

**FIREFIGHTER/PARAMEDIC
SHORT LIST**

Applicant Handbook

COMPETITION #240027



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COMPETITION WELCOME

We appreciate your interest in employment with Brandon Fire and Emergency Services.

Brandon Fire and Emergency Services is a progressive Department serving the City of Brandon. As a part of the City Manager's Division, our mission is to protect life, property and the environment through education, prevention, emergency communications, firefighting, rescue and medical services. We are looking forward to having a number of Firefighter/Paramedics become a part of our short list.

The following package has been prepared to provide applicants with an outline of the application and competition process. The pages contain information that will answer many of your questions. **Please read all of the information carefully before proceeding with your application submission.** If you are unclear on any matter, please contact a Competition Administrator for clarification.

To ensure everyone receives equal treatment without exception throughout the competition, application deadlines will be strictly adhered to. The time frames we have set out for each step are our best estimate of how long each part of the process will take.

In the event you experience an unusual or unique problem while participating in this competition or have questions about any step, we ask that you contact a Competition Administrator.

We welcome you to Competition #240027

Competition Administrators:

Stacey Jardine, HR Recruit Assistant

410 – 9th Street

Brandon MB R7A 6A2

Phone: (204) 729-2246

s.jardine@brandon.ca

Terry Parlow, Fire Chief

Jason Potter, Deputy Fire Chief

Marc Lefebvre, Deputy Fire Chief



BRANDON FIRE AND EMERGENCY SERVICES

120 19th Street North Brandon, Manitoba R7B 3X6

March 18, 2024

Dear Applicants:

Brandon is Manitoba's second largest City and is set in one of Canada's finest wheat growing regions. Our City is home to over 50,000 friendly people with varied cultural and ethnic backgrounds.

As Fire Chief, it is my obligation to provide the citizens of our community with the best qualified employees available. High recruitment standards for the Department are maintained in order to meet the many challenges and demands faced daily by firefighter/paramedics.

I invite you to meet the challenge of a rewarding career in Emergency Services with Brandon Fire and Emergency Services and wish you good luck in the upcoming competition.

Yours truly,

A handwritten signature in black ink, appearing to read "Terry Parlow".

Terry Parlow
Fire Chief

BRANDON FIRE AND EMERGENCY SERVICES

Brandon Fire and Emergency Services department belongs to the City Manager's Division of the City of Brandon. It is a dual service department providing both fire protection and emergency ambulance service to a population of over 50,000. Service is provided in Brandon and to four outlying municipalities (Elton, Whitehead, Cornwallis and Oakland).

Brandon Fire and Emergency Services also belongs to the Grand Valley Mutual Aid District which consists of three volunteer and two career fire departments, responding as a backup if any of these departments require our service.

Services provided include:

- Ambulance Service – Primary Care Paramedic with some advanced transfer of function medical skills
- Fire Protection
- Rescue services involving motor vehicle accidents, water, ice, high angle and confined space
- Fire Prevention and Inspection
- Public Education
- Providing medical monitoring in Brandon Police Service Detention Unit

The Department currently has a staff complement of 84, led by Chief Terry Parlow, Deputy Chief Jason Potter, and Deputy Chief Marc Lefebvre. The Department has 2 Training Officers, four Inspectors, 72 Firefighter/Paramedics and three administrative support staff.

Employees are represented by the Brandon Professional Firefighter's/Paramedic Association. The Association negotiates a Collective Agreement with the City on behalf of its members. The Agreement sets out salaries, benefits, and working conditions.

There are two stations located in the City. The Department has a Quint pumper unit, two other pumper units, a rescue unit, six ambulances, a rapid response/brush truck unit, four fire prevention and inspection vehicles, a 4x4 fire emergency vehicle with (2) specialized rescue trailers, an incident command unit, a public education training trailer, and one antique unit that is on display at the Number 1 FireHall.

TRAINING

Brandon Fire and Emergency Services will be considering the following for this hiring process:

- Firefighter / Paramedics are Graduates of a recognized public fire protection program or, are volunteer firefighter/paramedics that have completed all the necessary courses in the Public Fire Protection Program or the Public Fire Paramedic Program; as such, the majority of their training in fire suppression and rescue has been completed.

Or

- Licensed as a Primary Care Paramedic with the expectation that you will be required to obtain Level 1 Firefighter certification within the first year of employment and Level 2 Firefighter certification within 3 years (training to be provided by Brandon Fire and Emergency Services).

Throughout their career, it is expected that firefighter/paramedics take on various roles in the department; therefore, further upgrading of technical skills is an important focus. There are a variety of courses coordinated by the Training Officers to ensure high performance levels are maintained in providing service to citizens while assisting members in career development.

Firefighter / Paramedic SALARIES (January 2024 “with ACLS certification” Rates)

| <u>Rank</u> | <u>Hourly</u> |
|---|----------------------|
| Probationary Firefighter / Paramedic | \$34.43 |
| 4 th Level Firefighter / Paramedic | \$40.65 |
| 3 rd Level Firefighter / Paramedic | \$43.04 |
| 2 nd Level Firefighter / Paramedic | \$45.43 |
| 1 st Level Firefighter / Paramedic | \$47.82 |
| 8 Year Firefighter / Paramedic | \$48.77 |
| 12 Year Firefighter / Paramedic | \$49.25 |
| 16 Year Firefighter / Paramedic | \$49.73 |
| 20 Year Firefighter / Paramedic | \$50.21 |

Paramedic Only SALARIES (January 2024 with "ACLS certification" Rates)

| <u>Rank</u> | <u>Hourly</u> |
|---|----------------------|
| Probationary Paramedic | \$31.72 |
| 4 th Level Paramedic | \$37.87 |
| 3 rd Level Paramedic | \$40.24 |
| 2 nd Level Firefighter / Paramedic | \$45.43 |
| 1 st Level Firefighter / Paramedic | \$47.82 |
| 8 Year Firefighter / Paramedic | \$48.77 |
| 12 Year Firefighter / Paramedic | \$49.25 |
| 16 Year Firefighter / Paramedic | \$49.73 |
| 20 Year Firefighter / Paramedic | \$50.21 |

Progression through the ranks of Probationary Firefighter / Paramedic to 1st Level Firefighter / Paramedic is attained on an annual basis subject to satisfactory performance. Increments beyond that occur at the 8 year, 12 year, 16 year, and 20 year marks. Promotions are based on the merit principle.

Progression through the ranks of a Probationary Paramedic ONLY to 1st level Firefighter / Paramedic is attained on an annual basis subject to satisfactory performance. As well as obtaining level 1 firefighting within your first year of employment and by obtaining Level 2 firefighting within your first three (3) years of employment. Training will be provided by the BFES Training Division.

