POLICY

Department: Emergency Services	**Policy No.** 23-16-25	Page
Policy Title: Junior Firefighter Program Policy	**Date:** September 9th 2025	Resolution No.

Purpose: The Purpose of this policy is to encourage local youth to learn of fire suppression techniques, expand learnings and experience that may lead to future BHC volunteers and/or lead to youth becoming full time firefighters.

1 DEFINITIONS

For the purposes of this policy, the following terms are defined:

1.1 **County** means Birch Hills County.

1.2 **Contaminated Atmosphere** means an atmosphere that is dangerous to a person's health

1.3 **Probationary Period** means the first six (6) months of service with the Fire Department and have been signed off by the Fire Chief. The Fire Chief may extend probation for an additional six (6) months as required.

2 RECRUITING REQUIREMENTS.

2.1 Junior firefighters must be between 15 and 18 years of age, be physically fit and free from any respiratory ailments such as asthma .

2.2 Applicants under the age of 18 must obtain consent from their legal guardian, including a waiver to become a junior firefighter.

2.3 The prospective candidate shall obtain a Criminal Records check indicating the information is for their personal use and then provide a copy to the fire chief, which shall be kept in the individual's personnel file.

2.4 Potential candidates shall provide two (2) character references from a non-family member such as a teacher, member of clergy for example.

2.5 A formal written interview process with the Fire Chief must be completed. The interview shall document the candidate's interest in the program, identify any health- related issues that may limit the candidate's ability to perform as well as a

review of the program, operational requirements, training and any limitations to responses during emergency calls such as attending MVC's.

2.6 Must complete the application that is "Schedule A"

2.7 Must submit a signed Waiver that is "Schedule B"

3 JUNIOR FIREFIGHTING PROGRAM

3.1 A Junior Firefighter shall be considered a volunteer of the County of Birch Hills but not be entitled to renumeration.

3.2 Workers' compensation shall be extended to all Junior Firefighters.

3.3 Junior Firefighters are eligible to participate in established fire service training programs as approved by the Fire Chief.

3.4 Junior Firefighters shall be assigned a mentor, who shall be responsible for the junior member's training, safety, and skills development under the overall supervision of the Fire Chief

.

3.5 Junior Firefighters may respond to emergency incidents in the manor outlined in 4.4 within the County of Birch Hills when they have reached the age of 16 and have completed their probationary period.

3.6 Junior Firefighters are not allowed to enter contaminated atmospheres or attend MVCs.

3.7 This policy is intended for implementation only within the boundaries of Birch Hills County.

3.8 Junior Firefighters shall only operate, train and participate under the close supervision of an adult fire service member.

3.9 Junior Firefighters shall only be in the firehall when under the supervision of their mentor or the Fire Chief.

POLICY

Department: Emergency Services	**Policy No.** 23-16-25	Page
Policy Title: Junior Firefighter Program Policy	**Date:** September 9th 2025	Resolution No.

4 JUNIOR FIREFIGHTER DUTIES AND RESPONSIBILITIES

4.1 When called upon:

4.1.1 Will attend fire prevention and inspection duties as an observer.

4.1.2 Will assist firefighters in completing housekeeping duties around the firehall.

4.1.3 Will assist firefighters to maintain fire department apparatus to a clean serviceable condition.

4.2 With assistance from supervisors, junior firefighters will be taught fire department policies and procedures.

4.3 Are expected to participate in regularly scheduled practices

4.4 Once probation has ended, the Junior Firefighter may be called upon to assist with traffic control, food, refreshments and clean-up operations during an emergency. Upon successful probation and turning 18 years of age, the Junior Firefighter shall be deemed a full volunteer member of the fire dept.

4.5 Junior Firefighters shall not operate any motorized vehicle equipment.

Larry Davidson
Chief Administration Officer

Albert Poetker
Reeve

POLICY

Department: Emergency Services	**Policy No.** 23-16-25	Page
Policy Title: Junior Firefighter Program Policy	**Date:** September 9th 2025	Resolution No.

SCHEDULE A
Application Form for Junior Firefighters

Full Name:
Date of Birth:
Email Address:
Phone Number:
Physical Address:

School Attending:
Current Grade:

Employer (if applicable):
Current School/Work Hours:

Do you have a method of transportation: Yes or No

Are you available for evening training on weekdays? Yes or No
Are you available for weekend training? Yes or No

Why are you interested in being a Junior Firefighter?

_____
_____
_____
_____

Emergency Contact Name:
Emergency Contact Number:

POLICY

Department: Emergency Services	**Policy No.** 23-16-25	Page
Policy Title: Junior Firefighter Program Policy	**Date:** September 9th 2025	Resolution No.

