



Richmond Fire-Rescue

www.richmond.ca/fire

Firefighter Entrance Qualifications:

The core (basic) qualifications are:

1. Legal entitlement to work in Canada.
2. High school graduation or GED equivalency.
3. *Valid B.C. Class 3 Driver's License (Automatic or Manual) with airbrakes, and a driving record that demonstrates responsible and safe driving behaviour. A record with more than six points will eliminate an applicant from further consideration.
 - ***NOTE:** A valid B.C. Class 5 Driver's License or equivalent is acceptable at time of application; however valid B.C. Class 3 Driver's License (Automatic or Manual) with airbrakes, is required by the interview stage of the hiring process.
4. No conviction for a criminal offence related to the job of firefighter.
5. A minimum of First Responder Level 3, Occupational First Aid Level 2 or equivalent.
6. Physically fit and able to pass the Fitness York Test.
7. Ability to pass a medical examination compliant with standards set out in the National Fire Protection Association 1582 (NFPA 1582 Chapter 6)
8. Ability to swim. (100m front crawl or freestyle - continuous forward stroke - and 5 minute treading water)



The preferred qualifications are:

1. Minimum of one year of work experience (35 hours per week = 1820 hours)
2. Experience in environments such as paramedic, medical, fire service, coast guard, military, search & rescue etc.
3. One year of a post-secondary education (30 credits) or two years of an apprenticeship program.
4. Completed fire service related courses such as auto extrication, surface water rescue, swift water rescue, high angle/rope rescue, confined space, hazardous materials, incident command, shipboard fire fighting, critical incident stress, wild land fire fighting, aircraft rescue fire fighting, BC Fire Code, sprinklers, etc.
5. Successful completion of an approved firefighting training program to the BC Firefighter Standard, Firefighter II (Level II or NFPA 1001 Firefighter I & II).
6. Life Saving Society Certification of Bronze Star or higher or Swift Water Technician Level 1.
7. Fluency in multiple languages and an understanding of the diverse cultures in Richmond.
8. Volunteer in community and/or emergency services.
9. Demonstrated commitment to a lifestyle of fitness, health and wellness.



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Firefighter Benefits:

Hourly Salary (2019)

Employment Time	Hourly Salary
1st 6 Months	\$31.58
2nd 6 Months	\$33.84
2nd Year	\$36.09
3rd Year	\$40.61
4th Year	\$45.12
10th Year	\$46.47

Annual Vacation:

- 1 - 2 years of service: 9 duty shifts
- 3 - 10 years of service: 13 duty shifts
- 11+ years of service; 17 duty shifts
- In 21st year & after 23 years: 21 duty shifts

Statutory Holidays

Fire fighters are granted 12 duty shifts in lieu of the twelve statutory holidays granted to other civic employees and are taken separately from annual vacations.

Health and Welfare

Fire fighters are covered with a cumulative sick leave plan, as well as group life insurance, dental, Medical Services and extended health care plans.

Hours of Work (Fire Suppression)

Rotating day and night shifts for a 42 hour week - two day shifts (0800 - 1800) followed by two night shifts (1800 - 0800). After each tour, a firefighter has approximately four days off.

Hours of Work (Fire Prevention, Community Relations, Fire and Life Safety Educator and Training)

4 day work week, 35 hours/week.

Pension Benefits

In addition to the Canada Pension Plan, firefighters are covered by the Municipal Superannuation Act and contribute to these Pension Plans.