PERMANENT EMPLOYEE BENEFITS

Mandatory Benefits

Employees are required, as a condition of their employment, to participate in all benefit plans offered by the City of Brandon or negotiated through the Collective Bargaining process. Presently these benefits include dental, pension, life insurance, and disability income protection plans which are co-funded by the City and its employees. Employee Assistance Plan is also available and is entirely funded by the City. Other benefits include paid overtime, sick leave, maternity leave, and vacation entitlement which are tied to the Collective Agreement and length of service.

Group Life Insurance comes into effect on your first day of employment. Premiums are paid bi-weekly. The City of Brandon pays half of the premiums for this amount of insurance. Employees may choose 1 or 2 times their annual salary rounded to the nearest \$1,000.

Pension participation begins on your first day of employment. Bi-weekly deductions are 8.3% (9.5% of earnings over the CPP maximum) of your gross income. The employee contributions to this pension plan are matched by the City of Brandon. If you were previously enrolled in a similar plan with a public service employer, a reciprocal agreement can sometimes be arranged.

Disability Income Protection (D.I.P) comes into effect on your first day of employment. Premiums are deducted bi-weekly and calculated on your gross income (1.7% of earnings). They are funded 50/50 by the employee and the City of Brandon. D.I.P. is designed to provide a portion of the regular income if the employee is unable to work due to long term disability.

Dental Benefits come into effect on the first of the month after 6 months of employment, or if an employee chooses this benefit can start on the first of the month after they start. This benefit is mandatory for all employees unless comparative coverage proof is given.

The City of Brandon also provides a fully funded **Employee Assistance Program**, effective on the first of the month after 6 months of employment, or if an employee chooses this benefit can start on the first of the month after they start. This benefit is entirely funded by the City. This service is available to you and your immediate family members to help with any personal or work related problems which you may encounter. The program provides up to twelve hours of counseling service per family per year.

Optional Benefits

These plans are completely employee funded. All optional plans are administered by Manitoba Blue Cross except for the Voluntary Accident Insurance which is administered by MEBP.

- Voluntary Accident Insurance up to \$250,000 coverage available;
- Family Life Insurance
- Optional Life Insurance
- Ambulance/Hospital Semi-Private Plan includes coverage for recognized medical hostels;
- Extended Health includes prescription, eye exam coverage, and drug and ambulance/hospital coverage;
- Travel Health Plan may supplement provincial government and medical plan coverage.

If you are hired as a temporary employee, please note benefits may vary.

COMPETITION PROCESS

Brandon Fire and Emergency Services and Human Resources have developed this competition information and application package for qualified firefighters/paramedics who want to work for the City of Brandon and are looking to be placed on the firefighter/paramedics short list.

Applicants are required to complete all the forms and submit documentation listed in this handbook prior to the competition closing date to be considered in the competition. All application and declaration forms are attached.

The competition timeline for applicants is outlined below.

COMPETITION TIMELINES:

(The City of Brandon reserves the right to amend the process/timeline should it be deemed necessary.)

| Action | Details |
|--|---|
| Applications Received | Applications and supporting documentation can be dropped off at Human Resources. Please ensure all documents are handed. (Note: Office hours are 8:30 a.m. – 12:00 p.m. & 1:15 p.m. – 5:00 p.m., Monday through Friday, excluding Statutory Holidays.) |
| Applications Reviewed/ Candidates Contacted | Candidates who have submitted complete application packages and who meet the stated qualifications will be contacted after applications are reviewed, date to be determined. |
| Physical Testing | Applicants that <u>do not</u> currently hold valid CFFM FPFE certification will need to register to complete this testing. Applicants will be notified when registration will be open. Once you have been successful in the physical testing you will be noticed for the Skills Assessment Examination. |
| Skills Assessment Examination (SAE) | Applicants selected to participate will be scheduled for the testing. |
| Selection Interviews | Date to be determined |
| Psychological Testing | Psychological Testing is scheduled following the interview. Those that do not pass the interview will not be scheduled for psychosocial testing. |
| Reference Checks | References checks, will be performed during the competition process. |
| Offers of Employment - Shortlist | Both successful and unsuccessful candidates will be contacted, upon completion of psychological testing and reference checks. A short list will be created. |

STEP 1 – THE APPLICATION

| | |
|---------------|---|
| WHO: | Recruit Opportunity |
| WHAT: | Application Process |
| WHERE: | Obtain applicant handbook from the City of Brandon website or from Human Resources 410 - 9 th Street, Brandon, MB. Phone (204) 729-2246 or (204) 729-2242. |
| WHEN: | Applications will be accepted on and ongoing basis |
| COST: | There is no cost to apply; however, applicants are responsible for all costs incurred to complete the application and participate in the competition. |

The application process for the firefighter/paramedics and paramedics competition requires the submission of multiple forms as well as an on-line application, cover letter and resume. This section explains the qualifications and various forms. All the necessary forms are attached. Applications must **be complete** before the applicant will be considered for advancement in the competition.

The minimum qualifications for applicants are:

- must be 18 years of age or older;
- must be legally entitled to work in Canada;
- must be fluent in the English language;
- must have completed Grade 12, CAEC, GED, or Mature Student;
- must hold a satisfactory Criminal Record Check and Child Abuse Registry Check
- must have completed all mandatory qualifications or in the process of completing;
- must possess a valid Class 4 with air endorsement Province of Manitoba driver's license with a driving record acceptable to Department standards. In the event you do not have air endorsement, you must provide proof you are in the process of obtaining air endorsement.
- Must meet vision and hearing standards.

Applications and accompanying documentation will be reviewed to ensure it meets the qualifications. If your application is incomplete, it will be rejected. Please note the City of Brandon does not assume responsibility for applications/documentation not received prior to the deadline. Applicants will be assessed based on their application package. The top candidates will be invited into the competition process. If you have previously applied to three or more Firefighter/Paramedic competitions, the City may choose to not select you for advancement in the competition.

Applications should be forwarded to:

City of Brandon
 Human Resources
 Attention: Stacey Jardine
 410 - 9th Street
 Brandon, MB R7A 6A2
 Fax: (204) 729-1904

On-Line Application

Each applicant is required to complete the on-line application: <http://jobbank.brandon.ca/> and include the documents as per Appendix 1 (attached).

Education

The education level required to compete is a minimum Grade 12, G.E.D., or Mature Student standing. Proof of graduation is required in the form of a certificate or diploma with your application.

A transcript in place of a diploma is only acceptable if it contains a statement signed by the principal attesting to graduation requirements having been met. If that statement does not appear, it will not be accepted as proof of Grade 12 standing.

Applicants who have successfully completed other post-secondary education should attach documentation with respect to graduation.

Mandatory Medical Certification:

- All applicants must possess a College of Paramedics of Manitoba Primary Care Paramedics Certificate of Practice or be in the process of obtaining licensure. A copy of this license must be submitted with the application package or prior to hiring if currently in the process of obtaining (you will need to provide proof of test date).