RELEASE OF LIABILITY, WAIVER OF CLAIMS, ASSUMPTION OF RISKS AND INDEMNITY AGREEMENT

WARNING: BY SIGNING THIS DOCUMENT YOU WILL GIVE UP CERTAIN LEGAL RIGHTS, INCLUDING THE RIGHT TO SUE, CLAIM DAMAGES, SEEK COMPENSATION.

PLEASE READ CAREFULLY

This document is to be signed by (*print name*) _____ (the "**Participant**") who is *(age)* _____ years old together with (*print name(s)*) _____, being the parent(s) and/or guardian(s) of the Participant, in order to participate in the following:

Birch Hills County Junior Firefighting Program

and related events and activities (collectively referred to as the "**Event**").

We, the undersigned Participant and the parent(s) and/or guardian(s) of the Participant, are aware that the **Event** involves inherent risks, dangers and hazards, involving all manner of injury or loss, including potentially serious or life-threatening injury and death, resulting from, but not limited to:

(a) the use of equipment, materials or facilities related to the **Event**;

(b) the actions or negligence of the Participant or other participants in of the **Event**;

(c) the actions or negligence of Birch Hills County or its directors, officers, employees, volunteers, agents, invitees, or representatives of any kind (collectively referred to as the "**Organization**");

(d) the actions or negligence of Birch Hills County or its councilors, officers, employees, agents or representatives of any kind (collectively referred to as the "**Municipality**"); and

(e) any additional risks arising out of the **Event** and related events and activities.

We, the undersigned Participant and the parent(s) and/or guardian of the Participant, freely accept and assume all such risks, dangers and hazards and the possibility of injury, death, property damage, property loss or any other loss or expense resulting to the Participant or myself/ourselves.

_____ ***(Participant initial here)*** _____ ***(parent(s) and/or guardian of the Participant initial here)***

Further, we, the undersigned Participant, and the parent(s) and/or guardian of the Participant, hereby agree as follows:

(a) **TO WAIVE ANY AND ALL CLAIMS** of every nature and kind at law or equity or under any statute that the Participant and/or the parent(s) and/or guardian of the Participant have or may have in the future against the **Organization** and/or the **Municipality**;

(b) **TO RELEASE THE ORGANIZATION AND THE MUNICIPALITY** from any and all liability for injury, death, property damage, property loss or any other loss or expense that the Participant may suffer or that their next of kin or legal representatives may suffer as a result of participation in or use of the **Event**, DUE TO ANY CAUSE WHATSOEVER, INCLUDING NEGLIGENCE, BREACH OF CONTRACT, OR BREACH OF ANY STATUTORY OR OTHER DUTY OF CARE INCLUDING ANY DUTY OF CARE OWNED UNDER THE *OCCUPIERS LIABILITY ACT*, RSA

Department: Emergency Services	Policy No. 23-16-25	Page
Policy Title: Junior Firefighter Program Policy	**Date:** September 9th 2025	Resolution No.

2000, c O-4, as may be amended, on the part of the **Organization** and/or the **Municipality INCLUDING THE ORGANIZATION AND/OR THE MUNICIPALITY'S FAILURE OF THE TO PROTECT THE PARTICIPANT FROM THE RISK, DANGEROS AND HAZARDS REFERED TO ABOVE**;

(c) **TO HOLD HARMLESS AND INDEMNIFY THE ORGANIZATION AND THE MUNICIPALITY** from any and all liability for injury, death, property damage, property loss or any other loss or expense to any party, including the Participant and/or the parent(s) and/or guardian of the Participant, as a result of participation in or use of the **Event,** or other financial loss or expense including, without restriction, legal expenses and costs on a solicitor-and-his-own-client full indemnity basis in defending against such claims or enforcing the terms contained within this document; and

(d) **THAT THIS AGREEMENT WILL BE EFFECTIVE AND BINDING UPON** the Participant and/or the parent(s) and/or guardian of the Participant, and their heirs, next of kin, executors, administrators and assigns.

We, the undersigned Participant and the parent(s) and/or guardian of the Participant, hereby acknowledge that we have read the foregoing, and have had the opportunity to ask questions and clarifications before signing, and have explained its meaning to the Participant. We acknowledge that we understand its content, import and meaning and hereby do agree, approve and consent to the above.

Date: _____

Witness Name (*print*): _____ **Participant Signature:**

_____

Witness Signature: _____ **Parent/Guardian Signature:**

_____

Parent/Guardian Signature:

_____