



Firefighter Cadet Program Guidelines

History

The Firefighter Cadet Program is a new program being implemented within the Hanover Fire Department as a training program for young men and women, aged 16 to 17, interested in serving their community and preparing to become active firefighters upon reaching the age of 18. At age 18, the Firefighter Cadet may be eligible to participate in the Level I and II Firefighter program and become a full member of the Hanover Fire Department.

As a Firefighter Cadet, members are expected to help out at the station as required and to participate in the formal training program. The Firefighter Cadet attends training drills with their respective station. Any HFD officer may serve as the primary contact person for the Firefighter Cadet. Those selected are expected to act in a mature manner and commit to a demanding, long-term program.

The safety of the Firefighter Cadet is of paramount concern to the Department. As such, the activities of the Firefighter Cadets are limited in scope and the fire officers closely supervise them. The Firefighter Cadets quickly become an integral part of the firefighting team. It should be understood, however, that despite the training and supervision provided, firefighting is a dangerous activity and serious injury is a possibility. The fire officers will make every effort to minimize the Firefighter Cadets' exposure to danger. It is also the responsibility of the Firefighter Cadet to avoid known hazardous situations.

Due to the inherent dangers of firefighting, strict rules of conduct and tight procedural standards have been established. It is essential that all firefighters, including Firefighter Cadets, act in a calm and efficient manner. The Firefighter Cadets are expected to attend training drills and be prepared for the many challenges presented.

Each member is expected to read and understand these requirements and to adhere to these standards. The HFD Fire Chief and Public Education Officer are available to discuss any questions.



Eligibility

- Any resident of the RM of Hanover, actively attending high school, between the ages of 16 to 17, may make application for membership in the Firefighter Cadet Program.
- The applicant must be in good standing with the high school at the time of application and during the period of membership as a Firefighter Cadet. The Cadet must maintain an overall grade average that is agreed to by the guardian(s) and school. Copies of report cards are to be supplied as requested and after each reporting period at the school.

Rules and Regulations

- The general standard of conduct is to act in the manner of a professional. Firefighter Cadets represent Hanover Fire Department, and are expected to be courteous and respectful to fellow firefighters and all citizens served. Hanover Fire Department will not tolerate vulgar, offensive, discriminatory or threatening language or gestures at any time. Firefighter Cadets may not wear any article of clothing that, in the opinion of a fire officer, would be offensive to the public served.
- All members to follow instructions given by a senior Firefighter/Officer.
- Absence from regular meetings or training may be excused for the following reasons if the Cadet notifies his/her mentor prior to scheduled event: *unexpected family emergency, change in school schedule, work, personal illness, out of town*. Other reasons will be dealt with case by case.
- More than two (2) unexcused absences will be grounds for removal from the program.
- Hanover Fire Department maintains a “zero tolerance” policy with respect to drug and alcohol use and violation of public laws. Any possession or use of alcohol or illegal drugs, or being under the influence of alcohol or illegal drugs, on premises or apparatus during training, official functions, or while in HFD uniform will result in immediate and permanent suspension from the Firefighter Cadet Program.



- Any arrest or conviction for a crime will result in a review of the circumstances by the Fire Chief, and may result in disciplinary action, including permanent suspension.
- Members will ride in apparatus only when authorized by an Officer.
- Protective gear shall be worn while participating in a function which requires the use of equipment.
- Members shall report any accident or injury to an Officer.
- No physical violence or destruction will be tolerated.
- Members will be trained on equipment prior to use.
- Firefighter Cadets must be equipped with PPE that is appropriate for the activity being done; Cadets will not use SCBA on any department operations. Cadets may train on the use of SCBA use in non-hazardous controlled training events only.
- Firefighter Cadets may **NOT** be substituted for trained personal.
- Firefighter Cadets may not drive any department vehicles.
- Firefighter Cadets are not to participate in any HFD activity during school hours, are not to leave school, or any school sponsored event without the written/electronic consent of the school.
- Firefighter Cadets may not use or display emergency identification on their personal vehicle (eg red lights/ fire dept plates). Cadets may not wear clothing identifying them as a member of HFD, except as assigned or approval of the Fire Chief.
- When requested, Cadets are to report to the station or directly to scene as directed. No emergency lights, including use of hazard lights are to be used. Cadets must obey all traffic laws.
- Firefighter Cadets are not to make any comments or statements to public/and or media.



- Firefighter Cadets must follow the SOP's of HFD.
- Firefighters must agree to FIPPA. (Freedom of Information and Protection of Privacy ACT)
- Firefighter Cadets are responsible for the care of all gear issued to them.
- Violations of the rules and regulations are subject to disciplinary action which may include suspension or permanent termination from the Firefighter Cadet Program. This is subject to the review of the Fire Chief.



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