Preferred Fire Related Training

Applicants must provide with their resume/application proof they have obtained the following certifications including transcripts for the courses from the Manitoba Emergency Services College or equivalent Public Fire Protection Program:

- Firefighting Practices - Level 1 (meets NFPA 1001) Accredited version
- Firefighting Practices - Level 2 (meets NFPA 1001) Accredited version
- Rescue Practices
- Fire & Life Safety Educator (meets NFPA 1035)
- Fire Apparatus/Operator (meeting NFPA 1002)
- Haz. Mat Awareness (meets NFPA 472)
- Haz. Mat Operations (meets NFPA 472)
- Certificate in Public Fire Protection, Public Fire Paramedic Program, or documentation that demonstrates equivalency to these certifications.

Driving Record

Applicants are required to have a valid Class 4 with air endorsement Province of Manitoba driver's license. As good driving habits and ability are important traits in firefighter/paramedics, applicants will be subject to scrutiny of their driving record. You must include with your application, a photocopy of your driver's license and an original driver's abstract dated **no earlier than 3 months prior to your application submission date. The fee for obtaining the driver's abstract is borne by the applicant.**

The general criteria for the Driver's Abstract Review can be found in Appendix 2. *If at any time during the competition process there are changes in your driving record, they must be reported to the Competition Administrator.

Vision Requirements

The Department has a vision standard which applicants must meet at the time of applying. These tests must be completed by an optometrist. The minimum standards are:

- visual acuity of 20/30 or better in the best eye (aided or unaided)
- visual acuity not less than 20/50 in the weaker eye (aided or unaided)
- minimal colour vision abnormalities

Appendix 1 contains a form indicating this standard. Please provide it to your optometrist for completion. Your optometrist's signature, address and phone number must appear on the form when you return it with your application. **All costs associated with the vision test are borne by the applicant. Forms must be dated no earlier than one year prior to your application submission date.**

Laser Surgery Vision Requirement

Applicants who have had laser eye surgery within the last twelve (12) months and presently meet the vision standard will be accepted into the competition under the following conditions:

- Should the applicant be successful in the competition, the corrected vision must continuously meet the required standard in the ensuing 12 months from the date of the procedure, and
- Should the candidate be successful in the competition, a condition of employment shall be that the candidate supply at their cost, proof of meeting the vision standard within 30 days of the expiration of the 12-month period following the laser surgery.
- Failure to maintain the standard or provide proof of meeting the standard within 30 days of the expiration of the 12-month period shall result in termination of employment.

Applicants who are already 12 months past the laser eye surgery procedure must still meet the vision standards.

Hearing Requirements

The Brandon Fire and Emergency Services has a hearing standard which applicants must meet at the time of applying. These tests must be completed by an audiologist. Applicants may not have Category A or B medical conditions:

Category A medical conditions shall include hearing deficit in the pure tone thresholds of no more than 30 db hearing loss unaided in either ear average at 500, 1000, 2000, 3000 Hz.

Category B medical conditions shall include:

- (a) Auditory canal - atresia, severe stenosis or tumor;
- (b) Severe external otitis;
- (c) Auricle - severe agenesis or traumatic deformity;
- (d) Mastoid - severe mastoiditis or surgical deformity;
- (e) Meniere's syndrome or labyrinthitis;
- (f) Otitis media;
- (g) Any other ear condition that results in a person not being able to perform as a firefighter.

Appendix 1 contains a form indicating this standard. Please provide it to your audiologist for completion. Your audiologist's signature, address and phone number must appear on the form when you return it with your application. **All costs associated with the hearing test are borne by the applicant. Forms must be dated no earlier than one year prior to your application submission date.**

STEP 2 – PHYSICAL ABILITIES CERTIFICATION

A valid **Canadian Forces Fire Marshall's Firefighter Pre-Entry Fitness Evaluation (CFFM FPFE)** certification is required.

If the certificate provided is not current (**within expiry date noted on certification**), you must register and complete the physical testing assessment through the University of Manitoba as outlined below.

Applicants must obtain the CFFM FPFE certification to proceed in the competition.

Candidates who do not currently hold valid CFFM FPFE certification must register with the University of Manitoba to obtain the CFFM FPFE certification. Applicants are responsible for registering through the U of M. Detailed information regarding registering can be found in Appendix 4.

Applicants will be notified regarding the deadline to register for the physical assessment.

Note: Applicants must register directly with the University of Manitoba. All costs associated with the CFFM FPFE certification are borne by the applicant.

STEP 3 – SKILLS ASSESSMENT EXAMINATION

| | |
|---------------|---|
| WHO: | Applicants selected to participate in competition |
| WHAT: | Skills Assessment Examination |
| WHERE: | To be determined |
| WHEN: | To be determined |
| COST: | No Cost to Candidates |

Applicants accepted into the competition will be contacted to attend the Skills Assessment Examination in Brandon. This is a two-part examination as we can't integrate them into one exam. The first section is 100 multiple choice questions based on primary care paramedic knowledge. The second part is a series of multiple-choice, video-based tests measuring teamwork, public relations skills, mechanical aptitude and reading ability. (Please see reference guide at the end of this handbook for more details about this test.)

Applicants attending the skills assessment examination are required to provide photo identification and sign in prior to writing the exam. Pencils will be provided. Dress comfortably for the exam; you are not graded on your appearance.

The first section will last for approximately three (3) hours. The pass mark is 70%. The second section will last for approximately two and a half hours (2.5). Unsuccessful candidates will not proceed in the competition.

NOTE: Either section of the examination may be reversed in order to take advantage of video equipment and/or testing site availability.

STEP 4 – SELECTION INTERVIEW

| | |
|---------------|--|
| WHO: | Applicants selected to participate in competition |
| WHAT: | Selection Interview |
| WHERE: | Fire Hall #1 – 120 19 th Street North, Brandon, MB. |
| WHEN: | To be determined |
| COST: | No Cost to Candidates |

Candidates who successfully complete the Skills Assessment Exam will be interviewed by a selection panel. The behavioral interview will examine a number of job dimensions related to this position.

Candidates will be ranked by the Selection Panel.

STEP 5 – PSYCHOLOGICAL ASSESSMENT

Candidates will complete psychological testing. The tests quantify a candidate's perception of the roles of self and other specifics. The results objectively and quantitatively measure subliminally processed information which established the subject's basic perceptions of roles and psychological stability. Candidates are not eliminated at this stage of the competition unless they do not complete the test. This testing will take approximately three (3) hours to complete. The psychologist conducting the testing will conduct a short interview with each candidate.

NEW There is a psychological questionnaire at the back of this booklet that must be filled out by yourself, in your own handwriting. Please be honest when filling out this questionnaire. Please provide it in your final package in a sealed envelope. If you make it to the psychological testing, this questionnaire will be forwarded to the psychologist completing the testing. Your package will be considered incomplete if not handed in with your application.

Note: The candidates that take the psychological testing are expected to meet with the Psychologist to review their results.

