Charitable Foundation.



Over the years, the Esquimalt Fire Fighters Charitable has grown both as a foundation and in our involvement within the Township.

Throughout 2017 we were able to continue with our commitments that have been previously made, and fortunate enough to take on even more. Our members, who volunteer their time, demonstrate daily their willingness and selflessness to go above and beyond as Firefighters.

The Charitable and its partnerships with Santa's' Anonymous, Mustard Seed, Muscular Dystrophy, and the BC Professional Fire Fighters Burn Fund, remain strong and constantly looking to grow and improve. Our joint effort with our neighbouring departments as Professional Firefighters of Greater Victoria has also allowed for us to help contribute to some remarkable causes. This year, the four core departments close in on the pledge of \$250,000 that we made to the pediatric and neonatal intensive care unit at Victoria General Hospital.

Within the community it was our pleasure to continue with our participation in support programs for youth, as well as aiding families affected by fires or in need during the holidays. We were able to become more involved with all of our local schools through events such as the Esquimalt High basketball tournament, programs like the Macaulay Swim Club, and directly with families in some form of need. Our ability to do so was directly related to yet another successful year at Rib Fest. With the organization of Rib Fest 2018 already well under way, we look forward to another positive year. On behalf of the Foundation, thanks to all that make that event so popular.

As a Foundation, we were successful in achieving our goal of developing new marketing material with our very own Esquimalt Fire Fighters Charitable video. Our intent was to better the understanding of the public as to not only what our goals of the Foundation are, but to also shine light on the driving force of our Charitable: the committed members of Esquimalt Fire Department and the enduring support of our proud community.

Our Foundation is eager for the 2018 year and all that it entails, and we hope to continue our growth and our involvement within the Township and its neighbours.

For more information about our Charitable Foundation, or to see the Esquimalt Fire Fighters Charitable video, please visit www.esquimaltfirefighters.ca

WHAT OTHERS HAD TO SAY

Community Members

"I have always (over 55 years) had a very soft spot for these folks but today, it almost brought me to tears. Thank you is not always enough, but today it is all I have. Thank you for being such wonderful and caring members of our community."

Maureen M.

"The future success of this Department is assured by the unified strength, fortitude and vision of its members. Together, with resilience and teamwork, the future is bright for Esquimalt Fire."

Ken G.

Joint Training

"Thanks for the great USAR course last week, I took a lot away for my guys"

Andy B.

"Steve, thanks for the opportunity to participate in last weeks training. I have had many types of training in my career path over 40 years... I have to say that this was one of the best courses I have ever had the good fortune of participating in."

Mike G.

"I can say without hesitation, that it isn't every day that I meet a group as dedicated to their work as the members of the EFD. You are true leaders dedicated to excellence at heart."

Jodi L.

"I just wanted to say thank you to each and everyone of you for a great session today!"

AJ

"I was impressed with the initiative and the knowledge level of everyone on each of the four shifts. The crews were very accommodating, good to work with, and more importantly, engaged and eager to learn more about being better at their craft."

Lloyd L.

Fire Prevention

“They went beyond expectations to help us...”

Kris R.

“There have been- to the best of my knowledge- no further fires...Thank you for your assistance.”

Laura E.

Emergency Responses - Fire

“Chris, please thank your crews for the exceptional team work, professionalism and cooperation during the recent events at our Esquimalt Substation.”

Paul T.

Emergency Responses - Medical

“Thank you for your quick response for my medical emergency, your team acted very well which made my wife feel much better, again I thank you for your hard work”

Herb Y.

“Assistant Chief Serbic has been the driving force behind making Esquimalt Fire a leader in this new approach to opiate overdose treatment by first responders.”

Dr. Allan H.



Multi-Agency Response
BC Hydro Sub-Station Fire
Devonshire Road

2017 GOALS – How did we measure up?

The Department established the following goals for 2017. The following is a brief synopsis of how the Department did.

Goal #1

Continue with hosting joint regional fire and rescue training.

The Assistant Chief of Department Services co-ordinated numerous courses within Esquimalt in 2017. These training opportunities brought firefighters and officers from Fire Departments within the Capital Regional District, Mid Island and Lower Mainland. The courses ranged from fire suppression, rescue services and officer development. A few of these courses that were included in 2017 were; Nozzle Forward, Structural Collapse Level 1 and 2.

2017 Joint Fire Training Nozzle Forward



Goal #2

Increase service delivery of Medical Aid – First Response protocols.

The Department, with the assistance of our Medical Co-ordinator Dr. Allan Holmes and the Vancouver Island Health Authority, implemented a pilot project for Nasal Naloxone. Firefighters conducted training for the use of the spray in the first quarter of 2017. Since that training, Naloxone has been placed on all front line fire apparatus. In 2017, the Department administered Naloxone several times with positive patient outcomes.

During the last quarter of 2017, the Department continued its expanded approach of medical skills with the training for pulse oximetry. This training will enable firefighters to assess and record base line vitals to assist the BC Ambulance Service in patient care. These devices are expected to be implemented and placed on front line fire apparatus in the first quarter of 2018.

Goal #3**Incorporate Fire Training and Prevention records into the newly adopted LGMA format.**

The Department, with the assistance of the Townships' Corporate Service staff, have reviewed all training and prevention files. As part of this review all files have been labelled, indexed and formatted in accordance to the recommended Local Government Management Association system.

Goal #4**Implement a Fire Inspection Module into our Fire Department Management (FDM) Software.**

The Assistant Chief of Community Services led the project during 2017. This project was provided support from ECOMM staff. Countless hours were put into the setup of the Inspection Module, first in a FDM Software test database and then into the live version of FDM. Starting in 2018, the Department will be using a single FDM database for all incidents, personnel and fire inspections.

Goal #5**Develop and publish materials for a mentorship and training program for new company officers.**

The Department created a Captain's Handbook. This handbook provides a reference document for newer Company Officers when performing administrative tasks. These tasks may involve; entering payroll, scheduling daily activities and entering Work Safe claims. This handbook while not exhaustive, identifies over a dozen and a half common processes. This document is dynamic and will be expanded and edited in years to come.

Joint Training Exercise
USAR (Urban Search and Rescue)



2018 GOALS

The Department has established several goals as we move forward in 2018:

1. Develop and implement an operational plan/program to ensure operational readiness for long duration emergencies and to support community natural disasters.
2. Conduct an operational needs analysis for the replacement of Rescue 1.
3. Continue and expand joint training sessions with neighbouring Departments.
4. Conduct an internal audit (self assessment) of Fire Department activities based on the British Columbia Fire Commissioner recommendations.
5. Perform final testing and operationally implement the CREST P25 Radio Network for Fire Department use.



Daily Training Session
New Automobile Rescue Tool Technology