STEP 6 – REFERENCE CHECKS/REVIEWS

| | |
|---------------|--|
| WHO: | Candidates who are successful through the selection interviews |
| WHAT: | Reference checks |
| WHERE: | n/a |
| WHEN: | During the competition process |
| COST: | No Cost to Candidates |

You are no doubt aware that a firefighter/paramedic must be of good character with no criminal record. At this step in the competition, the selection panel will review/check references for feedback.

Successful candidates will be contacted to be put on the short list for future vacancies.

Appendix 1

Application & Forms

Applicant Checklist

Having read all of the material provided in this applicant handbook, you should now understand how the process works, what happens at each step of the process, and what is expected of you to participate in this competition.

Here is your checklist to use to ensure everything is submitted with your application:

- | | |
|---|--|
| <input type="checkbox"/> Applicant Information <i>*Ensure your form is signed and dated</i> | <input type="checkbox"/> On-line Application, Cover letter & Resume |
| <input type="checkbox"/> Grade 12, GED, or Mature Student <i>*Copies are acceptable</i> <i>*Diploma, or signed transcript attesting graduation requirements have been met</i> | <input type="checkbox"/> Training Record, Diplomas/Degrees/Certificates - <i>*Copies are acceptable</i> <i>*Transcripts must be signed</i> |
| <input type="checkbox"/> Driver's Abstract. List Date: _____ <i>*Copies are acceptable</i> <i>*Dated no earlier than 3 months prior to application submission date</i> | <input type="checkbox"/> Vision Test Form. List Date: _____ Meets Standards: <input type="checkbox"/> Yes <input type="checkbox"/> No <i>*Forms must be dated no earlier than one year prior to application submission date.</i> |
| <input type="checkbox"/> Copy of Driver's License Class 4A | <input type="checkbox"/> Hearing Test Form. List Date: _____ Meets Standards: <input type="checkbox"/> Yes <input type="checkbox"/> No <i>*Forms must be dated no earlier than one year prior to application submission date.</i> |
| <input type="checkbox"/> Successful Criminal Record Check <i>*Valid 1 year prior to application submission date</i> Date: _____ | <input type="checkbox"/> Copy of MB Technician Paramedic License, or <input type="checkbox"/> I am registered to write the COPR on: Date: _____ |
| <input type="checkbox"/> Child Abuse Registry Check <i>*Valid 6 months prior to application submission date</i> Date: _____ | <input type="checkbox"/> ONLY SUPPLY IF CERTIFICATION IS VALID University of Manitoba for CFFM FPFE Certification. If already have certification, please indicate that your certification is current as of closing date: CFFM FPFE. Date of Expiry: _____ |
| <input type="checkbox"/> Appendix 5 – Psychological Questionnaire – Sealed envelope | |

****Note: Vision Test and Hearing Test Forms must be dated no earlier than one year prior to application submission date and must include if you meet the standard, as well as the providers' signature, address, and phone number. It is the applicant's responsibility to ensure that both forms are filled out completely. Applications must be complete before the applicant will be considered for advancement in the competition.**

Required documentation may be submitted by mail, fax, or email, or delivered in person to:

Human Resources - Competition #240027
 Attention: Stacey Jardine
 410 - 9th Street
 Brandon, MB R7A 6A2
 Fax: 204-729-1904; email: s.jardine@brandon.ca

BRANDON FIRE AND EMERGENCY SERVICES

APPLICANT INFORMATION

GENERAL INFORMATION: *Please Print Clearly*

| | |
|-----------------|--|
| Surname: | Other Surnames if applicable: |
| Given Name(s): | |
| Full Address: | Home Telephone: Work Telephone: Alternate Telephone: |
| E-Mail Address: | |

EMPLOYMENT HISTORY:

FIREFIGHTING EXPERIENCE (if applicable):

| | | |
|-------------------|-------------|-------------|
| Employer: | Position: | Supervisor: |
| Employer Address: | Start Date: | End Date: |
| | Work Phone: | Home Phone: |

AMBULANCE EXPERIENCE (if applicable):

| | | |
|-------------------|-------------|-------------|
| Employer: | Position: | Supervisor: |
| Employer Address: | Start Date: | End Date: |
| | Work Phone: | Home Phone: |

OTHER EMPLOYMENT EXPERIENCE:

| | | |
|-------------------|-------------|-------------|
| Employer: | Position: | Supervisor: |
| Employer Address: | Start Date: | End Date: |
| | Work Phone: | Home Phone: |

| | | |
|-------------------|-------------|-------------|
| Employer: | Position: | Supervisor: |
| Employer Address: | Start Date: | End Date: |
| | Work Phone: | Home Phone: |

Are you legally entitled to work in Canada?

Yes

No

HIGHWAY TRAFFIC ACT OR CRIMINAL CODE CHARGES:

Provide information with respect to charges under the Highway Traffic Act or the Criminal Code.

| Year | Month | Location | Details | Disposition |
|------|-------|----------|---------|-------------|
| | | | | |
| | | | | |
| | | | | |

Note: An original Driver's Abstract dated no earlier than October 22, 2023, must accompany your application.

REFERENCES:

The following references should be business or academic references, not personal or family references.

| | Reference 1 | Reference 2 |
|-----------------|-------------|-------------|
| Name: | | |
| Address: | | |
| Work Telephone: | | |
| Home Telephone: | | |
| Occupation: | | |

DECLARATION:

I hereby declare the foregoing information to be complete and accurate to the best of my knowledge and understand that any misrepresentation or omission herein may result in the cancellation of this application or in my dismissal, if employed.

I further authorize the release of any and all information from given references and other sources sought with respect to my suitability for employment with the City of Brandon. I hereby release the City of Brandon and the sources of such information from all liability for any damages arising therefrom.

DATE: _____ **SIGNATURE:** _____

This personal information is being collected and will be used to assess suitability for employment. It is protected by the Protection of Privacy provisions of The Freedom of Information and Protection of Privacy Act (FIPPA). If you have any questions about the collection, contact Human Resources at 410 - 9th Street, Brandon, Manitoba, R7A 6A2 or at (204) 729-2242

PLEASE ATTACH A COVER LETTER & RESUME OUTLINING MORE DETAILS OF YOUR WORK HISTORY.



FIREFIGHTER/PARAMEDIC Vision Examination Report



| A. Applicant Particulars | | | | | | |
|--|--|--|--|---|--------------------------------|-------|
| Surname | | | Given names | | | |
| Address | | | | Postal Code | | |
| | | | | | | |
| B. Findings of Eye Examiner | | | | | | |
| 1. Visual Acuity Test | Visual Acuity - Far | | | Visual Acuity - Near | | |
| | Uncorrected | Corrected | Uncorrected | Corrected | | |
| Right Eye | | | | | | |
| Left Eye | | | | | | |
| Both Eyes | | | | | | |
| Method of Measurement | Snellen | Decimal | AMA | Snellen | Jaegar | Point |
| 2. Visual Correction | | | Frequency of use: | | | |
| <input type="checkbox"/> Nil | <input type="checkbox"/> Eyeglasses | <input type="checkbox"/> Contact Lenses | <input type="checkbox"/> for permanent use | <input type="checkbox"/> for occasional use | | |
| 3. Corrective Procedures | | | | | | |
| <input type="checkbox"/> Nil | <input type="checkbox"/> Radial Keratotomy | <input type="checkbox"/> Orthokeratology | <input type="checkbox"/> Laser Keratectomy | <input type="checkbox"/> X-Chrom Lenses | <input type="checkbox"/> Other | |
| Details of corrective procedures: (Include date of procedure, prior vision, complications, prognosis. If space is insufficient, attach separate page.) | | | | | | |

| | | |
|---|---|---------------------|
| <p>4. Visual Fields</p> <p>A normal visual field for the purpose of this examination is defined as a vision of 120° in each eye in the horizontal plane and the absence of scotoma.</p> <p><input type="checkbox"/> Normal <input type="checkbox"/> Defective (Details):</p> | | |
| <p>5. Diplopia</p> <p><input type="checkbox"/> Absent</p> <p><input type="checkbox"/> Present (Details):</p> | <p>6. Colour Vision</p> <p>Use Ishihara Pseudo-Isochromatic plates. If deficiency is found, administer Farnsworth D-15 as an alternatively acceptable test. In the event of a colour vision deficiency, kindly attach actual Ishihara and Farnsworth D-15 results for subsequent review.</p> <p><input type="checkbox"/> Normal <input type="checkbox"/> Deficiency</p> | |
| <p>7. Other conditions or comments (if space is insufficient, please attach separate page).</p> | | |
| <p>Does the candidate meet the standard stated below:</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> | | |
| <p>C. Particulars Regarding Examiner</p> | | |
| Surname | Initials | Qualifications |
| Address (Number, Street, Suite no., City) | | Signature |
| Telephone | | Date of Examination |

Vision Standards for BFES Firefighter/Paramedic

Visual Acuity: 20/30 or better in the best eye (aided or unaided) and not less than 20/50 in the weaker eye (aided or unaided).

Colour Vision: Minimal colour vision abnormalities.

Vision Test Form must be dated no earlier than January 19, 2023, and must include if you meet the standard, as well as the providers' signature, address, and phone number.



FIREFIGHTER/PARAMEDIC

Hearing Examination Report



| A. Applicant Particulars | | | | |
|--|-----------|-------------|-------------|---------|
| Surname | | Given names | | |
| Address | | | Postal Code | |
| B. Findings of Examiner - Category 'A' | | | | |
| | 500 Hz | 1000 Hz | 2000 Hz | 3000 Hz |
| Standard dB Loss | | | | |
| Right Ear | | | | |
| Left Ear | | | | |
| Pure tone hearing may be no more than 30 db unaided in either ear average at 500, 1000, 2000, 3000 Hz. | | | | |
| B. Findings of Examiner - Category 'B' | | | | |
| | Right Ear | | Left Ear | |
| a) Auditory Canal - atresia, severe stenosis, or tumor | | | | |
| b) Severe external otitis | | | | |
| c) Auricle- severe agenesia or traumatic deformity | | | | |
| d) Mastoid - severe mastoiditis or surgical deformity | | | | |
| e) Meniere's syndrome or labyrinthitis | | | | |
| f) Otitis media | | | | |
| Comments or any other ear condition that results in a person not being able to perform as a fire fighter (if space is insufficient, please attach separate page). | | | | |

Testing Standards for BFES Firefighter/Paramedic:

1. Pure tone reception threshold testing using appropriate psychophysical techniques be conducted at each of the following four frequency levels - 500 Hz, 1000 Hz, 2000 Hz, and 3000 Hz.
2. Each ear is to be tested separately.
3. Testing is to be conducted in an ANSI approved "soundproof" booth (ANI 83.1 - 1997), with equipment calibrated to ANSI standards (ANSI 83.6 - 1973).
4. Testing is to be conducted under the supervision of a trained hearing specialist.
5. An applicant is to be tested without correction or amplification devices of any kind (including hearing aids).
6. Pure tone reception threshold testing using appropriate psychophysical techniques be conducted at each of the following four frequency levels - 500 Hz, 1000 Hz, 2000 Hz, and 3000 Hz.
7. Each ear is to be tested separately.
8. Testing is to be conducted in an ANSI approved "soundproof" booth (ANI 83.1 - 1997), with equipment calibrated to ANSI standards (ANSI 83.6 - 1973).
9. Testing is to be conducted under the supervision of a trained hearing specialist.
10. An applicant is to be tested without correction or amplification devices of any kind (including hearing aids).

Does the candidate meet the standard stated above:

Yes No

| C. Particulars Regarding Examiner | | |
|---|---------------------|----------------|
| Surname | Initials | Qualifications |
| Address (Number, Street, Suite no., City) | | Signature |
| Telephone | Date of Examination | |

Hearing Test Form must be dated no earlier than one year prior to your application submission date, and must include if you meet the standard, as well as the providers' signature, address, and phone number.

APPENDIX 2

CRITERIA FOR DRIVERS ABSTRACT REVIEW

COMPETITION #240027

To assist those who are involved in the review of driving records, the following criteria has been created. Below are listed the major offences under the Highway Traffic Act. These offences have a predetermined number of points assessed with a conviction.

Should a person have been convicted of the following offences under the Highway Traffic Act within five years prior to the posting of the competition, they will be ruled ineligible:

| | |
|--------------------|---|
| Section 76.1 HTA | Disobey Police Officer |
| Section 95(1) HTA | Speeding in Excess of 49 Km/h |
| Section 155(1) HTA | Fail to Exchange Accident Info. |
| Section 155(2) HTA | Leave the Scene of Accident |
| Section 155(3) HTA | Fail to Leave Information on Parked Vehicle/Object |
| Section 188 HTA | Careless Driving |

Should a person have been convicted of the following offences under the Highway Traffic Act within three years prior to the posting of the competition, they will be ruled ineligible:

| | |
|--------------------|----------------------------------|
| Section 170 HTA | Misuse Registration/License |
| Section 171 HTA | Alter/Misuse Plate |
| Section 215.1 (2) | Hand-operated Electronic Devices |
| Section 222(2) HTA | Park to Obstruct |
| Section 224(1) HTA | Make a False Statement |
| Section 226(1) HTA | Drive Without Vehicle Insurance |

A review of the abstract will point out the obvious history. If this is the case and the history is poor, the person can be rejected. Past performance is an indicator of future performance.

The purpose of the driver's abstracts is to better meet the information needs of data users such as the police. Roadside Breathalyzer Suspensions appear on driver's abstracts and remain in place for five years. This means that any person who has had their driver's license suspended for 24 hours with or without charge (i.e.: fail at roadside and blow under the chargeable % on the Breathalyzer or blow a warning on the roadside device) within the previous three years from the date of posting of the competition will be considered ineligible.

It stands to reason that if a person has a criminal record, then they would be excluded from the competition. In some instances, a criminal offense may be listed on a driver's abstract. Under the Criminal Records Act, persons with a criminal record may apply for a pardon. Should a pardon be obtained, the criminal record would not exist and could not be used to assess suitability. A pardoned offence will continue to show on the driver's abstract until a request to have it removed has been made to Driver and Vehicle Licensing. Should an applicant not realize that the pardoned offense was not removed from his/her abstract and hands in application, the application will be rejected. A

person must prove that a pardon has been obtained and will be advised to contact driver and vehicle licensing to have offense removed.

Convictions for criminal offences are maintained on a drivers abstract for ten years. Any applicant with a conviction for the following offences within the 10-year period prior to the date of the posting of the competition will be ruled ineligible. (As stated previously, this would not apply to a person who has obtained a pardon.)

| | |
|---------------------------------|---|
| Section 219 Criminal Code | Criminal Negligence |
| Section 220 Criminal Code | Criminal Negligence (Causing Death) |
| Section 221 Criminal Code | Criminal Negligence (Causing Injury) |
| Section 249(1) Criminal Code | Criminal Negligence in the Operation of a Motor Vehicle |
| Section 249(1)(a) or (2) | Criminal Code - Dangerous Driving |
| Section 249 (3) Criminal Code | Dangerous Driving (Causing Injury) |
| Section 249(4) Criminal Code | Dangerous Driving (Causing Death) |
| Section 252(1) Criminal Code | Leave the Scene of an Accident |
| Section 253(1)(a) Criminal Code | Impaired Driving |
| Section 253(1)(b) Criminal Code | Driving Over Blood Alcohol Concentration .08 |
| Section 254(5) Criminal Code | Refuse Blood or Breath Sample |
| Section 255(2) Criminal Code | Impaired Driving (Causing Injury) |
| Section 236 Criminal Code | Manslaughter |
| Section 259(4) Criminal Code | Driving While Disqualified |
| Section 334 Criminal Code | Theft (Vehicle) |
| Section 335 Criminal Code | Take Vehicle Without Consent |
| Section 354 Criminal Code | Possession of Property Obtained by Crime |
| Section 355 Criminal Code | Sell or Misuse Vehicle Master Key |
| Section 430 Criminal Code | Mischief in Relation to a Vehicle |
| Section 434 Criminal Code | Motor Vehicle Arson |

It has to be remembered that past performance can indicate future performance, but at the same time recognize that people can change. These criteria are an attempt to strike a balance.

APPENDIX 3

REFERENCE GUIDE

SKILLS ASSESSMENT EXAM

Reference Guide - Objectives

The Reference Guide is designed to provide each applicant with an equal opportunity to prepare for the written test.

The examiner will supply all of the material necessary to write the test.

It is imperative that you arrive in time to start the exam at the scheduled hour. Candidates who arrive late may be subject to dismissal from the competition at the discretion of the proctors.

Section 1 Test Format

There is one test which will consist of 100 multiple choice questions each for a total value of 100 marks. Questions will be based on your primary care paramedic knowledge.

Time Allotment for Test

Time management will be an important factor in successfully completing this test. While candidates who complete the test early will not be given any consideration for this task, candidates who do not complete all the test questions, due to running out of time, will have the unanswered questions marked as wrong and the appropriate mark will be deducted from their score.

The total time allotted for Section 1 is approximately three (3) hours and the total time allotted for Section 2 is (2.5) two and a half hours.

We will have a scheduled break between tests.

Pass Mark

On the multiple-choice portion of the test there is a possible total of 100 points as a perfect test mark. ***Seventy per cent (70%) is the pass mark for this test.***

Section 2 – Emergency Services Testing

Emergency Services Testing System was developed to measure specific aptitudes important to firefighter and emergency response occupations. There are four components to Emergency Services Testing System: a reading ability test, a mechanical aptitude test, a human interaction test and a math test. All test items were developed through rigorous research with many panels of experienced fire service professionals. You don't need experience to answer the questions in this test. Common sense is always your best guide.

Character is important to us. You will be required to sign a security and confidentiality agreement stating that you have not and will not violate test security through coaching or exchange of specific information about test items. Breach of this agreement is subject to prosecution under federal copyright law and would be viewed as an unacceptable integrity failure for an employee or prospective employee.

The answer sheet is machine scored so mark only one answer for each question and fill in the circle completely. If you mark more than one answer, you will get the question wrong. If you don't know the answer to a question, the best strategy is to guess because you may get it right anyway and you will definitely get it wrong if you don't answer.

Four Components of Emergency Services Testing System

Emergency Services Video-Based Human Relations Test (Approximately 60 Minutes)

Part I

Emergency Services Video-Based Human Relations Test focuses on teamwork and human relations skills and was specifically designed for the fire service. You will watch a video segment, and then choose the BEST course of action in a multiple-choice format. Once you have chosen the BEST possible course of action, you will be asked to identify the WORST possible course of action. This test is presented on video and the items play without stopping. You will have 10 seconds to answer each question.

You don't need experience to answer these questions. Emergency Services Video-Based Human Relations Test is not intended to be a test in any way of your knowledge of policy or technical aspects of the job. Any such information that may be needed to answer a question is provided in the test. For instance, in the video you will hear firefighters instructing business owners about safety requirements. You are not expected to know anything other than what is stated. Base your answers only on information given in the test and your own common sense.

Emergency Services Video-Based Human Relations Test is not meant as training or as an example of how firefighters should handle their jobs. In some cases, you will see firefighters who make poor choices about what to do.

Also, none of the questions or answers are meant to be tricky. Although all the answers may not be equal in terms of common sense, they would all be choices available to the firefighter. In no case is an answer wrong because the choice would not be possible. For instance, a firefighter can make decisions based on circumstances about how to work with members of the public in enforcing safety regulations.

Part II

In addition to answering the questions on Part I of Emergency Services Video-Based Human Relations Test, you will be instructed to observe the behaviors of the individual firefighters portrayed. You will have the opportunity to observe behavior on multiple occasions for many of the firefighters. Part II of Emergency Services Video-Based Human Relations Test consists of questions about these firefighters and their behaviors. Part II is on the same video and immediately follows Part I.

Emergency Services Mechanical Reasoning Test (Approximately 30 minutes)

Emergency Services Mechanical Reasoning Test is a multiple-choice mechanical aptitude test presented on video. You will see an introduction to a simple system, in the form of an animated brick making factory and then be asked questions about the factory. Most of the questions are about basic mechanical objects such as valves and principles such as water pressure. You will also be asked to answer trouble shooting type questions and observe system operations for problems. All of the questions can be answered based on common sense and observation of how everyday objects work. Emergency Services Mechanical Reasoning Test is also timed. You will see the introduction for each question only once. Again, after each question is presented, you will have a brief period to mark the answer you think is best before the next question is presented.

Emergency Services Reading Test (6 Minutes)

This test is designed specifically for firefighters, a job requiring on-going study of difficult and technical materials. The test is based on actual job material. You will be required to choose the word that best fits in the blank. You are given 6 minutes to complete the Reading Test.

Emergency Services Math Test (Approximately 15 minutes)

In this video-based segment, you will be asked to make the kind of quick calculations firefighters must do every day. No paper and pencil, you will do this math “in your head”.

APPENDIX 4

CANADIAN FORCES FIRE MARSHALL'S FIREFIGHTER PRE-ENTRY FITNESS EVALUATION PRE-ASSESSMENT INSTRUCTIONS

REGISTRATION PERIOD: To be determined

TESTING DATES: To be determined

Available dates and times will be listed on our [online registration website](#) once registration opens.

**Dates and times are subject to change. Limited appointments are available. Appointments may be adjusted to accommodate the University of Manitoba.*

***Book your appointment ASAP to increase your chances of getting a time that suits your schedule.*

****Bookings requested past the registration period will incur a \$50 + GST late fee and cannot be guaranteed*

LOCATION: Active Living Centre, University of Manitoba (Fort Garry Campus)

FEE: \$325 (+GST) per appointment

Review all information below prior to completing your online registration:

- Tests times are booked every hour (ie, 8:30, 9:30....) on a first come first served basis.
- Each appointment will take approximately 3 hours; however, you should expect to be here for approximately 3.5 hours to account for post test clearance / release.
- Please review our policies for refund /cancellation details: [Policies, forms and registration information | University of Manitoba \(umanitoba.ca\)](#); select "Refunds – Occupational Testing".
- Details regarding the assessment description, pre-assessment requirements, general information and steps on how to register please visit our [OCCUPATIONAL TESTING](#) webpage.
- **Forms (Physician clearance and PAR-Q)** must be submitted to occupational.testing@umanitoba.ca a minimum of **1 week prior** to test date. ***Please include your registered test date in the email body when submitting your document.***
- Applicants who pass all aspects of the testing protocols will receive a certificate (valid for 6 months). Successful applicants must submit a copy of the certificate to **City of Brandon Fire & Emergency Services**. Deadline for submission and contact information is on the certificate.

Inquiries:

occupational.testing@umanitoba.ca

3. Have you held any employment that you are deliberately not disclosing? Please provide dates.

Yes No

4. Have you ever been disciplined / documented for inappropriate behaviour at work? Please provide dates.

Yes No

5. Have you ever been dismissed or asked to resign from a job? Please provide dates.

Yes No

6. Have you ever kept, removed, duplicated, and / or deleted any information, in any format, that you were under a legal, professional, or work obligation to safeguard? Please provide dates.

Yes No

B. DRIVING HISTORY

7. Have you ever driven a motor vehicle after you had been drinking? Please provide dates.

- Yes No

8. Have you ever had a traffic ticket or accident while driving, and if so what were the circumstances? Please provide dates.

- Yes No

9. Have you ever had your driver's license revoked, suspended, or placed on a probationary status? Please provides dates.

- Yes No

10. Have you ever been the driver of, or passenger in, a vehicle involved in a hit and run accident, even when the damage was minor? Please provide dates.

- Yes No

11. Have you ever been chased, or pursued, by the police (foot or motor vehicle chase)? Please provide dates.

- Yes No

12. Are you currently in default in any court for a motor vehicle violation or unpaid traffic tickets, including parking tickets? Please provide dates.

- Yes No

C. GAMBLING

13. Do you gamble (including lottery and scratch tickets, etc.)?

- Yes No

14. Do you presently owe any gambling debts, to anyone?

- Yes No

15. Have you ever had contact with a professional bookmaker (bookie)? Please provide dates.

Yes No

16. How much have you spent, wagered, lost or won in the last year as a result of gambling?

| | Spent | Wagered | Lost | Won |
|--------|-------|---------|------|-----|
| Amount | \$ | \$ | \$ | \$ |

D. ALCOHOL

17. What is the worst thing you have ever done as a result of drinking alcohol? Please provide dates.

18. Have you ever received any type of substance abuse counseling or been involved in an alcohol treatment program? Please provide dates.

Yes No

19. Have you been in a verbal or physical altercation while under the influence of alcohol? Please provide dates.

Yes No

20. Have you been the subject of a police investigation, or inquiry, while you were under the influence of alcohol? Please provide dates.

Yes No

21. Have you ever drunk on the job, or ever been asked to resign or been dismissed from a position because of alcohol related concerns? Please provide dates.

Yes No

22. Do you drink alcohol? If so how would you describe your usage? Infrequent, social only, moderate, above average or heavy?

Yes No

23. When was the last time you were drunk? What were the circumstances of the most recent event? Please provide dates.

24. Have you ever missed work or an event because of drinking or suffering from a hangover? If yes, explain – provide specific details and dates.

Yes No

E. DRUGS

25. Have you ever purchased / sold any illegal drugs? If yes, explain. Please provide dates.

Yes No

26. Have you ever grown / manufactured / imported illegal drugs? If yes, explain. Please provide dates.

Yes No

-
27. Are any of your friends or associates users of illicit drugs? If so, who, and what is your relationship to them and what was your response to their drug usage?

Yes No

28. Have you ever used or experimented with any illegal / illicit drugs? If yes, provide information for each drug and explain circumstances of use.

Yes No

| Drug | Used? | | Date of 1 st Use | Date of Last Use | Total Times Used |
|-----------------|-------|----|-----------------------------|------------------|------------------|
| | Yes | No | | | |
| Marijuana | | | | | |
| Hash/ Hash Oil | | | | | |
| Cocaine | | | | | |
| Crack | | | | | |
| Heroin | | | | | |
| Steroids | | | | | |
| Methamphetamine | | | | | |
| Mushrooms | | | | | |
| Acid / LSD | | | | | |
| PCP | | | | | |
| Crystal Meth | | | | | |

| | | | | | |
|-----------------------------------|--|--|--|--|--|
| Inhalants (glue, gasoline, paint) | | | | | |
| Mescaline | | | | | |
| Ketamine | | | | | |
| Designer (homemade) | | | | | |
| Date Rape | | | | | |
| Ecstasy | | | | | |
| Other (specify) | | | | | |
| Other (specify) | | | | | |
| Other (specify) | | | | | |

29. Have you ever used or sold steroids? If yes, explain. Please provide dates.

Yes No

30. Have you ever misused prescription or non-prescription drugs? What type of drug? How was it misused? If yes, explain. Provide specific details including dates, types of drugs and how misused.

Yes No

F. USE OF FORCE

31. When was the last time you lost your temper? Describe the circumstances and outcome. Please provide dates.

32. How many fights, either physical or verbal confrontations have you been involved in? Explain. Please provide dates.

33. Have you ever been in a physical altercation with a spouse or partner or anyone associated to you in a domestic or family relationship? (Domestic violence) Please provide dates.

Yes No

34. Have you ever been physically violent toward any adult person? (Sports or otherwise) Please provide dates.

Yes No

35. Have you ever been physically violent toward a child? If yes, explain – provide specific details including dates (where / when / circumstances). Please provide dates.

Yes No

36. Have you ever engaged in cruelty to any creature, or animal that resulted in harm, injury or death, other than legally licensed hunting, or fishing? Please provide dates.

Yes No

G. ACTIVITY INVOLVING WEAPONS

37. Have you ever used a firearm, knife, club, deadly weapon, physical force, threat, or intimidation in order to steal or take property from another person? Please provide dates.

Yes No

38. Have you ever unlawfully possessed any explosive, weapon, firearm, short barreled firearm, armour piercing ammunition, silencer, knife, brass knuckles, chemical dispensing device, or zip gun? Please provide dates.

Yes No

39. Have you ever unlawfully carried or concealed a firearm, knife, club, or any other weapons? Please provide dates.

Yes No

40. Have you ever been refused a gun permit or had a permit revoked? Please provide dates.

Yes No

G. COMPUTERS AND TECHNOLOGY

41. Have you ever committed credit card or any other form of fraud over the Internet? Please provide dates.

Yes No

42. Have you ever hacked or attempted to hack into any Canadian or foreign government computer systems? Please provide dates.

Yes No

43. Would you be willing to provide us the authority to search your internet provider's records of the sites you visit?

- Yes No

44. Have you ever used a computer or the Internet for illegal or nuisance purposes? (i.e. child pornography, hacking, harassing e-mail, theft of software, etc?). Please provide dates.

- Yes No

H. SEXUAL ACTIVITY

45. Have you ever committed an illegal sexual act? Please provide dates.

- Yes No

46. Have you ever used physical force or any type of threat in order to have sexual relations with someone? Please provide dates.

- Yes No

47. Have you ever had sex with someone who was under age (less than 14 years of age)? Please provide dates.

- Yes No

48. Have you ever had sex with someone against their will or without their consent (includes persons unable to give permission due to a medical condition, mental health issue, alcohol or drug, or other reason)? Please provide dates.

- Yes No

49. Have you ever given anyone some type of drug or substance, without their knowledge, prior to having sex with them? Please provide dates.

- Yes No

50. Have you ever videotaped or photographed sexual acts of another person without their knowledge? Please provides dates.

- Yes No

51. Have you ever sent or received, by electronic or any other means, naked pictures of yourself or another person? Please provide dates.

- Yes No

52. Have you ever solicited the services of a prostitute? Please provide dates.

- Yes No

53. Have you ever made anonymous or unwanted sexual phone calls? Please provide dates.

- Yes No

54. Have you ever exposed yourself to anyone in public? Please provide dates.

- Yes No

55. Have you ever committed incest (excludes victimization)? Please provide dates.

Yes No

56. Have you ever possessed or produced child pornography (videos, photos, etc.) If yes, explain – provide specific details including dates (where / when / circumstances). Please provide dates.

Yes No

57. Have you ever used a chat room on a computer to mislead a young person, under 18 years of age, with the intent of pursuing a sexual relationship? Please provide dates.

Yes No

58. Have you ever engaged in bestiality? Please provide dates.

Yes No

59. Have you ever committed a sexual act that if you were caught, you could have been prosecuted? Please provide dates.

- Yes No

60. Have you ever traveled outside Canada for the purpose of engaging in sexual activity with a minor (e.g. sexual tourism)? Please provide dates.

- Yes No

I. INVOLVEMENT WITH LAW ENFORCEMENT

61. Do you personally know of anyone who is a member or associates with any gang(s) or group(s)? Please provide dates.

- Yes No

62. Have you ever been questioned or investigated by a law enforcement agency either as a complainant, a victim, a witness or a suspect (includes protective custody)? Please provide dates.

- Yes No

63. Have you ever done anything for which you could have been arrested? Please provide dates.

- Yes No

64. Have you ever lied to a police officer during an investigation? Please provide dates.

- Yes No

65. Have you ever engaged in evading, resisting or interfering with any Peace Officer in making any arrest or detention of any person, including yourself? Please provide dates.

- Yes No

66. Have you ever been associated, in any way, with a gang, terrorist group, militant group, or subversive organization including outlaw motorcycle gangs? Please provide dates.

- Yes No

67. Have you ever stalked or harassed (physically or verbally) a person? Please provide dates.

- Yes No

68. Have you ever knowingly purchased stolen property? Please provide dates.

- Yes No

69. Do you now have any stolen property in your possession?

- Yes No

70. What is the most serious undetected crime you have ever been involved in? Please provide dates.

71. Were you ever present when a serious crime was being committed? Please provide dates.

Yes No

72. Have you ever participated in any type of smuggling (e.g. humans, cigarettes, drugs, weapons)? Please provide dates.

Yes No

73. What civil or criminal court actions have you taken against someone else? Please provide dates.

74. What civil or criminal court actions have been taken against you? Please provide dates.

75. Have you ever been involved in any matter for which you could be blackmailed or threatened with disclosure? Please provide dates.

Yes No

76. Have you ever been involved in any criminal behaviour at any of your workplaces? (i.e. theft of merchandise / office supplies / money, misappropriation of funds, fraud, converting anything to your personal use without authorization). Please provide dates.

Yes No

77. Have you ever been involved in any type of fraud (insurance fraud, price tag switching, vehicle odometer rollback, etc.)? Please provide dates.

Yes No

78. Other than traffic violations or your work capacity, have you been checked by the police where information about you was documented? Please provide dates.

Yes No

79. Have you ever engaged in the intentional damage, or destruction of any property belonging to another person? Please provide dates.

Yes No

K. CREDIT

80. Have you ever written any NSF cheques? Please provide dates.

- Yes No

81. What debts or financial obligations do you have at this time?

82. Have you ever been late for any payments? Please provide dates.

- Yes No

83. Have you ever declared bankruptcy? Please provide dates.

- Yes No

L. OTHER

84. Have you ever tried to take your life? Please provide dates.

Yes No

85. Have you ever thought seriously about taking your life? Please provide dates.

Yes No

86. Have you deliberately concealed any medical problems you have, may have or have had from a potential employer? Please provide dates.

Yes No

87. What groups or organizations are you a member of, or support? Please provide dates.

88. What do you consider to be your strongest asset in a work environment?

89. What do you consider to be your weakest point or flaw as it relates to the work environment?

90. Everybody lies; when was the last time you lied? Please provide dates.

91. Are you aware of any reasons that you may not be qualified to perform the job you are applying for?

Yes No

92. Have you ever done anything that was unethical, which you later regretted? Please provide dates.

Yes No

93. Given the opportunity to select your work partners, would you choose male or females? Please explain your rationale.

94. Have you ever suffered from or have you ever been treated for clinical depression or anxiety disorder? Please provide dates.

Yes No

95. Have you ever been prescribed anti-depressant medication? Please provide dates.

Yes No

96. What medications are you currently taking?

97. Do you know any person(s) employed with the department in which you are applying for? If so who?

Yes

No
